

# MINUTES

OESPA CBLT

## Impact Bargaining Teleconference

*Thursday, July 30, 2020*

### In Attendance

Darlene Alvarez	OESPA	Annette Henry	OESPA	Krista Russell	District
Yolanda Anderson	OESPA	Stephanie Heron	District	Michelle Stiles	OESPA
LeighAnn Blackmore	District	Glarsnell Jean-Charles	OESPA	Laura Supernard	District
Lindsay Bowlin	District	Clyde Mitchell	OESPA	Helen Tyree	OESPA
Beth Curran	District	Charlotte Nelson	OESPA	Julio Vazquez	OESPA
Warren Davis	OESPA	Ron Pollard	OESPA	Byron Wilson	OESPA
Jennifer Fowler	District	Sophia Pollard	OESPA	Mike Winters	District
Tamika Hampton	OESPA	Christina Pretorius	OESPA		
Theresa Harter-Miles	District	James Preusser	District		

### Additional Attendees/Guests

Kim Frye	District	Mark Watson	District	Bill Wen	District
Donna Williams	Note taker				

Topics: Discussion of the Draft of the Health and Safety Manual for COVID-19

Discussion of the Accommodation process

### Minutes

	Meeting began at 2:30
LeighAnn Blackmore	Good Afternoon, how is everybody today. There were a couple of things you all were going to look at in terms of language, I believe it was about discipline for COVID-19 absences. Do you have anything?
Tamika Hampton	We looked at that, I said we are waiting for you to send us those procedures for review and look at everything as a whole and never received the written procedures for us to be able to review, you struck through a lot of stuff saying we are already doing that, that's part of our plan.
LeighAnn Blackmore	The procedures are being finalized as we speak, I can talk through some of it and share with you some of the information. I do not believe it is going to be published until later this afternoon.

Michelle Stile	Jim had said that we would get something by this morning from you on some language you have proposed for us but we did not receive anything.
LeighAnn Blackmore	I have some of that, that I can speak to at this point then we can try and get a copy over to you.
Jim Preusser	It is very comprehensive and long, but it is still being finalized. It was not ready to be sent to you. I will be happy to get it to you later today. Additionally in terms of some of the language, we can talk about that as well. We will get you something in writing. It's not ready to go in totality.
LeighAnn Blackmore	One of the first questions you had, about not including CDC specifically, the language that we think that really needs to sit there is the phase industry guidance and best practices as appropriate to Florida and orange county. I would like for Jennifer Fowler to speak to why we do not site specifically CDC and DOH.
Jennifer Fowler	I heard what everyone is talking the CDC provides guidance but also provides qualifiers, we have to use a multitude of professional organizations and governmental organizations like EPA, ASHRAE, Harvard,... How we are writing up best practices. Spreading virus or covid through the ventilation system, other say increase your air filtration that can be interpreted as you should be open up your building or natural ventilations, don't do that in moist climate because you can produce mold. Being very specific is very limited because that is not what we should be doing.
Michelle Stile	What you are saying is you are going to communicate with employees what the standards are and what you are going to use to guide, some place in writing to provide guidance.
LeighAnn Blackmore	Yes, hopefully Covid procedures manual, over 70 pages. It is a living document, as everything we have to be fluid, we may be changing things, always based on sound practices. My understanding it will be posted on the website as well. I will go slowly, and will answer what I can.
Michelle Stile	Is there any way because of pressing issues. 12 month employees currently teleworking will you be extending that.
LeighAnn Blackmore	<p>That is not part of the document. Regarding employee health and safety:</p> <p>Section 1 – communication and messaging, there will be signage, signs about maintaining, stairwell one way only, one way on hallways.</p> <p>PPE – all students, employees, visitors, vendor must wear masks, we will provide if needed. Reminding employees to not touch mask and to wash hands often, practice physical distancing. Combine with mask wearing if you cannot keep 6 feet distance. Physical barriers transparent wellness screens, fewer chairs in lobby, monitor arrival and dismissal, remind about social distancing, limit visitors, and communicate about hygiene protocols.</p> <p>Health Screening – will be done periodically, anyone with symptoms will be escorted to isolation area.</p> <p>Cleaning and disinfecting – All custodian trained, replenish supplies, touch point cleaning, shared objects will be limited, caution not to use cleaning supplies around children</p> <p>Transportation – will be provided, required to wear masks on bus, Employee use PPE, transport with windows open, arrive and dismiss we will control entry points, stagger as best possible, students will be required to wear face masks, parents not allowed to leave vehicle.</p> <p>Transition between buildings – students must wear masks, prohibit gathering at lockers, staff wear face coverings, sanitizer and soap, all nonessentials removed from classroom,</p> <p>FNS – process in place select and go, grab and go for launched students.</p>

	<p>Procedures for playground and recess, process for emergency drill, separate for administrative sites, physical distance and hygiene, purchase PPE, break room rules, common areas, conference room are referenced, common areas such as lobbies and visitors, information on district vehicles, capacity if more than one in a vehicles, handling contract and vendors.</p> <p>Procedure for clinic, well room and isolation room, area full have an overflow area, specific instructions for well room, transportation for children who is sick, procedures if employee need covid guidelines, what to do and who you contact written and in graph form, also for students, outline for contract tracing.</p> <p>Quick overview of what we have outlined.</p>
Michelle Stile	Thank you for that and look forward to reading that. Now I believe it is time to go back to the pressing transportation issue
LeighAnn Blackmore	Bill do you want to explain for identifying positions for transportation?
Bill Wen	We reached out to ITS, procurement, and we are sending out letters to principals. Those who said they needed transportation are not all eligible.
Jim Preusser	We want to caucus for 15 minutes.
Michelle Stile	Go ahead
	Caucus at 3:15 pm
	Return from caucus 3:50 pm Krista Russell began taking notes
Michelle Stile	Thank you for sending the document. As we stated yesterday, the issue with the teleworking we have that we didn't have on the previous MOU, is that Mr. Graf is approving applications to work remotely and managers and admin are overruling. If someone can perform work remotely if should not be an all or nothing thing. I can't find an industry standard that said teleworking should not be pursued. What is the district's position on that
Jim Preusser	There are some positions where we need people present. We would work to minimize contact with others if the employee cannot perform the work remotely.
LeighAnn Blackmore	It would be a separate area with no employees or minimum contact with other employees. They would have PPE they need. We are mostly talking about clerical employees.
Michelle Stile	For school administrators across the board, are you all able to telework if can't get all work done remotely?
LeighAnn Blackmore	Each individual position is looked at. All work has to be performed.
Michelle Stile	Across the board, is every employee going to be held to the same standard? It seems like there is one set for administrators and one for classified. I would need to get some specific examples of administrators.
LeighAnn Blackmore	I would need to get some more specific examples as you are speaking very broadly. It is an individual decision. If there has been a way for them to work remotely they have done so. In some cases, they may need to be at the work location.
Jim Preusser	Assistant principals and principals have been required at the work location.
Michelle Stile	I am trying to point out that all employees should be held to the same standards. If not then there is one set of safety for administrators and one for classified.
Jim Preusser	My staff has been at work, but some of my employees have been working at home for social distancing reasons. If you can pinpoint a specific job family or instance we will look at it.

Michelle Stile	To pin point one, the receptionist at Professional Standards. One is there one day and one is there the next. The whole office is that way.
Jim Preusser	What is your point? Staggering the shift is to benefit the employee.
Temika Hampton	If there is no clear procedure then how can it be utilized equally? Is there a procedure other than what a supervisor wants that we can see?
Jim Preusser	Please send me some more examples with some specificity. I would need to look into that. An employee might think they can do their job from home, but they might not be able to do so. I would say the District has done the best they can to work remotely.
Temika Hampton	There is always going to be inconsistency if there is not a procedure. We need some sort of guideline. It's across the board...all or nothing when the person could work a couple of days at work.
Jim Preusser	Let me talk about my department. I had some employees that wanted to come in, and some that didn't. So we staggered for safety. We also used Orlando Tech to help spread people. Please let us go through the proposal and we would love to see what you would counter with.
Ron Pollard	We need some consistency. I've heard from employees that have been working from home, and now they can't. Is it up to the administration to decide you should be here because I'm here or by the job duties that have to be done.
Jim Preusser	I sure there are consistencies. Let's try to keep working through it. Let's walk through the counter, maybe we can find some common ground.
Michelle Stile	That would be good.
LeighAnn Blackmore	Do you want to go through it lid to lid or how do you want to do this?
Temika Hampton	How much time do you have? We have to get this done and lock in something today because the MOU expires. As a whole we are not there on this document. We don't have all the data yet. We need the procedures, the Safety and Transportation. I don't want us to use up our time and not have clear guidance on this issue. However you are time wise, we'll start where you think we should start. We need to figure out something about the expiring MOU.
LeighAnn Blackmore	The document I reviewed with you will not be released until later this afternoon. If the MOU is contingent upon you reviewing that then we will have to meet tomorrow. Transportation I will get to you. We don't have authorization to approve anything today.
Temika Hampton	If we can bring those to the table those that can make that authorization. If we have to keep going back that delays things.
LeighAnn Blackmore	The Superintendent has not given authorization for the MOU.
Temika Hampton	The Superintendent is not in agreement to sign the MOU?
LeighAnn Blackmore	I can go back one more time.
Temika Hampton	OESPA cannot make the decision until we get the information we need. We have been promised it but have not received it. So maybe we have to meet tomorrow. I will not make a recommendation to OESPA without all the information.
LeighAnn Blackmore	We expect to get it to you this evening. And will give what you need for Transportation. I do have information on training for paras on LaunchEd and will get that to you today. I have specific information on that.
Temika Hampton	I just don't want to get bogged down with things that don't have priority. Right now there are people that have to go to work tomorrow and Monday. We can't keep delaying we have

	met every day today and have told you this. But we can't make a decision on the MOU without the information.
LeighAnn Blackmore	I can get it to you this afternoon.
Ron Pollard	We disagree with the Superintendent's position. With that MOU expiring we have employees that will be at risk going back to work.
LeighAnn Blackmore	There are numerous things going in place so employees will be safe. Do we want to schedule a time tomorrow?
Temika Hampton	Are we going to get it? You said I would have it this morning.
LeighAnn Blackmore	The draft is no longer a draft and it is going to the Board now. Can we meet tomorrow?
Temika Hampton	Looks like we have to. This is a simple ask to ask for an extension, regarding people at high risk and are teleworking. I don't like to play politics and I don't. It sounds like you are holding this over our head to make us sign the MOU.
LeighAnn Blackmore	Our position is we want to get an agreement.
Michelle Stile	We can start at 9am. We have people emailing at 2 am because they are so scared to go back to work because they have had cancer and have a compromised immune system. We all know there are COVID positive people in the District.
Temika Hampton	We are available at 9 are you?
LeighAnn Blackmore	Will you have time to go over the document at 9?
Temika Hampton	If you get it to me tonight, we will be ready at 9am
Warren Davis	Can you ask Bill if we had around 700 routes this year? Can you find out how many we had last year?
LeighAnn Blackmore	I will check into that and let you know.
Temika Hampton	I will see you at 9 am. Tomorrow.
	Meeting ended at 4:20 pm