



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



November 18, 2015 – 5 p.m.

Bruce Proud provided proposals presented on behalf of the PCTA. Stated that it looks more than what it is, but where we are. Dates were changed. Included group look at supplements and virtual teacher's part that require additional conversations.

Page 3 – leaves of absence language where we left off in conversations with teachers – why doesn't it start with sick leave – general sick leave is not part of FMLA. Moved sick leave to beginning because sick leave is not part of FMLA it needed to be first.

Differentiated a little bit with language, but it is the same. Like paragraph one which is in the previous agreement, but language that was agreed to previously. Underlined only location – if bold and underlined then it is a change – page 4 – no change; page 5 – item 4b – new (change of board policy).

Bill Corbett - The current contract does not speak to a leave during the first year of employment as it contradicts board policy and the family and medical leave act, need to move on and leave as a point of contention. Bruce Proud – clearly an issue during ratification. Language on pages 5-8 is new.

Pages 8–14 – delete leave of absence – different than current language, but part of the tentative agreement.

Page 15 – retain language – Article 15 and 21 remain.

Page 17, Article 27 – last proposal which was not part of Tentative Agreement with exception of sentence on page 22. Reason to have equitable planning time to all elementary instructional employees; Includes guidance counselors in elementary.

Bill Corbett – Discussed ideas – uninterrupted planning to reserve “during the day”. Number 4 on page 22 – originally talked about using one of these as other defined planning time – PLC before/after school. We need to do it sometime during the day. In elementary we have more coaches who want to collaborate during the day. Elementary with duties – limit to no more than 30 minutes. Michael Gandolfo – didn't think that was possible. Bill Corbett – talked with principals who said it would work. If you had a duty – then 15 minutes before to be in your class. Explain how- to's to all principals.

Michael Gandolfo – still doesn't think that will work and is not doable.

Bill Corbett - if we were to do one day per week and provide definitions.

Susan Spaulding – need help with students being dropped off before the drop-off time.

We wanted to define the planning activities, but want to limit the time the principals can take the planning time. How to get the language in the contract.

Secondary is difficult – you don't really have the two hours.

Bill Corbett – we realize that we need to squeeze time; but teachers have to realize that some activities require group meetings.

Mike Gandolfo – can the principals find a way to do away with the extra time?

Efficiency standpoint you can't do it after school as there are other types of employees running it.

Need to eliminate some of the duty.

Go past the planning – and come back.

Evaluation – Bill Corbett any changes – Bruce Proud – no changes

Article 39 – some moved this to the planning information Article 15.

Page 37 - Stipulation for gradebook.

Page 38 – clean-up of the salary information - elimination of language no longer relevant.

Number 1 – grandfathered sentence – add sentence for performance.

Page 46 – include placement for the performance schedule.

Page 48 – Virtual program – added Lakewood

We want to settle this tonight and get it

Michael Gandolfo – We would need to call a special meeting of the rep council.

Bill Corbett – our board members will meet.

Michael Gandolfo – I have 140 – Bill Corbett – I understand ask for a special meeting.

Ron Ciranna – the more time we wait, the more it costs, and more confusion and errors are made.

Humana needs 4 weeks – we have to run a file on December 3. If we were to settle on the 9th – takes Humana another 4-6 weeks – 2 months would be trouble. Can we do it, yes; payroll has to be entered on the 3rd. If you think you can get the mechanisms, then we can stay and get it done. Leave for first year teachers – can't change Board policy without going through two readings. The majority of teachers don't want to go through this headache.

Clarification – principal's on Tuesdays doing PLCs – no other meetings

Administration has the right to schedule planning activities as defined 4, 5, 6 and 8 during uninterrupted planning time during the day a maximum of one day per week. In such cases, an affected teacher could not be required to attend other meetings before or after school during the student day.

Michael Gandolfo – What is the number of meetings? Bill Corbett – each school is different. That's where the principal and the faculty get together to determine the meetings.

Most principals will say Tuesday's is when they do their meeting.

Not giving elementary relief.

Limited the time we are requiring you to be in a meeting. Principals are going to find relief for you to attend the meetings.

Mike Gandolfo - Not going to TA until it goes to the committee.

Ron Ciranna - I don't know where we can create more time. Part of the instructional plan – falls under planning. Guided by the administration / coaching. Seventy-seven percent is about the planning. Secondary wants planning to stay the way it is.

We hear everyone doesn't have enough time to do everything.

Ron Ciranna - You have our proposal. Mike - are you saying that it's your proposal or nothing?

Mike Gandolfo - If you want I'll take it to the rep council, but my decision would be no.

Push planning aside - leaves are fine except for the one-year paragraph.

Issues at elementary are different than secondary. If the language is for both sections, then the high school would not agree.

Suggested - Can we limit PLC's once a month? – no way in middle school.

Mike Gandolfo – one PLC for elementary – and one other meeting.

Ron Ciranna – The total time is not changing – we're redirecting that.

Not trying to get more interruptions during the day. Number 2 addresses it, states it needs to be equitable.

Mike Gandolfo – you're breaking the contract by taking the planning.

Bill Corbett – that's not happenings – we need to find common ground. We'll disagree forever that PLC is not planning and it is. Go to your rep council with a recommendation and not go through what we are going to go through with healthcare.

Ron Ciranna – Ratify for the ratification. Ratification for salary and what we agree to. The negotiated items would be stipulations. Changing the duration to one-year contract is doable.

Mike Gandolfo – limit the number of meetings.

Bill Corbett – we haven't talked about limiting it with principals. Need to talk about it first.

Mike Gandolfo – you're in control of your own professional development.

Bill Corbett – Mike are you suggesting that one day for PLC and one other meeting?

Felita Grant – stated concerns about limitations. One mandatory and one planning.

Discussion –

- There can only be one mandatory meeting.
- Add elementary during the day, the school can only schedule one mandatory planning meeting and one after school day.
- Not for middle/high – it would be voluntary.
- All schools before/after school.

Kevin Hendrick – secondary schools have one meeting per week, not planning. Keep that and add the one planning.

Administration has the right to schedule planning activities as defined in 4, 5, 6 and 8 during uninterrupted planning time during the day a maximum of one day per week. In such cases, an affected teacher could not be required to attend other meetings before or after school during the student day.

The principal may schedule no more than one additional mandatory meeting outside the student day.

Page 22 – This is something that would need to buy into.

Paragraph D Page 5 – remove.

Page 46 – regarding performance pay – we have to follow statute.

Need time from principals – on December 2 and December 3.

Won't sell if we don't have the elementary teachers.

Ron Ciranna – doesn't hurt to have your initials on this to get it done. Healthcare and salary, leave out planning.

Mike Gandolfo – recommended changes for this year only – 6/30/15

Ron Ciranna – a 3-year contract is recommended. May not be perfect in the second semester. Teachers shall not be required to do more than 30 minutes of duty per day.

Mike Gandolfo – indicated that they will not sign.

Do we go to one of the three options?

Ron Ciranna - I suspect the north county schools are getting what we are offering.

Mike Gandolfo - No protection for parent conferences, IEPs; are those part of the contract?

Ron Ciranna - Did you work with Bruce Proud on the contract?

Mike Gandolfo – Yes

Ron Ciranna – then those items were added and were not in the contract.

Mike Gandolfo - one year contract?

Ron Ciranna - Why one year?

Mike Gandolfo – to continue to discuss – planning time during the day, duties, etc. If that's not acceptable then?

Ron Ciranna - Then we need to bring the right people in the meeting.

Mike Gandolfo - We represent / work for the people. I'm hearing from them that they need their blocks.

Ron Ciranna - Go to the old language.

Mike Gandolfo - Solve the problem with the new language. We're giving up things to get things for members.

Ron Ciranna – We can't run a more efficient school giving up everything.

Mike Gandolfo - Their perspective is that their contract has been violated.

Agreement to bring issues to staff.

Give the elementary teachers more autonomy with different language.

We've said the same thing over and over. Haven't giving anything.

PLCs weren't even here when the language was written.

This is not bargaining.

Ron Ciranna - So everyone on your team here has agreed and you won't?

When

Ron Ciranna – we're really close and would hate to see it go down the toilet. Implement, try it and get to ratification.

The PCTA members excused themselves to caucus and stated that the district has given us a short timeline.

The PCTA Members returned to continue discussion.

Page 23, number 10 – make just elementary – stating that on any given day you would do no more than 30 minutes.

Fear – change to just elementary

PCTA plans to have the rep meetings to discuss.

Principals will cancel the meetings on December 2 and 3 for the rep meetings to take place.