

Bargaining Minutes
MAY 12, 2017
CTA OFFICE

Attending:

| | | | | | |
|--------------------|----------|-------------------|----------|-----------------|----------|
| Maribel Aponte | CTA | Allison Kirby | District | Megan Oates | CTA |
| David Azzarito | District | Gloria Fernandez | District | Clay Phillips | CTA |
| Mary-Grace Surrena | CTA | Clinton McCracken | CTA | Kenrick Pratt | CTA |
| David Cintron | CTA | Alex Heidelberg | District | Krista Russell | District |
| Doreen Concolino | District | Sharon Leonard | CTA | Patricia Walker | District |
| Albert Davies | CTA | Lisa Marie Lewis | CTA | Tom Winters | CTA |
| Wendy Doromal | CTA | Michael Marzano | CTA | Stephanie Wyka | District |
| Jason Duke | District | Phyllis Mills | CTA | Rea Xenja | CTA |

- Guests: Beth Curran from Risk Management, Christina Phillips – FEA Intern

Agenda:

- Evaluation
 - Due date language
 - Domain 3
 - Appeals
- Compliance issues for Contract language
 - Appendix A-8
 - Appendix E
- Salary
 - School Psychologist proposal
 - Supplements
 - Athletic Trainer
- ESE certification changes
- Association Rights – President’s language
- Targeted Schools list
- Insurance

Minutes from April 26, 2017 reviewed and edits suggested will be made and posted on the Labor Relations web site

Evaluation

Discussion on Article X. Section A. The proposal was to take the paragraphs in Section A and number them. New language to this section was to define due dates. “When the actual day of the due dates

listed within this article fall on a weekend or non-duty day, the due date shall be the next scheduled day.” Proposal became TA #14. See Attachment 1

Deliberate Practice: CTA voiced a concern with how Deliberate Practice is shown on iObservation and does the DP element count toward the status score. Ms. Wyka responded that this was a display issue, not a scoring issue but asking for clarification from LSI.

Appeals: CTA proposed language for a tie breaker for Article X. Section K.4: “In the event that the Appeals Committee cannot reach a consensus, the affected employee may invoke the normal grievance procedure. Timelines shall be held in abeyance until such time as the committee fails to reach a consensus, and duty days shall not be counted until the employee is required to be at work.” The District raised a concern about this language since the issue was resolved by a special magistrate recommendation at the last impasse. CTA feels that the District has an unfair advantage because in the event of a tie, the appeal is not granted. The District requested that both parties consider alternative options.

Compliance Issues for Contract Language

The District asked for update on the proposals submitted for Appendix A-8 and Appendix E. CTA said they were still reviewing.

Salary

CTA proposed changes to the work year for School Psychologists along with changing the work day from 8 hours to 7.5 while keeping the annual leave the same. Also, CTA proposed a Medicare supplement. Please see Attachment #2.

The District proposed new language for experience credit to give all years of experience credit. See Attachment #3. CTA requested time to caucus on the issue.

Supplements: Clay Phillips and Jason Duke submitted costing for the changes in the supplements the committee is recommending. See Attachment #4. Supplement Committee recommended a proposal for Athletic Trainers that would give each high school five days of extended employment for the athletic trainer to cover athletic practices prior to pre-planning. This became TA # 15. See Attachment #5

CTA requested information on the number of teachers with Effective and Highly Effective Instructional Practice ratings.

- Highly Effective: 11,632 for 87.11%
- Effective: 1,525 for 11.3%
- Needs Improvement: 1.36%
- Unsatisfactory: 14 or .1%

ESE Certification Changes

The FLDOE released an update via email to Superintendents concerning proposed changes to Rules 6A-1.0503 F.A.C., and 6A-1.09441 which would have significantly changed certification requirements for Exceptional Education teachers. Those rule proposals have been withdrawn. See Attachment #6.

Association Rights

CTA proposed new language for salary increases for the President. This proposal became TA #16. See Attachment #7.

Targeted Schools List

CTA requested that District administration consider Alternative Ed and ESE schools when making up the targeted school list. Ms. Russell said she would take the request forward.

Insurance

The District submitted a proposal for Insurance. See attachment #8. This proposal would not increase employee-only premiums. There would be a slight increase in dependent coverage for Plan A. The increase would be larger for Plans B and C. Ms. Russell stated that the district is trying to balance the need for changes in the overall insurance plan with what employees would have to pay for premiums for themselves and dependents and the brunt of the burden is not born by the family or the ones that use the plan. The cost of the plan to the district is around \$7 million.

CTA requested to caucus. Upon return they said they would take the proposal under advisement and the chief negotiator would also speak with the OESPA bargaining team.

Meeting was adjourned.

Attachment #1

TA #14
May 12, 2017

Proposed Language: Article X. Section A

May 12, 2017

Number the paragraphs of Section A

A. The purpose of evaluation shall be to improve the quality of instruction in compliance with the mandates of Florida Statute and State Board Rule regarding the evaluation of the performance of instructional personnel. Evaluations shall be based on a combination of the Instructional Practice Score (observable) and Student Growth to create a Summative Rating (final outcome).

1. The Deliberate Practice Score component shall be used to meet the multi-metric measurement as required by current state statute. The Status Score plus the Deliberate Practice Score equals the Instructional Practice Score. Teachers on temporary contract are not required but may opt to complete Deliberate Practice.
2. Procedures for evaluation shall be as set forth in this Article. The Instructional Personnel Evaluation System Procedures Manual (Evaluation Manual) shall reflect and explain the procedures and accompanying forms which shall be used for all observations and evaluations and Deliberate Practice. The manual shall be incorporated into and made part of this contract. This manual shall be available on line to all teachers.
3. The District shall provide professional development for all aspects of the evaluation process.
4. Evaluation Due dates: When the actual day of the due dates listed within this article fall on a weekend or non-duty day, the due date shall be the next scheduled duty day.

Krista Russell
Doreen Connelley
Joann Duke
Alex Heidelberg
Allison Kietry
Dr. Fernandez
Mary Grace Silvers
Megan Oates
Dr. T. King
Alfred
Cliff Pines
Michael Watson
Sharon Leonard
Tom Vinters
Clinton McEachern
Phyllis J. Mills
Kennick A. Pratt
W S Darnell
Maibet Aponte
Stephanie Wyle
MLO

Attachment #2

CTA Proposal

May 12, 2017

from CSD
5/12/17
10:26 am

Psychologist

- Psychologist shall have a daily duty day of 7.5 hours.
- Psychologist shall have reduced duty days from 257 to 229.
- Psychologist annual leave shall remain unchanged.

Medicaid Billing Supplement

The Medicaid program recognizes the importance of school-based health services in the delivery of essential medical care to eligible children, and allows states to use their Medicaid programs to help pay for certain health services delivered to children in the schools. It is recognized that these employees are qualified providers. Therefore, Psychologists, Speech-Language Pathologists, Clinical Social Workers and any other employee who is allowed to bill for services covered under Medicaid shall receive a supplement of \$1,800 per year, and paid bi-weekly.

Article XVI. Section H.1.c and Section H.2.a
Proposal for Experience Credit
May 12, 2017

3
to CTA
May 12, 2017
10:15am

Private School Experience

Section H.1.c.:

- c. ~~Up to, but no more than 15~~ Instructional personnel hired from private schools (or school systems, including college) shall receive credit for each year of full time teaching, years of experience shall be given for private school (or school systems, including college) teaching experience and may be added to all prior public school experience credit, ~~dependent upon effective performance evaluations.~~ Experience credit shall be reviewed and pay shall be based on what similar teachers with the same amount of experience credit are compensated.

Work Experience

Section H.2.a.:

- a. ~~Up to a maximum of 15~~ All years of work related experience, excluding those years required for certification, shall be granted for salary purposes to those positions requiring work experience for certification and to social workers audiologists, and speech therapists. Experience credit shall be reviewed and pay shall be based on what similar teachers with the same amount of experience credit are compensated.
- f. Teachers who are certifiable in the critical needs areas of mathematics, science and exceptional education may be granted, upon initial employment, work experience credit ~~up to fifteen (15) years of~~ for all years of work related experience. Work experience must be directly related to the position for which the teacher is hired, and documentation must be provided by the teacher for review and approval by Employment Services

Work Experience for Nurses

Appendix E, Section F

- F. ~~Salary credit for nursing work experience from outside the District shall be granted, to a maximum of 15 years~~ All years of work related experience, shall be granted for salary purposes excluding the three years required for placement of non-degreed nurses on the salary schedule. Salary credit shall be retroactive to the beginning of the fiscal year in which it is verified. No credit shall be granted for work experience prior to the earning of a nursing license.

Attachment #4

from Supp⁴
Comm
May 12, 2017

| Supplement Restructuring | | Costing (rounded) | |
|--------------------------|---|--|--|
| 1 | New Supplements | increase all Special Duty ratios | increase ES Special duty ratios only |
| | • Visual Arts Sponsor (\$750 per allocation) | \$ 262,000 | \$ 262,000 |
| | • National Honor Society Sponsor (\$1,360 same as Quiz Bowl) | \$ 32,000 | \$ 32,000 |
| | • Wellness as a stand-alone supplement (\$0); changing ratio from 1-6 to 1-5 | \$ 433,000 | |
| | o Changing ratio for ES only (\$208K) | | \$ 208,000 |
| | • Magnet School Coordinator (26 Schools: 6 ES, 9 MS, 11 HS) (add description and supp rate to handbook) | \$ 86,000 | \$ 86,000 |
| | o \$846 for Elementary (same as Music Sponsor) | | |
| | o \$1,530 for Middle (same as middle lane Vocal Director) | | |
| | o \$3,102 for HS (same as middle lane Vocal Director) | | |
| 2 | Increase to number of athletic team assistants | | |
| | • 3 Athletic Mgmt assistants per HS | \$ 188,000 | \$ 188,000 |
| | • 14 Sports assistant coaches | \$ 211,000 | \$ 211,000 |
| 3 | Re-grouping for Sports | \$ 700,000 | \$ 700,000 |
| | • Baseball from Group 4 to Group 3 | | |
| | • Lacrosse from Group 6 to Group 4 | | |
| | • Volleyball from Group 5 to Group 4 | | |
| | • Water polo from Group 7 to Group 4 | | |
| | • Weightlifting from Group 8 to Group 6 | | |
| 4 | Re-grouping for Sports + Increase to number of athletic team assistants | \$ 47,000 | \$ 47,000 |
| 5 | 4 general categories for supplements: Athletic, Extracurricular, Co-curricular, and Academic support instead of 2 categories of Athletic and Non Athletic (no cost associated) | | |
| 6 | Athletic Trainers: each HS will have 5 extended contract days to use for sports that start before the school year. AT's will split the days among themselves...mutual agreement | | |
| | Total Cost including benefits | \$ 1,959,000 | \$ 1,734,000 |

Attachment #5

Proposed: May 12, 2017

Article XV. Section I

New Language

TA #15
MOA #11
May 12, 2017

Section I – Extended Employment

New 8. High Schools shall be given a total of five (5) days of extended employment for the athletic trainer(s) to cover athletic practices prior to pre-planning.

Khensue
O'Connor
Jason Duke
Diane
Alex Herkelberg
Allison Kirby
Dr. Fernandez
Henrick A. Pratt
Maichel Aponte
Alex T. Nye
Stephanie Wynn

Clyff Gilly
Michael Marza
Sharon Leonard
Thomas E. Winter
Clinton Michaelson
Pete D. Mills
W. D. Darnold
Mary-Grace Sumner
A. C. D. P.
Megan Oates
LMB

Attachment #6

to CTA
May 12, 2017
11:28 am

From: Chancellor Public Schools <Chancellor.Lyons@fldoe.org>
Date: May 10, 2017 at 3:40:08 PM EDT
To: Undisclosed recipients;;
Subject: Update on Rulemaking

Superintendents,

Please note the following regarding the proposed changes to Rules 6A-1.0503, F.A.C., *Definition of Qualified Instructional Personnel*, and 6A-1.09441, F.A.C., *Requirements for Programs and Courses Which are Funded Through the Florida Education Finance Program and for Which the Student May Earn Credit Toward High School Graduation*.

After several weeks of internal review of the comments to the rules, FDOE has decided to withdraw Rule 6A-1.0503, F.A.C., and that the proposed changes to the 2017-2018 Course Code Directory (Rule 6A-1.09441, F.A.C.) related to educator certification and qualification should not be made at this time. The 2016-2017 requirements for educator certification and qualification will remain for the 2017-2018 academic year. Other changes to the Course Code Directory, such as the routine update of courses that have been added, modified, or deleted during the past academic year, will be made to the 2017-2018 Course Code Directory, subject to approval by the State Board of Education.

Our chiefs for educator certification and exceptional education will also send this information to their district counterparts.

Sincerely,
Hershel Lyons
Chancellor of Public Schools



ATTACHMENT #7

Proposal

ARTICLE IV
ASSOCIATION RIGHTS

E. Association Leave

last paragraph 2 #1

*TA #16
MOU #12
5/12/17*

1. For evaluation purposes, the President shall be classified as Category 4 during the years served in office. However, during the first year in office, any salary increases based on the previous year's evaluation scores shall be applied to his/her salary. In subsequent years, while the president is classified as a Category 4 s/he shall receive increases designated as an across the board raise.

*Klusner
D. Louw
Jason Dake
Diehl
Alex Heidelberg
Allison Kirby
Dr. Fernandez
Chaf
Miguel Gonzalez
Megan Oates
Patricia*

*Michael Maize
Sharon Leonard
Tom Winters
Clinton McHugh
Pete D. Mills
Kenrick A. Pratt
W S Doromal
Maibel Aponte
Rae L. Kevic
Aht
LMS*

Attachment #8

| Medical Renewal 2017/2018 - Illustrative Purposes Only | | | | | | |
|---|-----------------------|--------------------------------|------------|--------------------------------|------------------|----------|
| | | Board Contribution \$814.60 | | Board Contribution \$844.42 | | |
| | | Employee Cost | Total Cost | Total 2017/18 Cost | Employee Cost | Increase |
| Plan A - Local Plus (5,349 Employees; 12,149 Members) | | | | | | |
| Plan A | Employee Only | \$0.00 | \$814.60 | \$843.11 | \$0.00 | \$0.00 |
| | Employee + Child(ren) | \$50.00 | \$864.60 | \$894.86 | \$50.44 | \$0.44 |
| | Employee + Spouse | \$250.00 | \$1,064.60 | \$1,101.86 | \$257.44 | \$7.44 |
| | Employee + Family | \$300.00 | \$1,114.60 | \$1,153.61 | \$309.19 | \$9.19 |
| Plan B - HRA (2,944 Employees; 3,628 Members) | | | | | | |
| Plan B | Employee Only | \$37.28 | \$851.88 | \$881.70 | \$37.28 | \$0.00 |
| | Employee + Child(ren) | \$575.84 | \$1,390.44 | \$1,439.11 | \$594.69 | \$18.85 |
| | Employee + Spouse | \$804.42 | \$1,619.02 | \$1,675.69 | \$831.27 | \$26.85 |
| | Employee + Family | \$1,017.70 | \$1,832.30 | \$1,896.43 | \$1,052.01 | \$34.31 |
| Plan C - OAPIN Plan (12,471 Employees; 18,243 Members) | | | | | | |
| Plan C | Employee Only | \$37.28 | \$851.88 | \$881.70 | \$37.28 | \$0.00 |
| | Employee + Child(ren) | \$350.50 | \$1,165.10 | \$1,205.88 | \$361.46 | \$10.96 |
| | Employee + Spouse | \$559.28 | \$1,373.88 | \$1,421.97 | \$577.55 | \$18.27 |
| | Employee + Family | \$754.08 | \$1,568.68 | \$1,623.58 | \$779.16 | \$25.08 |

Proposal from *my insurance*
to CTA
5/12/17
2:11pm

Proposed Plan Changes

Plan A RX MOOP \$500 to \$1000
RX Tier 2 \$30 to \$40

Plan B

RX MOOP \$500 to \$1000
RX Tier 2 \$30 to \$40
Med Ded \$1,500 to \$2,000
Med MOOP \$3,000 to \$4,500
Coinsurance from 10% to 20%
HRA from \$750 to \$250
Office Visits \$20/\$40/\$60 to \$30/\$45/\$65

Plan C

RX MOOP \$500 to \$1000
RX Tier 2 \$30 to \$40
Med Ded \$0 to \$100
Med MOOP \$3,500 to \$4,500
Office Visit \$20/\$40 to \$25/\$45