

## CBLT Bargaining Minutes

7/7/20

Virtual: ZOOM

### 1. CTA Opening

- a. The president read an opening statement (see document), describing the Emergency Order issued by Florida's Education Secretary Richard Corcoran for a brick and mortar reopening of schools this Fall as "irresponsible and dangerous." She spoke of the increases in Covid-19 cases and hospitalizations as well as the recent findings of 239 scientists from 30 countries that the Covid-19 virus might be transmitted through airborne particles. It was stressed that local authorities need to take more aggressive steps to stop the surge, as well as supporting the HEROES Act to assist with recovery. CTA questioned if there will be enough teachers to reopen schools safely and emphasized that teachers should not be criticized for not wanting to return because they worry about their health and/or their family's health. While there has been an emphasis on how reopening schools would benefit children's mental health, there are few discussions about teachers' mental health.
- b. Article VII Teacher Rights and Responsibilities letter K. states that no employee shall be disciplined for refusal to work in an unsafe or hazardous situation where there is an eminent danger to the employee's health, safety. This is clearly the circumstances that teachers are faced with amidst opening schools during a pandemic.
- c. District requested copy of this statement

### 2. Responses to Proposals:

- a. CTA asked for responses to their three proposals
  - PRINCIPLES AND GROUND RULES FOR MAINTAINING LEARNING EXCELLENCE AND A SAFE REOPENING OF SCHOOLS
  - CDC Guidelines MOU
  - Reopening MOU
- b. District stated that they are still waiting on a response to their proposals:
  - ESY for ESE Students
  - Speech/Language Therapists and Deaf/Hard of Hearing and Vision Teachers
  - Summer School in July
  - ESE Staffing Specialists and ESOL Compliance Specialists
  - Athletics, JROTC and Marching Band Camp in July
- c. CTA stated that they responded to these proposals on 6/30/20, as rejected by CTA.
  - District did not recall this being communicated to them and asked why CTA proceeded to submit an extensive request for information if they were rejecting all proposals.
  - CTA contended that the information requested was reasonable and it is their right since the District is proceeding with opening school buildings for face-to-face student activities in July, as well as for the 20-21 school year.
  - District stated that no one was questioning CTA's ability to request information, but reiterated that we need to keep July and August separate until they have Reopening directives from the Board. Therefore, the District continues to "hold" on responding to CTA's MOUs.

### 3. District Response to Second Request for Information: Instructional Personnel Working from July 1 – 30, 2020

- a. CTA offered comments to several of the responses offered by the District to CTA questions:
  - 1) When told that the psychologists received communication that PPEs would be distributed July 6th and 7th, the District stated that they would be available tomorrow (July 1). What PPEs will school psychologists obtain on July 1st? **District Response:** *The District provided this information via email on June 30, 2020, to Wendy Doromal, Maribel Rigsby, Christina Phillips, Mark Richard and Lucia Piva.*

- CTA stated that although the email assured CTA that school psychologists who report to work at the alternate sites on July 1 will have masks, as needed, as well as hand sanitizer and disinfectant available, school psychologists did not have all the PPE requested in the MOU and were made to pick it up at the ELC.
- 2) List of teachers that reached out to the District asking to work this summer. **District Response:** *Requested from Teaching and Learning*
  - CTA voiced that it is difficult to bargain when incomplete answers are provided.
  - District stated that the Labor Relations Department is compiling the answers but does not know everything and therefore must reach out to other departments. They are working on this response, as well as seventeen others, that are taking more time because of the holiday last week. The District's intention is to have responses ready for CTA by the next session on Thursday (7/9/20)
- 3) What kind of thermometers will be used to screen student? How will they line up to be screened to ensure social distancing and who will monitor? Who will be screening? What training and medical background do they have? **District Response:** *Requested from Safety and Emergency Management*
  - District stated that it was their intention to have the people taking temperatures be as consistent as possible and they do not intend to use members of this bargaining unit.
- 6) Parents told CTA they have asked the principals about procedures and processes for summer school and no one has answers. What are the procedures and processes to be communicated to parents? When? **District Response:** *CTA does not bargain on behalf of parents; therefore, please refer parents to their school administrators for information. Notwithstanding the forgoing, please see the attached that is located on the District's website. See Appendix A.*
  - CTA stated that they represent a huge number of instructional staff, many of whom are also parents. Furthermore, CTA also collaborates with several parent groups. Although they may not bargain for parents, CTA does advocate for them. CTA found the District's response to be "snarky."
  - District apologized that CTA found the response "snarky" and assured the group that it was not their intention.
- 7) How many other students eligible for ESY, participated in virtual instruction for 4 weeks in June? How many students were eligible to participate? (How many with IEPs in the District?) **District Response:** *Requested from Teaching and Learning*
  - CTA wants to know exactly how many students are actually participating. They have heard that some parents, who agreed, changed their minds.
- 9) What is the protocol for cleaning body fluids? Are biohazard bags to be provided? Please provide CTA with procedures. **District Response:** *The protocol is the same as during any other time. Please see attachment from Environmental Compliance. See Appendix B.*
  - CTA questioned if every single classroom would have biohazard bags available as different classrooms are utilized during ESY.
  - District stated that procedures should be consistent at all schools and in all classrooms.
- CTA pointed out that numerous questions, such as 10), 11), 12), 13) have no response and questioned how the District is expecting to start summer classes next week without answers.
  - District assured CTA that the answers exist but their accessibility may not be readily available to staff compiling these answers. District clarified that they owe CTA answers to 18 of these questions as well as 15 new questions pertaining to July athletics. Their intention is to have these answers to CTA by Thursday's bargaining session.
- 36) What is the financial cost for summer school as opposed to continuing distance learning? Cost for opening schools, custodial, busses? **District Response:** *The cost for the July Summer School program is approximately \$660,000.*
  - District clarified that this is the cost for the July summer school classes

- b. CTA additionally asked for information about how teachers would be notified when schools have positive cases of COVID-19.
  - District stated that if an employee discloses a positive test, there are several scenarios that could ensue. They will send CTA the document that delineates these options.
  - CTA asked if teachers would be notified.
  - District stated, “it depends.” They have discussions with the FL Dept. of Health and research teacher contacts. This will make more sense when CTA sees the document, which is quite lengthy, five pages long.

#### 4. Voices of the Members

- a. CTA read several emails from members describing their concerns related to the re-opening of schools.

#### 5. CTA Proposal: Reopening MOU

- a. See document. CTA presented an updated MOU to include more details within the “place holder” sections to the reopening MOU presented on 6/30/20.
  - CTA hopes that the District will have time to review the proposal before the Thursday 7/9/20 bargaining session so that meaningful conversations can occur and negotiators can come prepared to participate in informed discussions and make informed decisions at the table.
  - District understands and respects CTA’s position. They recognize that CTA wants information and decisions quicker but they are doing the best that they can.
  - CTA appreciates this but seeks improvements in efficiency. There are already staff working on campuses and answers to questions, such as #17, should be known.
    - What relationship and plan has the District established with health personnel and county emergency services for Covid-19 related emergencies? **District Response:** *Requested from Safety and Emergency Management*
  - District understands this point, but their lack of an answer does not mean that the District does not have the answer. The Labor Relations Department did not have the answer.
  - CTA understands but are trying not to waste precious time.

#### 6. CTA Concerns with School Psychologist July MOU

- a. CTA stated that they were just supplied a photograph of the Plexiglas protective barriers that were purchased for school psychologists to use during face-to-face evaluations of students. Before signing the MOU on July 16, 2020 and before the surge of cases, the District showed a photo of the type of tabletop shield that would be supplied. CTA contends that they trusted the District to purchase protection similar to the photo; however, those distributed to school psychologists were inferior and unsafe.
- b. District requested copies of the photograph and assured CTA that they would investigate.

#### 7. Next CBLT meeting:

- a. Thursday July 9<sup>th</sup> 1:30