



**PCSB/PCTA Bargaining Meeting**  
**July 20, 2020**  
**Minutes**  
PCS Administration Building

Meeting was called to order at 4:10pm.

In attendance: Bill Corbett, Paula Texel, Laurie Dart, Nancy Velardi, Joanne McCall, Colleen Parker, Thomas "Lee" Bryant, Mike Gandolfo

In attendance via phone: Brad DeCorte, Juliana Stolz, Janet Cunningham

Paula Texel greeted everyone and shared that there is an urgency to get the process moving forward. Nancy acknowledged that PCTA has received the document and that there were a few things to discuss including the assignment of teachers and leaves. Dr. Corbett stated that there are many tasks to complete and mentioned the NEA lawsuit that was filed against the governor. The topics we have to decide upon are the selection of teachers and what to do with leaves. It was also mentioned that the calendar committee will be meeting tomorrow to discuss the delay in the opening of schools. Currently, the student responses indicated 5700 Brick and Mortar, 6400 MyPCS Online, and 534 PVS.

Paula passed out the Request for Possible Alternative Assignment form. She shared that this will be an interactive form, available to all instructional staff to fill out if they so choose. This is a 9 week commitment for whatever they choose.

Colleen Parker requested we change the wording to say that teachers should complete the Canvas training, instead of completed. Laurie Dart reiterated how important it is to get this form sent out so we can begin planning for teacher assignments. Janet Cunningham asked if there is a way teachers can select more than one option. Yes, they may check more than one. Additional questions asked regarding cross certified staff, can they go into multiple classes, will ESE teachers be kept at their own school and have own caseload – yes. What about the Centers? Depends on what students choose. In the MyPCS Online format class size limits are not required. Synchronous teaching should have limits. Laurie stated that the class size statute does not apply to virtual school. Mike said this is a different situation and he could see that we'd have the need for less teachers. Dr. Corbett says that's not the case and that in order to maintain social distancing, it will be important for brick and mortar teachers to have less students. Nancy shared that online classes are to give the students a classroom experience by being safe at home and asked why class size should not apply for synchronous learning.

Mike shared that MyPCS Online is a hybrid model that we're putting into place, not the traditional type of virtual school where students learn at their own pace. Dr. Corbett shared that classes that go over the size limit will be virtual. We're not willing to make a cap tonight on the MyPCS Online, until we know how many teachers and students have selected each learning format.

Colleen shared that she can see both sides and asked how many students she would have in class. Laurie mentioned that the form we are discussing does not make a commitment. Instead this asks for information. Once we get the student data on how many choose remote we will be able to move forward. This is a collection tool. Colleen asked if this is a binding document, no, this is a data tool. Dr. Corbett shared that we

will be sending this out to gather the information needed. Nancy requested to bold the statement about class size not being guaranteed. Paula will do this. Further discussions were held regarding the ordering of the categories for teachers requesting alternative assignments.

Laurie then passed out PCSB's draft of the MOU. Categories include getting MyPCS Online started, prioritizing in assigning teachers, leaves, and evaluations. The reason for the various models is for the district to receive full funding for all students, regardless of learning model.

We reviewed the 4 categories. The first category deals with underlying health conditions. If there is an available virtual position and the teacher is in Category 1, they will be assigned virtual position. Conditions that qualify for Category 1 are on the CDCs list as the Strongest and Most Consistent Evidence: Heart disease, COPD, Chronic kidney disease, Cancer, Type II Diabetes, Obesity, Solid Organ Transplantation, and Sickle Cell. This list is updated regularly. The four categories are:

- 1 – Employee has an underlying health condition as expressed above.
- 2 – Employee is 65 years or older
- 3 - Employee lives with someone with an underlying health condition, as expressed above.
- 4 – Employee is not comfortable returning due to concerns of COVID-19.

PCTA members believe 2 & 3 (listed above) should be flipped. Dr. Corbett shared that we have 178 teachers who are 65 and older. We feel we should be recognizing our employees first in these decisions. Discussion was held regarding the required Canvas training. Mike asked if the supervisor can make the decision to not allow the teacher to teach if they have all the proper certification. Laurie stated that they can and will be based on availability. Nancy asked if they're doing the asynchronous teaching it would be hard to judge their technology skills based on the last 9 weeks of the last school year. Mike said Canvas is a great platform and teacher would have the materials to be better. It was shared that the employee would have to be able to perform the function of the job. Nancy shared that she didn't know what she was doing last year and it went well. She doesn't feel you can make the judgement of who can and can't teach virtually. We need more pre-school to get all the training required. She doesn't feel the supervisor should be able to make the decision. Laurie suggested that as a compromise, the principal would have the authority to remove a teacher if it wasn't going well. Nancy stated ok.

Lee Bryant asked if there was a certification requirement for Canvas? No it's for subject you are teaching. Nancy asked about people who aren't able to fill up their schedule yet they can't afford a leave. Dr. Corbett said there are 5/7 or 4/7 contracts that we offer now. Mike asked if there was going to be recordings of the whole class? Dr. C said that yes, during direct instruction.

Janet brought up some concerns about Category 4 (see above). She shared that in the ESE population teachers are asking what's happening with those assignments. Dr. Corbett stated that until we see the numbers of students choosing virtual and teachers requesting an alternative assignment, we can't make decisions. It may be a combination, we don't know. Mike asked if all students return to brick and mortar, what happens to a teacher as there would be no virtual options for that teacher. Laurie said that we could look at a reasonable accommodations in order to try to find a fit. Would need to address this on a case by case basis.

Juliana stated that we all are working hard to gather input for the MOU and some is not included in the document. More clarification is needed as she's not comfortable with items such as no mention of VPK. Nancy said we were just talking about leaves. She also mentioned that we will never get this ratified, as far as the form goes. Again, mentioned possibly add bolding regarding class size. She said this is not the same, they need options and input. She wants paid sick leave added to the leave. The Emergency Sick Leave is part of

FFCRA, which we don't have to bargain as it's the law. Laurie stated that #8 on the form (One Year Leave Option) was an additional leave option added for someone who has no other option and we would add it to the form or we could delete it and work on an MOU later. She said we don't need to bargain the form unless we are adding an additional leave option. The form is supposed to gather information so planning for class schedules can begin. We will go forward with the form with the changes suggested and then continue discussion. Mike said that we could add that we are in discussion with PCTA with further leave options. Laurie disagreed with this. There is a leave under FFCRA and there are a lot of people who are already aware of this. Those are protections that exist. This is for a short period of time. We can work on an MOU but need to gather the information from this form.

Dr. Corbett asked what PCTA's timeline is to get this finalized. Mike said they want to ratify the MOU and then do the contract later. Dr. Corbett said that we are moving the start date for students to August 24 and teachers would return on August 13. The last day of school will be June 9, 2021. We will push everyone's pay day till we start. It was also shared that 83% of our instructional staff are on the 12 month pay plan.

Nancy asked why couldn't teachers start on their regular day of August 3. Paula said we have to balance out the calendar and having 15 teacher work days before the start of school would affect teacher work days throughout the school year. It was also noted that the emergency order is only for the 1<sup>st</sup> semester. We have to be a little more creative than not getting paid. Dr. Corbett said they will be paid the same amount of paychecks, moves the last one further in June.

Kevin shared information about salaries. \$17 million has been allocated and can only be used for teacher salaries. 80% goes to classroom teachers to raise their salaries to \$47,500, with the remaining 20% to all other instructional staff. We are closer to the \$47,500 than other districts, so we are looking at the numbers now.

Next meeting was scheduled for July 22 at 9:00am at Admin Bldg – Room B213.

Meeting adjourned at 6:30 p.m.