

MINUTES

CTA CBLT

CTA Office

January 9, 2020

In Attendance

Nicholas Anderson	CTA	Ian Gesundheit	District	Megan Oates	CTA
LeighAnn Blackmore	District	Farrah Hawkins	CTA	Elizabeth Silva	District
Doreen Concolino	District	Matthew Hazel	CTA	Kenneth Simmons	CTA
Albert Davies	CTA	Daphne Lewis	CTA	Mary-Grace Surrena	CTA
Wendy Doromal	CTA	Clinton McCracken	CTA	Stephanie Wyka	District

Minutes

Wendy Doromal	Welcome Back and thank you everyone, hope everyone had a happy new year. We need to talk about release time.
Mary Grace Surrena	Only got a half day have to leave at 11.
Megan Oates	Only half day.
Wendy Doromal	Did not realize it was half day
LeighAnn Blackmore	We can look at it.
Albert Davies	Can we adjust today?
LeighAnn Blackmore	Will email principals and have them make it a full day.
Wendy Doromal	We want to talk about: <ul style="list-style-type: none">• Non reappointment Process• Best and Brightest• 3 proposals• Psychologist sick time• Threat Assessment Team• Skyward• Set next bargaining sessions with Kathy and Mark
LeighAnn Blackmore	Good morning and thank you for hosting. Want to share we are still reviewing proposals.

	Three documents: supplement regarding threat assessment, Article VII events outside the work day and mental health, and graduation and mental health supplement. In the way you gave us was in three papers.
Wendy Doromal	Will you have answer at next session?
LeighAnn Blackmore	Yes, also on calendar and response on mental health curriculum. No firm dates.
Wendy Doromal	Read statement regarding reappointment.
LeighAnn Blackmore	Can we have a copy when you are done?
Wendy Doromal	Yes, still reading statement. So that being said we reject the tentative timeline, no teachers should be laid off until instructional practice scores are understood. It was clear last April when teachers with effective and highly effective were nonreappointed. That is all for that.
LeighAnn Blackmore	We do not believe it is required and you have a ULP, so it is not appropriate to talk about at this time.
Wendy Doromal	We can talk about it.
LeighAnn Blackmore	We share, not that we bargain, it is shared and then shared at the bargaining table
Wendy Doromal	I disagree and want to bargain it, we do not want teachers with Effective and Highly Effective non-reappointed.
LeighAnn Blackmore	The district shared its position and it is no longer valid.
Wendy Doromal	We disagree and our attorneys said it is valid.
Mary Grace Surrena	12 month to 11 month totally blind sided on sick leave and how sick leave is used. When we joined the union, things that apply and didn't apply. The minutes have no references to sick leave time. It did not seem to be a problem. So, when question was asked we were told we have to use it in half day increments.
LeighAnn Blackmore	It is not a matter of 12 month v. 11 month. There are clearly things that need to be followed, we are willing to discuss.
Mary Grace Surrena	You have not enforced for 2 ½ years.
LeighAnn Blackmore	It has been a transition since you have entered this bargaining unit.

Mary Grace Surrena	I just feel like we cannot make any changes.
LeighAnn Blackmore	We can get the ad hoc together. We have to comply with the Contract, if not Wendy will come back at us. We can't pick and choose what we follow.
Wendy Doromal	I and my team did not know we were not following the Contract.
LeighAnn Blackmore	You are holding us to the Contract, so we need to start following it.
Mary Grace Surrena	Do we agree that we do not make changes until this is discussed?
LeighAnn Blackmore	This is how sick leave works.
Mary Grace Surrena	You had a chance.
LeighAnn Blackmore	I went back and read the minutes, nothing was said about sick leave.
Mary Grace Surrena	We were not going to make the changes.
LeighAnn Blackmore	This is a leftover thing, you once were administrative and now you are instructional.
Mary Grace Surrena	We do not get substitutes and request that we keep it the same and it's an unfair labor practice to change midstream.
LeighAnn Blackmore	I will agree you can continue, and we will have to look at it as any other proposal.
LeighAnn Blackmore	District recognizes the language, and would like to provide you with the 2020-21 calendar.
Wendy Doromal	So you posted without a meeting.
LeighAnn Blackmore	This is something that was done previous, before we recognized the language, will need to be adjusted to reflect a start of July 31 st .
Wendy Doromal	What are you talking about?
LeighAnn Blackmore	It currently (Wendy interrupts)
Wendy Doromal	We will not agree to start on a Friday. You are taking a whole week and will not sign off, we have to bargain when we go back.

LeighAnn Blackmore	Allow me to finish, that calendar has to be looked at. We do not need to get to that today.
Wendy Doromal	Committees do not bargain for us, we have a bargaining team.
LeighAnn Blackmore	Stating Articles in regards to the calendar Article IV.K.1.
Wendy Doromal	There are several.
LeighAnn Blackmore	There are also II.M and IV.K. and XV.B..
Wendy Doromal	And no committee.
LeighAnn Blackmore	We would like to convene a meeting of the Calendar Committee as provided for in Article IV.K. and respectfully request CTA provide the District with the names of the Committee members and Co-Chair so our Co-Chair can then work with the CTA Co-Chair to establish meeting dates to discuss these calendars prior to the identified March 1 timeline..
Wendy Doromal	We will give you that by next Monday.
LeighAnn Blackmore	We can get it done by March 1 st if not reverts to language to XV.B.
Wendy Doromal	Calendar everyone on this team and others, I will use the Calendar Committee and get with parents, teachers, no teacher is not going to agree to that. Anyone here agree to start school on a Friday? That will be a major news story.
LeighAnn Blackmore	Ok.
Wendy Doromal	When you give calendar we need the hourly instructional breakdown. Hurricane breakdown. What do you call that the breakdown for instructional minutes and mandates. We should also discuss testing days. Teachers have an issue with long Wednesday.
LeighAnn Blackmore	We will look at everything.
Albert Davies	We have testing days that make the long Wednesday. Instead of just put testing on days that are already long days. Why have a long day in the middle of the week?
LeighAnn Blackmore	I will follow up.
Mary Grace Surrena	We are asking that this is looked at by the Calendar Committee.

Wendy Doromal	Threat Assessment.
LeighAnn Blackmore	I do not have anything new on Threat Assessment. They sent it to me this morning and should be able to get it to you soon.
Nicholas Anderson	Name of the team members and how it is communicated?
LeighAnn Blackmore	Dec 5th it was sent out, all principals were notified.
Megan Oates	We should have been told.
Wendy Doromal	No one has been notified about their Threat Assessment Teams.
LeighAnn Blackmore	I have one copy for mental health, it is an answer, reflects the 6 questions and 2 more we identified. This will occur during 5 th period. You submitted the proposal and we are reviewing.
Wendy Doromal	Should we wait or go to Best and Brightest?
LeighAnn Blackmore	Side note, I will have the answers tomorrow along with the threat assessments.
Wendy Doromal	You mentioned Skyward.
Nicholas Anderson	Issue brought to our attention, essentially Skyward doesn't do yearlong courses, not calculating each course in totality. When students are moved, they are now put into a new course.
Stephanie Wyka	Is it in elementary also or just high school?
Clint McCracken	No just issues with grades, semester roll over issue. Skyward is having several issues that need to be addressed.
Nicholas Anderson	There is a certain expectation of how it should go and some have not entered grades and may not notice the issue yet.
LeighAnn Blackmore	I will go back and bring it to their attention.
Nicholas Anderson	The grades are recalculating in some cases where it is not rounding at all and not consistent. Some will recalculate and some are not.
LeighAnn Blackmore	I will see what I can find out for you. One thing I want to share regarding Mental Health Curriculum. I have the amount of time the video portion is 20-30 minutes, required training is 35 minutes done in contractual time.

Matthew Hazel	Paragraph 3 are they having to design or completely pre packaged.
LeighAnn Blackmore	It will be pre-packaged.
Wendy Doromal	Can we have a copy of the curriculum for mental health? Have parents contacted the district and do parents get notified? As a parent I would want to know.
LeighAnn Blackmore	I will look into that.
Wendy Doromal	Anyone else, we didn't have a say.
LeighAnn Blackmore	We requested on October 30 th by letter and did not get a response.
Wendy Doromal	We demanded to bargain this, you decided who would be deciding this.
LeighAnn Blackmore	We were seeking input, no need to revisit.
Matthew Hazel	Question 6, are these pre chosen if I have to choose an activity then I am reviewing and designing curriculum.
Wendy Doromal	We need to see a copy of the choices and curriculum.
Matthew Hazel	Our position is we do not want the responsibility to have to choose the activity.
LeighAnn Blackmore	We will look into it.
Nicholas Hazel	This is 5 hours per year, so it would be 5 times a year, would it be like a week or would it be staggered?
LeighAnn Blackmore	I think it is more compressed, I am guessing it is not 5 days in a row.
Mary Grace Surrena	It is on Tuesdays and Thursdays for 2 weeks.
Daphne Lewis	SAFE will hold and complete the course for students that miss. How is it outlined for SAFE coordinators, they will be asking me.
LeighAnn Blackmore	How do you accommodate students enrolling after the fact?
Wendy Doromal	This is impact bargaining and you are imposing again something we did not agree to.

LeighAnn Blackmore	We have been working with you.
Wendy Doromal	No you have not, you didn't even send it to us and you pick the curriculum.
LeighAnn Blackmore	The curriculum is the district decision and impact is what we are discussing now.
Nicholas Anderson	Have teachers been selected?
LeighAnn Blackmore	It is all 5 th period.
Matthew Hazel	You will start and end and then start the mental health session?
Wendy Doromal	This should not be started until we bargain because teachers should not have to do this without a supplement or can decline Do they file something if they want to opt out? That is why I am worried that you scheduled days.
Nicholas Anderson	What if there is a substitute that day?
LeighAnn Blackmore	I think if a teacher doesn't have a class that sub teacher would cover. All of the questions today, can you provide them to me in writing?
Clinton McCracken	Teachers without a 5 th period, would they be getting substitute coverage money?
LeighAnn Blackmore	There is an issue the sometimes teachers are used and cover a class for one period, so teachers get compensated.
Wendy Doromal	Let's put it on the agenda for next time.
Matthew Hazel	Is there makeup time for students that are absent or enroll late? Will they lose instructional minute in another class?
Daphne Lewis	What is the opt-out option for teachers. There is going to be a lot of concern that teachers are wanting to opt out.
LeighAnn Blackmore	I keep stating, Mary Bridges is the expert.
Daphne Lewis	We need Mary here, honestly teachers are grumbling and talking about it. I want to be able to answer questions.
Mary Grace Surrena	There are three Wednesdays left for training.
LeighAnn Blackmore	Only two Wednesdays left.

Wendy Doromal	We will caucus and prepare list to send to LeighAnn.
Nicholas Anderson	When is this going to be told?
LeighAnn Blackmore	Communication should be next week.
Wendy Doromal	We disagree to rolling this out before we get answers to our proposal we asked to bargain this in June.
LeighAnn Blackmore	Items left on the agenda are Best and Brightest and bargaining dates.
Mary Grace Surrena	A lot more Skyward questions.
LeighAnn Blackmore	If I know in advance, I can have someone here.
Mary Grace Surrena	There are packages.
LeighAnn Blackmore	We purchased the entire Skyward and we chose not to roll it out at one time and more will be rolled out as we continue the process.
Clinton McCracken	With all due respect, our assistant principal cannot even produce a GPA report.
LeighAnn Blackmore	That makes no sense to me.
LeighAnn Blackmore	Elizabeth is here today to update on Best and Brightest. Those eligible for retention bonus got it in their check yesterday.
Wendy Doromal	I did not get a copy of the survey. Just want to make sure we have it. Was it sent to all new hires?
LeighAnn Blackmore	There was a survey created.
Elizabeth Silva	Survey sent to 829 teachers with a deadline of December 19 th and a reminder sent on December 15 th . Out of 829 teachers, only 416 responded. It had hard stops through it. Out of the 416 we narrowed it to 170. We will now have to research the experience. Assuming all 170 are eligible for recruitment piece, \$8.2 million left over and you take for recognition of Effective and Highly Effective it was about 12,000. That left us with about \$1000 per teacher.
Wendy Doromal	If you work at Excel they are eligible for recognition as long as you are Effective or Highly Effective?

LeighAnn Blackmore	Any funds remaining will be equally divided with a rating of Effective and Highly Effective except for Pre-K. Must be active date of payout and can only receive one of the bonuses. The deadline was very clear.
Elizabeth Silva	It was a very simple survey.
Albert Davies	How long will it take to go through the 170 and when is the payout?
Elizabeth Silva	It will probably take a couple of weeks, we can pay recruitment. I can't say how long. We just received access to look up transcripts and some people did not provide all the information.
LeighAnn Blackmore	Once recruitment is done, it will be fairly quick.
Matthew Hazel	If they do not get the recruitment or retention how much will they get?
Elizabeth Silva	We are saying \$1000, but FICA has to come out first.
Wendy Doromal	People had questions about the other Best and Brightest amount.
Elizabeth Silva	It was the FICA.
LeighAnn Blackmore	I will leave you with the MOU, and if you agree you can sign it and send it back to us.
Wendy Doromal & LeighAnn Blackmore	Possible Bargaining dates: 1/30/2020, 2/5/2020, 2/12/2020, 2/18/2020, or 2/19/2020.
LeighAnn Blackmore	Questions for Mental Health Copies of memos
Wendy Doromal & LeighAnn Blackmore	Thank you for coming.

Appendix A

MEMORANDUM OF UNDERSTANDING
2019-20 Best and Brightest Scholarship Program
Recognition
January 9, 2020

The Florida Legislature created the Best and Brightest Scholarship Program (§ 1012.731, Florida Statutes) to recruit, retain, and recognize teachers. This is a State funded program, with the District confirming qualified recipients based on requirements defined by the statute. The DOE provided the District a list of schools that qualify for the retention portion of the bonus. The DOE also provided information defining eligibility for the recruitment portion of the bonus. CTA and the District met to discuss the eligibility and allocation of the remaining dollars for the recognition portion of the bonus.

The parties agree to the following with respect to the recognition portion of the bonus.

- After all bonuses are awarded for the recruitment and retention portions of the bonus program, the remaining funds are eligible for those members of the bargaining unit who meet the following eligibility as defined by the statute.
 - The members of the bargaining unit must receive a final evaluation rating of “Highly Effective” or “Effective”
- Any funds remaining after the awarding of the recruitment and retention portions of the bonus will be equally divided between all eligible members of the bargaining unit with a final evaluation rating of “Highly Effective” or “Effective”.
- To receive the recognition bonus, the bargaining unit member must be in an active employment status as of the date of the payout.
- Members of the bargaining unit may only receive one of the bonuses – recruitment, retention or recognition.

This agreement expires June 30, 2020.

For Orange County Public Schools:

For Orange County Classroom Teachers
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