

MINUTES

CTA CBLT

CTA Office

November 14, 2019

In Attendance

Nicholas Anderson	CTA	Matthew Hazel	CTA	James Preusser	District
LeighAnn Blackmore	District	Daphne Lewis	CTA	Maribel Rigsby	CTA
Albert Davies	CTA	Clinton McCracken	CTA	Elizabeth Silva	District
Wendy Doromal	CTA	Megan Oates	CTA	Kenneth Simmons	CTA
Farrah Hawkins	CTA				

Additional Attendees/Guests

Jaime Alberti	District	Julie Grabach	District	Bryan Holmes	District
Mary Bridges	District	Theresa Harter-Miles	District	Kathy Shuler	District

Minutes

Jim Preusser	Wendy, good afternoon. Thanks for having us here. I think it would be appropriate for introductions.
	Introductions
Jim Preusser	<ul style="list-style-type: none">• Since I have several of the SME's here I thought we would get into some of these topics today.• Threat Assessment• Fortify Florida• Mental Health• Best & Brightest
Wendy Doromal	Great. Maribel is going to talk about these.
Maribel Rigsby	First of all, how are the people who are going to be on these teams chosen?
Bryan Holmes	That's a good question, and it's actually in the statute. I'll read that to you.
Wendy Doromal	And they volunteered, was it open to everyone or did they volunteer?
Bryan Holmes	The principal at the school would select.

Mary Bridges	The statute is clear. There is some language around what they need to be certified in.
Wendy Doromal	So is it voluntary? So do they get compensated, because it's a new duty, a new job description?
Jim Preusser	Wendy, if you think they should get paid, please provide a proposal and I'll take it back.
Maribel Rigsby	What are the specific duties?
Bryan Holmes	The instructional person at most schools would be the Dean, and the Dean would most likely be doing the investigation along with other members of the team. And the counselor, there could be a mental health piece. Quite often these children are known to the schools. This process runs concurrently with the discipline process. It is trying to identify, does the student pose a threat to others?
Wendy Doromal	Is it only about students? What if there is an adult on campus?
Bryan Holmes	It could be a former student.
Maribel Rigsby	What type of training?
Bryan Holmes	We are doing the training.
Mary Bridges	We have two people that are trained including Bryan. It's a specific training supplied by the state. We will start pulling in Deans and counselors in December.
Maribel Rigsby	Everyone in the school gets notified on who is on the team?
Mary Bridges	I'm not sure how that is done at the school.
Jim Preusser	We can validate that, we can follow up. But yes, they should be.
Wendy Doromal	So my concern, this is mandated. So everyone in the school should know who are the members of the team, what are their duties, when should they contact them. So, they would need a little training or a memo or something.
Maribel Rigsby	What type of training, every person in the district?
Jaime Alberti	I think there is a teacher involved, it wouldn't be a teacher investigating a teacher.
Wendy Doromal	It sounds to me like different people on the team have different roles.
Bryan Holmes/Mary Bridges	Yes.
Wendy Doromal	Yes, that makes sense. Maybe that could be explained.
Nicholas Anderson	It sounds like each are doing their own job, and this is just providing a common language that everyone knows.

Bryan Holmes	And a common tool.
Nicholas Anderson	So if the SRO knows something...
Kathy Shuler	So let me make sure I have captured this. You want to make sure that whoever is assigned, is known to all. We will work on that.
Maribel Rigsby	What about counselors who are not known to a school? When will they be assigned?
Mary Bridges	We tell our Student Services team anytime they are discussing a student, they are welcome to attend the meeting or to give the information on that student to the threat assessment tool. If you look at the threat assessment tool it's really what we've been doing. So the counselors and Deans have always been doing that – it's just taking one document and bringing everyone together and doing it together. With the new threat assessment form – if it's deemed to be a very serious threat (killing, etc.) then we bring in the mental health counselor to do the assessment.
Wendy Doromal	What about the liability – who pays for that?
Jim Preusser	We will follow up with that with our legal department. Anything else on threat assessment? And Wendy if the union believes there should be a supplement, please get us a proposal.
Bryan Holmes	There is no additional training required beyond the six hours so far.
Wendy Doromal	So what could happen on a Dean – if someone came in and I didn't catch it, are there consequences if I didn't recognize a threat?
Kathy Shuler	Can I chime in on that? There could be – it's been like five years ago. That hasn't changed. We can follow up on that with Legal. But right now a teacher, a principal, a Dean have a degree of liability if I do nothing about it.
Wendy Doromal	What about baker acting?
Jaime Alberti	What about that?
Wendy Doromal	Is that part of it?
Mary Bridges	No, Baker Act is about threatening suicide.
Bryan Holmes	It could be, if they are threatening others, but also threatening suicide.
Wendy Doromal	FortifyFL
Bryan Holmes	FortifyFL is an anonymous reporting app. Anyone in the state can put it on their phone, both students and parents.
Wendy Doromal	They're not required to do that?

Bryan Holmes	No, they are not required. They are on all school devices.
Wendy Doromal	But not required on personal devices?
Bryan Holmes	No one is required to do that, except for me.
Wendy Doromal	Is there any training on that?
Bryan Holmes	They haven't put any out.
Megan Oates	When you look at CTE sites, we don't issue devices to students. Is there a plan to bookmark that on the campus devices? We haven't received any communication on this.
Bryan Holmes	I can provide training at your sites.
Megan Oates	Has it been bookmarked, or have the TC's received training to put that on the computers?
Jim Preusser	We can take that up with Dr. Armbruster.
Nicholas Anderson	Who is notified when someone makes an anonymous report?
Bryan Holmes	Chief, principal, local law enforcement, and some member of our staff.
Megan Oates	With the combination of FortifyFL and Threat Assessment, if you notice a threat is the expectation that you notify the threat assessment team, and not the FortifyFL?
Bryan Holmes/Jaime Alberti	Yes, that's right.
Megan Oates	I read this as more of a student and community tool? The FortifyFL.
Bryan Holmes/Jaime Alberti	That's right.
Jim Preusser	Mental Health. Do you want to talk about that now?
Matthew Hazel	So this is being offered for all students?
Mary Bridges	6 th – 12 th grade.
Matthew Hazel	How is this being implemented?
Mary Bridges	We are still looking at that – how to make this happen.
Matthew Hazel	So teachers don't have to?
Mary Bridges	The statute says you have to have a certificate for this. We can give you some of the high level concerns we have looked at. They say every student, every year. So we thought Hope

	would be good, but that's only once. So we are looking at where it would be best so that it doesn't affect one single course and one single teacher.
Wendy Doromal	You could have an assembly and have all students go to an auditorium and have a specialist do this.
Mary Bridges	We have been looking this. The state does say you can do this, but it's not the ideal way to teach mental health curriculum.
Matthew Hazel	If you are going to use anyone we represent, we would have a lot of questions. What kind of training, what kind of liability would they face if someone commits suicide, and what kind of compensation?
Wendy Doromal	And what is our role in selecting this curriculum?
Matthew Hazel	I understand the smaller session, but if it is in our classroom we would have a lot of questions and concerns.
Nicholas Anderson	And it has to be in person?
Mary Bridges	No, we are looking at online.
Kathy Shuler	So based on the feedback we have received that is what we are looking for. Something online. So we set up a process where we have talked to all constituents – teachers, principals, administrators, other school districts.
Wendy Doromal	Now I hear you are speaking to teachers. You bargain with us. I filed a demand to bargain.
Jim Preusser	We understand your position. We are here requesting information.
Farrah Hawkins	It's also important to understand that students do show up in January, so is this going to be something that is ongoing.
Mary Bridges	Thank you.
Nicholas Anderson	Do you have a timeline?
Mary Bridges	The state is requiring that we provide a plan by December 1 st .
Wendy Doromal	Okay, then I demand to bargain on this. We have to do this in the next few weeks.
Jim Preusser	Hold on, we have to put a plan together. We will certainly continue to work on the plan.
Wendy Doromal	But it sounds like you are going to make the plan and then talk to us.
Jim Preusser	We are still working on the plan. We hear your concerns.
Wendy Doromal	One point I want to make is that teachers know what their curriculum is now, and if you're going to add anything to them then you are going to change their work. They are already overburdened.
Maribel Rigsby	Normally, we would say that curriculum goes through a different process. But this is a very difficult subject – and it's different. We have to be able to protect our members. For that, I think it's important for you to not dictate, but to consult. Mental Health, psychologist, they go and get specific training for this. A teacher doesn't.

Kathy Shuler	Thank you, and we will take that back. Thank you, we've listened.
Jim Preusser	I think we've captured your points on the mental health. Thank you for your input.
CAUCUS	
Jim Preusser	On the mental health curriculum, we understand. On the liability, we'll take that back to Legal.
Wendy Doromal	I don't think people want to teach it. They might quit. How about going back to a homeroom?
Jim Preusser	We understand, we will take that back.
Wendy Doromal	We forgot to talk about Kognito.
Matthew Hazel	Just to add on to that. There was an initial piece during pre-planning, and then another hour which goes through pre-planning.
Jim Preusser	How do you want to handle this?
Wendy Doromal	Give them comp time.
Jim Preusser	Okay, how many people are you talking about?
Wendy Doromal	A zillion.
Jim Preusser	Come on.
Wendy Doromal	I have a solution. I think we should have January 13 th a teacher work day, a student holiday. And that will make up for it.
Jim Preusser	Do you want me to take that back to her?
Wendy Doromal	And she can come on the bus with us.
Jim Preusser	Oh, you're talking about Tallahassee. So let's talk about Best and Brightest. I'm going to turn it over to Theresa and Elizabeth.
Elizabeth Silva	So what we're here to talk about is the recognition. I think we are starting on the same page, we want to take principals out of the mix. We want to put all instructional, including school psychologists. As you know there are three parts – retention. The state sent us a specific list of schools. 4,520 that will receive this. Then we have to pay the recruitment – we don't know how many people we are talking about. I've pulled a list of new classroom teachers this year and there were 837. We are going to send out a survey to ask if your bachelors or masters is in math, science. If they say no, then we know they aren't eligible. And then experience.
Nicholas Anderson	Question, are they casting a broad net?
Elizabeth Silva	The state statute is not very defining, it says you have to be a content expert. The DOE defined that you have to have a bachelors or masters in a particular subject.

Wendy Doromal	So can you get that out right away?
Elizabeth Silva	We'd like the deadline to be December 6 th . Is that okay?
Wendy Doromal	Good deadline.
Elizabeth Silva	Once we get the information back, we have to verify.
Wendy Doromal	I think you should put specifically the criteria so they can check.
Jim Preusser	So, what if we took a stab at some kind of an agreement on how we are going to pay it out?
Wendy Doromal	I'd rather have an MOU.
Jim Preusser	Okay, it's synonymous.
Wendy Doromal	I like MOU better.
Jim Preusser	Okay.
Elizabeth Silva	Once we get the recruitment piece, then we'll know how much is left over.
Wendy Doromal	What we want to do is to make it if you didn't get the other one, they would get this.
Elizabeth Silva	Good, that's what we want.
Wendy Doromal	We agree with that.
Jim Preusser	So, let's capture this for the minutes. So, the position is the District will go back and make an attempt to create some type of MOU that you can review, clearly that you would have to agree with, that spells out the criteria. We will check on the CTE, and find out who is eligible.
Matthew Hazel	Our intent would be as broad as possible.
Jim Preusser	We are in agreement. I would say, Wendy, that I would like to meet again, maybe next week, to at least share with you the MOU for Best & Brightest on what it looks like. If someone doesn't answer, there is going to be a deadline. We want to make sure you agree to this – if someone doesn't answer we want to make sure they don't come back in two months and say where is it, why didn't I get this.
Wendy Doromal	How much is the money for the recruitment?
Elizabeth Silva	\$4000 for recruitment, the amount varies for retention.

Wendy Doromal	So, effective, highly effective. Love it.
Jim Preusser	<p>So, let me just say something on this. I made a lot of exceptions on a lot of employees and we paid it because we thought it was appropriate. But the law has changed, and we need to be specific.</p> <p>I think we are done for the day, unless you have any more to talk about.</p>