



PCSB/PCTA Bargaining Meeting
July 29, 2020
Minutes
PCTA Building

Meeting was called to order at 2:45pm.

In attendance: Bill Corbett, Paula Texel, Laurie Dart, Nancy Velardi, Colleen Parker, Thomas “Lee” Bryant

In attendance via phone: Joanne McCall, Mike Gandolfo, Brad DeCorte, Juliana Stolz, Janet Cunningham, Charmaine Rushing, Paula Stephens

The group discussed updates on a few topics from the last meeting:

- Sick Leave Bank guidelines – Paula and Nancy will be meeting tomorrow to finalize.
- Plexi-glass barriers – Dr. Corbett says they’ll have the first day of school
- Upgrading air filters (Merv 13) – all will be completed by the first day of school
- Microphones – 1000 possibly, vendor says these will not be filled until the beginning of September
- Discussion was held regarding the forms that were sent to teachers for medical documentation. Questions were clarified.
- Calendar questions came up regarding CTAE, PreK and Adult Ed. CTAE is returning August 12 and PreK & Adult Ed be face to face.
- ABC Rooms – there will be caps for these rooms
- Question was asked if there will be expedited tests? We recently talked with Aetna and CVS and it would cost the district \$5000/day for a minimum of 12 weeks. No decision has been made. Dr Grego is meeting with the governor today to discuss this.

The revised MOU was passed out to all attendees.

PCSB added the first paragraph regarding “reopening for the fall 2020 during COVID-19.” Also added on page two the language that is already in our agreement. It was shared that if executed it is an enforceable document and doesn’t need to be ratified. Nancy stated the MOU should be ratified. Laurie stated that the district disagrees, that it’s part of the CBA. Joanne asked if this document would be binding and Laurie stated it is fully enforceable and is binding.

Colleen suggested that we go through the document and then caucus on what is questionable.

#1B – PCSB agreed to add language to reflect that the cleaning supplies are available and will be maintained for the use of staff.

#1D – PCSB added “at least” the first 9 weeks, in reference to limiting visitors to the schools. Back to School Night will be virtual for the most part, except for possibly K and smaller programs. Dr. Corbett stated we have many documents that have all this information. We don’t need to have the same info in this MOU.

A lengthy discussion was held on the self-screening process with many suggestions going back and forth. At this point, Dr. Corbett mentioned that both parties spent 7.5 hours on this document last week and we can't keep adding words. What the district does with the parents on how to conduct self-screenings is not a negotiable item. This belongs with our student services division.

Mike said it shouldn't be a problem to add we will provide disposable masks. It was agreed upon to add "Disposable replacements will be available" to Section 1F. Paula asked if posters around the classroom will show how to wear a mask? Yes and we'll have classroom lessons on how and why we are doing things to work with COVID-19.

PCTA requested that we add language to state that "each site should have a COVID-19 committee with PCTA representation for site-based decisions??? District Team???" Dr. Corbett said we have a district COVID team. We think it's redundant to have a school site-based COVID team. We don't feel it's appropriate to tell principals to form another committee.

PCTA asked about having a dedicated uninterrupted time during preschool of a full day to implement/set up Canvas. Teachers have seven (7) pre-school days in which one is a trade day (belonging to the teacher), one is DWT, two are up to the site based administrator, leaving the remaining 3 days to the teacher. In addition to the trade day there are 4 days teachers may elect to use to set up Canvas for their class.

#4 – PCTA requested that when assigning teachers to a MyPCS Online position, if everything is equal, then seniority comes should be used to make assignment. PCSB disagrees with that. Laurie shared that under ADA we cannot do that, that qualifications and ability will come into play. If the scenario is that 2 people don't feel comfortable (category 4) then we may be able to look at seniority. Only if it's all thing being equal. Suggestion was to move on and we will revisit this topic.

Dr. Corbett shared that last Wednesday PCTA shared that they felt if the teacher takes the training, they should be considered proficient. We don't agree with that. The give and take has to end at some point. We shared that we have agreed to everything you asked for last week and now you are requesting more. Mike said the issue is if there's someone waiting in the wings, if they want to learn it they should have the opportunity. Paula said this is going to be huge for MyPCS Online and classroom teachers. We can look at the language we had last week.

Mike asked why we can't we provide adequate support. Laurie asked how we would define adequate support. Dr. Corbett suggested to back to the language from last week.

#5 – It was agreed upon to allow teachers teaching MyPCS Online the option to teach from home if the employee has a medical condition preventing them from working in the building and their assignment is one hundred percent virtual. It was also agree upon that the information regarding allowing a teacher who has children in PCS will be allowed to change their child's option to match their teaching assignment is not needed, as this is a past practice already being implemented.

#7 – Discussion was held regarding how many MyPCS Online positions will be available and the need to honor all requests. As much as we want to help all teachers, there are a limited number of virtual positions. A discussion was held in regards to the number of students who would be in the MyPCS Online classes. We shared that we are developing a tool teams at the schools to have discussions, a collaboration between administration and teachers to look at all scenarios based on the numbers of students wanting each format. A Teams meetings can be held as opposed to meeting in person. I was recommended that grades K-3 would be 28, grades 4-8 would be 32, and HS would be 35 students. This would be in the core classes.

#11 – In reference to the language stating, “To the extent that there are assignments that require teachers to teach in both the traditional and PCS Online settings, whether during different times or simultaneously, the principal and teacher will work together to provide the teacher with additional uninterrupted planning time during non-student time.” Colleen felt the language was a little too vague, and that it should include “but not limited to, PLCs, staff meetings.” Dr. Corbett stated that there won’t be that many meetings this year. It was agreed to leave as is.

#14 – PCTA asked if PCSB could offer a ½ year leave, instead of a full year leave. Paula stated that it would be hard to hire someone if they know it is for only 6 months. All agreed.

Mike asked what the DOHs part is in the opening of school. Does the district ask for advice? Laurie stated we are asking them for their advice on a regular basis.

Teams caucused at 4:55pm.

At 5:15 it was determined that both parties would continue their discussions, as some members had another meeting at 5:30pm. Paula asked Joanne and Nancy to contact her with final decision/discussion that evening or first thing in the morning.

Meeting adjourned at 5:20pm.