

MINUTES

CTA CBLT

CTA Office

November 6, 2019

In Attendance

Nicholas Anderson	CTA	Farrah Hawkins	CTA	James Preusser	District
Robert Bixler	District	Matthew Hazel	CTA	Maribel Rigsby	CTA
LeighAnn Blackmore	District	Myrlene Jackson-Kimble	District	Elizabeth Silva	District
Doreen Concolino	District	Daphne Lewis	CTA	Kenneth Simmons	CTA
Albert Davies	CTA	Clinton McCracken	CTA	Mary Grace Surrena	CTA
Wendy Doromal	CTA	John McHale	District	Stephanie Wyka	District
Gloria Fernandez	District	Megan Oates	CTA		
Ian Gesundheit	District				

Additional Attendees/Guests

Beth Curran	District	Theresa Harter-Miles	District	Mark Richard	CTA
Julie Grabach	District	Donna Williams	District		

Minutes

Jim Preusser	Good morning. Today we are here to talk about impact/effects bargaining. We agreed to separate this from wages. We will turn the table over to Wendy
Wendy Doromal	Opening Statement. We are going to briefly review each item.
Jim Preusser	Since we changed the date of this meeting, there are some of our SME's (Subject Matter Experts) that are not here. So we will listen to these issues, but we hope to come back next week. We may have a response on some things.
Wendy Doromal	Perhaps we could do it next week at 4:30, so our people don't have to take time off from teaching. We would like to get accurate numbers now (teacher vacancies). What you are giving us is not jiving with what we are seeing. The District is not being truthful.
Jim Preusser	We can look into that, The numbers we gave you are classroom teachers only. The difference in the numbers could be teachers brought back.
Wendy Doromal	When I go to school visits there were two schools had 7 and 8 vacancies.

Jim Preusser	We provide it to you weekly, senior managers call every week to get the vacancies.
Wendy Doromal	We call and it's is not matching up.
Farrah Hawkins	Previously we requested a list of STO, corrective and DA schools. The amount of common planning those schools have is ridiculous. What I mean is "common planning" is really professional development, all teachers have to come, even when it is irrelevant to that teacher and what they are doing. They do not have time because they have to go to the common planning that takes away from their planning time. Teachers are not compensated for this-it's additional work hours and it impacts the working conditions of our teachers. We want it to be defined in the contract.
Jim Preusser	Thank you. If we have additional questions we will come back.
Wendy Doromal	Best and Brightest – This is from Legislature who decided to put money in to bonus schemes instead of base salary. We are interested in the part of the bonus where school principal would decide who receives the bonus. We recommend that it go to all instructional personnel. We want to talk about criteria.
Jim Preusser	I brought my compensation person to this meeting. Is there something specific you want to convey to us on how you want it to be distributed?
Wendy Doromal	I understand from reading the statute is that the money is only what is left over after giving out the other money. We want to make sure that no one is excluded. And when I say who is excluded, I mean nurses, school psychologists, counselors, etc. We don't want anyone excluded.
Elizabeth Silva	I think we are pretty much in agreement with you, that we want to take principals and school administrators out of the equation. We want to divide it. How do you want it divided?
Wendy Doromal	Do you have figures?
Elizabeth Silva	Preliminarily. We have to pay out recruitment and retention first, then we can payout what is left. However, it will not be the \$6000 they had before.
Jim Preusser	I think conceptually we are in the same place. For us it boils down to what does the union see as a win for all instructional personnel? There are no roadblocks here. We agree it needs to be distributed. The thing that needs to be decided is the criteria for how it is to be distributed. If we can somehow agree on the "how" and the "what" then we are willing to put that into place.
Wendy Preusser	Ok, I will talk to the team. How much do you think the money is? If it is like \$10, we don't want to discuss, so we need to know how much.
Jim Preusser	We can do that, we can give an estimate. But we do agree with you that it has to be given to all instructional personnel.

Megan Oates	Good morning. We would like to open the discussion on the state statute of mobile suspension activity by installing an app on all mobile devices given to students. We would like to make sure when we look at this topic that we have families, students, instructional in mind. We'd like to hear from the district on some of the ideas you have on this.
Jim Preusser	Chief Holmes is not here today, but we would like to bring him back to speak to that. I do know we are not requiring anyone to put it on their personal device. I can certainly speak to him directly and have him come back to speak to that. I anticipate that next week I can have him or someone in his department come and speak to it.
Wendy Doromal	Ok, that sounds good.
Maribel Rigsby	Threat assessment – We have already had previous conversations because there is a school board policy on this. It is our opinion that School board work sessions are not where we bargain. So it is our opinion that there should be a conversation with us before policy is decided. This is important to bargaining, we do not know what type of liability there is; are they going to be compensated? We need a system in place to know who is going to be on these teams, what type of training they will receive and what kinds of discipline they might receive in being on these teams. You put these people in extreme conditions by being part of these teams.
Jim Preusser	So, just so I am clear. As a mandatory subject of bargaining, you believe there should be some sort of discussion about their compensation, the role, training and selection and discipline they might face? Those are good points; the leader of that team is Chief Holmes so I will make sure he is at the next session along with Mary Bridges and Dr. Shuler. I need to know what you are thinking concerning compensation so I can take that back.
Wendy Doromal	Let me tell you, if they have to meet after hours or during planning time, they need to be compensated. I want to go on record that I am really disgusted on how this was handled by the District. We sent a request to bargain on June 2. I resent the way the District stood up at the Board meeting and chastised me for not bargaining at the work session. I do not bargain with the School Board. I do not bargain at a work session, I do not have to attend the work session, I bargain here. I would have gone to the work session had it been advertised. It was not, I looked it up on the calendar and it said one word – threat. I didn't know what that meant. Teachers need to have a voice and they need to be compensated. When you work overtime, you need to be paid time and a half.
Jim Preusser	We understand. In terms of the compensation, what are you talking about?
Wendy Doromal	When you work overtime you need to be paid time and a half.
Jim Preusser	So that is where you are at? Time and a half? I can take that back.
Wendy Doromal	Mental Health – I was given an email to alert me to a statute. It said “key stakeholders” except for us, to create a plan that will meet requirements and best outcomes. It said as decisions are made, how arrogant, communication, training and resources will be provided. You are currently working with stakeholders, not us. First off, you do not make a decision, we bargain. We sent a demand to impact bargain and it needs to be bargained. Later I get a letter from the district you are proceeding without us. If we are not a stakeholder, I'd love to know who is. But, this does impact working conditions.

Jim Preusser	We do not bargain the decision, we bargain the effect of the decision, I think we agree with that. I would like someone from mental health here to speak on this.
Wendy Doromal	We will bargain the effects. I will file a ULP every time you do this.
Jim Preusser	When I say you, I mean CTA, in this environment. We are happy to discuss and the effects of the decision. However, working conditions is a broad statement.
Wendy Doromal	Let me tell you how it impacts us. So schedules, we will decide with you what goes in the curriculum, we may not want teachers to do it. I am very offended. How dare you send me this letter, how dare you it is so disrespectful, you want names of teachers, that is not how we do it. We decide, you do not tell me.
Jim Preusser	If we pull teachers out of the mix, how does it affect you?
Wendy Doromal	You do not get to say give me teachers. We want a team of teachers.
Jim Preusser	What else besides schedules.
Maribel Rigby	They lost planning time because they had to do the training. The training was rolled out already and teachers were told to complete it on their own time. What type of protection is required (offered) for liability. If teachers have to teach the class, the subject matter is very sensitive and could get parent complaints. We want to know how teachers will be covered.
Albert Davies	I will give you an example. The Kognito training was imposed. During pre-planning, it was dictated that we were going to do Kognito. You have to complete 6 modules online and we had to do it on our own time. Then on the teacher work day we had to do a third component and had to come back and do it on our own time.
Wendy Doromal	They will need to be reimbursed, we did not bargain it. These teachers need to be compensated.
Matthew Hazel	We are talking about the School Calendar next. (Reading about who is on the committee. Standing committee of the CBLT) Our problem fundamentally is that is not the way it is working. It is being run as a District committee that tells the teachers how it is going to be.
Jim Preusser	Weren't teachers on the committee before? You had two, where did they go.
Wendy Doromal	Our contract says equal membership on a committee. We don't believe that non-OCPS people are part of the committee.
Jim Preusser	If you had committee members, how long were they on committee? How long was Tom (Winters) on the committee? If we had nine on the committee and you had two, when did you realize you only had two? I am trying to understand this.
Wendy Doromal	We did not agree to nine on the committee. We cannot set members because we did not know. The other people cannot be committee members
Jim Preusser	It said we would discuss, and there is a historical history.

Wendy	We will discuss this at the ULP (unfair labor practice). We can't solve this if you are going to keep arguing. In September, I asked for the committee members, so we could set members. I did not get a reply. I got an email that said when the dates were set. I don't care what your history is, we are moving forward. I'm going to do what the Contract says.
Jim Preusser	Let me take it back to caucus. So let's hold this for the next session.
Matthew Hazel	The next topic is Professional Development – (Read email). We are being voluntold for things. Action steps with your PLC, every teachers is getting this training today.
Jim Preusser	Can you send me the presentation? I haven't seen it.
Wendy Doromal	I need it too, I haven't seen it.
Matthew Hazel	The training is voluntary, but it doesn't mean that teachers are not still inundated with this. We have collaborative bargaining, if we had come to the table we could have worked this out instead of the district posting notices in every school that you broke the law. Talk to us. We should know beforehand. If we are invited from the get-go, it could work differently. And it just hasn't.
Wendy Doromal	I just want to say this. You know what PERC and the magistrate said; and still you are bringing it to court. You have to follow what it said, you need to call Freedom High School.
Matthew Hazel	We also got an email before pre-planning. There was to be on-line training with deliverables. All of these things take time; I am either doing the training during my planning time or I am doing it at home. Each thing adds up...if it is 45 minutes that is a planning period we no longer get. The side effect is that we are working from home 5 to 10 hours per week for this.
Wendy Doromal	I think that is it.
Jim Preusser	We are going to caucus for a little bit, this gives us a lot to absorb.