

CBLT Bargaining Minutes

5/14/20

Virtual: ZOOM

1. Impact Bargaining

a. Mental Health:

- CTA reported that 1002 members of the bargaining unit responded to their Mental Health instruction survey. 67% expressed that the curriculum should be delivered by mental health providers, not teachers. 4% of teachers felt comfortable providing the KOGNITO instruction.
- With the current success of virtual instruction through distance learning, CTA believes that consideration should be given to virtual mental health instruction
- CTA proposed a MOU related to Mental and Emotional Health Education
- District stated they need time to review and would take the proposal under consideration

b. Non-reappointment

- CTA proposed non-reappointment MOU
- CTA relayed that 109 teachers were “non-reappointed” during a time when the state has waived the evaluation requirement and therefore CTA is asking for details about why they were not re-appointed
- District stated that it was a preliminary list that was sent to CTA and they will work on getting CTA a final list, as well as the details requested

c. Threat Assessment Supplement

- CTA proposed supplements for members of the Threat Assessment team as well as for individuals who are asked to participate in meetings
- District stated they need time to review and would take the proposal under consideration

d. Other Issues to be discussed through Labor Management first

- Reduction in force and class size
 - CTA stated that teachers are reporting that they are being told to expect a reduction in force and larger class sizes
 - District would like details about specific schools that received this message. Leadership has not given schools this directive and therefore they need time to investigate
- Revisit the MOU for Summer School distance learning
- Discuss Reopening
 - CTA voiced an urgency to initiate this conversation utilizing science to guide decision making. The American Federation of Teachers, with over a million members nationwide, have done a great deal of research and have published a suggested guide for districts as they are faced with these life and death decisions. CTA has already forwarded a copy of the document to the superintendent
 - District stated that safety is their primary goal and that they have already moved forward in the return of some employees, such as classified, in consultation with OESPA. There have been no discussions with leadership about the return of instructional personnel but when this happens, they will bring CTA in as soon as possible

2. Main Table

a. Wages

- CTA stated that the district is expected to receive \$55 million in new funds, not to mention the savings that have been generated during distance learning. This team needs to begin looking at the budget and setting priorities.
- District said that the governor has not signed the budget and that there is talk of a special legislative session, so wage discussions would be premature, at this point.

- CTA maintained that this unknown should not delay budget planning discussions and that they will be sending questions about funding and expenditures to the District to get started
- b. Article II. Negotiation Procedures
- CTA is proposing moving to Collective Bargaining as a better and more efficient structure to the current bargaining process, which is like most Florida districts. CTA suggests maintaining certain committees like Labor Management, Evaluation, Appeals and Fringe. Our two groups will continue to “collaborate,” however bargaining will only occur at a specific time of the year which will be a great deal less stressful and more efficient
 - CTA will bring the actual proposal to the next session and requests that each reference to “CBLT” be removed from the contract
 - District agreed that the labor management committee has been beneficial and will have additional comments when they review the written proposal.
 - District stated that they look forward to seeing the proposal and will offer additional comments at that time
- c. Article IV. Association Rights
- K. Mutual Agreements
 - See suggested CTA revisions related scheduling bargaining, CTA notification of correspondences to members and of grant applications.
 - District believes they are currently doing their best in terms of keeping CTA notified but are willing to have further discussions. District believes that the “24 hour” language is too broad, but they will look into it and possibly provide a counter.
 - CTA gave an example of a recent principal memo that was interpreted very differently depending on the school
- d. Article VII. Teacher’s Rights and Responsibilities
- See suggested CTA revisions/ additional language related to referrals for services provided by non-classroom teachers, walk-throughs, events beyond the contractual day, counselor ratios, and additional duties often required from bilingual members
 - CTA emphasized that the suggested counselor ratios will be especially critical as students return to school buildings following this pandemic
- e. Article X. Evaluation
- See suggested CTA revisions/ additional language related to parameters for walk-throughs and written feedback
- f. Article XIV. Duty Day
- See suggested CTA revisions/ additional language related to long-term, certified subs for non-classroom teachers on long-term leave
- g. Article XVIII. Leave of Absence
- See suggested CTA revisions/ additional language related to school psychologist use of sick leave time. CTA pointed out that this was the fourth meeting that this topic has been on the agenda awaiting a District response
 - District stated that they will be providing a response today after their caucus today
- h. Appendix A-2: Supplement Schedule
- See suggested CTA revisions/ additional language related to supplements for non-classroom certified personnel
- i. Appendix B: Evaluation Manual
- See suggested CTA revisions/ additional language related to school counselors and Safe Coordinators being added to the Marzano Learning Map for Non-Classroom Personnel
- j. Appendix F: Registered Nurses
- See suggested CTA revisions/ additional language related to contractual days, a supplement for Lead Nurses, interviewing, new hires, ratios, and nurse substitutes
 - District reminded CTA that a TA has already been signed changing nurses to a 197 day contract.

k. Appendix H.: OCVS Instructional Personnel

- See suggested CTA revisions/ additional language related to duty day, time expectations, Open Houses, hotspots, and supplements for more than 180 students or more than five preps for virtual instructors

3. District Proposals

a. Non-reappointment:

- The District's attorney stated that they are unable to comment on this topic due to a pending grievance and litigation, does not think it's appropriate to enter into this agreement given pending litigations.
- CTA requested that the District re-think this position as we are talking about "right now." Litigation should not stop bargaining or else things would never get accomplished

b. Proposal #4

- See suggested District revisions/ additional language related to school psychologist paid holidays for the 2021-2022 school year. It was initially proposed that instead of July 4th being a paid holiday, school psychologists would have Presidents Day as a paid holiday. However, the District has discovered that President's Day is a state mandated hurricane make-up day and therefore they are proposing December 25th (Winter Holiday) as a paid vacation day.
- District would like this agreement signed today so that payroll can move forward
- CTA stated that they will review

c. Proposal #5

- See suggested District revisions related to "clean-up" contract language that they maintain has no content changes but is related to items such as titles, department names and weblinks. District suggested they've already passed his language and discussed with the Union over a year ago and neither party had any objections.
- CTA stated that they will review

d. Proposal #6

- See suggested District revisions related to Article XIV, Duty Day, and common planning.
- CTA adamantly voiced that they would never agree to language that allows for "common planning time up to three times a week." CTA has been extremely vocal in advocating for more individual teacher planning time, not less.
- District responded that they would be willing to agree to CTA's proposed language for Article XVIII (Leave of Absence) if CTA would agree to this proposal #6, stressing that they need to have something in exchange
- CTA believes that the District is being mean-spirited in that their proposed revision to Article XVIII as it costs the District no money.

4. Next CBLT: TBD

- CTA expressed concern that the District did not properly notice all meetings and noticed other that were Labor Management meetings, not Bargaining meetings
- CTA also voiced concern about the bargaining minutes the District is posting to their website and do not agree with the content
- District did not see anything wrong with this practice as CTA posts their own minutes
- CTA maintained that they do not want the District's posted minutes to give the impression that they were voted on and approved by both parties as had previously been the case.