

CBLT Bargaining Minutes

6/11/20

Virtual: ZOOM

1. District has reviewed five CTA proposals and are offering four counterproposals
 - a. School Psychologist July MOU
 - See suggested revisions which included the District striking CTA recommendation to extend the current Instructional MOU, that expires on 6/30, to 7/1 and require students to wear face coverings. District stated that they already have signage in place for people entering campuses, including temperature checks. Disinfectants are in place when wipes are not available.
 - CTA asked what duties will be assigned to school psychologists during July.
 - District responded that typical summer assignments would be expected including Initial and Gifted evaluations of students. On July 1, during the District shutdown, the supervisor of school psychologists has been asked to visit each of the designated work sites to assure staff has adequate and safe working conditions.
 - CTA asked if the District was open to adding language that guarantees a phone with privacy on July 1 to call parents and schedule appointments. Alternative worksites typically offer a workspace in a high school media center. Contract language (VI. V. 7) affords this request.
 - District will consider.
 - b. CTE Teachers MOU
 - See suggested revisions which included the District striking language requiring students to wear face coverings and adding language related to the District supplying PPE supplies, as required by the programs.
 - CTA pointed out that many CTE medical supplies were donated to medical facilities at the beginning of the pandemic.
 - District will research this and respond.
 - c. MOU on July 31, 2020 First Day of Preplanning
 - See suggested revisions which included the District striking the language that prohibited the requirement of logs when choosing to work from home but adding the provision of submitting a summary of work completion.
 - CTA was agreeable and suggested adding the word “brief” to summary.
 - Both sides agreed to sign this MOU today.
 - d. MOU on Access to Classrooms or Offices during July 2020
 - See suggested minor revisions with the District adding “as needed” to language related to sanitizer and disinfectant wipes.
 - Both sides agreed to sign this MOU today.
 - e. Article XIV. Duty Day
 - District had no additional counteroffer to this CTA proposal related to long-term, certified subs for non-classroom teachers on long-term leave. A 5/29/20 District counterproposal added “when possible” and the District is maintaining this position.
 - CTA pointed out that the District has a recent practice of using a professional agency (Career Staff Unlimited) to contract certified non-classroom teachers, such as school psychologists. This agency also has nurses and speech pathologists available for contract work.
 - District is open to consider the CTA proposal if they offer additional language.
 - f. MOU School Counselor Summer Workdays
 - District has no response at this time. They have reached out to school administration about the reduction of hours and suspects that the confusion may have originated from one school.

2. District Feedback Following Caucus

a. CTE Teachers MOU

- District stated that their counterproposal can take effect immediately if both parties agree to sign today. District also pointed out that they were providing masks and gloves, when required by CTE programs, prior to the pandemic.
- District is hesitant to require students to wear masks but asked if CTA would be willing to sign the MOU if it was added back in.
- CTA reiterated the importance of yielding to the science and adhering to CDC guidelines and voiced that they would sign the MOU if students were required to wear masks.
- District will review with their leadership and get back to CTA.

b. School Psychologist July MOU

- District stated that contract language already affords the use of a phone with privacy and they will emphasize to supervisors that school psychologists need this on July 1st when they are assigned alternate work locations.
- CTA responded that they would still prefer that it be included in the MOU language because school psychologists have not historically been provided a phone during shut down weeks.
- CTA's position on the requirement of student masks is the same as above for CTE students.
- District will review with their leadership and get back to CTA.

3. CTA Questions Following Caucus

a. Great Beginnings

- CTA asked what this will look like for the upcoming school year and how CTA can participate as they typically have a booth to speak with new teachers.
- District does not have a response yet.

b. OCPS Virtual School

- CTA questioned why the District made numerous robo calls and sent emails to parents offering them the option of OCPS virtual school.
- District explained that these correspondences went out in response to parent inquiries about virtual education. Many were not aware that OCPS had a virtual option which maintains our teacher jobs, as well as our student FTE, rather than students enrolling in FL Virtual School.

c. Action Item: Permanent Subs

- CTA was informed that it would be difficult to provide them with the number of permanent subs in place last school year. CTA questioned why this information was not readily available by asking Kelly Services or principals how long each substitute has been in each classroom.
- District explained that they are working on a response to this request as they initially misunderstood the request. They thought that CTA wanted to know about resource teachers that were covering classes on a long-term sub basis.

d. Re-opening

- CTA asked to schedule a meeting dedicated to bargaining the effects of reopening options with larger blocks of time.
- District agreed and restated that they found it very helpful to have draft proposals before CBLT meetings.

4. Next CBLT meeting:

- June 22nd 12:00-4:00 and the District can extend the session beyond 4:00 if necessary