

CBLT Bargaining Minutes

9/15/20

Virtual: ZOOM

1. District Opening

- a. The District asked to share proposals for Instructional Evaluation timelines, as well as the delivery of the Mental Health curriculum for grades 6-12 this school year. They had subject matter experts who would be speaking on these topics.
- b. District requested to start with Evaluations as Dr. Shuler wanted to be included in the Mental Health discussions and she was not available until 12:00.
 - CTA initially objected, as they were under the impression that Mental Health Curriculum discussions would happen first, but conceded to the District request as the District often made decisions without first consulting with CTA.
 - CTA preferred to move forward with Mental Health discussions immediately after Evaluations discussions, and not wait on Dr. Shuler, since Mary Bridges was available and willing to speak to the team.

2. Instructional Evaluations

- a. District expert, Stephanie Wyka, explained that she had reached out to FLDOE to ask if any flexibility existed for the 2020-2021 school year for teacher evaluations and was told “no.”
- b. District began a detailed explanation of their proposal and CTA stated that it was difficult to follow without looking at her documents.
- c. District agreed to send them and the team waited while these were forwarded to participants (see attached District suggestions for “Evaluation Timeline and Processes”)
 - Ms. Wyka explained proposals for how teachers would be divided up into different categories, as well as the need to conduct some evaluations through live stream and then offered suggestions for observation frequencies.
 - A deferred timeline was also proposed that would extend the evaluation process further into the school year, ending on May 21st.
- d. CTA voiced that it was difficult to bargain, as they had no time to prepare and review the District proposal. CTA found this extremely frustrating and asked that moving forward, proposals be exchanged twenty-four hours in advance to minimize wasted time.
 - District replied that CTA was guilty of the same practice including never sending their list of unfilled requests and questions. District pointed out that they did send CTA a notification of topics they wanted to discuss today.
 - CTA responded that this team had a great deal more bargaining to do and hoped that we could agree to send documents in advance. CTA added there was a miscommunication in terms of reminding the District of outstanding questions and these would be forwarded to the District today.

3. Mental Health Curriculum

- a. District expert, Mary Bridges, explained that the District had taken CTA feedback into consideration as they made adjustments to the Mental Health Curriculum delivery for grades 6-12 for the 2020-2021 school year.
 - Teachers would be facilitating lessons after 5th period classes on days with a modified bell schedule.
 - If teachers were absent, a resource teacher would cover the instruction.

- Because of concerns for lessons being too close together during 2019-2020, the istrict was now proposing to spread out the Mental Health instructional days to no more than one time a month (Oct., Nov., Jan., Feb., and Mar.).
 - Lessons related to suicide prevention would be moved to the Spring when it was anticipated that more students would be in school buildings.
- b. Proposed Mental Health Curriculum details:
- The District no longer was using the Kognito curriculum and had replaced it with one created by their Mental Health Department.
 - The curriculum entailed an avatar character providing video instruction and teachers would only have to press “play.”
 - Each month there would be two topics presented within the hour. Each topic included a 20-minute video with extra time allotted for the teacher to pause the video and ask students to recall information presented or complete a task, such as a Self-Care Plan.
- c. The Mental Health department had the first 2-3 lessons completed and would be willing to forward them to CTA for review in order to attain feedback and consider their concerns. Videos could still be altered if necessary.
- Ms. Bridges played their introduction video for the team to watch.
 - She will send the first lesson to CTA now so that it can be reviewed during their caucus.
 - The Mental Health Department was also developing a virtual training for teachers that would detail their expectations for teachers. Additional supplemental trainings were also being crafted that would be voluntary for teachers.
- d. CTA asked about the time commitment needed for teacher training.
- Ms. Bridges stated that the virtual training takes approximately 30-45 minutes and offers information about procedures, accessing videos and student tips. This video was almost complete and they would share it with CTA when completed.
 - CTA pointed out that teacher would need to review the videos before playing them for the students and would have to create lesson plans related to student discussions.
 - Ms. Bridges concurred that teachers should preview the videos, which would entail 2-20 minute recorded lessons during the allotted one hour of mental health instruction each month. No lesson planning would be required as the discussions were simply recalling information from the videos.

4. Following Caucus

- a. CTA stated that they needed more time to review the Mental Health videos and training videos before they could offer feedback and bargain.
- District understood and relayed that they would provide the lessons available so far through a drop box, as well as the training video within an hour.
- b. CTA added that they also needed time to prepare a response to the District’s Instructional Evaluation proposal and suggested that a meeting be scheduled next week where the morning agenda could be designated for Effects bargaining (evaluation, mental health) and then the afternoon for Main Table bargaining, if still necessary (salary).
- c. CTA also spoke to the current procedures for CTA bargaining team members to be released from assigned duties to participate. Historically these individuals were copied on correspondences to their administrators but this was not occurring this school year.
- District agreed to return to the processes used last school year with Ms. Blackmore sending out the notices for union leave, while copying members. It was requested that CTA send the virtual links to Ms. Blackmore as soon as they were available.

5. Next CBLT meeting:

- 9/16/20 10:00am Main Table Bargaining Salary
- 9/24/20 10:00am Impact Bargaining for Evaluation & Mental Health