



**PCTA/PCSB Bargaining Meeting  
Minutes  
4-10-18**



Meeting was called to order at 5:05. Introductions were made.

**Grievances - Article 7** – Mike shared PCTA’s counter proposal and discussion was held regarding the suggestions. It was noted that the PCTA counter proposal presented essentially rejected each of the suggestions made by PCSB on March 6, 2018. PCSB proposed clarification regarding the start of the grievance process because all discussions between a principal and staff are not informal grievances. A grievance is a process initiated by the filing of a grievance not a discussion with the principal. Parties discussed the reason for having an informal grievance is so that it won’t go to a Level 1 grievance. If the two parties come to an understanding, then no further action will take place. But if they aren’t resolved it will go to a Level 1 grievance. The issue being brought forward must be something that violates the contract. PCTA requested changes to timelines at Level 1 and 2 from 3 to 5 days and 5 to 10 days. PCTA rejected changing the timeline for an arbitration from 90 days to 30 and countered with 60 days. PCSB countered with a change to 60 days. PCTA proposed adding paragraph 11 stating it was for rep protection. PCTA would like to foster the relationship between PCSB and PCTA. Paragraph 12 is requested to be added by PCTA to state that arbitrators are not able to change our contract.

**Teacher Contracts - Article 36** – PCTA shared a proposal on teacher contracts. The proposal states that probationary teachers who are dismissed should immediately be able to re-apply and annual contract teachers stating that teachers who are non renewed should be able to immediately re-apply for a new position and non renewal of an annual contract should require cause. Laurie shared that the definitions are in the statute and we shouldn’t contractually deviate from those definitions. The legislature intended for annual contracts to mean annual and probationary contracts mean probationary. Laurie also shared that a few years ago we put together an appeal process in order to have another avenue to appeal a non-renewal decision. Request was made to make sure wherever it states “teachers” that we put in “employees.” A situation was shared that when a grievance is filed at the school they were nervous to file a grievance so that person put Mike Gandolfo’s name on it. The language in this article makes a teacher feel nervous. One member shared that he was looking to find a non-annual contract person to be the staff rep next year. Members in the group shared that there is a fear out there that annual contract teachers won’t be renewed. Paula shared that there is a process to review all non-reappointments. Questions are answered in reviewing each case. It was stated again that teachers are petrified to speak to the principal and speak up, because of them being on an annual contract.

The following questions were asked: How many appealed their renewal? How many teachers who are non-renewed after receiving a summative rating of Effective or Highly Effective?

The group stated that these decisions are based on an evaluation system that is changing and one that teachers don’t trust. The teachers are not eligible for an appeal until after their 3<sup>rd</sup> year.

Mike G. shared that public education is being attacked and we need to fight back. The legislature’s change to the statute does not mean that we should not find a way around it. He stated that Pinellas County had the strongest contract language in the state – which drew teachers to our district.

PCSB suggested that the ability to appeal a non renewal is reviewed by several people and reasons have to be given. That would seem to be an area to focus on.

**Evaluations Article 32** – We discussed the proposal that was presented by PCTA.

Question was raised about Trade Day only being granted based on what was in Deliberate Practice. It was stated that the Goal had to be regarding Domain 1. Minimum goal is one. Rosemary confirmed that training must relate to your DPP. You can add a goal if you want to take part in various trainings which would then qualify for a trade day option.

Question regarding the process for observations on how sharing feedback looks at the school. Some administrators finish it so the teacher can see it before the post observation conference while others go over the feedback during the post conference meeting. Are the days identified as 2 adequate time for principals to get the input? Questions were raised:

Can teachers see the feedback before the post observation conference?

Should they see the feedback before or at the conference?

Does it all have to be the same at different sites?

Paula – clarify the 3.45 or 3.50 on the bottom right hand corner of handout.....get clarification

If administrators are required to complete the tasks by a deadline will teachers also be required to complete a reflection by a designated amount of time. For example, the post conference form.

It was determined by the group to table the next two items until the next meeting. All agreed.

**Classroom Sanctity Article 10** – Mike shared proposal from PCTA

**Daily Schedules Article 27** – Mike shared proposal from PCTA.

Meeting adjourned at 7:05.