

MINUTES

CTA CBLT

CTA Office

July 22, 2021

In Attendance

Rob Bixler	District	Laketa Jimenez	CTA	James Preusser	District
LeighAnn Blackmore	District	Scott Lindsey	District	Maribel Rigsby	CTA
Wendy Doromal	CTA	Clinton McCracken	CTA	Ladara Royal	CTA
Gloria Fernandez	District	John McHale	District	Elizabeth Silva	District
Farrah Hawkins	CTA	Megan Oates	CTA	Mary Grace Surrena	CTA
Matthew Hazel	CTA	Judith Padres	District	Stephanie Wyka	District

Additional Attendees/Guests

Beth Curran	District	Mark Richard, CTA	
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Minutes

Wendy Doromal	I have a very short opening statement.
James Preusser	Very good.
Wendy Doromal	<p>While teachers always look forward to the first day of school, and they're excited to meet students start teaching innovative and inspiring lesson and see their hard work, result in student achievement. This year teachers also faced the new (school) year with fear and trepidation. The school board made the mandatory mas mandate optional at a time when our community's COVID-19 cases are once again rising. We're at an 11% positivity rate and the Delta variant has infected, even those who have been vaccinated.</p> <p>We know that no child under 12 has been vaccinated, and then the 12 to 18 group only 27% of Orange County's children have been vaccinated, only 48% of our company's adults have been vaccinated, what health and safety provisions will be in place when schools reopen? That's what's concerning teachers and some parents.</p> <p>CTA demanded to "impact bargain" the health and safety issues related to COVID-19 since our MOU expires after summer school ends on July 31. The health of students and employees and their lives are at risk. Yet the district still refused six dates that the union offered to the district to bargain these issues. The district also refuse CTA's offer to bargain these issues on any afternoon, evening or weekend, when does the district want to impact bargain the pandemic health and safety issues?</p>

	<p>It only offer dates after pre planning has already started. What does this mean? It means that the district will expect our teachers and students to return to schools with few, safety and health procedures establish. On July, 19th, the district gave CTA their revised OCPs COVID-19 Health and Safety Manual dated August 2, 2021 we assume that's the date, it will be instituted?</p> <p>We are shocked that the current manual was gutted, with three quarters of the 80 original pages being removed entirely, and only a mere skeleton of protections remaining. It's as though district leaders decided the pandemic is over, it isn't.</p> <p>It appears they decided to revert to numerous pre pandemic policies and procedures as if the students and staff will be safe during this continuing pandemic, with few protections in schools, that will be running at full capacity with every student at face to face, they won't be so the proposed revisions to the manual run counter to CDC advice, advice to the American Academy of Pediatrics, and even advice from members of their own medical advisory committee, the changes violate our CTA contract language, which requires the district to maintain safe and healthful working conditions.</p> <p>What was removed? Guidelines for social distancing, cleaning and disinfecting procedures, PPE, many clinic procedures, accommodations, flexibility, to use sick leave to stay home if a family member is sick, and on and on. They even removed the line that said:" federal state and local public health communications about COVID-19 regulations guidance and recommendations" and ensure that staff, and students have access to that information.</p> <p>CTA would hope that district leadership would want to be informed about the pandemic and would want to keep all stakeholders informed with the most up to date and factual data.</p> <p>What did they add to the revised manual? A provision to make hybrid learning continual even though the district rejected a supplement and proposal and a provision attacking employee absenteeism. Feeling safe and protected, feeling valued and appreciated, the district seems to have an abundance of time to send numerous emails, text and "robo calls" to members of our bargaining unit, in an attempt to convince them to accept the district's offer.</p> <p>However, it seems it has no time, impact bargain, so we can ensure the health and safety of every student, and employee, Matt Hazel would like to review the content of the last email that the district sent to every member of our bargaining unit. Matt.</p>
Matthew Hazel	<p>The District has sent out several communications to the bargaining unit lately and this was one of the latest ones. We wanted to take the time to respond to it and lay on our side of these issues.</p> <p>So, the first question asked was, why did OCPs receive less funds from the state this year even though we have more projected students?</p> <p>OCPs states that the state did not cut District budgets, though we did not reach projected enrollment, true as far as it goes.</p>

However, the fact is the District was held harmless last year, received money for 1000s of students who were projected and never came. The District didn't have to pay any money for those students or to educate the students because they weren't there.

They didn't have to pay for teachers, they didn't have to pay for supplies, they didn't have to pay for other expenses related to the students, who never existed in the first place, and they saved money.

They saved money for March to June when schools were closed and we were full remote. There was no transportation, the utilities were way down. And we can expect additional savings because ESSER funds can continue to be used. We cover a lot of District expenses. Total ESSER amounts \$857 million...and change.

Why is the District offering teachers a supplement instead of a raise? The Florida legislature only provided \$2.4 million in recurring funding that can be used for classroom teachers recurring raises. Yes, also true, except the District didn't budget for raises.

They're falsely implying that raises are only funded by state allocations. Up until last year there was no state allocation for raises, it just came out of the regular funding like always.

The District had one of the state's highest fund balances and it's hidden money for years, they can shift line items including fund balance money to other budget line items to fundraise where dollars are needed.

They've done this in the past, and they don't want to, but they can.

Before 2020 here a couple offers we got from the District (See Appendix A). The teacher salary allocation from the state, in those years was \$0, and yet there are the raises. They came out of the budget. There's a link there we can send set to our members to look at the Florida Education Finance program report you can read it for yourself.

OCPS in the past has budgeted raises for 14,348 teachers, we only have 13,711 its part of the persistent over budgeting the district does. Why can't raises be paid out of the large fund balance? The district mentioned Hillsborough in their response which is a whole different ballgame.

In the past raises have been budgeted, everything gets over budgeted, the extra just gets held in the reserves. Hillsborough received the Gates grants, and then Gates withdrew the funding they had recurring dollars from a billionaire who promised to fix education, and then the billionaire screwed them and left them hanging. That hasn't happened to us.

Other districts use funds to contribute to salary increases Palm Beach, Dade, Hillsborough. We also have a list here of items and other counties contracts that OCPS doesn't agree to, since you know if we're going to talk about other districts.

Again, we're happy to talk about other districts, there's a lot of things we deserve that they get. How much is the fund balance and what is the purpose of the fund balance?

	<p>Well, it has declined by over 6% since 2016-17. We still have the fifth highest average fund balance ratio in the state over the past four years, and the District utilized the committed fund balance in 2017-18 for the lion's share of the flexible fund balance but didn't report to this committed in the AFR, we're not entirely sure why that even happened. No funds or budget is committed for the current year, while the fund balances declined slightly over the past few years it has consistently under budgeted and remains one of the highest in the state in 2019-20, 17.3% while the state average is 9.6%. And the charts there show the numbers</p> <p>So, those are the pictures those are the charts, those are the numbers and all the emails, texts and robo calls in the world aren't going to convince our members that the District doesn't have money. When we can look at their submissions to the state and see that they do.</p> <p>So, what is their...</p>
James Preusser	<p>I'm sorry, you are still going. Go ahead.(Mr. Preusser believing Mr. Hazel had finished his presentation)</p>
Matthew Hazel	<p>So what is the recurring costs of the Union salary longevity proposal? Approximately 60 million. It was \$69,456,843. And again, as we said for years OCPS over budgets line items they budget more money than they need, at the end of the year, whoops that money just falls into the reserves.</p> <p>Here's a chart showing purchased services, year on year for the past half-decade, you can see every single year, it's over budgeted and that difference just falls into the reserves. If the budget more accurately followed actual expenditures the money would be there.</p> <p>Instructional salaries last year, there was an over budget of \$27,760.276. That's a big chunk of what we're asking for that already exists, that's money that exists that just isn't being budgeted properly.</p> <p>And that's the money that we want, not some bonus, and the insurance changes, of course, no premium increases, yeah, slight adjustments to the insurance program plan designs, I mean, it's not slight if you're a teacher making maybe \$50,000 a year, insurance increases penalize people who get sick it leaves the people who need money the most, with the least.</p> <p>And especially with everything going on this year and with everything that may happen this year for us and for our dependents because a lot of teachers have kids who are in OCPS, and a lot of those kids are under 12 and they can't be vaccinated. Our teachers need that insurance, and they need those deductibles, where are they are they sure they sure don't of have the money to pay more.</p> <p>And if we're going to ask people to pay more. I'm fine with the people who have the money paying more. Thank you Maribel.</p>
James Preusser	<p>All right, this is an opportunity for me to respond, Wendy. A couple things on your opening statement. First and foremost as it relates to the discussion about the health and safety procedures manual. The District gave you three dates, and yes they're after the dates that you requested. I'm not available next week I'm meeting with OESPA three times next week.</p>

	I have other commitments that have been in place for some time. Okay, so, we also have the joint safety committee meeting that's scheduled on July 29, you said you cannot attend. I don't know why you can't attend it. The MOU says that we'll have the joint safety committee meeting, you're not going to attend the meeting, I would want to know why? You said it's was because teachers are off over the summer. You don't have to answer now. But why can't you attend? Are you not available that day?
Wendy Doromal	Because your meetings are fake, a farce, and they make a mockery of CTA.
James Preusser	Oh...ok...
Wendy Doromal	Because we've watched every meeting, we've given recommendations, we spent hours and hours giving you plans, and everything has been ignored.
James Preusser	It is in the MOU though.
Wendy Doromal	We told at the last meeting that we would be able to come to the meetings again when school resumed and schools not in session now.
James Preusser	But you've given me the same dates for you to essentially....(interrupted by Ms. Doromal)
Wendy Doromal	I'm not going to argue about it!
James Preusser	I know because it's factual, you've given me the same dates to meet next week; but, you can't meet on that day, but that's okay. But that's a fact. And those are the dates I am available, second, third, fourth, I'm available, "all day" on those days.
Mark Richard	Can you meet at any other time?
James Preusser	Available on those days. At that time, all day. Okay. No, no, no, no, no, no. That's what I'm available.
Mark Richard	Hey Jim, we have two people who aren't available during the day. This is not how we teach our students. Jim go ahead
James Preusser	Mark, Mark. All day... If you guys want to meet later in the day, fine. On those days, go ahead, I'm available.
Mark Richard.	What about the weekends, evenings. We want to do it before school opens.
James Preusser	If you want to meet in the evenings on those dates, I'll make myself available.
Mark Richard	We got to meet you somewhere on health and safety sir.
James Preusser	If you want to meet me on those dates in the evening. I'll make myself available.
Wendy Doromal	Jim, this is just a run of last year, again, the District tries to delay, delay, delay and control.
James Preusser	I'm not delaying anything.
Wendy Doromal	No. We get it, we have been through it, over and over.
James Preusser	Let me keep going. If you want to get back with me and let me know if you're available on any of those dates.

Wendy Doromal	Jim, honestly, you are saying that you were not available since July 16 on any day to impact bargain? You were not available any afternoon or any weekend?
James Preusser	Wendy, you are not the only union I deal with. Let's set the record straight. You're not the only union I deal with, first and foremost. Second of all, Labor Relations isn't the only discipline that I deal with in HR. There's other things that I do besides Labor Relations, I'm available on those dates if you want to meet me in the evening. I'll make myself available.
Mark Richard	Jim, can I ask a question?
James Preusser	Of course.
Mark Richard	The question is, let's deal in fact, we're talking about a public school system. We're talking about irreversible health effects. We're talking about a variant that none of us have any control over. That's deadly. And we're talking about school open. One would think that if we're opening...
Jim Preusser	School "is" opening right?
Mark Richard	One would think, we're just suggesting, strenuously, that since its health and safety and you can't "un-ring the bell" of exposure of health issues. This is something that would be a priority that before schools open, well before, physically, folks are on campuses and school sites, and we could address health and safety issues. Given the fact that we are at a high positivity rate, you know, none of the things any of us want to have happen. So saying that you'll meet in the evening, that's not the issue. The issue is....
James Preusser	That is what you said the issue was...
Mark Richard	No, but we're talking about evening before the bargaining...
James Preusser	I'm bargaining with you today, "main table". Ok.
Mark Richard	Correct.
James Preusser	Let's just go back in time for a moment...(interrupted by Mr. Richard)
Mark Richard	Jim, they are going to use your video (referring to bargaining being broadcast on Facebook live) to teach students on how not to solve problems.
James Preusser	Go back in time for a moment (interrupted by Mr. Richard)
Mark Richard	I just wanted to know if we could get an earlier date.
James Preusser	You are the one that told me they didn't want to have perpetual bargaining. We're available on the second, the third, and the fourth. I will meet with you anytime on those dates, all day long into the evening. (Interrupted by Ms. Doromal)
Wendy Doromal	Shame on you Jim! Shame on you Jim! For doing this to teachers and students!
James Preusser	You don't let me finish. You never let me finish. So, I will just wait to let you finish talking. You never let me finish.
Wendy Doromal	Disgusting! Absolutely Disgusting! That you refuse to bargain!
James Preusser	No one is refusing to bargain. No one's refusing to bargain.

Wendy Doromal	Yes you are, you are refusing to bargain.
James Preusser	If you let me finish...
Wendy Doromal	Finish Jim!
James Preusser	Are you sure? Because you guys like “tag-teaming”.
Mark Richard	Oh Jim, come on, be an adult here. I’m asking a simple question.
James Preusser	And you won’t let me answer.
Mark Richard	Grow up. Let me finish my question and then you can answer.
James Preusser	If I can make myself available next week, you won't have to get it out. So I'm going to (interrupted by Mr. Richard)
Mark Richard	Give us the date right now!
James Preusser	I can make myself available next week and if I don't have to bargain with the other union for some reason, because I am bargaining with other unions and I am meeting with them over other issues as well. I will make myself available and I will let you know.
Mark Richard	When does school open?
James Preusser	Otherwise, please, please let me know if you're available on those dates. Okay. Anytime.
Wendy Doromal	<p>We open school on the second, the pushed it up to impact bargain.</p> <p>That means that there will be this horrible manual that strikes, social distancing so many things that are important to teachers. They don't negotiate it, they impose it, and they’ve done it every time they've made a change. This is the first time they gave it to us, to confer 10 days, the other times they posted it before it was even given to us.</p> <p>So what can we expect? We can expect the teachers will have very limited protection when we're at 11% positivity rate when schools are going to be packed with students.</p> <p>Why? Because this was the game the District plays, it was done last year, we had to go to impasse over impact bargaining and force the District to give our teachers some protection. That's what happened last year I see a rerun happening Jim.</p> <p>I see you doing it again!</p> <p>You stall, you stall, and you stall!</p>
James Preusser	<p>And you demand, demand, demand.</p> <p>So here's what I'm going to say, again I'll repeat myself. If I am available next week and a bargaining meeting is cancelled with the other union or other meetings I have, that are already scheduled with the other union are changed, or can be moved around, I will make myself available, but those meetings have been in place for some time.</p>
Mark Richard	We don't want you to cancel them here's my question. Let me just say it and then you can give your answer and we'll move on.

James Preusser	Please. I'd like to have other responses to your other comments. Go ahead.
Mark Richard	<p>Okay, we're going to start over. This is a health and safety emergency, this pandemic has never been seen by any of us in our lifetime.</p> <p>It is rather unexpected expected but no one prepared for 11% positivity rates and the variants flying through one of the states with a poor vaccination record, right.</p> <p>So we would like to have enough time before August 2, to address issues. So that means if you look at it, August 2 to Monday. It often is such that you can't give an answer that day so we want to meet in any period of time ahead of August 2, 2021, that would give people the chance to actually implement changes that you would agree to.</p> <p>This is about social distancing This is about hand washing, this is about what we do about masking, this is serious stuff, what do we do about kids that present with symptoms. What do we do with we're overrun with our nurses, what do we do with quarantine, and what do we do with a teacher who's sick?</p> <p>This is about human beings. This isn't about labor or union, this is about human beings and we are the only public school system in Orange County. We should be modeling the best behavior.</p> <p>So with that in mind, the question is, we are available. Today's the 22nd we are available anytime, day or day or evening on the 23rd, 24th, 25th. We already offered the 26th, 27th we offered, and the 28th.</p> <p>We believe anything later than that will not give us a chance to implement on any of those days between any hours that you pick, we're not being jerks here we're talking about kids safety. It's actually hitting younger people in ways that are disproportionately threatening our youngest folks including kids that are infants in ICU. Can you make yourself available because it's health and safety, anytime, anywhere between now and next Wednesday at any time?</p>
James Preusser	We will get back with you after I review my discussion and schedule with the other unions.
Mark Richard	This has nothing to do with the other union.
James Preusser	Yes it does, it has to do with the fact that I'm the chief negotiator for the District and I have other meetings, let me finish!
Mark Richard	We understand Jim!
James Preusser	Mark...
Mark Richard	But if a superintendent called you and said we have an outbreak of a disease...
James Preusser	Mark...
Mark Richard	You wouldn't say: "I can't meet" ...
James Preusser	Mark...
Mark Richard	Jim, can you meet anytime in the next six days, anywhere, anytime?
James Preusser	I will get back with you. Does the union have a proposal already prepared or something already prepared for me to review that you want to send to me? Because

	right now, you're basically giving me a narrative of your concern, that's fine. I don't have a problem with that, but is there something tangible that you can share with me today, that I can look at, I'm happy to look at that and send it up the flagpole.
Mark Richard	Jim, you're one of the people that God, I don't want to be personal here but this is. You're better than this. You're a better man than that.
James Preusser	Mark, don't insult me, and don't insult me.
Mark Richard	This is health and safety!
James Preusser	You know that I have to give it to the superintendent and the board so that's what that means, you think that I would make the decision on that?
Mark Richard	You should be saying health and safety is paramount.
Jim Preusser	Health and safety is paramount. Do you or don't you have a document? I guess you don't have one.
Mark Richard	Yeah it's the old manual.
James Preusser	Ah ok..
Wendy Doromal	The MOU from summer school, strike out the mask and a couple of changes, and yes! We have a document.
James Preusser	Send it to me then. Why don't you send it to me?
Wendy Doromal	I want to bargain, face to face. I play this game with you where we send stuff and you say you will send it back. No we're not doing that. We're not doing it, I'm done with your games!
James Preusser	You are not face to face with me. (referring to Ms. Doromal being at home and bargaining over zoom) You don't want to send me any documentation, it certainly doesn't give me any time to review it with leadership.
Mark Richard	What is with the antagonism, Jim?
Wendy Doromal	I will send it to leadership.
James Preusser	What did you say Wendy?
Wendy Doromal	I would like to meet with leadership about health and safety personally. Because you play games Jim!
James Preusser	I am not playing any games, I have nothing to look at, and I have nothing tangible.
Mark Richard	You didn't say that 15 minutes ago. What you said was that you had other engagements.
James Preusser	I do. You are trying to pin me down on a date, I gave you other dates. Are you available on the dates I gave back to you?
Mark Richard	It is too late, you can't do it on the 2 nd , Jim. Don't have surgery and ask for the surgeon to show up after the patient is dead, we're trying to do this, it's a health and safety emergency!
Wendy Doromal	Jim, we will caucus after we have main table, and then we'll present, go over on our proposal information.

James Preusser	Fine, give me the information. I would love to see it.
Wendy Doromal	No! No! We will present it to you. After we caucus, we can tell you why we have that each one in there, so we can have a real bargaining discussion. Not just send you documents and we never get a reply. Played this game, done it, been there, not doing it again.
James Preusser	So you're just going to put things together. I don't have a problem with talking about it today, but I want to get into some more discussion about your other commentary that, because I know you're trying to deflect a little bit. So let me, let me get ready, get into that.
Mark Richard	Awe come on Jim!
Wendy Doromal	Wow, Wow!
James Preusser	It is not Wow.
Wendy Doromal	Yeah, "wow".
James Preusser	Yeah, telling me that you're going to forego the main table.
Wendy Doromal	"What we're doing", "we did this", "yeah we get your game"
James Preusser	I will let you keep talking. Let me know when you are finished.
Mark Richard	Jim, we are not foregoing main table, we're not deflecting. Go ahead sir. Say what you got to say.
James Preusser	<p>I just want to pause and make sure. All right, you muted so I guess that means I can speak. So, first of all, if you want to give me something relevant to your demand to bargain, I'm happy to take it, I'll take it back today. If you want to share with me. That's why I asked the question. So that's separate and distinct from, we need to bargain on these dates, you give me dates and you're making basically telling me I have to agree to them.</p> <p>I'm not available on those dates, it doesn't mean that leadership can't take the information that you're going to share with me and review it, that's all I'm saying. Okay, that's all I'm saying.</p> <p>That's the first thing. Second, and also I'll look at my schedule and see if I can move things around but if I've already made a commitment to another union to bargain with them. I'm not canceling their bargaining. I'm not. I can't do that. The other thing is on, let's move over to main table for a moment so if I understood you correctly Wendy, what I thought I heard you say was this afternoon after you caucus, you're going to give me some information, is that right. Is that correct?</p>
Mark Richard	Go ahead Jim, we are here to bargain.
James Preusser	Okay, and that's fine, I'm happy to look at that, I wanted to get back to the main table component. And you spoke to, you know, the FAQs that we sent out is the union, intending to. Are you going to respond to the proposals that I gave to you last week?
Mark Richard	Yes.
Wendy Doromal	Absolutely.

James Preusser	So you intend to counter respond to those?
Wendy Doromal	Are we bargaining today, Jim? Ok. So after you're finished talking Mark we'll go through proposals.
James Preusser	Okay, that's fine, I just trying to understand the steps that we're going to take today, because when you start to blend effects bargaining and main table, it gets, it gets a little crowded.
Mark Richard	We are not blending it, they are separate Jim. Come on!
James Preusser	You don't let me finish, ever.
Mark Richard	Because you misrepresent things. You are into winning instead of problem solving. Go ahead, I'm going off of here (removing himself from view on zoom)
James Preusser	I'm not misrepresenting anything I'm asking a simple question. So I'm trying to understand the agenda and the format for the day. That's all because today's the first day you're telling me we're going to bring in discussion about the manual, that's fine, I don't have a problem with that I'm trying to understand the path for today and the agenda for today. That is all.
Mark Richard	We're not bringing those in Jim, we're bargaining the main table, all we wanted to do as a clerical matter was to see if we could move up a date of a health, life threatening question.
James Preusser	That is not what Wendy just said. She said you guys are going to caucus, and you're going to give me some issues.
Mark Richard	Oh my god, they are separate; we are here for main table bargaining. It's on the record that you will not give us a date at the moment before August 2, 2021.
James Preusser	That is not true, I gave you 3 dates.
Mark Richard	I said before August.
Wendy Doromal	Before August, before teachers return.
James Preusser	You know that when we're giving dates back and forth. I mean you give me three dates you start off with three dates I said I'm not available today. And I gave you additional dates. I'm not going to get into the back and forth on the date, I already told you, if I can move something around, I will finally have something to share with me in advance. I would love to have it, I can give it to the Superintendent.
Mark Richard	Let's go to main table that's what we're here for.
James Preusser	Thank you. I'll let you proceed.
Mark Richard	I thought you wanted to respond to something?
James Preusser	No, I want to see your proposal that is my response, I'm holding on my position till I see your proposals I responded to all your proposals. I moved on the supplement to 2500, we moved on the benefits to two years. I responded to all the other proposals and gave counters, or if I wasn't able to agree to it. I rejected it and we're holding right now in our position, I'm waiting to hear back from the union and that was the purpose of my response, as far as their responses on the FAQ, the things that we responded to we believe are factual. I know you disagree with that,

	that's fine I'm not going to debate that with you but I would love to see what your counter proposals are responses and I'll stop talking
Mark Richard	<p>Okay, so let's go to work. So the first thing, we need some clarity we're real, real far apart, and things look bleak. Just going to tell you that upfront because we're upfront folks, we're real far apart and things look bleak, and we do not know how to go forward in the sense that we are so far apart.</p> <p>We respect, although we disagree with your position, and I know you respect and vehemently disagree with our position. So the first question I want to get to is some main issues. Is there any way in your proposal. Do I understand your proposal correctly because we don't want to make any mistakes here that the District will not provide any longevity increases, additional monies for longevity is that am I correct?</p>
James Preusser	That is correct. It's a recurring cost, I gave you the figure, and it's approximately north of \$14 million. It's a recurring cost. As I also responded on that dollar amount is included with the RN supplement. So longevity supplement and the RN supplement together are slightly north of \$14 million.
Wendy Doromal	Can I say something on that Mark?
Mark Richard	Yeah.
Wendy Doromal	<p>This district does not have steps. The veteran teachers are yearly neglected and left behind.</p> <p>It's not because its CTA isn't trying to get them the longevity supplement because we submitted it before and it's been rejected before. It's the only way we're going to be able to reward veteran teachers for their years of loyalty, their years of expertise and professionalism for this district.</p> <p>Other districts have a longevity supplement. Other districts have had it for years, and we think it's about time that OCPs stepped up and said we value you veteran teachers, because unfortunately some of the veteran teachers think that it's our bargaining that's preventing them from being appreciated and being rewarded.</p> <p>We all know that the state mandated a law that dictated how the funds would be spent, giving the money to first year teachers, we need to make this right.</p> <p>There is no reason that someone who's taught 10 years should make \$1,000 more than a person who's just stepping into the profession, their experience, and loyalty needs to be rewarded and that's all I have to say so I think the District needs to dig deeper, budgets, raises to budget supplement to show that you really value and appreciate teachers. Thank you.</p>
Mark Richard	<p>So Jim, per what Wendy said just know that we are, do not know how we get to a path that doesn't have some recognition of longevity in this pandemic. It's getting harder, there are harder challenges for educators, putting the administration to deal with the life of the mind of children.</p> <p>There are, you know, so called, I don't know the way they describe them, but you know we're very concerned about our children and our student's lack of contact because of the pandemic and school attendance, virtual attendance.</p>

	<p>The achievement gaps, the emotional and social well-being. Point of all that is, we need our new teachers, and we need our veterans. We want to recognize the importance to the educational village of having veterans here. We don't want people to leave.</p> <p>We don't want people to realize they can make a lot more money going down the street and picking up another job in a very hot job market. People become teachers for a variety of reasons it counselors and psychologists, one of which is the love of pedagogy the love of just the excitement of a child's success.</p> <p>And so here we're trying to tell teachers that your longevity, your experience counts. In every other profession if you're going to have one's having brain surgery we can want the surgeon for her to have had some experience. I don't want to be her first brain surgical procedure, but we love bringing in new exciting teachers so somehow in that mosaic of bringing new teachers in keeping veterans two together deliver the educational really success of our district, we need a longevity.</p> <p>And I know you can't do any of it. But just know that that's a central piece to what we're doing. The next area is health insurance. We're asking for no burden to be increased. On the lives of the teachers and counselors and psychologists, not to take another penny out of their pockets and health insurance.</p> <p>We looked at what you propose it is rejected. And we're asking you, can you go forward this year with zero burden of extra plan design costs, whether it be coinsurance deductibles, whatever. Can you do that for this next contract year?</p>
James Preusser	<p>No. We have to incorporate some changes. We believe that the changes that we proposed. While, yes, there are changes to the out-of-pocket and some of the deductibles, based on some of the previous commentary that I shared with you.</p> <p>In the total population of the membership has a de minimis impact because, again, less than 4% of the total population which is around 37,000 even meet those out of pocket maximums etc. I think we've been down this path a couple times we've had a lot of conversation about it. And the fact (interrupted by Ms. Doromal)</p>
Wendy Doromal	<p>Mark, can I say something?</p>
James Preusser	<p>Wendy, one more second Wendy. Just in the fact that it's a self-funded program, you know that we talked about this a couple times.</p> <p>And I know you use the example of well, you know, people aren't beating down the door asking you questions, but we do have a fiduciary duty, not only to the fund itself but to the employees to maintain that self-funded insurance.</p> <p>We've gone in the red several years, if we don't make changes to it. We have the potential again, potential I'm not saying it's actual and it's going to happen but the potential of the self-funded program to go away.</p> <p>We don't want that to happen because that would have more financial burden on the employees, much more than, you know that because you work in the health field, as I did many years ago.</p>

	<p>So again, we're trying to avoid that, wanted to provide some changes just to the plan design. We understand your position, I understand your position I do, and I understand your position on the longevity as well.</p> <p>Our problem is, again, and I can get into this more because I know you're going through each one. It's the recurring cost relevant to your proposals, And I have some things that I want to add because there was some commentary made about the DROP that it didn't have a financial impact, I do have some costing associated with that so I'll let you keep going. Wendy go ahead.</p>
Wendy Doromal	<p>I did want to say something about the insurance. I recently attended a meeting and found out that Duval Co., instead of passing the increases to their employees, is using ESSER money, as ESSER money can be used for insurance, it can be used for insurance costs even retro to last year, whether it's plan or benefits, and it can be used to 2024. So I see no reason to pass this along to employees when other districts are funding any increase with ESSER funds.</p>
Mark Richard	<p>So we're rejecting your proposal on number six. Do remember the figure? I don't know if you gave it to me I just slipped my notes and I didn't see it. How much money, two points I want to make. How much money do your changes, generate from the, from the members pockets? In other words, by making those cuts, how much money will we even if it's the 4% the paying more than we're paying that as a workforce? How much do you expect to generate shifting those costs, so that workers?</p>
James Preusser	<p>Sorry, I'm confirming with Beth so it 10.6 total. I don't have the impact specifically to CTA but 10.6 total, I mean, I think we gave you the percentage of 60%. If I wasn't mistaken.</p>
Mark Richard	<p>\$6 million roughly?</p>
James Preusser	<p>Roughly. I think I said that the last time.</p>
Mark Richard	<p>Yes, you did.</p> <p>Okay, you just didn't have so relying that that educated ballpark figure, we just can't in good conscience, we do not think it's fair to ask the members, whether it's 1% of our members or more to take \$6 million out of their paychecks, their net paychecks and pay it towards health insurance, increases.</p> <p>And those are permanent, meaning that those plan design changes that you're proposing go in and stay year after year after year unless changed, and of course we'll get to it soon but your raises are almost 99% one time and they're over in a year. And so we're rejecting six. The second thing, Jim, I just want to let you know.</p> <p>We appreciate the data that it's going to affect 4% of our folks, but those 4% tend to be the sickest folks or their spouses or family on, and we have never thought of Dr. Jenkins and the school board as disagreeing with this principle of PLP principle that we're always helping one another. If our teacher has sickle cell, or their child who's born with a congenital heart defect.</p> <p>And they're as a result of those challenges, or COVID, or Long-haul having, unfortunately, to use, health insurance, more than someone who's had a blessed</p>

	<p>year of perfect health. We don't look at it like it only affects 4% We look at it that 4% of the people might be paying \$6 million more dollars out of their pockets. At a time of COVID, at a time that they taught multiple modalities wrongfully we think misguided out of their house out of the time that their house became their office, out of the time, all of us work together, out of a moment, that has been unbelievably stressful for humans on, and we just can't do it, we just don't think it's right.</p>
James Preusser	<p>I understand what you're saying Mark but that you kind of twisted my words, a little bit.</p> <p>Nobody is saying that no one cares about, or there isn't a concern about that less than 4% number, Right, no one's saying that.</p> <p>But, and I use the phrase, this is de minimis or it has the least impact to the total population. I mean we could have come forward with a proposal that said, Hey, here's some premium design changes, or excuse me premium changes as well as plan design changes, you didn't do that because what we were trying to say was, if you do a premium change, it impacts the total population, and you're taking more money out of the pocket of the employees directly right because it comes out of their paycheck.</p> <p>So what we said was is we really can't do that it should not do that, because that would impact all. Okay, so again, we understand your point, I get it. I know. Of course, anything could happen a catastrophe could happen, you could get into a massive car accident, you know, you could end up having cancer, all those things could happen.</p> <p>We understand that and we know that and we're not debating that with you. But what we're saying is that, when we provided this proposal to you. Of course, we had our first pass and then moved it up to two years. Because what we said was, look, if we can keep it in place for two years, that it even has less of an impact.</p> <p>Of course I understand there's going to be employees or their loved ones that may be impacted by it. We know that. But at the end of the day if we don't do something with the benefits. It could be much more expensive than what you're describing, and that's not a threat, that's not I'm not trying to scare people, it's just the fact, and you know that the self-funded insurance are scrutinized very heavily by the state.</p> <p>And when you step out of line, yes they come knocking on your door, you have to justify why you're in the red, and we've had to do that now, two years in a row. And so, that's all we're saying, that's why we proposed what we proposed across the table. We understand your point, and we understand that you're rejecting the proposal.</p>
Mark Richard	You're rejecting of course our longevity proposal or longevity supplement, correct?
James Preusser	I did the last time.
Mark Richard	Yeah, yeah, so we've tied that together with beach volleyball we want to do them all together. So even though we can make progress on that, we want to do all our supplements together. So seven is rejected as well, unless we can put all our

	supplements together and get a legitimate issue on it I wanted to go to the nurse supplement.
James Preusser	Mark, just so you know there is no cost in seven.
Mark Richard	I understand.
James Preusser	For beach volleyball there is no cost. All we are saying, just to clarify. That is just a new sport that is being added.
Mark Richard	I am trying to put all the supplements together. We would like to move them together. We understand that but I'm just trying to give you an idea, as we reject this because we're trying to put together a package.
Wendy Doromal	Can I ask a question?
James Preusser	Go ahead.
Wendy Doromal	You say there is no cost, so you're not giving them money. They won't receive a monetary supplement?
James Preusser	LeighAnn is going to answer that.
LeighAnn Blackmore	The coaches will receive a monetary supplement. The schools are not receiving any additional dollars in their supplement allocation to fund that. They will shift dollars in order to fund that school.
Mark Richard	Well, whose dollars are they taking it away from?
Wendy Doromal	Yeah?
LeighAnn Blackmore	That's on an individualized school basis. They may not offer every sport that they may use supplements for. Schools do that every.
Mark Richard	<p>Okay. I didn't realize what Jim just said so now it's even clearer that that one's not acceptable. I want to talk about a couple other supplements while we're here.</p> <p>You will not agree to our nurse supplement in terms of how they're being paid. And so in 13 we got your counterproposal but I just want to make sure you don't see any way to pay those nurses, the way that we've asked Jim, they've gone above and beyond.</p>
James Preusser	<p>I understand what you're saying, Mark. It again, these proposals, and I'm just going to speak to a couple things.</p> <p>The totality of your proposals, many of them, including some of the ones that are rejected. Have a recurring cost.</p> <p>Okay, so it goes on into perpetuity I've used that phrase a couple different times, including your quarantine leave, including your hybrid, including your DROP proposal.</p> <p>I think there was a comment made in bargaining and maybe even on your website that the DROP proposal doesn't cost us anything and that's simply not true.</p> <p>That has a \$12 million price tag to it. And there's a lot of unknowns about that program because it depends how many teachers decide to go into DROP. So again, we looked at your proposals that you provided. And hold on any proposals that had recurring dollars associated with them. We cannot accept those.</p>

Wendy Doromal	So when you said has a \$12 million price tag, you're saying the cost of retirement for each person, equals so much, so if teachers are staying there extending their job three years that would be all those teachers you wouldn't have to replace with a new teacher who you'd be paying retirement for that correct?
James Preusser	So, I'm just speaking to the \$12 million Wendy is the current teachers in DROP today, so it's a snapshot in time. And it's it for the full three years cumulatively that's the \$12 million dollar price tag.
Mark Richard	It's not.
Wendy Doromal	That is funny math.
James Preusser	No it is not.
Mark Richard	Yes it is.
Wendy Doromal	Yes it is.
James Preusser	You can disagree with it, that's fine.
Wendy Doromal	Could you please send that to me, with a break down? How much you pay teacher retirement?
James Preusser	Sure, yeah I will send it to you.
Wendy Doromal	And tell me how you calculated it.
James Preusser	It was all calculated by our OMB team.
Wendy Doromal	Just send it to me with the explanation.
James Preusser	But let me just add to that, there's also a Florida statute that speaks to the Superintendent's authority.
Wendy Doromal	And I quoted it in this proposal.
James Preusser	Yeah and so your proposal would usurp the Superintendent's authority. So I've already had our legal team already review.
Wendy Doromal	<p>Absolutely, it would not.</p> <p>That's what other districts do. What it says is that teachers can apply for it. It doesn't say they're going to get it.</p> <p>It says so applied for, and then that can be considered. What I feel OCPS doing is undervaluing veteran teachers to the extreme.</p> <p>And this is another example of that. And I say that because, since I've been employed by OCPS, I've seen a constant rotation of teachers.</p> <p>Let's push out the veteran teachers, the teachers with the highest salary, the teachers that cost the District more, and let's hire these new teachers, and every year we see more and more resignations, retirements, non-reappointments, but you, if you look over the last decade, you'll see that veteran teachers have shrunk the number of them, and the annual contract teachers have grown and grown.</p> <p>Okay so, you saved a lot of money. Because you don't pay them high salaries and you don't encourage the veteran teachers. There's no incentive, like you've got to get an incentive, the managers get a 28% retirement plushy per package incentive</p>

	whatever you want call it, and you don't have an incentive for who's the most valuable person for a student, the teacher.
James Preusser	Wendy, I'll get you the numbers. We'll send you the numbers, that's fine. We have a disagreement on that, I'm not going to get into a back and forth with you on that. But, like I said, I've had conversations with the departments that I needed to discuss it with, we've calculated the numbers, I'll get you the numbers I've spoken to my legal team about it. I will give you the numbers.
Wendy Doromal	Thank you. I appreciate that. I just want to remind you because you say over and over, "I don't want to go back and forth", and bargaining "is" back and forth.
James Preusser	Wendy, we disagree, ok? I disagree with what you just said. Thank you. Go ahead Mark.
Mark Richard	<p>Just so the public and people were watching (bargaining is being broadcast via Facebook live on CTA's Facebook page) understand DROP is part of the retirement plan, DROP is something that a lot of management, administrators, principals, and superintendents wanted around the system, which created an incentive for people to leave the system early retire and be able to stay for five years, having their salaries in essence parked.</p> <p>At the end of the five years or earlier, they walk out with what would have been their retirement, and they leave early and this opens up positions for younger teachers to come in who are paid less.</p> <p>So the idea, you have to do it at a certain point, management, to my knowledge, including some of the folks on this screen on your side, get a better package than the teachers get. I don't know if that's true, but we believe that. And we don't ever want to hurt your families, etc. So here to keep managers, to keep managers, there are certain fringe benefits that you get that our teachers don't get, and that is maybe a smart thing to do to create a management team that's, you know, Superintendent Jenkins decision and the School Board Chair Jacobs.</p>
James Preusser	And it is in statute, too.
Mark Richard	Yeah, yeah...
Wendy Doromal	So if DROP is a statute, extending DROP is a statute.
Mark Richard	<p>We are in a plan where teachers can choose to leave early so you can hire a less costly teacher, They leave their system often by 62 years old. And, and leave under this DROP program, the deferred option. And now we're trying to find out, we're having a problem because we perceive that it's not being used and teachers can then be extended, there's the law allows the superintendent to let folks stay on, because they're, they, they are needed, they have experience.</p> <p>So, to veterans, their hearing today, no longevity, no recurring raises, healthcare is going up 4% which I suspect there's a correlation between that and age, because those of us who are older, tend to have more health issues.</p> <p>This is what they're hearing, and then we're trying to get a priority, not a mandate to the Superintendent for those folks to be able to extend their employment through DROP, which has become now almost like a mysterious lottery to us we don't</p>

	understand how one gets extended they don't win, etc., and you've rejected I understand it, but I just want to put it on that we perceive the messages we just don't count, senior teacher nobody said, I already said that I said perception your feet said, say you expect Mark, Mark your feet, say you're rejecting DROP.
James Preusser	My purpose of bringing it up, you said last week, when we met last, there was no cost associated with it. Maybe you should look at your website because that's what it says. That's not true. I will send you the numbers and you can debate them.
Wendy Doromal	I don't believe that. I will check with my folks at FEA.
James Preusser	There is still a recurring cost associated with it.
Mark Richard	The Superintendent retains the right to extend, correct?
James Preusser	That's not in your proposal.
Wendy Doromal	That is in the law.
James Preusser	I know it's in the law, but the proposal that you've presented to us, you're asking the Board to usurp short circuit the Superintendent's authority.
Mark Richard	I'm not asking for that to happen.
James Preusser	Maybe you should revise your proposal, that's not what it says.
Wendy Doromal	Maybe you could read it again?
James Preusser	Thank you, Wendy. Keep going.
Wendy Doromal	You are welcome.
Mark Richard	It's rejected then. And insurance is rejected. I want to talk about the nurses one more time.
James Preusser	You say "it's rejected" what do you mean by that?
Mark Richard	Your rejection, your counteroffer, rejects us. We reject your rejection, we're not agreeing to your counteroffer.
James Preusser	I rejected your proposal. So you are saying you "reject my rejection"?
Mark Richard	Yeah.
James Preusser	So that is what you are saying?
Mark Richard	We can't make progress on it at the moment.
James Preusser	That is fine, keep going.
Mark Richard	You said you wanted to know where we were. I am answering your original question.
James Preusser	I never had a chief negotiator say they "reject my rejection", either they counter it or they say, we just disagree.
Mark Richard	I have never in my life, in an emergency safety situation, anywhere, have a chief negotiator say, "I don't know where I can squeeze you in". I've never heard anyone do...
James Preusser	That was nice Mark. Keep going. That was so inappropriate. But go ahead and go.

Mark Richard	It is not inappropriate, I have never.
James Preusser	I thought we had moved beyond that? But you want to keep going back.
Mark Richard	Yeah because it was health.
James Preusser	You should give me a proposal instead of just talking about it.
Mark Richard	The first time even asked for that was today, we're going to work on that.
James Preusser	Really? This is the first time you told me today was "make myself available every day next week day evening night". So, I told you I would get back with you.
Wendy Doromal	Let's see if you have a date and then you will get the proposal. Thank you Jim for twisting it again.
James Preusser	And thank you for attending the joint safety committee.
Wendy Doromal	We don't go to the committee meeting, we'd rather bargain. Hello!
James Preusser	But it is in the MOU.
Mark Richard	All right, let's go on...
Wendy Doromal	You're ridiculous (addressing Mr. Preusser) It is not in the MOU that we have to be there every month.
Mark Richard	<p>I wish as human beings. When I call my doctor and say I have an emergency and she picks up the phone, and it is a she, and she'll pick it up, or she'll have her and I if I say it's an emergency whether real or not, but I perceive it.</p> <p>She is not going to say let me check my calendar. It's not urgent, non-urgent, I get it. But if it's real or perceived to be real, it gets treated differently.</p> <p>When a student walks into our classes, and they're having an emergency they're having suicidal ideation, they're reporting, you know, horrible things that we have mandatory reporting duties on. We don't get to say I'm really busy, I'll deal with it next Wednesday.</p>
James Preusser	That is not what I told you.
Mark Richard	No, I'm not saying what you told me, I'm telling you what we perceive.
James Preusser	You're making commentary as though I'm sitting simply brushing off what you said. When that is not what I said.
Mark Richard	We asked you and gave you dates.
James Preusser	And I gave you dates back and you don't like them.
Mark Richard	Correct because it's urgent. It's urgent. And you gave us dates after school was open.
James Preusser	Send me your proposal. I would love to share it with the Superintendent.
Wendy Doromal	So Jim, we've played this game before. I'm going to say this and you're not going to interrupt.
James Preusser	I don't play games, Wendy.

Wendy Doromal	You're not going to interrupt. I'm going to speak. We play this game with you all the time "send us your proposal". We send it. Then you say: "we will get back to you on Monday". "We'll get back to you by Thursday". We don't hear a thing, then five minutes before a bargaining session, you give a counter. We want to be able to really impact bargain. Have a discussion and sit at the table and share our proposal. You don't want to do that.
James Preusser	You are frozen Wendy. I can hear you. (The zoom was frozen momentarily)
Wendy Doromal	I'm not done. You say all the time you have all these meetings, well I just looked at your website and there's no meeting schedule. There is no meeting with the other union scheduled for next week, I don't know if it's a private meeting.
James Preusser	Yes there are. There are three meetings.
Wendy Doromal	I'm not done!
James Preusser	Don't question my integrity around meeting with other unions.
Wendy Doromal	I'm not done talking Jim.
James Preusser	Don't question my integrity, please don't. You are calling me a liar.
Wendy Doromal	I don't believe you! I don't believe you, that you don't have "1 hour", "1 evening", "1 weekend" to make sure that we have safety regulations! For every teacher, for every employee, for every student.
James Preusser	Send me the proposal. You don't have it drafted? Send me the proposal.
Wendy Doromal	You are disgusting, you are disgusting! Slashing of the COVID manual when you took out every single protection.
James Preusser	You want to keep yelling at me about this. I know you have it on Facebook Live.
Wendy Doromal	I know what you are doing Jim.
James Preusser	Maybe we'll go ahead and caucus if you want to keep yelling at me. I'd like to hear the rest of your proposal.
Wendy Doromal	You interrupted me throughout my talk.
James Preusser	I did not.
Wendy Doromal	You are doing it right now.
James Preusser	I am waiting for Mark to continue with the main table. But then he had a comment about the previous discussion, but I thought we had moved on. Go ahead Mark, I'd like to hear the rest of your proposals.
Mark Richard	Let me just end that part by saying taking away all the dialectic, and all the stress here, we are just once again, separate from this, begging that you all see this as health and safety, and we shouldn't have to have more than a one minute conversation where everybody pulls out their calendars and gets a date, and it has to be in time so that whatever we agree on, if anything, can be implemented before August 2.
James Preusser	Let me ask you a question. Is the union willing to give me the proposal in advance, yes or no?

Mark Richard	Well, you just asked that for today. And we can we can give it to you. We've been working on it day and night Lucia is working on it.
James Preusser	It sounds like if you have it you will send it.
Mark Richard	<p>But that's not the question. The question is, last time when we met these 14 counterproposals. You didn't even give it to us until we got on the screen, so you don't have to, there's nothing wrong with that, but it's not moving the process along here but fair enough. You're allowed to do that.</p> <p>It gets us concerned that we're not going to hear in time so we prefer to sit and get together, then we, you asked us what were the issues and we told you the, what we perceived as radical changes in health and safety and the manual, and we put that in writing too.</p> <p>Then you said give us dates, we gave you three days that would give us enough time, if agreed to, to address the substantive issues, then we came back and got a date from you, August 2. And we said, that's too late. You said you had other meetings, we don't want you to cancel those, we respect the other union. We are not asking you to do that.</p>
James Preusser	Well, Wendy just said I have no meetings on those dates.
Mark Richard	She is saying that there are none that are published. That's between you and her. She didn't see any meetings published.
James Preusser	Maybe you should call the other union and ask them.
Mark Richard	No, under law you are supposed to publish them.
James Preusser	And I still have time. Look guys, listen, I want you to get through your main table proposals. And again, if the union has something they want to share, I am happy to give it to the Superintendent the minute you send it to my desk. Let's keep going.
Mark Richard	It's pretty paternalistic, "I know you have a life and death emergency situation that we're all trying to talk for the kids of our district. And if you have something on it, send it forward." Jim you are so paternalistic.
James Preusser	Because you are on Facebook Live you really like to really animate. I want to move on to the other proposal.
Mark Richard	Jim I am the same whether on Facebook or not.
James Preusser	I don't think so, but keep going. You are not the same on the West Coast like that that's not true. I have bargained with you before but let's keep going.
Mark Richard	<p>(Laughter after Mr. Preusser's comment).</p> <p>Okay, I just want to get to finish up on the nurses, which we did. And you know we asked them to get a certain pay as they've been on the frontline and you've rejected that. So there's no recurring additional monies for nurses correct? I just want to leave nurses.</p>
James Preusser	No recurring money period, for anything you're asking for that's recurring, because you haven't gotten to the performance pay yet, but maybe you will.

Mark Richard	There's no recurring money, additional period, which by the way is going to put us in a very bad position. Okay, we just want you to know we, this is a fundamental distance between both parties we respect that, that's a difference, but it's fundamental. And you know that. Okay, so let's talk about that so we can clear up
James Preusser	<p>You're, you're negating the fact that the District made movement on proposals.</p> <p>So, you may not agree with the movement, you may not like it, or you may not like the fact that we offered a counter, or we rejected something, but we did move, I have seen no movement from the union, your position is the same as it was on June 29. There's been no movement and that's fine.</p> <p>I respect that as well, that's fine. But to say that I've made no movement is not accurate.</p>
Mark Richard	I didn't say that.
James Preusser	Okay, well, I just want to make sure that the record reflects that the District did move. And also, I want to reflect that there's \$44.7 million, almost \$45 million on the table from the district. Yes, a lot of it is, a lot of it is not, almost all of it is not recurring, I understand that, but let's make sure that we reflect accurately what's on the table.
Mark Richard	<p>So let's talk fundamentally about why we're at loggerheads. And, again, respecting both parties' positions.</p> <p>Yes, you moved on some extra dollars, none of them, or almost none of them, were recurring dollars.</p> <p>This \$40 some million dollar package, assuming your numbers are right and I don't question them at the moment, they all disappear a year later, right?</p> <p>Its one time money, that'll be paid over roughly a 365 day period. And, in the vast, vast majority 98%, 97% for whatever it is all but up to \$175 is non-recurring.</p> <p>Then, the beginning of the next year, you have none of that money comes to us, but we have bills. Okay we have bills. Megan has mortgages. Okay?</p> <p>Ladara has car payments, Mary-Grace has health insurance payments. Okay?</p> <p>Matt, we have to continue to pay our 3% into our retirement that goes on. We're not questioning your movement. Your movement did not address (our concerns).</p> <p>I get it. I'm not castigating, I'm not passing judgment. It does not address that not a single thing in our lives that are recurring can be paid for with this money.</p> <p>So if I walk home and say I'm getting a bonus of \$2,000. I can't put that on a mortgage payment if I'm getting ready to take a second mortgage out to put my kids through school.</p> <p>If my child is getting ready to decide between Valencia and going to a community college, or UCF, or going to a private college, and we say: "Well, are we going to have enough money to meet tuition?"</p> <p>And the answer is, can you use any of this money to meet four year commitment to an undergraduate degree, not your fault. The answer is no.</p>

	<p>So, we're looking in the eyes of our folks. We get why you've made this proposal, but understand why we are fundamentally heading towards a road of no return, because we don't know how to look our members in the eyes, who have said to us in their marching orders look at their comments on Facebook. It's almost unanimous you can do all the News You Can Use. You can do it, they rejected, they don't trust the District, don't be mad at me, it's not you personally.</p> <p>If you do a survey on trust. Do you do a survey that they care about senior teachers? I don't know what the percentage would be but we're based on anecdotal evidence and our previous information. There's a real disconnect.</p> <p>So they're saying my bills are recurring my choices on having to take second mortgages recurring. My grandmother's need for dialysis and to help put her in assisted living or to bring her into our house and we got to. We got bills that never stop. I need money that addresses 366 days from now.</p> <p>You're unable to do that is your representation and I accept that, but all of the movement that you want credit for, significant substantial majority portion of the economics that are recurring. That's the marching orders from our members.</p>
James Preusser	We don't want credit for anything.
Mark Richard	No, I'm just saying it's not recurring. So, we do agree you and I, that the goal, the centerpiece, a critical point here is that you are "unable" and you use the words everyone has them in their notes, we can't put any more money on recurring, we've heard you and I appreciate the directness and the bluntness, and we're telling you we cannot close a deal that doesn't have a significant substantial majority portion of the economics that are recurring. That's the marching orders from our members.
James Preusser	I understand that. Let's do a little bit of math, because I think that's, that's where (cut off by Mr. Richard)
Mark Richard	Is that a fair statement to say we are worlds apart on the recurring vs. non-recurring?
James Preusser	Are you saying Mark that the union is at impasse?
Mark Richard	We haven't made that decision, we were asking you if you think we are.
James Preusser	Let me do a little bit of math, let's talk a little bit of math based on what you just described, okay?
Mark Richard	Do you agree that we are fundamentally apart on the character of the dollars?
James Preusser	You're asking for recurring I'm saying that I can't give it to you. Does that give you your answer?
Mark Richard	That is a fair answer.
James Preusser	<p>Let's look at the math for a moment. Okay, because you guys had an RFI with seven questions. One of the questions you asked about was what's the fund balance? We gave it to you, its \$121 million.</p> <p>Okay. Your proposal without anything else that I said was recurring so we talked about DROP a little bit, we talked about hybrid, we talked about quarantine leave, I'm taking those out of the equation, because we know there's some costs associated</p>

	<p>with those, maybe we don't agree on what that is, but okay let's set that aside for a moment. Your price tag for this longevity supplement, the RN supplement and your performance pay is \$60.6 million.</p> <p>That could only be sustained for two years, and that if we did nothing else with that money out of, the out of the unassigned fund balance, that money would be gone in two years, gone.</p> <p>It's the simple analogy and fundamental example that we've given about taking money out of your savings account, it's gone. There's no, you can't replace it, though. So once, let me finish. So, if we, if we agreed to your proposal. There would be no recurring money to cover the \$60.6 million price tag, again, That I'm identifying anything else except the items that have to do with what I said earlier.</p>
Mark Richard	Can I ask you a question Jim?
James Preusser	That money is gone. Where is that money coming from?
Mark Richard	Just what Alberto Carvalho did in Dade County. And what Edwardo Patron did at Miami Dade College. I have intimate knowledge of those things.
James Preusser	\$60.6 million he came up with?
Mark Richard	Let me finish my sentence. You assume that there are no cost savings. You assume that you don't go into your budget, what's the total budget of the Orange system, Wendy with capital and non-capital? How many billions of dollars is this school system? It's billions. So, that assumes there are no efficiencies that can come about.
James Pressure	\$60.6 million, Mark?
Mark Richard	You haven't given me \$60 of savings.
James Preusser	I think that's the fundamental disconnect, is that again, you're asking the District...
Mark Richard	Can I finish?
James Preusser	Go ahead sir.
Mark Richard	\$40 versus \$60 million, but that's really not the question. One of the questions is how many of your \$40 million dollars is recurring of your total package? How much is it?
James Preusser	You already know the answer to that, \$2.4 million, I've said it a couple times.
Mark Richard	<p>So we're Superintendent put in her budget folks put a budget together, of which they allocated, no monies, except from the state, new monies to give any raises.</p> <p>Number two, we haven't seen a single proposal that says, if we do any cost savings together any gain sharing find any efficiencies are put them in from recurring dollars into recurring raises</p>
James Preusser	My understanding from Wendy the last time was that you guys were going to share with us all kinds of information about cost savings, haven't seen it.
Wendy Doromal	That's not true.
Mark Richard	Jim, you do a billion dollar budget, and it's, it's unbelievably telling that that budget was built, regardless of what happened with the state and the state money didn't go down.

	<p>That budget wasn't built where the Superintendent said, I want to look under every rock and everything, so that the classroom is at the center of this mission, and we're going to look for additional monies.</p> <p>And so what you basically said is whatever the state does. We put no pressure on ourselves, we have no responsibility as a District to care for our employees.</p>
James Preusser	Those are your words, nobody said that.
Mark Richard	I'm making that my opinion.
James Preusser	That is.
Mark Richard	The point I'm making, teachers think of the District so we're going to look at all. We have to tell them it wasn't budgeted.
James Preusser	<p>I just wanted to answer your question and you're, you know, you're going off in a different direction and that's fine I respect what you're saying, but I don't agree with it.</p> <p>All I'm telling you is that as we look at the numbers and it's a simple math discussion, you're asking the District, from now until the end of time to come up with \$60.6 million. Right?</p> <p>And I'm telling you right now that that amount of money cannot be sustained more than two years, based on what you're asking us, you...</p>
Mark Richard	Jim, we did it, I've done it my whole life. I did it in college, we found savings, and we moved into salaries.
James Preusser	So you're saying let's cut heads let's cut programs. It's the only way you would get to that price tag.
Mark Richard	No. Jim of your \$40 some million only 5% of its recurring right? Of your total package.
James Preusser	<p>I don't have the math in front of me, \$2.4 million.</p> <p>So, the total package is 44 of this, give it to total package is \$44.7 million. Right?</p> <p>Yes, \$2.4 million of that is categorical. That comes from the state and that has to do with the TSIA, teacher salary increase allocation.</p> <p>And the other \$42.3 million, \$39.5 million of that is supplements, going towards the teacher's retirement, and the other \$2.8 million \$1,000 bonus.</p>
Mark Richard	Jim, just don't misrepresent teachers retirement because if you're not in your highest three or five years, it will make no impact.
James Preusser	Mark, that's what it goes towards, it counts towards retirement.
Mark Richard	No it doesn't. Jim, jeez, we are going to put you in FRS school, because you are going to get an F in high school.
James Preusser	Really, Mark? That was a nice insult.
Mark Richard	What I'm saying, don't misrepresent things to people.
James Preusser	I'm not, it's a fact.

Mark Richard	Can I give you the fact? If you're a fifth year teacher and you're going to go on for 25 more years. The fact that some of this is pensionable will have no impact on the calculation, if you will.
James Preusser	That's based on the predication that they would be here for that amount of time, of course.
Mark Richard	So, and you're paying 3% right? And I don't know if the 3% would include you paying 3% on this so they could actually cost you money, and actually take money out of your pocket potentially.
James Preusser	That's the money on the table today. That's where we are, so we don't have any more money.
Mark Richard	So 95% I believe I'm close. When I say, okay 95%, right. \$44 million, so 10% is 4. Okay. So, half of that is 5%, 95% of all the money in this deal is non-recurring, it's rejected. Can you take that same money Jim, the same \$44 million, and make it recurring?
James Preusser	You already asked me that in the first session and I said no.
Wendy Doromal	Why not?
Mark Richard	Okay, we just want to, because if we can get the vast majority of dollars to be more to be recurring, we can come off of our digits, but we're not going to come off our digits to go into non-recurring money We just can't...
James Preusser	You are using phrases like vast majority, significant, but you have never given me a proposal.
Mark Richard	Can you do a deal, \$44 million, all recurring?
James Preusser	I think I answered that twice so asked and answered, I'll say it again. No.
Mark Richard	Can you reverse it? Can you do \$40 million recurring? Can you do 95% recurring?
James Preusser	No.
Mark Richard	Ok, I hear you.
Wendy Doromal	Can I ask a question?
James Preusser	Please.
Wendy Doromal	Is this District never going to budget salary increases for teachers?
James Preusser	Wendy, this is where we are this year.
Wendy Doromal	Are you just going to rely on the state?
James Preusser	You're asking me to make a prediction for the future, you know that that discussion goes to the Board. How would I be able to answer that question?
Wendy Doromal	You say you are in touch with leadership. This District has not budgeted for teacher salaries. That is shameful. What kind of employer...
James Preusser	You said never.
Wendy Doromal	I did not say never.
James Preusser	You said ever.

Wendy Doromal	<p>In a year when teachers have given their heart and soul to ensure student achievement, it not even put one penny recurring money for teachers' salaries.</p> <p>This District that saved millions from March 2020 to June, with buses not running with school, not open with utility. It was forgiven when kids went missing, build out that money to not even budget, one penny for recurring teacher raises and salary.</p> <p>And there's less teachers this year than there were in previous years, when you could find the money, and you could budget. So I'm very confused and I don't understand how any employer that actually values appreciate and recognizes their employees, doesn't budget for a raise.</p> <p>I just read an article about what is the decent raise, and it said between 3% and 5% is what employees expect. But our employer you're saying OCPS doesn't even have one penny for recurring money, and that's what people need to understand.</p>
James Preusser	They also need to understand that we have 4000 More students and \$25 million less from the state. So, I, again, I know that you don't like the proposal that we offered, and I understand that...
Mark Richard	It is not "like", it is not workable to our families.
Wendy Doromal	You manipulate data.
James Preusser	<p>We have a disagreement on what and where we need to land.</p> <p>Okay, I understand that. I do. But, the Board is aware of the amount of dollars going across you know that I can't come up with my own numbers, this is the authority of the Board this is where we are, we cannot move. I cannot move on a proposal from the union that has recurring money.</p>
Mark Richard	Okay, we'll pick that up but what I do appreciate though is your directness, let me just make sure one last thing and then we'll move off of the money, but the maximum a teacher could get, or our bargaining unit member or guidance counselor whatever, recurring is \$175 out of this \$45 million deal. Correct?
James Preusser	Correct, that would be if that teacher was highly effective. But the total would be \$3,675.
Mark Richard	But that other additional money is one time and it will not be here a year from now.
James Preusser	A one-time supplement of \$2,500 and a one-time bonus of \$1,000 That is correct.
Mark Richard	I understand that. And of the \$175 recurring you and I agree that it's taxable. People may take home 100 of that, depending.
James Preusser	Their supplement and the bonus are also taxable Yes, everything's taxable.
Mark Richard	<p>We just want you every year in your shade meetings. When you're in your, legally permissible, confidential meeting; just know that it's not personal, but we can't look our teachers in the eye.</p> <p>They've given us our marching orders; our counselors, our nurses, they have given us our marching orders that \$100 recurring net money \$175 gross whatever it is just, not your fault, fails our family.</p>

	<p>We were telling our young children. As I have told my children, since my wife, was a public school teacher. I taught at the college level in the public school system.</p> <p>When people say: "should I be a teacher? Your heart tells them yes, because they're proud of what their mom did, what Farrah does.</p> <p>But we look at, Matt looks at them, and Clinton looks at them and we don't know what to say because what our head is saying is, how, how in the world would anyone want to go into a profession like this?</p> <p>The President of the United States, the current president, put together, one of the greatest amounts of money to save our public schools, it's a centerpiece. The First Lady is actually a community college professor. We've never seen numbers like this.</p> <p>The state, I don't think did anywhere near that, but they put money in it, it's categorical.</p> <p>We're at a crisis where teachers and counselors and nurses and others stood up, school psychologists in ways we have never seen.</p> <p>They work, way beyond a work day, they work Saturdays and Sundays. Their houses became their home, and the one time that someone can do something other than tell them how great they are, is help them deal with the bill they have for their grandmother, who they're having to have someone come in at night and clean them, because they have Alzheimer's. People have real bills. Okay, we have we have real bills.</p>
James Preusser	I understand Mark, we all have real bills.
Mark Richard	<p>But they don't make six figures; but, you have real bills. And we appreciate that you deserve it.</p> <p>The point of it is that we have marching orders. They're saying that the public should weigh in, and we don't believe the public thinks this is right, we believe your budget should be turned upside down, torn apart, looking for ways that would never hurt a child, never lay anyone off, but through efficiencies come up with some recurring dollars.</p> <p>We're asking that some of the fund balance, that is there all the time, becomes recurring according to some of our economists.</p> <p>We think we should roll had should have rolled up our sleeves and miss not a single dollar to put in the pockets of these dedicated teachers and other employees. So their families are not left behind with inflation that by the way is going to be between 2% and 5%.</p> <p>We are being strangled and when you understand about the money. It's almost as if you want to throw \$3,000 at us, would you would tell your children and everybody that's not the way to budget.</p> <p>We're going to have the same problem, this money is money. We respect it, but it is so fundamentally missing the mark with our, with our families.</p>

James Preusser	<p>You're talking about a \$60.6 million price tag again, that goes on forever. I know you keep mentioning "well you got to look at the budget and you can look at every nook and cranny and turn over every rock". Not \$60.6 million worth Mark, that's a lot.</p> <p>You would have to cut heads, you would have to cut labor for that cost. You would and you know that.</p>
Mark Richard	<p>Jim, we are willing to move on the digit if you tell us it could be recurring. I interrupted you, my apologies.</p>
James Preusser	<p>The other thing I just want to ask is, you haven't moved off of the performance pay and maybe, you're not going to because you feel like because I said there's no recurring money?</p> <p>You don't want to, and that's okay, if that's your position so if you're not going to move off of that, I mean, are you going to get to that point?</p> <p>Are you just saying look, because you keep asking me the same question I've answered a couple times. If its recurring money, we can't go there.</p>
Mark Richard	<p>We just told you, we would consider absolutely lowering our \$60 million package.</p>
James Preusser	<p>Why don't you give me a proposal?</p>
Mark Richard	<p>I just said, give us the \$42 million in recurring money. And you said you couldn't do that.</p>
James Preusser	<p>\$40 million in recurring money? We can't do that.</p>
Mark Richard	<p>It is your dollar amount, we are moving it to recurring.</p>
James Preusser	<p>Again, again, if you just do the simple math. Again it's the fundamental thought and discussion about taking non-recurring money and utilizing it to cover recurring costs, that's what you're asking us to do, and we cannot do that.</p>
Mark Richard	<p>I understand and we haven't made a formal proposal but when we were going to go in the caucus.</p>
James Preusser	<p>I think that's the point I want to make to you is, is your proposal that you're submitting to us whether you change the cost of living adjustment, or the effective and highly effective.</p> <p>It's still going to be a recurring amount of money, whether it's \$40 million, \$50 million, whatever it is, right, those dollars have to come from somewhere.</p> <p>And if we use that money in the nonrecurring funds to cover that we're going to be out of money in two years.</p>
Mark Richard	<p>We don't agree with the math.</p>
James Preusser	<p>That's okay that you don't agree, I just want to let you know that that's the fundamental disconnect that we have between the parties.</p>
Mark Richard	<p>We do. We do.</p>
Wendy Doromal	<p>Mark, can I just say something real quick?</p>

	<p>Look, every single year the District over budgets and take some money they save and stuffs it reserves.</p> <p>If you budgeted correctly, you wouldn't have that big of reserves, you wouldn't. I think it is unbelievable to me that you don't budget for employee raises.</p> <p>That's just some something I can't believe, I can't believe I mean think about it, "oh I can't wait to work for all OCPS", because they don't budget for your raise.</p> <p>They just depend on the state, and hopefully they'll give you something. I mean, it's really crazy.</p>
James Preusser	Wendy, that is where we are as we speak and in this bargaining session.
Wendy Doromal	That is just not where you are, that is "who you are". It's who OCPS "is".
James Preusser	Can I finish? You had asked for us to make a prediction in the future. I can't speak to what's going to happen in the future, I can't speak to... You're laughing, Mark? You know that I can't.
Mark Richard	Because that's not how budgets work.
James Preusser	Yes it is! We get a budget every year. Yes it is.
Mark Richard	But they make long term projections, we build a new high school and we commit to it.
James Preusser	There's also long-term liability.
Mark Richard	Correct and you do it based on demographics.
James Preusser	You're asking us to have a long-term liability of \$60.6 million. From now until the end of time, that's not sustainable.
Mark Richard	It is sustainable.
James Preusser	That is your opinion, we disagree.
Mark Richard	<p>This District has decided, it's okay. This School Board Chair and everyone's decided we're not, at least at this moment, we don't even have to budget a penny because we'll just get on a zoom and say there's no recurring money.</p> <p>We don't have to go looking at efficiencies, because we'll just tell the teachers to fundamentally support this system through nonrecurring raises. We are subsidizing our families, are subsidizing poor management, short-sighted budgeting, the unwillingness to do cost cutting without sacrificing heads or the mission, and it's the same story all the time, recurring not recurring.</p> <p>We're back to the same place and no one has said, I don't want to do that. I want to know that fundamentally there isn't a single recurring dollar we can add to this.</p> <p>And we're never going to get there because it's too easy to sit there and say it's not in the budget, because I didn't budget it. I didn't find it from savings because I didn't. Somebody ought to be fired in the budgeting department, who every year, can't budget for raises.</p>
James Preusser	Why do you have to say that, oh so, first of all that is inappropriate.

Mark Richard	<p>Who would accept a budgeting expert who doesn't come close each year between budget and actual? It's a purposeful tool, so the public thinks it's budgeted, but we know we're not going to spend it. So it's a way of saving money.</p> <p>I'm going to finish Jim. There's not a student in a math class, in your school system, who one day, we would say: "one day you're going to grow up to be a budget analyst". That we would say: "it's okay, you'll get a passing grade, if you're always wrong".</p> <p>We would never teach your students to be consistently wrong by more than a standard deviation and budgeting.</p> <p>Of course it's a tactic we get it, but there's something wrong. You should be saying, we're embarrassed. Again, we were wrong on the budget.</p>
James Preusser	Mark, your theatrics are ridiculous. Listen to me. Listen, you're telling me I should fire the people in the budgeting office?
Mark Richard	I'm saying the people can't get the budget right.
James Preusser	There are people in that office that are on my committee, why would you say that?
Mark Richard	Because I said it. How do they defend that they can't get the budget right?
James Preusser	Listen to me, listen to me, and we would never teach a student, in math, to take money, that's recurring, and use a non-recurring pot.
Mark Richard	Why would someone take a job here, Jim?
James Preusser	Why would we teach a student to take money out of their savings account and use it towards their mortgage from now until the end of time? If they don't have a recurring fund to cover that they're going to be out of money.
Mark Richard	Your recurring is so large that some of it...I'm sorry.
James Preusser	\$40, \$50, \$60 million is what you are asking us to come up with.
Mark Richard	You said you don't have a dollar that you can come up with. You live with that, Jim.
James Preusser	You can't say that and not let me respond.
Mark Richard	You said you don't have one dollar in recurring, there's nothing, zero.
James Preusser	There's actually \$2.4 million. Actually, what I said was you said if you can take the \$42.3 million, and make it recurring, which, and I said no.
Mark Richard	<p>Let's rock and roll, let's go.</p> <p>We're rejecting your counteroffers which rejected our salaries because of the problem between the recurring and the non-recurring dollars.</p> <p>So, your counter number six is rejected, all of your salary of 16 is rejected, and your 12 month payment option doesn't work for teachers. So we're rejecting your rejections your counter proposals rejected our proposals.</p>
James Preusser	You're rejecting my whole package?
Mark Richard	I just said that to six. Okay, I rejected your salary package.

James Preusser	You even rejected the beach volleyball?
Mark Richard	Because it's part of a supplement package and we actually learned today that you're taking it away from other teachers, you're actually taking it away. So literally, we learned that today.
James Preusser	I just want to make sure that I'm very crystal and clear. I want to make sure, crystal and clear that you're rejecting the whole entire package proposal from the District?
Mark Richard	We haven't gotten through them all yet.
James Preusser	Oh, ok...
Mark Richard	I have questions for you. You are the one that rejected all of our proposals.
James Preusser	That's not true. Why? Because I gave you counter proposals? That is not a rejection, Mark.
Mark Richard	Those are rejections.
James Preusser	You have been bargaining for 40 years and that is a rejection?
Wendy Doromal	When the counter proposals change the meaning of a proposal, they are rejections.
James Preusser	That is not even accurate.
Mark Richard	It is accurate. A counter proposal says we reject your proposal but here is another.
James Preusser	<p>Maybe it's nomenclature for you. I don't know, but where I come from a counter proposal is not a rejection, and you know it.</p> <p>If you were to go in front of the National Labor Relations Board, or a magistrate or PERC, and you said: "hey, here's my proposal, and they asked you what was that a rejection or a counter?" The answer would be, well, a rejection and a counter are completely different swim lanes, and you know it.</p>
Mark Richard	Of course they're different. What I'm saying is, you said we rejected a proposal, you rejected it and you gave us a counter proposal, but it means you didn't accept my proposal that's all and instead you gave a counter.
James Preusser	If I didn't accept that, I would have flat out said I didn't accept it; but I came back with a counteroffer.
Mark Richard	Are you willing to accept our proposals as written and proposed by us?
James Preusser	Are you willing to accept my counter proposals?
Mark Richard	No.
James Preusser	So you reject my counters.
Mark Richard	<p>Yes, correct, I am going through them. You asked me to go through them.</p> <p>I want to talk about the summer employment for the counselors, and the psychologists, who by the way, you know, you're turning your employees into feeling like this District could care less about them.</p> <p>So here we have psychologists and counselors who have done remarkable work as have the janitors, the whole family. And they've done remarkable work, we have</p>

	<p>read the anecdotal studies about the mental health challenges to students and parents, employees during this crisis.</p> <p>They have been talking folks out of things that are unimaginable. And they've been under strain, we've asked in our work year proposal for summer school employment here for counselors and psychologists, and in your counter you rejected our proposal, your counter doesn't accept our proposal.</p> <p>Can you accept our proposal on psychologists and counselors, can you accept it?</p>
James Preusser	You said may, "may"
Mark Richard	No, I'm talking about the way we proposed it. The "may" means we may never see it.
Wendy Doromal	"May" means, I might, I might not....it's a way out.
James Preusser	<p>Hold on, let me answer for goodness sakes.</p> <p>So staffing is a management right, and you know that. And so, if we need, and have the opportunity, if we have to use a third party for example because we can't get enough employees to work, then that's what we're going to do.</p> <p>So if I can't get enough, psychologists to work over the summer and I need more heads, what is the District supposed to do?</p>
Mark Richard	We get that. We're not telling you not to do that, we're saying we get the first dibs, you can't go outside until we get it. That's what we're saying.
James Preusser	I would say historically that doesn't happen and we always have to go outside.
Mark Richard	There is no trust here.
Wendy Doromal	Mark, can you ask Mary-Grace to comment on that Mark.
Mark Richard	Sure.
Mary--Grace Surrena	<p>Thank you very much. That the difference now is that school psychologists finally do have a little bit of time off in the summer, so certainly when the District was hiring contracted psychologists because we were all working.</p> <p>So now that there is some time off. The school psychologists are simply asking that, if there is a need to hire any private practitioners during that time when we're off we would prefer that we would be asked.</p>
Mark Richard	So can you go back where they're guaranteed that if there is summer employment? In essence, I'm being, I'm being overly simple, but our proposal would be that they would get it.
James Preusser	I cannot guarantee that.
Mark Richard	<p>No before you go outside.</p> <p>Anyway, we reject your counterproposal on the number nine on the psychologists and counselors and ask you to please accept our original proposal is the right thing to do.</p>

	<p>I want to go to eight for a moment on hybrid teaching. Did you hear what Wendy said and our teachers are saying about hybrid teaching and how stressful and how pedagogically difficult it is.</p> <p>And then we put together a proposal in duty day on XIV. And you, you guys didn't accept it. And then you come with A, and it's just not right. It's, it's just, you have experts, they're educational experts, and we don't understand why that would happen.</p>
James Preusser	So I think there's a couple things. First and foremost under number two, that discussion about additional period pay supplement that's a recurring cost.
Mark Richard	We get that.
James Preusser	Number two, there's been no decision about hybrid teaching, and you're basically taking language out of the MOU and inserting it into the contract into perpetuity. If it goes into the contract, when's it, when's it ever going to come out it's not, it'll be in there forever.
Mark Richard	It can come out but I understand that.
James Preusser	The union would never take that out.
Mark Richard	But Jim, it's pedagogically sound, what we're telling you is, Wendy, what's our bargaining unit of teachers how many teachers do we have?
Wendy Doromal	We only have 13,000 now.
Mark Richard	<p>There's 13,000 educators and I don't dare say I don't want to speak for all of them, but the bargaining agent, and the vast, vast, vast majority are telling you where the educational experts, the educational experts don't get to come on and pontificate, while we're on the screen, you and I are doing our thing.</p> <p>They're taking care of kids, getting ready for lessons plans, wanting to know if they come back, there's going to be hand washing, social distancing.</p> <p>What if a kid is got a fever, blowing mucus out of his nose, sneezing?</p> <p>We're trying to find out what to do, we can't get to a meeting on that we get it, but they pedagogically have put a proposal together, that's for the best interest of the teaching and learning of our students. And y'all won't accept it.</p>
James Preusser	<p>Again, you're trying to insert it into the contract. To me, like it's an effects bargaining discussion, and maybe that's something that will be a proposal that you give to me.</p> <p>What I'm saying is, you're asking the District to put language in the Contract based on the fact that you think hybrid teaching will come back into play at some point in time. There's been no decisions from the District on that.</p> <p>Why would the District put something in the Contract?</p>
Mark Richard	It fails kids, it fails children, unfair to the working conditions of teachers, yes you put things in the Contract that fail.
James Preusser	We are not putting that in the Contract. That would be effects bargaining then, Mark.

Mark Richard	It is not our working conditions. Two groups of people at the same time? We now have evidence that it doesn't work.
James Preusser	We are not doing that right now.
Mark Richard	I'm not talking about today, during hybrid. And so, there are many things in our working conditions in the Contract that are there because it isn't good for teaching and learning and for the teachers working conditions. Its okay, Jim.
Wendy Doromal	They want to make it a management right. Isn't that right, "James"?
James Preusser	James?
Wendy Doromal	<p>Because you put right here on page 10, of your proposal "new" "guttled" OCPs COVID manual. The District will further provide further direction in the event a school or classroom needs to pivot to digital learning in order to support academic continuity.</p> <p>And then, we have all the things that suggests, that we heard, school board members saying, oh, if a child gets sick now they could just go "online", so you're going to expect teachers to teach face-to-face.</p> <p>And if a child gets sick, breaks their ankle, goes on vacation, include them line by line and the teacher will have to do two sets of lesson plans, but they're unpaid hours making up the time to do this terrible, unwise, form of teaching. That's why we want it in the Contract.</p> <p>So that "if and when", and it's not "if" the District will do it.</p> <p>Because we heard it said. When you order teachers to do that, they should receive a supplement. We put across proposals. The teachers wanted a supplement for teaching hybrid classes you rejected it.</p> <p>You said you couldn't pay it. Volusia got it. Brevard got it. Lots of other teacher unions got it, but you rejected it. Everything we put forth that will benefit or recognize or reward teachers for their extra work, you reject.</p> <p>Other districts did it. You have ESSER money. You have money, you have \$816 million that you can spend on other things. Those dollars will be used for materials, supplies, and you said you're hiring 500 some teachers with those.</p> <p>All those savings could be used for recurring funds, supplement teachers who teach hybrid, and to reward teachers.</p>
James Preusser	<p>We are not using ESSER dollars for recurring funds. Let me answer a couple things that you said.</p> <p>First of all, there's been no direction on ESSER 3 at all, not from the state and or the DOE, in terms of how should we spend it.</p> <p>So ESSER 2 are being used on new teachers. Yes, they are because that's the purpose of the money. That's one of the assurances that you're giving to both the state and the federal government.</p> <p>Okay, so I'll speak to that as far as the hybrid is concerned. The hybrid is not something (we bargain), we don't bargain decisions. First and foremost, we bargain the effect of the decision, there's been no decision about hybrid teaching at all.</p>

	<p>So for the District to take that language and incorporate it into the Contract for it to stay there forever, is not something we're willing to do.</p> <p>Now if the union wants to talk about hybrid teaching in our upcoming discussion, fine, that's fine, you can do that. We're not going to just add it into the Contract.</p>
Mark Richard	<p>Okay, so let's look at what our proposal is and let's break it down. The first thing is said, given the history and what we believe is a pedagogically unsound approach, hybrid teaching.</p> <p>Which I don't think you've even shared with us, one study that says it works. I want to let everybody know what it is.</p> <p>You're teaching in class and teaching the kids at home, you have duties to keep people safe.</p> <p>If something happens on the screen and a kid is being attacked physically. We don't even know how you watch those two, you have to stay in front of the room because the camera can't catch you.</p> <p>And if you have a fisheye lens you're walking around, you've got to use demonstrable and there's kids at home.</p> <p>And so we believe you should not do it, unless it's ordered by state or federal law, we put that in. Now you're going to maintain that to management right and you're not going to put it in the Contract. That's a shame.</p>
James Preusser	<p>I said there's been no decision about hybrid teaching at all. If a decision is made about that, you know, legally the union has the right to bargain the effects. I have not... (cut off by Mr. Richard)</p>
Mark Richard	<p>For once you're going to let me finish!</p>
James Preusser	<p>Mark please, I would love to hear what you have to say...</p>
Mark Richard	<p>You go ahead and finish, I'm going to wait for you! I want you to model how you think we should do this, go ahead. You go, I'll wait.</p>
James Preusser	<p>I guess we will just stare at each other.</p>
Mark Richard	<p>11:47, you have as much uninterrupted time as you want.</p>
James Preusser	<p>Actually, I think that the two of you have interrupted me all day, maybe we should play back the Facebook and see?</p>
Wendy Doromal	<p>Why don't you watch it after the meeting.</p>
James Preusser	<p>Oh, I will.</p>
Wendy Doromal	<p>And you can read the comments too, enjoy. (Ms. Doromal was referencing the comments made during the live streaming of the bargaining session)</p>
James Preusser	<p>I will, that's fine.</p> <p>My point to you and I'll just repeat it again. We're not putting things in the Contract that "may be".</p> <p>Hybrid teaching, there's been no decision on hybrid teaching the union does not bargain decisions, they bargain the effects of a decision.</p>

	<p>If the District, because remember you guys want to go to collective bargaining, that's what we're doing. So if the District makes a decision about something, we will notify you and then you can tell me whether or not you want to bargain the effects.</p> <p>We've been operating for some time, and that's what we've been doing, We're not going to put it in the Contract, so we reject the proposal. I've already told you that you keep asking me questions about it, there's nothing in the proposal that I would accept into the Contract.</p>
Wendy Doromal	<p>Okay, you are saying that we can't put a proposal across you unless you first have that idea, or want to make it management right, we can't put any new idea across the main table.</p>
James Preusser	<p>What I said was is this topic of discussion is effects bargaining, it does not belong in the Contract that is my position.</p> <p>That is my opinion, it does not belong in the Contract to stay in there forever. The union will never, ever take that out of the Contract and Mark knows it and you know it, too.</p> <p>So why would we agree? It's kind of like quarantine leave, you're asking about things to come. Well, let's put quarantine leave in there because it was in the MOU, let's put hybrid teaching in there because it was in the MOU. We are not putting those things in the Contract.</p>
Mark Richard	<p>That is not what we are doing.</p>
Wendy Doromal	<p>That is not what we're doing, thank you Mark. We put quarantine in there because we reviewed other district's contract. They had it in there far before this pandemic. And having seen the pandemic, we made that decision, because we are advocates for teachers, for students, and public education.</p> <p>We want to provide the most protection we can, in case some other situation comes up where there is a quarantine, whether it's only one classroom, a school, or the whole district or the whole state again.</p> <p>Don't tell me why we're doing things, or what we're thinking or what we're doing, you do that all the time, Jim.</p> <p>I'm telling you the reason we put that there. I'm telling you the reason we put a hybrid there.</p> <p>You're telling me we would never take it out. What kind of stuff we would never take out. What kind of garbage is in there that the District would never take out?</p> <p>You don't bargain because it could never be taken out, you bargain because it helps the workforce, and ultimately, teachers' working conditions are students' learning conditions.</p> <p>That's why you put it in the Contract, and hybrid learning is a bad practice. It's a bad working condition. And you most importantly, it's a bad learning condition.</p>
Mark Richard	<p>So, two things we do put things in there that may never happen, layoffs, you're not planning a layoff but it's covered in the article, it's called smart thinking.</p>

	<p>But also Jim, we had two other sections in there that you don't want. One is if there ever were to be hybrid teaching, it would be on a volunteer basis to begin with because if sadly enough, we had the habit.</p> <p>It should be volunteer because some folks may feel they can handle it, as messed up as it is, better than other. We also put in there that they would get a supplement because the extra teaching working condition.</p> <p>Not effects bargaining. And so if you ever have to teach hybrid and we, there are all kinds of eventualities in this Contract, I'll underline them for you.</p> <p>And you've rejected those, so it's just a shame that we can get nowhere. Anyway, and we put in planning periods and we didn't get those. And so, I get it and you can go ahead and respond.</p>
James Preusser	<p>I'm not telling you what to put in and out of the Contract.</p> <p>I'm sorry if you feel that way. But all I'm telling you is that, to me, what you're presenting here today are things that were either presented when we went to impasse the last time for the reopening of schools that you didn't get, because that's what you're presenting today.</p> <p>You did, you wanted hybrid to be voluntary. So I'm glad that you said that Mark. You wanted hybrid to be voluntary for the student, for the teachers, and it didn't end up that way because it doesn't work that way.</p> <p>All I'm telling you is right now, there's been no decision about hybrid, and if there is I will certainly notify you and we can go from there. We're not agreeing with it being in the Contract. I'm sorry we're separate and apart from that, we do not agree with a recurring dollar amount. We do not agree with planning periods.</p> <p>That's why all that was struck through. So, that is where we are. Yeah, let's move on.</p>
Mark Richard	<p>We are not accepting your rejection, your counter proposal on the money issues based on the position you shared with us on recurring. So, three is rejected your counter proposal, three, four is rejected, which is the MOU on the bonus. The nurses was rejected, 13, Six was health insurance.</p>
James Preusser	<p>Wait a second, you're rejecting the \$1,000 bonus?</p>
Wendy Doromal	<p>No, we put the same thing.</p>
Mark Richard	<p>Correct.</p> <p>But we're saying, part of an entire package, it is fine if we get recurring dollars.</p> <p>Are you willing to sign off just on that?</p>
James Preusser	<p>I'm asking you, you said you rejected it.</p>
Mark Richard	<p>We have an economic package, you have a package we're rejecting it as a standalone.</p> <p>We accept it, we both agreed on that amount in that mechanism, but as part of a mosaic of a package.</p>

	I don't know what to tell you. So sure that \$1000 is part of this, part of our proposal to, if it's, if you can see our way to our proposal with recurring dollars, of course that's going to be there.
James Preusser	That's what I wanted to know. I can't see your package proposal incorporated with the \$1,000, if it's separate and distinct, and it's pulled out, then, possibly.
Mark Richard	Possibly? Ok, I'm going to put that down.
James Preusser	But I think we agreed in the first discussion that, and actually, I mean you can certainly refer back to the Facebook Live, that I asked you that very specific question, it sounds like we're in agreement on the \$1000, you said yes.
Mark Richard	Yes, but it is part of a package.
James Preusser	Maybe if both parties said that it was pulled out of the package proposal because the \$1,000 is coming from... You're shaking your head no?
Mark Richard	I'm saying we have to have some fundamental agreement on how much of this is going to be recurring and not to pull one thing out doesn't help.
James Preusser	Fine that never mind, I mean if you're saying it can't be that way. And you have to have some recurring in conjunction with the \$1000 then I can't agree to that.
Mark Richard	Okay, the sick leave one, I forgot the number but I'll look for it on using sick days. I believe it was your counter 11 on Article XVIII. Maribel and Wendy correct me.
James Preusser	Are you going to put any of this stuff on the screen?
Mark Richard	No, we don't have a counter proposal on to put on the screen. We rejected your number 11. We never heard anything that explained this idea that it was going to hurt the rest of the Sick Leave Bank. People just throwing things out.
Wendy Doromal	<p>Mark, I did ask for that information because LeighAnn said that they did an analysis.</p> <p>I requested the analysis, because no other District that I think with a sick leave bank, and allows employees to share their days if they need them, has a problem with it.</p> <p>Their sick leave bank did not evaporate, nothing happened to it, so I wanted to see the analysis and what districts she's talking about.</p>
James Preusser	I was just going to say there was a question that you asked in the RFI and we sent you information back. Did you review that?
Wendy Doromal	<p>It doesn't answer my question. Where's her analysis that it would hurt the sick bank?</p> <p>What evidence to prove what, how did this hurt the sick bank in these districts that have both, I want to see some evidence, I don't understand.</p>
James Preusser	We'll go back and look at that but I don't recall her saying analysis but we'll go back and look.
Wendy Doromal	She did, we have it in our minutes.
James Preusser	I'll check.

Mark Richard	<p>Appendix H to the extent these things are mandatory subjects. We understand your position on non-mandatory, but we just don't understand on the virtual schools.</p> <p>Why you can't accept some of our proposals on class size. We just don't understand.</p>
James Preusser	<p>I think we gave the answer to that already. Okay, it's, I think we said for many years it has those numbers have not been in place, they've not been operating in that way. LeighAnn is going to say something.</p>
LeighAnn Blackmore	<p>Our counter offer reflects current practice.</p>
Mark Richard	<p>Now we know that. We know that's your position, but as the world turns more and more to virtual because it was going to anyway I suspect because of technology.</p> <p>But whatever we were going to do is change by the trajectory of the pandemic, and what's happening, you know, to work in Orange County included.</p> <p>It just seems smart to really emphasize bargaining over and working through issues around virtual education, including hybrid including the Orange County Virtual School.</p> <p>We were just trying, as we should, not to use language that's been around pre pandemic and around forever.</p> <p>In a post, not post, the current pandemic setting of which we've learned a lot. We've learned a lot in the last year, what works, what doesn't work, how to improve it. We've, we've learned a lot together, and we're trying to address those and you've rejected our counter, rejected, yeah I guess you didn't reject the class size issue.</p>
LeighAnn Blackmore	<p>No, that would not be correct. If you look at the secondary numbers, they match the numbers that you propose. If you look at the elementary numbers, they're slightly different because of the actual practice of teachers doing elements in virtual education.</p>
Mark Richard	<p>I appreciate that, but you did not accept our numbers at the primary level.</p>
James Preusser	<p>And that's why we countered. We spoke directly to the principal of OCVS because a lot of experience there. Of course we know there has been a volume change.</p> <p>That was taken into consideration when the proposal came back, so that's not just something we came up with.</p>
Mark Richard	<p>I didn't suggest that you made it. I know you researched it.</p>
James Preusser	<p>And in all honesty, all these proposals were discussed. These aren't something that Jim Preusser came up with, or Labor Relations team came up with.</p> <p>They were all reviewed, and we had discussions about them, thoughtful discussions.</p> <p>I know we don't, we're not seeing eye to eye on any of the proposals because it sounds like you've come back and said we can't accept your package proposal. I know you have a couple more things left but, or is that the last item?</p>

CAUCUS	
Mark Richard	Hey Jim, if there was anything you didn't get to say or we didn't get to say at the beginning. We cut each other off a little bit. Apology extended. In the tenseness of moments, we all have our passions. I hope you eventually got to say what you wanted to or need to. We did, and I appreciate that.
James Preusser	Mark I don't have anything to say. I may respond to your commentary. I will let you go.
Mark Richard	<p>We don't need to go back and forth like that, it isn't helpful. We were very serious and deliberate in our caucus. They're confidential so I won't share the discussion, but I can share the seriousness and the deliberation.</p> <p>We went around our circles and talked and we're very concerned, from what we're hearing from our members both, not just by social media but this team on the bargaining team and our president, Wendy, they really talked to, tons and tons.</p> <p>I'm using the word tons but an enormous amount of our members, all the time. This is a very in touch, group of leaders. They're much respected. They're really good educators and psychologists. I mean they're very good professionals, and they're very in tune. So this is not coming anywhere from them in a vacuum.</p> <p>And we went around and around like how far apart are we, far apart, and really Jim, seriously, you were helpful today and your directness, because sometimes people and we are too.</p> <p>People send mixed messages that where they can go, where they go. And there's a certain level of respect when people are direct about where they can go. So we had looked at the numbers. And again, you can make notes for your response.</p> <p>We looked at the numbers we, we, we don't have faith in a lot of them, it's not personal to you or anyone else, but we went through the whole insurance exercise where we were told a bunch of numbers and at some point this was going to happen.</p> <p>And this was what the trends were going to be and this is how much money, and those change, but we've lost confidence in any of it. Many of the numbers from the District.</p> <p>We have lost confidence in the practices the financial and budgetary practices of the District. We're not going to cast any kind of pejorative view.</p> <p>We just don't have confidence in budgets that missed the mark, all the time. Probably purposeful because the people are talented, yes I said it and I stand by it.</p> <p>People who can't budget correctly, should not be doing that job or should get better at it, but we constantly see years of this. Is what the budgets going to be, and then it comes in under budget, and its purposeful right or if it's, if it's not, then we really have a problem. And we get it, you know, governments try to hold money into areas.</p> <p>The fund balances. So the practice of not putting a budget line item in for bargaining for teacher raises, for teacher respect by not putting that in, by trying to put everything off on the state and the state has woefully fallen on the job.</p>

That is not that which your fault is. This is a state that talks a lot about teachers in public schools, but doesn't match it. We get that.

And there are some things they do that, we, we understand and support, but the practice, the budgetary fiscal practices. The not budgeting for raises, not looking for efficiencies, and then again, it's not personal, but we heard, we've heard the mantra too long.

Well, we're going to go broke. You don't want to use recurring monies for fixed dollars well of course, part of that should we get that. But for a while you, I think you were the number one and fund balances.

But the long and short of this, part of my comments are, it is sad that we have lost faith in a lot of the numbers, and in the number crunching and we honestly don't trust a lot of the numbers, and, and the practices are more serious. This constant fund balance game.

It's not budgeted fund balances or real recurring, non-recurring real, we get all that, we're mature group. We get it, but we don't trust the process. But that's not the ultimate issue.

Then we looked at all of our issues and let me look at the three highest ones are among the three highest, recurring money, longevity and insurance. Everything's important on the table, we get it, but I wanted to highlight these.

Our members need more recurring money than the \$175. And that's just for highly effective. It isn't personal to you. I actually believe you, Jim and everyone here actually cares. We can't do it anymore, and the School Board and the public and the Legislature have to weigh in. That we just can't look at these members and their families and their spouses and their significant others and their siblings.

We just can't look at them anymore. And they've literally said we can't do it. We can't go through another round where I have recurring bills. I have too many payments, they're already underpaid. They're already overworked, they're already unappreciated.

And what happens, and this is not about you or your team. We like your team. This is about this constant situation where people tell us how important teachers are in their lives, we're asking everyone to stop it if they're not going to match it with action. Teachers are the most important, a teacher made a difference. It's almost selling these, this sense of accolades, in exchange for real bills.

It's almost saying "yes, we're great", but we don't need to be told that anymore. Ladara needs to deal with financial pressures.

Yes these teachers are our heroes for coming in, they're heroes, among others, police, fire, frontline administrators, but they're heroes, but they don't get hero pay. We want to not lose money by not having by only having \$175 We can't keep up with inflation.

So what we can buy a year from now, even if we stayed even, is less. People can say how much they respect us. And the Superintendent, we respect can say it, and the Superintendent, the Chair can say it, but we don't respect the words anymore

because they're cheap words, they're easy words, they're free words. Free words you're saying, all of those things, I suspect they believe them.

But if the feet don't match the lips, it means nothing. We can't, we don't want the accolades. We want a raise that helps our kids go to school. We want a raise so if our child needs some extra psychology that's not covered by insurance, they can get there. We need a raise because some of our kids, like my family, had drug problems and we had to get them into rehab. We need raises, because once in a while people need a new car or fix a transmission. We need a raise because the price of lumber is through the roof and if you've got a leaky roof you are startled. Because I'm doing it, startled at what the cost of a roof are, it's, it's startling. The cost of automobile for transportation is startling, gas startling.

And so those things are lifelong, the mortgage, the bills that we spoke about. And \$175 not for everybody that would be the best scenario of recurring money is so insufficient for working families.

It's so absolutely does not address the needs of the teachers of this great union, and of your school system, and the rest of our non-teacher members, in fact all the employees are getting. New hires that don't know how they're going to pay for health insurance, and out of pockets.

If you're a young person you come out of here at this salary and you got to pay this, you have Crohn's. People have real issues. And every time we ask for help, you know help this time on the insurance we were told, fair enough.

Oh, we don't need all that extra money but now we need among 4% of you all to give us multi million dollars out of your pocket. We asked for longevity and DROP and other things. But longevity, "recurring", longevity, insurance top tier issues, we realize now there's no way to make any progress on the longevity. There's no way to make progress on insurance being cost neutral. This year, we heard you.

Thank you for your direct, and there's no way we asked a million ways that no matter what we've done, you can't add and we get it, recurring monies to the, to the offer. So then finally we decided, looking at those, and the many other issues that are on the table but the other appropriate issues on the table, we looked and asked ourselves, what our members are saying.

What is a new hire member say, someone that's applying to the school system to work here. What does it say to someone that's new to this system?

What does it say to a 20 year veteran, and we do not believe the public and the School Board, think the teachers deserve a package that doesn't meet needs that is, this is not in any way the lack of recurring dollars can't work. "The lack" it can't work.

And so we are far apart, and the legal process is ridiculous in the sense that it, we shouldn't have to do it. Wendy is going to address this in a minute when I'm done, but it presupposes under Florida Statutes that the public gets to weigh in at a public hearing if we can't resolve it, and the School Board members have to vote, and we need to see them vote.

	<p>If we can't resolve it, we always look forward to resolving and shorten that. And if a special magistrate comes in which, you know, they will weigh in, or not.</p> <p>So, Wendy, you will pick up from where I'm at, but we are declaring impasse. We are hereby at this moment declaring it and nothing else will come. We will seek the special magistrate roster, today, from the Public Employee Relations Commission. We hope that you all will expedite this, but don't get mad at me for saying it, by way of history, you all, you know, we predict you will drag this out, take every day to the last day, go to the magistrate do whatever you want, squeeze your own teachers. We would think it's better to have certainty, and we're open to expediting everything, to see if we can settle as well, never stop trying to settle.</p> <p>But, we're at impasse. It means if we aren't able to settle the mechanism has started this moment, so that we can get in front of a magistrate, which we'd be willing to move past to get in front of the School Board, so we can get certainty. People need to go to bed at night knowing their health and safety issues are being addressed, that's for another day, and caused all the heartburn this morning, but they need to know how to plan for their families. Are they going to stay here or are they going to go into DROP, and they don't need that pressure over them.</p> <p>So we are committed to expediting this, if we can't settle it along the way. But we can no, no longer wait for face-to-face bargaining to resolve it. We are truly, under the law, at impasse. You were very clear, I was very clear, when he was clear. This won't work for our families. This won't work.</p>
James Preusser	<p>Mark, can I just ask a question. I don't mean to interrupt but just so that I'm very clear on what you're declaring impasse on. I heard three things you're saying. So that's what I want to know.</p>
Mark Richard	<p>We are declaring impasse on our package, and we'll give you the exact list later. We always reserve the right to pull off, but thank you for asking.</p>
James Preusser	<p>I just want to make sure I understand.</p>
Mark Richard	<p>Yeah, three issues to highlight why we're so frustrated, but our entire, you know we are declaring impasse, as to where the parties are right now. Obviously, as we go forward, we both reserve the right to pull issues off or do whatever or not. In a normal impasse, but we're declaring impasse for where we are at the table today for both parties. Where appropriate, right.</p>
James Preusser	<p>You don't mind, I'd like to respond. I'll let Wendy go first. Go ahead Wendy, you can go.</p>
Wendy Doromal	<p>I just want to say that I'm really shocked and I guess part of it was because Jim you told me I was going to be so happy with the proposal, and it was just so shocking, the \$25 COLA, and not having any recurring money is shocking to think that the employer doesn't budget for raises.</p> <p>And so I think what's especially sad to me is that I would have thought that this District, who said how much they appreciate teachers would have shown, and I don't see that and I think it was really disrespectful to offer the amount that the District offered, and it's unbelievable to me that after a year like no other year, in</p>

	<p>teaching, that this is what would be offered because the teachers gave so much, and the District offered so little and that's all I'll say.</p>
James Preusser	<p>Okay, just some commentary on the District side. So it's the fiduciary duty of this Board, and our Superintendent to ensure a financially and fiscally sound, now and in the future.</p> <p>The proposal on recurring dollars as I've stated a couple of times, many times, actually, is not something we can agree to and I understand that's why we're at impasse, but you're literally asking the District to come up with \$60 million. And again, that's just on the longevity supplement, the RN supplement and in your performance pay \$60.6 million. From now until the end of time. And stipulating to us that using the nonrecurring money.</p> <p>Use the ESSER money, and then going forward, you just need to figure it out. That's not something we're willing to do.</p> <p>You're putting the District in financial and fiscal jeopardy, potentially, and that is not something that we want to do. And so, at this point in time, that's why we're far apart. And you made statements around well, we need substantial or vast amounts, those are your words, Mark vast amounts associated with recurring dollars.</p> <p>And like I said, you had indicated, even if you took the \$42.3 million associated with our proposal and put that in recurring money, is that something you could agree to? And the answer's no, because if you looked at the nonrecurring fund balance as I stated earlier, there's \$120 million in there and if we did nothing else, and we just looked at what you were proposing, that that fund balance would be gone in three years, but the recurring money is still there, and the District would have to figure a way out to achieve that recurring cost, which could put us at financial risk. So, I understand your position.</p> <p>But I have to disagree with it, because of the fiscal impact, and financial impact, adverse impact that it could have on the District, not only our students but the community in general.</p> <p>We have a lot of new people moving to this state. We know that. And so they're going to be coming to Orange County. In fact, there was just an announcement made today about 2000 new families moving from California to Florida to work for Disney, those students, and those families will be looking for schools.</p> <p>I hope they choose Orange County Public Schools, it's a great school. We have great teachers, great employees, but we also have to make sure that we have a financial responsibility in place.</p> <p>And ultimately, that's the Board and the Superintendent and so that's why we could not accept your proposal, we could not accept your offer. And I could not accept recurring money.</p> <p>And then, as far as the benefits are concerned, because I know that you've touched on that as well. We spoke about that many times. And the reality of the situation is that costs are going up. In fact I believe you said that in the last bargaining session we had, Mark that you know that health care costs are going up, health care costs</p>

	<p>are going up and they continue to rise. On average about 6% annually, right. So, when you have the self-funded insurance program, and you continue to be in the red, at some point in time, that could be taken away. It's been challenged already a couple of times from the state. They've come to us and said, "why are you in the red and how are you going to fix that? You do not have 60 days in reserves. If you don't address it, we're going to be addressing it for you". And the concern there is if, if the District doesn't make a move, and again, we tried to do as minimal of an impact as possible for the employees, and I know you don't agree with it, you don't think we should have any changes. However, if we don't take action, that is a real possibility.</p> <p>And you know, as well as I do, coming from the healthcare industry, that those companies Aetna, BlueCross BlueShield, it doesn't matter who you name, they come in and make a profit, and it could cause a higher cost or higher expenditure for our employees.</p> <p>So, look, we're trying to make a proposal, to present a proposal that has the least impact. So, at the end of the day we understand you're moving to impasse. I would say that I know you'll send me a letter, you probably already have it ready to go. Send it to me. Okay, if you don't, that's okay. But if you could send it to myself and John Palmerini, our deputy counsel, I would appreciate it, and we'll go from there.</p>
Mark Richard	<p>So just a couple of summary things.</p> <p>We, we thought we could have gotten to an amount of money, and how much is recurring and how much is nonrecurring, like the \$1,000, but you also made it very clear, at least at this moment, that you couldn't go above any other amount that yielded more than \$175.</p> <p>So when we heard, just to be blunt, which you were clear about, that there was no more, we couldn't put any more recurring money on it, we understood it above the \$2.something million.</p> <p>That will never work. That's just, that's why we're at impasse, and to clear up any confusion we are at impasse over all the mandatory subjects on the table from all the, all the proposals, so when I highlighted those three, I just didn't miscommunicate.</p>
James Preusser	<p>I understand. I understand. That's why I asked the question. I wanted to, I wanted to make sure I understood what you're saying is at impasse, so you're all in on impasse.</p>
Mark Richard	<p>Yeah, every issue, all of them that are mandatory that appropriate here, they're at impasse. And the most important, Jim, we really do, we will still continue as the law allows to try to reach resolution, but we've got to get the machinery started to impasse.</p> <p>And if we can't reach a resolution, and it's clear that it looks like we're not going to be able to, but you never give up hope. We would like to request you all consider expediting the process so that we can all go back to school with certainty. We've never seen that to be the case of the District, but we would love that to be the case this time. So let's continue to talk appropriately. But in the meantime, we're at</p>

	<p>impasse, and this is going to end up in front of the School Board, unless we can be smart and figure out a resolution, and we'd love to expedite that for the good, good, it's not a win/lose it's a win/ win for the for the two. Yeah, we're not, there's no strategy to it.</p> <p>It's, there's no strategy, it's just about stress and opening school and the excitement of opening schools and the fear of opening schools, and mothers making decisions whether they're going to send their kid back today or not.</p> <p>The whole world is facing great uncertainty. Those of us who have the privilege of being in positions where we get to help make decisions, if we can cast any certainty on it, we're willing to do it. If we can expedite that, count when the, if we can figure a way out along the way to settle, you know, we're up for it. We've settled before. Right now, this is heading to the School Board, short of resolution and we're ready to do that. Regrettably, yes.</p>
James Preusser	<p>So the District is always open to continuing to bargain, during that timeframe, of course, we're open to having those discussions, to try to settle. I know that the union is as well.</p> <p>However, I know you'll send me your specific criteria relevant to the impasse, what's actually at impasse, a new seven on the record, that's fine.</p> <p>I understand what you're saying, all in on the impasse, all the proposals that we discussed and put back and forth so I understand that.</p> <p>And then in terms of expediting, I also know you will put that in the form of a written request, and that will go directly to our legal counsel, Mr. John Palmerini, and we'll go from there. Please ensure that I'm copied.</p>
Mark Richard	<p>I will. It's all in on all issues that are mandatory subjects, on the deadlines want to make sure that's clear. But all the proposals, all the proposals that are on the table that cover mandatory subjects that are at impasse and we'll send you that.</p>
James Preusser	<p>I understand. I understand.</p>
Mark Richard	<p>You know, we're declaring impasse appropriately, okay. And to everyone on your team, thank you for your time.</p> <p>And to everyone on our team, you're, you're great stewards for the membership, we should be proud of yourselves.</p> <p>We'll never give up, but this may be the time that it's time for the School Board members and the community to make its decision as to what they think teachers are worth.</p> <p>And that'll be, that's what's at issue here.</p>
James Preusser	<p>Please send me your correspondence. We'll wait to receive and we'll go from there.</p>
Mark Richard	<p>Thank You.</p>
James Preusser	<p>Have a good day.</p>
Mark Richard	<p>Thank You.</p>

Appendix A

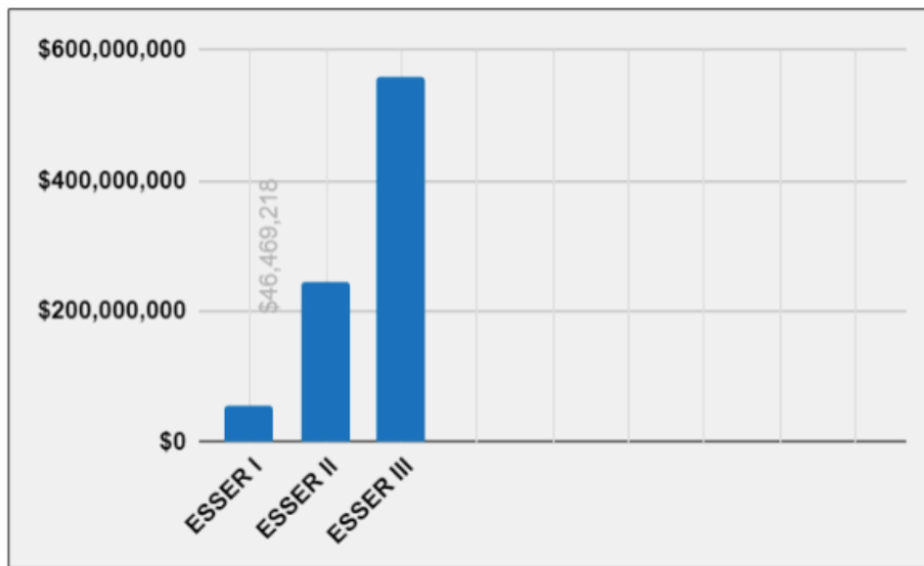


1. Why did OCPS receive less funds from the State this year, even though we have more projected students?

OCPS: This is because we were held harmless last year due to the pandemic. The state did not cut district budgets although we did not reach projected enrollment.

FACTS: Last year the District was held harmless and received money for thousands of students who were projected to be enrolled, but did not show up. They actually saved money by having received state money for over 6,000 students that were not actually enrolled. They saved money by not having to pay for teachers, supplies and other expenses related for the 6,000 plus “missing” students. They saved money from March 2020 to June 2020 when all schools were closed, including transportation, utility and other costs.

Additional savings can be expected due to ESSER funding covering those expenses.



Total ESSER funding \$857,503,879

2. Why is the district offering teachers a supplement instead of a raise?

OCPS: The Florida Legislature only provided \$2.4 million in recurring funding that can only be used for classroom teacher recurring raises.

FACTS: The District failed to budget for employee raises and salaries. They are falsely saying that raises are only funded by state allocations. The District has one of the state's highest fund balances (reserves) and has hidden money for years. The district can shift line items, including fund balance money or to other budget line items to fund raises where dollars are needed. It has done this in the past.

OCPS provided salary increases before 2020.

		CTA Offer COLA + Performance
COLA Amount		\$500
Effective	12%	\$1,125
Highly Effective	83%	\$1,525
Total Cost		\$27,870,517
w/Benefits		\$33,034,088

		CTA Offer COLA + Performance
<u>TWO YEARS FOR 2019-2020 & 2020-2021</u>		
COLA Amount		\$800
Effective	10.12%	\$1,600
Highly Effective	84.79%	\$2,200
Cost		\$41,163,751
w/Benefits		\$48,790,159

The teacher salary allocation from the State when those offers above were made was \$0.

You can find Florida's Education Finance Program Report by clicking the link below.

<https://www.fldoe.org/core/fileparse.php/7507/urlt/1920FEFPFinalCalc.pdf>

OCPS has previously budgeted raises for 14,348 teachers. Currently, OCPS has about 13,711 instructional employees.

3. Why can't raises be paid out of the large fund balance?

OCPS: This is the situation that Hillsborough County Public Schools dealt with recently.

FACTS: This is the District's big lie that they default to every year because they do not budget raises. Instead they keep the money in a fat reserves pot that they claim they cannot touch. Again, they have budgeted raises in the past. This is nothing like the Hillsborough's "situation" where they received a Gates grant and then the dude withdrew ongoing funding. OCPS, try harder to get it right.

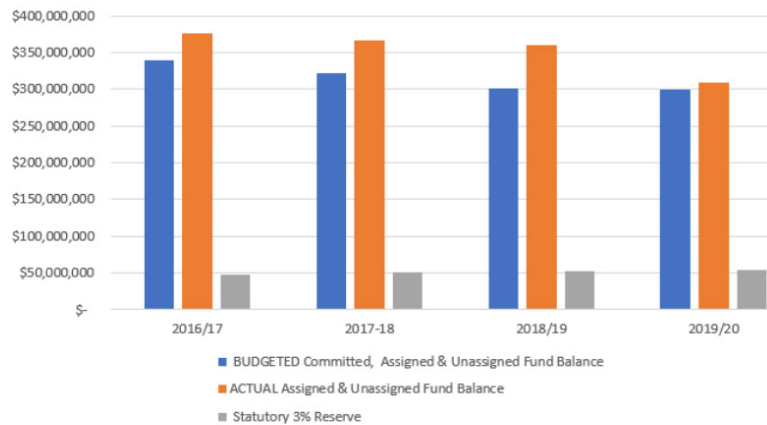
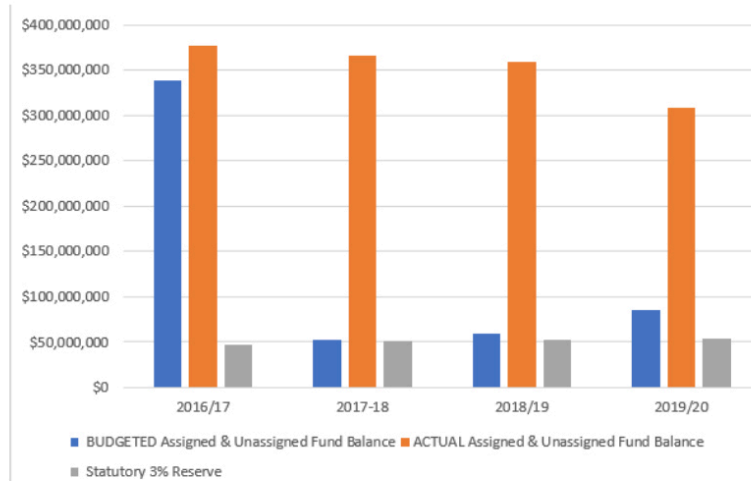
Other districts use their funds to contribute to salary increases. Those districts include Palm Beach, Dade, and Hillsborough.

Since we are mentioning other districts, it is worth noticing that OCPS did not agree to OCCTA's proposed language that already exists in other districts' contract.

OCCTA Proposals		
Article	Summary	Other Counties with Contract Language
XIV. Duty Day	<ul style="list-style-type: none">Post-secondary planning time	Pinellas
XV. Work Year	<ul style="list-style-type: none">Counselors summer employment	Hernando
XVI. Salary	<ul style="list-style-type: none">Add a 12 month payment option.	Seminole / Palm Beach / Dade
XVIII. Leave of Absence	<ul style="list-style-type: none">Employees who work in the summer would earn 1 day of sick leave.Quarantine leave	Summer - Palm Beach / Hernando / Duval Quarantine - Palm Beach
Appendix A-5 - Longevity Supplement	<ul style="list-style-type: none">Provide a supplement based on years of employment with OCPS	Sarasota / Manatee / Volusia / Brevard - Amongst Other
Appendix F. Nurses	<ul style="list-style-type: none">Lead nurse supplement	Seminole
Appendix H. Orange County Virtual School	<ul style="list-style-type: none">Class SizeCurriculum	Clay

4. How much is in the fund balance, and what is its purpose?

FACTS: Despite declining by over 6% since 2016/17, Orange still has the 5th highest average fund balance ratio in the state over the past four years (20.7%). It is curious why the District utilized the Committed Fund Balance from 2017/18 – 2019/20 for the lion's share of the flexible fund balance, but did not report it as Committed in the AFR. No funds are budgeted as Committed for the current year. While the fund balance has declined slightly over the past few years, it is consistently underbudgeted and remains one of the highest in the state in 2019/20 (17.3% while state average was 9.6%).



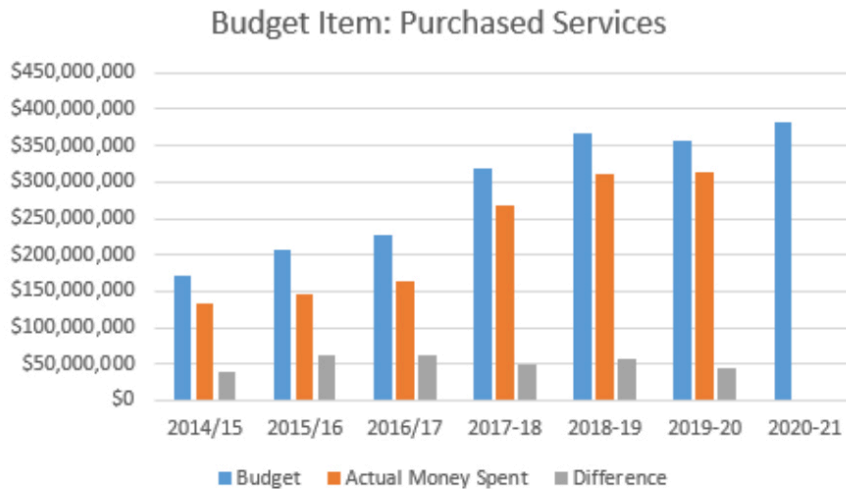
Pictures speak louder than words or OCPS's endless emails, texts and robo calls made to directly deal with our bargaining unit members to convince them that they are getting a good deal with the OCPS offer.

5. What is the recurring cost of the union’s salary and longevity proposal?

OCPS: Approximately \$60 million.

FACTS: OCPS’s initial proposal from September 19, 2019 cost \$69,456,853.

OCPS overbudgets some lines items (see picture below). District leaders could find the money if they wanted to.



In the 2019 – 2020 school year, the OCPS budget was \$707,970,233 for instructional salaries. They spent \$680,209,957 for a difference of \$27,760,276.

OCPS believes they can toss a few thousand nonrecurring dollars at teachers and they will actually be happy. We have not heard from even one teacher who said, “Take the great \$25 a year raise, the token bonus and supplement and seal the deal.”

6. What insurance changes are included in the offer?

OCPS: The district package includes no premium increases for a two-year period with slight adjustments to the insurance program plan designs. See the details [HERE](#).

FACT: Insurance increases penalize those who get sick. OCPS is able to use ESSER funds to cover insurance costs.

With cases once again increasing in Orange County, relaxed mask mandates approved by the School Board and no virtual LaunchED option, every student will be crowded into campuses making social distancing impossible. We can surely expect students and employees to get sick. The members of our bargaining unit cannot afford increases in insurance deductibles, and no one deserves the insulting salary offer. We have been told that ESSER dollars can pay for insurance increases for both last year and this year.

135,861.00	AREA SUPERINTENDENT	105,916.00	EXECUTIVE AREA DIRECTOR
131,998.00	AREA SUPERINTENDENT	115,206.00	EXECUTIVE AREA DIRECTOR
135,861.00	AREA SUPERINTENDENT	116,516.00	EXECUTIVE AREA DIRECTOR
135,861.00	AREA SUPERINTENDENT	106,170.00	EXECUTIVE AREA DIRECTOR
131,998.00	AREA SUPERINTENDENT	120,639.00	EXECUTIVE AREA DIRECTOR
162,055.00	ASSOCIATE GEN COUNSEL	119,595.00	EXECUTIVE AREA DIRECTOR
162,055.00	ASSOCIATE GEN COUNSEL	102,212.00	EXECUTIVE AREA DIRECTOR
142,270.00	ASSOCIATE SUPERINTENDENT	116,848.00	EXECUTIVE AREA DIRECTOR
135,861.00	ASSOCIATE SUPERINTENDENT	115,206.00	EXECUTIVE AREA DIRECTOR
143,749.00	ASSOCIATE SUPERINTENDENT		EXECUTIVE AREA DIRECTOR
134,500.00	ASSOCIATE SUPERINTENDENT	126,227.00	EXECUTIVE AREA DIRECTOR
135,861.00	ASSOCIATE SUPERINTENDENT	114,024.00	EXECUTIVE DIRECTOR
135,861.00	ASSOCIATE SUPERINTENDENT	121,487.00	EXECUTIVE DIRECTOR
158,123.00	CHIEF ACADEMIC OFFICER	116,512.00	EXECUTIVE DIRECTOR
182,788.00	CHIEF COMMUNICATIONS OFFICER	111,306.00	EXECUTIVE DIRECTOR
216,500.00	CHIEF FAC OFFICER	124,945.00	EXECUTIVE DIRECTOR
165,198.00	CHIEF FINANCIAL OFFICER	205,000.00	GENERAL COUNSEL
158,875.00	CHIEF INFORMATION OFFICER		
152,778.00	CHIEF OF HIGH SCHOOLS		
159,118.00	CHIEF OF STAFF	142,425.00	SR EXECUTIVE DIRECTOR
164,449.00	CHIEF OPERATIONS OFFICER		
195,660.00	DEPUTY SUPERINTENDENT		

OCPS can increase administrative insurance costs. With their salary (see above) and retirement contribution they are all able to afford it. Don't ask the essential, underpaid workers to make sacrifices when non-essential, overpaid workers are receiving a 28% retirement contribution, are not willing to compromise.

OCPS: Please feel free visit the Labor Relations Hotline webpage to submit any additional questions. You may also call the Labor Relations hotline at 407.250.6269 if you have any needs or concerns.

CTA Response: Seriously? WHAT A JOKE! What educated teacher is going to ask a District that manipulates-data and twists facts a question and expect a straight answer?

