**CBLT Bargaining Minutes**

6/29/21

Virtual: ZOOM

Some Participants In-Person: CTA Office *(at District Request)*

1. **District Opening**
   1. District thanked CTA for opening their hall for today’s meeting.
   2. District stated that they would be sharing a package proposal that included wages, benefits and a couple other items. Additionally, Doreen Concolino would be sharing the “Budget Landscape” and Beth Curran would present the benefits proposal.
   3. CTA responded that this would be fine and that they would share their proposals afterward.
2. **District Proposals**
   1. ***#3 Supplement for Instructional Employees*** (see document)
      * One time supplement of $2000 for all members that would be paid in two equal installments.
      * This supplement would count toward retirement.
      * CTA requested confirmation that all supplements were pensionable, and that this was a onetime only offer.
      * Districted responded that this was correct
   2. ***#4 Bonus for Select Instructional Employees*** (see document)
      * A $1000 bonus would be offered to all members that were omitted from the governor’s $1000 teacher bonus.
        + Once the District verified who was eligible for the governor’s bonus, the remaining instructional employees would be paid in a reasonable period of time.
      * CTA reminded the District that they had previously suggested this action be taken and paid for from CARES ACT and ESSER funds, like other Districts.
      * District responded that their proposal included a combination of funds and further discussions about where monies were generated could continue when they spoke about the budget.
   3. ***#5 Performance Pay Increases for 2020-21 and Payroll Compliance and Clean-Up Language*** (see document)
      * This proposal was based upon categorical money. District reminded the team that last year the state allocated funds to bring teachers up to a salary of at least $47,500 ($500 million). This year’s funds equated to $550 million to provide for the recurring costs of those teacher salaries. This only left $50 million for the entire state to utilize for issuing an increase categorically for the teachers.
      * District added that they were charged with focusing on the performance pay as required by FS 1012.22, with$2.3 million available.
        + Cost of living increase would receive $25 no matter what instructional score was earned.
        + Approx. 1100 teachers would be Effective and receive $25 + $100
        + Approx. 12,345 teachers would be Highly Effective and receive $25 + $150
   4. ***Landscape of Budget*** (see PowerPoint document)
      * Projected enrollment for next year was 204,857 FTE, which was an increase of 4,006.
      * The FEFP funding for 2022 stood at $7,765 per student for OCPS.
      * There was an overall decrease in funding of $26.9 million or 1.67% (a reduction of $289 per student or 3.59%).
      * The combination of an increase in enrollment along with a decrease in overall funding resulted in a decrease in per student funding.
      * The “hold harmless” has been eliminated which saved the district from adverse consequences from the loss of enrollment due to COVID–19.
      * There was a decrease in funding that was primarily the result of the decrease in the class size appropriation. The District will have less dollars to fund the increase in students as well as the increase in retirement costs***.***
      * A variety of graphs were presented that outlined various funding factors over time, as well as other budget items that needed to be considered.
      * Reserves were described as beginning this past year with an unassigned fund balance of $106 million dollars. Board Policy required a minimum of 3% of unassigned fund balance for fiscal emergencies. As of the current year budget this amounted to $53.4 million. A historical graph was provided.
      * Information about food services, future issues, and Capital projects (new schools) were shared.
      * Next steps were described as the Superintendent preparing the budget for school board adoption, followed by a Public hearing on the Tentative Budget (July 27) and then a Public hearing on the Adopted Budget (September 14).
   5. ***#6 Health Insurance#*** (see draft document)
      * Beth Curran reviewed the proposed plan details noting that no changes to employee insurance premiums was proposed.
      * A new option “SureFit” was outlined which was an exclusive plan with Advent Health and CVS
      * CTA’s counsel asked how high the proposed 10% on preferred, non-preferred & specialty drugs could go.
      * District acknowledged that it could get high but in that case the member would likely meet their out-of-pocket maximum which still would be in place.
      * Furthermore, the District was in the process of exploring an additional specialty medication plan for $0 copay. They were not quite ready to present this as they were still working with CVS.
      * CTA’s counsel asked how much money was being saved by the proposed pharmaceutical plan changes that included this 10% proposal.
      * District responded that they did not know since this was created as a whole adjustment, however they would find this out and relay the answer to CTA. They also agreed to send the document that outlined how many of the members on each plan met their deductible last year:
        + Plan A: 8,884 individuals & 2,872 families (out of 23,000 members)
        + Plan B: 105 individuals & 32 families (1287 members)
        + Plan C: 480 individuals & 129 families (12,500 members)
      * Of the total 37,000 members, District voiced that this equated to 1.8% of individuals meeting their out-of-pocket maximum and 0.4% of families.
   6. ***#7 Addition of Beach Volleyball*** (see document)
      * District explained that beach volleyball for girls was a new sanctioned sport in the state of FL.
      * Changes in the supplement schedule were proposed.
   7. ***#8 Compliance Items Related to Move to Collective Bargaining*** (see document)
      * District stated that this proposal was simply clean-up language that changed CBLT to Collective bargaining in order to align with the signed TA. This covered multiple Articles.
   8. District added that they were also rejecting CTA’s proposal that offered $50 an hour to all summer school instructional staff.
      * CTA clarified that their proposal was actually a counter proposal to the district summer wages proposal.
      * District acknowledged that this was correct.
   9. District also added that they neglected to point out one item in ***#5 Performance Pay Increases for 2020-21 and Payroll Compliance and Clean-Up Language***
      * Because the calendar had moved from 196 to 197 days, this clean-up language outlined how teachers would receive one check for 8 days and all others would be 9 days.

***CAUCUS 9:36am – 10:19am***

1. **CTA Proposals**
   1. ***Article XVI Salary*** (see document)
      * CTA proposed changes to teacher base pay as well as raises contingent on performance as outlined in FL statute.
      * A proposal offering an option of 26 paychecks to teachers was added.
   2. ***Article VI Working Conditions*** (see document)
      * This proposal related to District-related cellphone APPs and outlined that teachers would not be penalized for choosing to use it.
   3. ***Article XIV Duty Day*** (see document)
      * Proposed change was to provide post-secondary teachers uninterrupted planning, similar to elementary and secondary teachers.
      * The other proposed change was written in case hybrid teaching was required in the future by either state or federal law. Administrators would first seek volunteers and those assigned to teach hybrid would receive an additional pay period supplement and two planning periods.
   4. ***Article XV. Work Year***  (see document)
      * School psychologists would be considered for summer employment before hiring outside contracted individuals.
      * Guidance Counselor summer days would be guaranteed (5 elementary and 20 secondary).
      * Working days would be mutually agreed upon between the employee and administration.
   5. ***Article XVII. Fringe Benefits*** (see document)
      * Proposal to offer option of extending DROP 36 months after the current 60 month DROP period.
   6. ***Article XVIII. Leaves of Absence*** (see document)
      * Proposed that teachers would earn one day of sick leave if working more than 11 days of summer school.
      * Additionally, sick leave donations would be allowed to other district employees, not just family members.
      * Additional language related to quarantine leave was proposed that afforded employees who were required to remain away from their duties during a quarantine receive their regular pay without being charged from their personal leave.
   7. ***Appendix A-5 Years of Employment Supplement*** (see document)
      * Employees would receive an additional supplement based upon cumulative years of employment with OCPS starting from their initial hiring date (with future increases similar to advanced degree supplement).
   8. ***Appendix F. Registered Nurses*** (see document)
      * Nurses required to cover clinics in lieu of a substitute nurse would receive additional compensation that would have been paid to a contracted agency for a nurse. This happened frequently to lead nurses.
      * Ample supplies would be issued to lead nurses, as well as a supplement based upon years of service. Lead nurses oversaw multiple clinics and provided training.
   9. ***Appendix H .Orange County Virtual School*** (see document)
      * Hours to be altered to mirror the 7:00 start time for high school teachers.
      * Open house requirements were proposed, as well as ample training for newly hired virtual instructors.
      * Class size caps at the elementary and secondary levels were proposed as well as an additional period pay being provided when students assigned to teachers exceeded the cap.
      * Virtual instructors would have the option of assisting with the review and evaluation of curriculum.
   10. ***Teacher Bonus MOU*** 
       * CTA proposed that instructional staff who were not included in the governor’s $1000 bonus be provided a $1000 bonus by the district.
   11. CTA also wanted to remind the district that two TA’s had already been signed and would be included in the ratification process.
   12. District asked if CTA’s MOU proposal was essentially agreeing to the district’s similar proposal that was part of their package.
       * CTA said that yes, this was correct, with the caveat that it be paid out of ESSER funds.
       * CTA also requested financial details about where the funds related to the District’s entire proposal were coming from.
       * The District did not have that information today but would attain it for CTA as it would require more research.

***CAUCUS 10:45am – 11:45am***

1. **Closing Remarks:**
   1. District will need additional time to review CTA’s proposals and hope that discussions and counter-proposals could continue via email until the next meeting scheduled for a full day on Friday, July 16th.
   2. District will look into confirming a second bargaining date for Thursday July 22nd, but hoped that an agreement could be reached on the 16th.
   3. CTA asked that the District could please provide the information they requested on the funding sources.
   4. District will get that to CTA.