

MINUTES

OESPA CBLT

Via Zoom

October 27, 2020

Yolanda Anderson	OESPA	Annette Henry	OESPA	James Preusser	District
LeighAnn Blackmore	District	Glarsnell Jean-Charles	OESPA	Krista Russell	District
Robin Bolden	OESPA	Rivers Lewis	District	Michelle Stile	OESPA
Lindsey Bowlin	District	Clyde Mitchell	OESPA	Laura Suprenard	District
Beth Curran	District	Judith Padres	District	Helen Tyree	OESPA
Jennifer Fowler	District	Ron Pollard	OESPA	Julio Vazquez	OESPA
Temika Hampton	OESPA	Sophia Pollard	OESPA	Byron Wilson	OESPA
Theresa Harter-Miles	District	Christina Pretorius	OESPA	Mike Winter	District

Additional Attendees/Guests

Bria Clavin	Guest	Kim Frye	District	Bill Wen	District
-------------	-------	----------	----------	----------	----------

Jim Preusser	Good morning. Are we ready to get started?
Ron Pollard	Yes, we are ready.
Jim Preusser	Good morning Ron Pollard, Temika Hampton and OESPA. We want to go over the response to the Request For Information (RFI). We sent it to you yesterday. For the purpose of discussion, we can walk you through the answers. Is that ok? And there was a proposal on uniforms and we have some comments and want some discussion. I'll let Mike Winter speak to that when the time comes. I'll turn over to Krista Russell for the RFI.
Krista Russell	Thank you. I will need sharing rights to Zoom. (See Appendix A) For the first question you all asked what services were included in the support section of the proposed CARES expenditures. Through discussions with Judith Padres and Doug Patterson, Senior Administration for Athletics and Wellness Services, the CARES funding will be used for expenses for all sports for all year long. Costs are for transportation, officials, custodial costs and rentals that are incurred by our athletics events. These costs are usually paid for with gate receipt money. Our schools are not charging admission at this time and we are limited to 25% capacity. Expenses have not yet been incurred for the fall. Judith Padres, do you have anything to add?

Judith Padres	Yes; only that the numbers change daily. If I pulled the expenses today it would be much different to what we are showing now. I think it is important to make that message clear.
Krista Russell	This information is only a point in time. It was pulled Thursday/Friday of last week. Question #2: What will the \$900K in furniture moving be used for? You can see the answer there on your screen. Mike Winter and Judith Padres, would you speak to that for just a moment?
Judith Padres	The funding has been allocated to pay for a contract to move or remove furniture as we are dealing with COVID and maintain the social distancing in the classrooms. We are seeing more students switching to face-to-face and we can anticipate some of those costs to start posting.
Mike Winter	This was set up for all the learning communities. To date only a few schools have taken advantage of using this. But, as Judith says, as more students are coming back to face-to-face learning, and we prepare the classrooms there may be more expenditures on this item.
Krista Russell	For question #3, the expected expense for ESE Evaluations is estimated at \$225K. And the funds are used to conduct evaluations for students to determine if services are needed. We will need additional contracted services to complete evaluations in occupational and physical therapy, audiology and speech and language services. For question #4, HVAC filter costs are a direct result of COVID. We are now using a higher grade filter that are high energy efficient and longer lasting. Mike will give us some more information.
Mike Winter	Annually, our typical budget for filters is \$600K. It is for a MERV-10 filter. The medical advisory group has recommended a MERV-13 filter. Those are more expensive filters. The annual cost is projected to be \$2.4M. We have just started to put those new filters online in our schools this week. It's about 4 times the cost of our regular filter.
Krista Russell	Question #5, List of projected indirect costs – the State approved an indirect cost rate of up to 5%. It allows the district to cover costs associated with administering this grant. Judith will speak to that.
Judith Padres	When you receive a grant, there is an allowance to be able to capture some of the costs of managing and implementing the grant.

Krista Russell	<p>Question #6, How did we come up with \$4.4M for the substitute allocation? There were a couple of other questions within this topic so I broke them out. We are using these funds to allocate one substitute at 4 hours for each elementary and middle school. High Schools get two substitutes for 4 hours. It will allow the schools to have coverage when the staff is not able to work due to COVID and they are provided through Kelly Educational Staffing. Figures are based on negotiated rates between OCPS and Kelly.</p> <p>Question 7: As of October 23, we have 29 LPNs and 91 SHAs. The list of LPNs and SHAs were sent to you on a spreadsheet.</p> <p>Question 9 lists the up to date line item totals.</p>
Jim Preusser	Temika, we will pause here and if you have questions we will try to answer those for you.
Temika Hampton	\$2.4M for the new filters, how much were the old filters?
Mike Winter	\$600K
Temika Hampton	That's \$1.8M over what you would normally have?
Mike Winter	We didn't know what the exact annual cost would be for an annual cost. So we took an informed guess. That's assuming that we can change out every 90 days which is our current process for filters. When we install the MERV-13's, we will have to monitor them and run tests on our equipment. These filters are better and they catch more particles and we may have to change them more often. We may have to buy more which will burn through that \$2.4M. We just started ordering the MERV-13's last week. There is a 15 to 17 week lead time, nationwide, to purchase. We'll get a better picture in January and February as to what it will look like for the remainder of the year.
Temika Hampton	So these filters are allocated for full year, but we won't get them until January, half way through the school year.
Ron Pollard	These filters cost 4x than the others. If they are so much better why aren't we replacing them more often? Will every filter be replaced?
Mike Winter	Right now and pre COVID, we've been using MERV-10's. We replace them on a 90 day cycle in permanent buildings and on a 30 day cycle in portables, based on the recommendation of the manufacturer. Sometimes filters get dirtier quicker and have to be replaced to avoid wear and tear of the equipment. We are not sure what will happen with MERV-13's. We've gone through two rounds of using MERV-10 filters this year, and will start with the MERV-13's in January and we hope to use two rounds of them. We will be ordering the summer round this fiscal year. We will have 3 cycles of MERV-13's this year unless the filters are required to be changed more.
Ron Pollard	So you were allocated \$2.4M for filters on top of the \$600K which was already in the budget for filters. So we are expecting to spend \$3M on filters?

Mike Winter	When we came up with these costs it was July. I was asked to provide an annual cost. I spend \$600K on filters. I don't have \$600K to specifically spend for filters. My budget is \$5M shorter than last year. I don't know how this is going to play out over the year, but any place I can save money in the operational budget will allow us to get further along in the year on the money that was provided. Labor is not included in these costs, just materials. It is not for labor, or overtime or any other type of expense that may become associated with using these other filters.
Ron Pollard	The people replacing these filters are already employed so they are already budgeted.
Mike Winter	They are, unless there is overtime or we have to change these filters more frequently, then we may have more costs.
Byron Wilson	What are we doing with the ones we already have?
Mike Winter	We buy on a quarterly basis. The filters for the first and second quarter have already been installed. We do not have extra cycles of the MERV-10's. If you are saying we do then I would like for you to show me.
Byron Wilson	Ok.
Mike Winter	The only filters we should have on hand are the ones that are being deployed and installed before in the cycle before the MERV-13's arrive. It will go through its 90 day cycle and be replaced with MERV-13 filters.
Byron Wilson	Are we going to put MERV-13 filters in portables? 500 portables are leaving.
Mike Winter	Yes, the portables will have MERV-13 filters when it is time to replace filters. And all 500 of the portables are not leaving today so they will need to have new filters.
Jim Preusser	We are going round and round on this topic. I respect what you are saying Ron. A lot of unknowns about the number of filters you will need based on the portable situation and how well they will perform. And they may need to be changed out more frequently I heard you say. We haven't had the MERV-13 before. It sounds like they may be a better filter but there may be more wear and tear on the equipment.
Temika Hampton	Why are we spending more on filters that are supposed to be better when we don't know how they will perform? Did we study it, research it? Right now, there are less people on campuses and there should be less "stuff" for the filters to filter.
Jim Preusser	Are you saying the money can be used for something else? Because it can't be used for something else like wages.

Temika Hampton	It sounds like a whole bunch a money being allocated for a whole bunch of nothing. It doesn't make sense on how it is being spent. You say there is no money for raises so we have to look for the money. These things are allocated but the funds have not been spent. So far what we know about the filters is that you allocated \$2.4M for the entire year, and we are only going to use the filters for half the year and you already had \$600K so all that should have come from the CARES Act was \$1.8M. And so now you are going to use CARES Act money for your regular operating expenses is what- I heard Mike say.
Jim Preusser	The CARES Act has the twelve criteria outlined that we can use. What you are saying is that if we have identified money out of the \$55M for something and you don't think it is appropriate and you want to take that money and apply it to wages. But you can't do that according to the CARES Act.
Temika Hampton	I am not talking about what is appropriate, I'm talking about where is the money. Is the money being hidden?
Jim Preusser	Hidden? Where would the money be hidden?
Temika Hampton	Allocating and not spending, that's where.
Ron Pollard	If there is \$55M in CARES Act money and you only spend \$5M of it, where will the rest of the money go?
Jim Preusser	We are not going spend \$5M, and according to #12 in the CARES Act criteria it says other activities that are necessary to maintain the operation and continuity of services...and this part is important, continuing to employ existing staff. Around \$10M or less may be left over of the \$55M. If we have a shortfall from the state, and yes it is an if, we don't know what will happen, the shortfall is predicted to be \$60M. We are still missing thousands students. That's millions more dollars. If we can mitigate the shortfall, through funds we have in the unassigned fund balance we will do so, so we can keep employees and not lay them off. You are asking us to look for other dollars from the CARES Act or somewhere else and you want to give that in some form of increase, and we are telling you that we want to keep these people employed. That is what I've been saying to you for the last several weeks. We want to keep people employed. We can't use this money (CARES Act funds) for raises. You may want to cherry pick and look at different things in the CARES Act funding like you don't think we should be using these new filters as you have discussed for the last ten minutes. Yes, these are new filters and are important and critical based on discussions with the Medical Advisory Committee. It has been recommended by the Medical Advisory Committee. I am just going to say that there is very specific language under the CARES Act for this money, but wages are not a part of that.

Ron Pollard	You have money that was already budgeted, and we are using CARES Act money to cover that stuff, so where is that money going? You keep saying every time we have this discussion and you remind us that you could lay us off. If you keep saying that you could lay us off, why are we having any kind of negotiations going on? I believe you all are running this game...ok I won't call it a game. You are going to continue this line of conversation and tell us that there is nothing at all that you can do for the employees. What about the administrator's salaries?
Jim Preusser	Administrators not getting a raise, and they are not exempt from layoff either. We've had these discussions for a couple of weeks. I'm not threatening layoff. The point of the matter is Ron, that nobody in this district, no administrator, no teacher, nobody under your bargaining are getting an increase from the District. Teachers are only getting an increase by law. They are not getting any money outside of this law. We didn't have anything to do with this legislation so go after them, go after Tallahassee. We have to follow the law. Other people's salary is irrelevant to this discussion. No administrators are getting an increase. No teachers are getting an increase and no one in your bargaining unit either. That is what I have been saying.
Ron Pollard	So what are we doing here? We are going to get nothing.
Jim Preusser	If we want to come back to the table in January or February and talk if we get more funds. We can sign a letter of understanding. As it stands right now from this date until December 31, 2020, there is nothing we can do now with the wages. The Board knows it and the Superintendent knows it. We have a huge concern financially about what will happen. No one knows what is going to happen after the Executive Order expires. We don't know what will happen after December 31 st . We want to preserve employee's jobs.
Ron Pollard	When you lose employees, what are you going to do?
Jim Preusser	If I could give you a raise increase, I would do it right now. The Superintendent would do it right now if she could. I would come to the table with a proposal right now. But, if I give you an increase, and three months down the road, we have to let employees go, that doesn't make any sense. I know you don't like me saying that. I understand that. I will do a letter of understanding, to have a reopener.
Ron Pollard	I will not sign anything that says my people will not get an increase. Really?
Jim Preusser	If we get funding, we will come back to the table.
Helen Tyree	I have a question. With these HVAC filters we still have some we have not used. The schools do not have as much activity means the filters should not be getting as dirty. Then you remove portables, and that means there are less filters to be used. When you all bid, are companies like Lowes and Home Depot in the bid? Because it seems like you can get it there a whole lot cheaper.

Mike Winter	We buy in cycles, because we don't have the storage space. There are 40,000 filters each cycle districtwide. So, to get out ahead of needing the filters and we get out to the schools, either the day of, or the day before the cycle changes for the teams to change the filters. They do not inspect the old filters because sometimes it's hard to tell if the filters are dirty or not. It's a 90 day cycle. And, the first round of MERV-13's is hitting the CARES account strip. That started last week.
Helen Tyree	What happens to the old filters? That is money wasted.
Mike Winter	No money is wasted. There aren't any old ones (MERV-10's) that will not be used. We use them all. Any MERV-10's out at a school site today, should be installed and last for their 90 day cycle before the MERV-13's replace them. If there are any MERV-10's out there not being used, I want to see where the filters are.
Helen Tyree	What is the purpose of moving out the portables when we will have more kids in January? Then what will you do, you will have to move the portables back and that is wasting money.
Mike Winter	The planning for the portables that are being removed, came out last February. Lots of other portables were installed in the spring and summer. All the installs are done and we are removing portables, not portables that were being used when we had kids, we are removing portables that had already been approved to remove.
Helen Tyree	And when the kids come back in January, and we need to social distance why remove those portables? What would be the purpose of removing them and bringing them back if you are looking ahead?
Mike Winter	The ones that we are removing are the ones that were approved to be moved last year. These are probably portables that are not being used. But regardless of them being used or not, the power is on and the filters are changed. We were not expecting more kids than last year. So those approved to be removed are being removed now.
Helen Tyree	I just thought that we could save a little money if we are not having any activity what is the purpose in changing a clean one just because it reaches that 90 day time line? If it is not dirty why change it?
Mike Winter	We don't have any idea of how the building was used or not used. And so, to save on the wear and tear of the building we remove filters every 90 days.

<p>Ron Pollard</p>	<p>I see you are getting agitated. And I want to tell you this; when you see my team they are job family representatives. They are trying to understand how this works for them. They show up every day to do their jobs, risking their health. But, they have to answer to the people for whom they represent. If we are not talking about any increases then what are we talking about? Let them at least get answers to their questions as to what is being done here. So, when they talk to their people in their job families they will have a way to explain to them what they see. So, don't lose patience with us here. There is no money so the only thing we can really be talking about is letting some office people not wear a uniform if they don't want to. What about all the other questions they have about the day-to-day activities they have to deal with? They are representatives and have to answer questions from their job families. We see stuff in the CARES Act for which it was previously budgeted for but you say there is no money so we are trying to find the answer for why.</p>
<p>Jim Preusser</p>	<p>Ron, I am not agitated. I'm not stopping anyone from asking questions. Your team can ask whatever questions they want to ask. We have no problem with that or answering any questions. The CARES Act is very specific as to how we spend the money. I've said that in a couple of sessions and we can go back to the minutes to determine that. We are not hiding money. The Superintendent is very concerned about what might happen in January. We do not know what the state is going to do. But if they tell us there is a shortfall, which we hope that is not the case. We hope they will hold us harmless. But, if they don't and we have to come up with the money we want to keep our employees in their positions for the whole district. I am not trying to irritate you with that response. Our #1 priority for the Superintendent and the Board is to keep people whole in their positions. You say there has got to be money somewhere and keep looking for different things. I don't fault you for that. We can continue to answer all your questions. We have to make sure we are prepared for what may happen.</p>
<p>Ron Pollard</p>	<p>I am going on record I still believe, because I watched this, the Superintendent's Association message that they sent out before school opened up, told superintendents to squirrel this money away. \$37M is going to be squirreled.</p>
<p>Jim Preusser</p>	<p>That's the unassigned fund balance. The district is required to keep 3% which is about \$52M roughly for our fund balance. The unassigned fund balance is \$37M. We couldn't pay a shortfall of \$60M with what we have. We are required to keep 3% in the fund balance. We are short students which would be a shortfall of around \$25 to \$30M. That's on top of the \$37M. If the state says we have a shortfall, have to pay back x, and you don't have the number of students you thought you would have, we have to give that money back to the state.</p>

Sophia Pollard	Money to give back to the state is the CARES Act.
Jim Preusser	It would help. We only have \$37M to use and \$60M in the hole, we are short. And we are short another \$25-30M for being short of students.
Sophia Pollard	You are robbing Peter to pay Paul. So you want employees to work for same pay as in 1999. We need \$15 an hour. Employees are thinking seriously about pay. They are waiting on our bargaining to see what they will do.
Helen Tyree	The County talks about being short of students. Why do we do a 10 day count when the kids don't come back until after September?
Jim Preusser	The decline in students is based on COVID-19. Everything is different this year. We had around 15,000 students at one time that we could not account for. Now it's around 7,000. We've had social workers go out and try to find them. The parents did not let us know what is going on. It is mostly high school students. We are not getting responses from parents when social workers visit. Some students may be getting a full-time job, some might have moved out of the area, we don't know where they are.
Helen Tyree	I know things are different because of COVID-19. What I am saying is we don't need the 10 day count, we need to do it after Labor Day when most of the kids come back. And I think a lot of students will come back when it is face-to-face.
LeighAnn Blackmore	We start a budget based on projection. The budgets are built that way in the Spring. The reason for 10 day count, is that if we are out of balance in the schools, we have to shift teachers to meet class size. The FTE count is in October. This year, the State is holding us harmless on the October count. In February we will do another count.
Sophia Pollard	I've had to call lots of parents. These kids were mostly LaunchED, and they were online but marked absent. Parents didn't know why we were calling.
Jim Preusser	Yes, Mrs. Pollard that is part of the reconciliation process. We have had lots of folks like yourself trying to determine where the students are. There have been some students out since last March and have not returned. You are doing that process at your school. We are knocking on doors, asking if this student is at home, did they register somewhere else.
Sophia Pollard	Some parents came in the office because their kids were not enrolled but actually they were at home trying to do the work. I guess the reports going out were not accurate and from what I kept seeing, maybe there was something wrong with the system.
Jim Preusser	It might have contributed to the large number. But it has dwindled down to 7,000 students not accounted for.

Temika Hampton	In regard to Michelle's email: Is any of the CARES Act money being used to pay the current \$20-\$30 stipend that classified employees receive for subbing in classrooms?
Jim Preusser	Krista, please show the question on the screen.
Krista Russell	Reading the question from an email sent to Labor Relations: Has any substitute stipend pay, the \$20 or \$30 per day, for those classified employees who have substituted been paid for with CARES Act money? If not, why are CARES Funds not being used if a teacher is out due to COVID-19 and the classified employee subs?
Jim Preusser	Temika, I will have to get back to you on that. If any of it has been used for that purpose, I don't have the answer for that right now. I will double check.
Temika Hampton	This is really a very important question. It will guide us as to how we will proceed with the substitute question we are working on.
Michelle Stile	If the answer is no, then what is the reasoning of OCPs as to why they don't utilize the funds for substitute stipends, when it is related to someone who is out for exposure or test results.
Jim Preusser	Put this question in writing please and email it to us.
Helen Tyree	Concerning the substitutes. You said the CARES Act pays for four hours and Kelly had the subs coming in and you could use them in whatever capacity you needed them, they are not doing that. I thought it was only for the two months when we came back. Because they are not doing that. Even when you were doing that, the subs only did it for a short time because they said they couldn't live on four hours per day because they could not combine that time with other time. We had 15 teachers out one day. Needed 8 subs. We used all classified to sub, some of our paras and some of our clerks. They are only paying us \$20-3\$0 day, and the teachers would get the whole \$75 same as the sub. The support teachers don't get sub money either. There should be some money saved because we are doing it.
Jim Preusser	Is this only at your school or others?
Helen Tyree	Probably others. I talk with other secretaries every day. It is consistent with the secretaries I talk to. Classified employees are the first to go in a class to sub. If CARES Act is supposed to sub, then why can't you pay classified what you pay teachers to sub? You are saving the money by using us. Kelly is not subbing like you said they would.
Jim Preusser	I understand your point. I will get back to you. I need to understand how the money is being utilized per Michelle's question. I understand your point Ms. Tyree.

Byron	Do we pay overtime for the new HVAC cycle? Now that we are changing to the MERV-13 filters, we are short on manpower. Can you use CARES Act funds to pay overtime?
Mike Winter	We are not increasing the schedule yet. Manpower is a different issue. Overtime comes out of our budget. As of right now, any labor associated with changing the filters is out of our operational budget. If there is any impact, I would have to present that for approval. But, if it is the same schedule I don't think I can justify it for the CARES Act money.
Helen Tyree	Mike, we can't pay our guys overtime? When vendors come to fix things, does that come out of your budget when they do that?
Mike Winter	Yes.
Helen Tyree	You pay them overtime and not ours?
Mike Winter	Our schedule is the same. This would be a good item for Maintenance UMM.
Jim Preusser	Byron, were you asking if you could use CARES Act money to pay overtime?
Ron Pollard	Mike Winter said no.
Jim Preusser	If he has overtime he's approved, it would come out of the operational budget. Same as usual. But if there is a direct impact to COVID, he would reassess.
Mike Winter	Custodial: The CARES Act pays for temp labor for when we are short staff. We haven't used any of the funds for maintenance yet.
Helen Tyree	When outside vendors work after hours, we pay them overtime through the CARES Act money?
Mike Winter	We don't pay overtime. The contract vendors have their own contract and we pay that rate. Normal hours are 7:00 am to 7:00 pm. Outside of that, would have a different rate. It's sort of like overtime.
Jim Preusser	Temika and Ron, its 11:30. I don't know if you have additional questions or do you want to caucus?
Temika Hampton	We have a couple more questions before we caucus. Let's talk about ESE Evaluations. Beginning of school year or additional using this money?
Jim Preusser	Krista would you bring up the question and the answer from the Request for Information?

Krista Russell	Question #3: What is the expected expense for ESE Evaluations under the proposed CARES expenditures? What exact services are you providing with this funding? Answer: the estimated cost is \$255K. These funds are being used to conduct evaluations for students with expected disabilities to determine if services are needed. Due to COVID-19 and the shutdown of the state and county, additional contracted services and staff are need to complete the evaluations in occupational and physical therapy, audiology and speech and languages services.
Judith Padres	I need to reach out to the ESE department to confirm. We do receive students throughout the year. But, I want to confirm with them.
Temika Hampton	There is nothing in actual or encumbered and those evaluations occurred during the first of the year. \$255K is a lot of money Will there be additional evaluations?
Judith Padres	Ok, I will research this.
Temika Hampton	And what about the \$900K for furniture movers? This already occurred in the summer. Are custodians still moving teachers around when their rooms move around? Where is the 900k going?
Jim Preusser	Yes, there are others that may have to be done and are still doing the work. We only have 89,000 of 200,000 students we have in face-to-face. It is highly likely that we will need to do a lot of moving for January and will need vendors to help. The money is just sitting there and hasn't been spent. We are not going to hoard the money. We have to have the money available to do that.
Mike Winter	I have been asked to have services available for contracted movers. Temika is right. We brought in transportation and overtime to help custodians. We need to know what is going to take place in January to see what else will be done.
Helen Tyree	In January we will have movers? Do you let schools know the companies we can use to move? At schools, we use what we have at the school. We see what is going on. We are trying to help you save money. Should be something somewhere for us to have a little more pay.
Jim Preusser	We are happy to agree to a letter which states if there are any funds in the future, we will negotiate wages with OESPA. We won't know until the end of the calendar year what our situation will be.
Robin Bolden	When our folks see the \$900K not being used...they will ask who the companies are that will be moving. Transportation employees and custodians are moving furniture. I asked who the company, who was coming out to do the move. They laughed at me and said we do it. What is the name of the companies we can use? How do the schools know how to use the company? Custodians were moving furniture for the 2 nd 9 weeks.

Julio Vazquez	A lot of the time, the administration says the company takes too long to move. So custodians move and have to clean and do double duty.
Mike Winter	I will get you the names. There are five different companies. We have a PO for each learning community, to expedite the move. We sent an email to principals on how it could be done.
Helen Tyree	We should have done this long time ago and not started just with COVID.
Mike Winter	The principals did know. There are lots of things happening on the facilities side, but we can help with moving.
Helen Tyree	Budget doesn't talk to payroll, they have to wait for confirmation and it takes a couple of days to process.
LeighAnn Blackmore	Mike has a blanket Purchase Order to cover costs. He sent the information to principals. And you are saying principals didn't use it?
Helen Tyree	Principals want it done yesterday.
Mike Winter	This was for multiple classrooms for social distancing.
Jim Preusser	This could happen starting in January. We will follow up and look at the details. We hear what you are saying.
Robin Bolden	Our employees go over and beyond. I look at how tired people are. I look at how everyday they show up at the worksite to make it be clean and safe for our students. The custodians are going to move the little moves every day. We knew in March that things would be different. But in October we are talking about \$900 K for moving. We don't have this information. In January, what are we supposed to do then? Will we be moving during Winter Break?
Helen Tyree	If you know this time frame is coming up, you should have companies on standby.
Julio Vazquez	I cannot wait for the company to get here to move. It has to be done today.
Sophia Pollard	We need a copy of that email.
Mike Winter	I will send it to Jim for you. It went out on August 14. Read it. It was a process put in place for moving.
Helen Tyree	How many schools are there? When we go back in January, will those companies be able to go to all the schools and do the moves?
Mike Winter	I don't know.
Jim Preusser	We will send you the email and to the principals. I will tell the leadership team that this came up in bargaining. These are the two things I need to do: 1. Share the email with you. 2. Follow up with leadership.
Helen Tyree	We have saved you money up to this point.
Michelle Stile	Can we caucus and have lunch and come back?

Jim Preusser	What time to return? 1:30?
CAUCUS (From 11:47 AM to 1:30 PM)	
Ron Pollard	Looks like we are all back. Hope you all enjoyed lunch.
Jim Preusser	Hello everyone. Are you ready to start?
Ron Pollard	We should be.
Jim Preusser	I want to do a couple of things. We spoke about the letter of understanding this morning, and I would like to show a draft of it on the screen. I put this in actual language. I want to say again that we are not in a position to do anything with dollars unless it is categorical from the state. If we get an increase to the funding, we will meet to negotiate. (See Appendix B)
Ron Pollard	I see it. You may email it to me.
Jim Preusser	I wanted your membership to see it in writing. Next, the response to ESE Evaluations. We have spoken with Ian and he needs to check on it himself. We will share as soon as we have it. Michelle's question about substitutes. It's not paid for with CARES Act funds, it's wages and paid for by the general fund. 2 nd answer, you cannot use CARES Act funds for any portion of wages.
Ron Pollard	I thought CARES act funds paid for overtime.
Mike Winter	The \$2.4M is for the filters only.
Ron Pollard	This is a rapidly changing environment. You said it paid for the overtime. Now you are saying it is not. This is going nowhere. Am I the only one that heard that Mr. Winters said that overtime would come out of the COVID money?
Temika Hampton	It is what was said.
Jim Preusser	Overtime comes out of the general fund. To be clear on the CARES Act money, we are happy to answer your questions. But taking money from the CARES Act and using it for wages is not allowed.
Ron Pollard	Jim, you are being very dismissive. You talk down to us like we are stupid. You can't use your privilege against us.
Jim Preusser	I have gone to the Board to get authority. We have no money for raises. Let's let Mike speak for himself.
Robin Bolden	He's going to change his story to match Jim Preusser.
Jim Preusser	No one is talking down. Let's let Mike speak.
Ron Pollard	This is the same thing Jim does to the teachers.

Mike Winter	Overtime is not coming out of the CARES Act. Temporary labor for custodians is. All overtime is being paid out of the operational budget. Can staff get overtime regarding filters? Why would you need overtime for something that is incorporated in to a normal day? The CARES Act is for materials. Other costs would have to come out, but not out of the CARES Act. If there was overtime it would be coming out of the operational budget. If I said something that was misunderstood, I will clarify.
Temika Hampton	Can we go back to the substitute discussion? CARES Act money cannot be used for wages. But this is not a recurring wage. Why can't it be taken from the CARES Act? I don't get it.
Jim Preusser	It can be a stipend or bonus, but it still comes out of the general fund. It's identified as a wage at the end of the year. I will do some more research on how it is used year over year. I understand that it is happening more frequently.
Temika Hampton	There are no substitutes from Kelly. We are putting kids in gyms and lunchrooms (example: Apopka HS). Classified are being used more and more.
Jim Preusser	I need to see how much more it is used.
Helen Tyree	Classified subs are used every day. We had fifteen teachers out and could not get eight subs. We had to pull classified, administration, clerical, paras, and instructional support. The four hours are when the year first started. It's not happening now.
Jim Preusser	I'm not saying I don't believe you. I need to look at the entire District.
Robin Bolden	It's not only her school where this is happening.
Helen Tyree	The hours are on the emergency sub form and on the Classified form. Pull those two reports and you can see that classified are in the classroom almost every day.
Jim Preusser	I am not saying it is not just your school. I need to dig a little deeper. I am not saying I don't believe you.
Helen Tyree	Pull those two reports and they will give you information.
Temika Hampton	Please forward to me the information on the ESE Evaluation.
Helen Tyree	When you find out that classified are subbing a lot will we get the extra money?
Jim Preusser	I need to see how many classified employees we are using, what schools, where it is happening the most. And I will check on why subs are not coming to the schools. I understand what you are saying, it is a valid point. I need to look at the data. When should we schedule the next bargaining session?

Temika Hampton	Unless we are going to talk about something different, once we get our questions answered we will get back to you.
Jim Preusser	If you need any other information let us know.
Helen Tyree	We need information on the moving companies.
Jim Preusser	Would you please send us any outstanding questions to us?
Ron Pollard	A letter of understanding is useless. We are not bargaining anyway.
Jim Preusser	We need to end this call.

Appendix A

**RESPONSE TO REQUEST FOR INFORMATION
OESPA Bargaining Issues October 27, 2020**

1. What services are included in the Athletic Support section of proposed CARES expenditures?

The CARES funding will be used to support expenses related to all sports for high school for school year 2020-2021. These are costs (such as transportation, officials, administrative, SROs, custodial costs, and pool rental) incurred from our athletic contests that are usually paid for with gate receipt money since our schools are not charging admission at this time. We are limited to 25% capacity in our facilities for spectators.

2. What will \$900K furniture movers in proposed CARES expenditures be used for?

The funding was allocated to pay for contractual services to move/remove furniture in classrooms in order to maintain social distancing.

3. What is the expected expense for ESE Evaluations under the proposed CARES expenditures? What exact services are you providing with this funding?

The estimated cost is \$255K. These funds are being used to conduct evaluations for students with expected disabilities to determine if services are needed. Due to COVID -19 and the shutdown of the state and county, additional contracted services and staff are needed to complete the evaluations in occupational and physical therapy, audiology, and speech and language services

4. Why were HVAC filters added to CARES expenditures when it's already a part of the regular budget?

HVAC filter costs are a direct result of COVID. The funding is for more stringent grade filters with a high energy efficient pleat that are longer lasting.



5. List of projected indirect costs under the proposed CARES expenditures?
The State approved the district an indirect cost rate of up to 5%. This rate allows the district to cover costs associated with administering this grant (administrative overhead).
6. Expectation regarding \$4.4 million substitute allocation under the proposed CARES expenditures? How did you come up with this figure?
These dollars are being used to allocate one substitute @ 4 hours for each elementary and middle school. High schools are allocated two substitutes @ 4 hours each. This will allow schools to have coverage when staff is not able to work due to COVID.

How will this be spent?

The substitutes are provided through the Kelly Educational Staffing contract.

How did you come up with this figure?

It is based negotiated rates.

7. How many LPN/SHA have been hired since August 1, 2020
As of October 23, 2020, there are 29LPNs and 91 SHAs.
8. List of LPN/SHA/RN per school.
Please see Exhibit A which is attached to this document.

9. Up to date line item totals (actuals and encumbrances) for CARES expenditures.

As of 10-23-20			
	Budget	Actual	Encumbrances
Athletic Support	\$1.6 million	77,847	16,020
Charter Schools	\$3.6 million	149,400	-
Cohort 8 Devices	\$8.1 million	920,331	6,499
Instructional Technology Equipment	\$11.5 million	955	7,377,281
Additional LPN/SHA	\$7.3 million	363,236	120,390
Private Schools	\$2.8 million	703,571	2,071,676
Regression Intervention Materials	\$2.4 million	707,722	11,000
Substitute at each school	\$4.4 million	186,120	18,469
ESE Evaluations	\$255K	-	-
Contracted custodial services	\$1.9 million	-	-
Hand-held thermometers	\$153K	-	-
Bottle filling stations	\$1.8 million	-	-
Furniture movers	\$900k	-	-
HVAC Filters	\$2.4 million	-	-
Indirect costs	\$2.2 million	-	-
Reserve for projected shortfall	\$4.1 million	-	-
Total	\$55.4 million	3,109,183	9,621,337

Appendix B



445 W. Amelia Street · Orlando, Florida 32801 · (407) 317-3200 · www.ocps.net

October 27, 2020

Mr. Ron Pollard, President
Orange Educational Support Professionals Association
5122 Edgewater Drive, Suite 100,
Orlando, FL 32810

RE: District Budget Revenue Changes During 2020-21 Fiscal Year

Dear Ron:

Pursuant to our discussion on October 27, 2020, the School Board of Orange County, Florida (hereinafter the "District") provides this Letter of Understanding (LOU) to the Orange Educational Support Professional Association (hereinafter the "Union"). This document memorializes our discussion during bargaining regarding any revenue changes to the District Fiscal Year 2021 Budget. The District and the Union acknowledge the following point:

- If the State provides an increase to OCPS funding for the 2020-2021 School Year, the parties will meet for the purpose of negotiating additional salary increases.

Regards,

James Preusser
Senior Executive Director
Human Resources Division

Union

Date:

District

Date: