



Collaborative Bargaining Session
PCTA Building
650 Seminole Blvd., Largo, FL 33770

June 22, 2015 – 8:30 a.m.

Minutes

All unions represented except for PBA.

Mr. Ciranna stated that the purpose of this meeting is to refine the issues and determining what could be addressed. Bruce Proud agreed.

Healthcare, one of the issues, has been discussed recently. Kevin Smith updated the information on the recent state budget which was put to a vote and passed on Friday. The district is looking at approximately \$18-21 million dollars for revenue. The revenue picture seems to be looking better than originally proposed. We are looking to see what additional funds may be available for additional compensation moving forward. Increase in digital classrooms. Legislators will say that this is historically a higher level of funding, but that isn't exactly true compared to what we have received in addition to inflation. They may be giving us more money, but things cost more today than previously.

The group reviewed the issues from the April 22 meeting –

Compensation

Salaries includes healthcare plus raises – open for discussion as we get closer to negotiations

Supplements – supplements are being reviewed by the Senior Compensation Analyst to include comparisons of the 10 similar districts. The difficulty is that we are not comparing apples to apples for all supplements reviewed. Question arose as to whether support employees could receive a supplement for athletics. It was shared that support could not be paid a supplement as the Fair Labor Standards Act required them to be paid as an hourly employee and track their hours of work. However, if they want to volunteer as assistant coaches for those sports which have an assistant coach supplement, a nominal fee process is in place and the amount of the nominal fee could not exceed what the coach was being supplemented.

Stipends – are paid for instructional staff who attend training at \$20 per hour, limited to \$120 per day.

Employment staffing models – Mike Gandolfo indicated that they were looking at ESE staffing cuts and Pre-K and how that staffing works in addition to their breaks and lunches. Specials and PE – how is that allocated in terms of teacher assistants and having the ability to manage the number of students? PE is driven by ratios instead of units. Teachers indicate that they are seeing more violence based on

Agenda – Minutes - June 22, 2015 – 8:30 a.m.

numbers of ESE students. Mr. Ciranna suggested that we include Lisa Grant in ESE and/or ESE staff members from her office to discuss further at a separate meeting.

Buses – many issues – those who are identified to be riders; mileage to get to the bus; safety. One concern is that administrators do not give them time to get to the class or use the restroom. Those riding the bus may not have been trained. This would be a topic to work with PESPA one on one.

Educational Support Personnel (ESP) – want more money for more work.

Interns – Seems that the same teachers are being assigned interns which takes them away from work. Need to include more teachers in the assignment or to provide compensation (supplement).

Bullying/harassment – concern that the bullying/harassment is being directed at teachers by administrators or others and they are in fear of not being renewed if they say anything.

Safety of ESPs – being abused by students and not being backed up by administrators – even on the buses.

Facilities/storage – related to support professionals – they have no place to secure their personal items (phones, wallets, etc.). They are requesting some place to place their items at the school.

Student discipline – concern that there are no consequences for inappropriate behavior of students. There used to be ABC classrooms/alternative schools to place these students. The education and safety of the other students is being placed in jeopardy. Students realize they there are no real consequences for inappropriate behavior – they are allowed to color, get candy, play with games, etc. as they are assigned to the office staff as they wait for an administrator to speak with the student. Request was made for clarification of what level of reasonable restraint can be made and discipline administered. CPI training can be provided. The addition of resources should be based on the school as they may not necessarily be needed at each school. How can schools get the additional resources? Dr. Corbett indicated that the district has a higher ratio of behavior specialists than other districts. We need to look at this issue more as school-based and not necessarily in the contract. It was requested that reasonable use of force – needs to be defined; that office staff should not have the responsibility of handling discipline students; and place additional language on how to handle disruptive students in the contract.

Student attendance – this issue needs to be addressed in the policy manual and not in the contract.

Time

TDEs – to compensate instructional staff so they can complete additional tasks, i.e. IEPs.

Sick leave bank – not sure why this was on the list

Early Release days – only last day is early release. Requested that high schools be provided early release on the last three days of exams to allow time for grading and processing.

Planning time – most principals see the time students are released to attend PE as group meeting time. It was requested that definitions be developed on planning time. Some administrators are looking at

Agenda – Minutes - June 22, 2015 – 8:30 a.m.

planning time as a time to meet regarding coaching cycles, PLCs, RtI, and IEP meetings. The planning time needs to be equitable across all areas/schools (i.e. same number of minutes/hours per week).

Lunch/breaks – concern that support staff are called in to do other things during their breaks/lunch – PESPA contract language needs to be revised.

Leaves – This area would need to be discussed by all groups

Trade Days – Suggestion made to be able to use trade day other than those identified by the district.

Coverage – for testing (talk about support staff and training) – cannot use parents or volunteers to be test proctors. Dr. Corbett stated that there is discussion regarding the testing structure for schools.

Working Conditions

Transfer issues – both Support and PCTA. Involuntary transfers and procedures – solidify procedures and patterns to be more consistent and in the contract. PESPA guidelines don't appear to have been written this year. There are several grievances regarding involuntary transfers for instructors being non-renewed even though they had effective or highly effective evaluations for possibly more than one year.

Clarification on what the options are for employees who are involuntary – Job Fair – is for those who are not employed; Placement Fair – is for those who are current employees.

Just because someone is non-renewed does not mean they are “black marked” as a teacher. Discussed mentoring for teachers - professional development will be sending to site-based administrators information on mentoring to support teachers in teaching, classroom management, etc. Each principal will identify one individual to attend a two-day professional development to be trained in coaching for each site. Mr. Proud stated that he has been told that HR communicated to administrators they were not to hire a non-renewed teacher. Mr. Ciranna stated that HR has not communicated that to schools. Mr. Proud stated that the district wanted exemplary employees and the evaluation doesn't have that category, but highly effective or effective categories. Mr. Ciranna indicated that we do want to have exemplary employees. It was stated that the processes need to be tweaked regarding evaluations as we have skewed the evaluation. Mike Gandolfo stated that we would not need an appeal process with due process. The employee needs to know what they need to work on for the process to be effective. The mentors need to be able to monitor the mentee teacher's practices and visa versa. Administrators need to look at someone who has the background with classroom management and are able to be released to work with the teacher they are mentoring. Felicia Grant stated that she provides that release time for the mentors to work with the mentee through TDEs.

Master Schedule – students need a daily dose of PE, not just recess. Need to have a conversation in how the schedule is developed to look at the PE and specialist programs. Dr. Corbett stated that it is not a money issue, it is the number of minutes per day.

Communication – there were questions regarding posting of positions and could there be emails sent to employees when there are posting. Most did not know that there is only a minimum of two-days required for posting of instructional jobs.

Agenda – Minutes - June 22, 2015 – 8:30 a.m.

Technology – This year's issues with testing were not district-related, but issues with the vendor. Dr. Corbett mentioned that the district is always purchasing more band-width so there should not be issues with the district. The district will be blocking student access to wireless communications.

Materials – those not considered part of the teaching class – how do they get supplies? Each school is allocated funds based on enrollment, then the school determines allocation at site.

Evaluations – all union groups should be involved.

The meeting was adjourned at 11:30 a.m. with each group go back and debrief to bring back the issues that need to be the focus for their groups. PCTA and the district will meet on Wednesday, June 24 at 8:30 a.m. to review their issues.