



PCSB/PCTA Bargaining Meeting
September 14, 2020
Minutes
PCS Administration Building

Meeting was called to order at 4:30pm.

In attendance: Bill Corbett, Paula Texel, Laurie Dart, Kevin Smith, Rita Vasquez, Dywayne Hinds, Barry Brown, Dave Richmond, Nancy Velardi, Joanne McCall, Janet Cunningham, Paula Stephens, Thomas “Lee” Bryant, Mike Gandolfo, Michael Morzenti, Nicolas Amheiser

Introductions were made. The agenda and salary information was passed out. Paula Texel greeted everyone and shared this evening’s meeting agenda will begin with salary information.

Dr. Corbett stated the Legislative session provided \$500 million to increase teacher compensation. He stated we have put together an MOU with Joanne and Nancy for everyone in the bargaining unit to \$47,500, which equals approximately 3.3%. We must submit a plan to the State by October 1st.

Kevin Smith reiterated the Legislature provided \$500 million, the District’s portion of those funds are \$17,050,220. Approximately \$1.1 million goes to the Charter Schools, leaving \$15.9 million to raise the teacher salary from \$45,507 to \$47,500. HB 5001 and 641 states 80% of these funds must be spent to raise the minimum base salary for full-time classroom teachers and certified Pre-K teachers to at least \$47,500. The remaining balance is to be used for salary increases for full-time instructional personnel. It will cost approximately \$3 million to raise the teachers to the \$47,500, leaving us \$12 million to use for an approximate 3.3% raise for all the other instructional staff. We will have a little leftover for the new teacher’s that will come on board this year.

Mike Gandolfo asked where do is say that there is an October deadline? Laurie recited the statute. He also asked if the leftover is for supplements? Dr. Corbett states no—it is for salaries only.

Nancy Velardi stated that she was confused, she thought the last time they spoke it was 5%? Dr. Corbett stated Joanne McCall requested 4%, which they thought may have been doable however that set of numbers didn’t include fringe. Nancy stated they will take this into consideration and will not give an answer tonight. Dr. Corbett states we will go ahead and send the plan in to the State as is and the remainder will be discussed at a later date. He suggested we move on to the next agenda item which is the PCTA demand letter dated August 27th.

Laurie Dart explained that the letter demanding impact bargaining was confusing because PCS did not unilaterally exercise a management right regarding instructional delivery. Rather, we discussed it and other reopening issues and entered into an MOU with PCTA dated July 30, 2020. You are really asking to re-open the MOU to discuss simultaneous teaching which is something you already agreed to and that is an entirely different issue. Different process and different remedy.

Nancy stated we need a change in the working conditions. When we discussed simultaneous teaching we were under the impression it would be a rare occurrence, we never thought over 54% (PCS data) would be teaching

simultaneous. Laurie stated rare was used in the class sizes, we have fundamental difference of opinion and we can discuss this, but we disagree that simultaneous teaching was not already bargained.

Dr. Corbett suggested we need to arrive at a solution, you have presented some and we have, let's look at the list and see if we can come to a solution.

Nancy asked if the parents were told they would have a continuous teacher? Dr. Corbett stated no, I stated in bargaining Art and Music.

Michael Morzenti states I'm surprised you say they were not informed, your PCS plan states they will have a dedicated teacher. Laurie Dart states we discussed various scenarios and situations wouldn't be exact until we had all the numbers in from parent and teacher choices. Mike and Nancy, you will both agree that our main directive was to keep the TPR low. Nancy stated at every bargaining meeting Dr. Corbett was citing the numbers, there were no real surprises, when the parents were asked to make their choice, did you tell them their students would be with other teachers? Dr. Corbett stated we discussed it over the summer.

Michael Morzenti quoted the MYPCS Online Plan. Dr. Hinds states we talked about rare occasions and these situations were to be brought to the Executive Directors to work out, we also discussed hypothetically what would happen when and that we would work through it.

Mike Gandolfo said he remembers Dr. Corbett stating we would pull teachers from other locations, we felt the language always would be a rare occasion. Nancy states she remembers that conversation and it wasn't here at Admin., it was at the meeting at PCTA where Dr. Corbett referred to Colleen Parker's simultaneous teaching as a rare occurrence. She said Dr. Hinds was not at that meeting. Dr. Corbett states, I hear what you're saying, can you tell us what you're asking for? We never said rare, we will agree to disagree. Mr. Morzenti I will tell you we discussed dedicated teachers and it is having a teacher whether it's online or not.

Nancy stated teachers are calling today to resign. Paula Texel stated teachers resign all the time and we've checked the number of resignations and provided those numbers to PCTA. It is not significantly different than other years. We understand, what are the solutions? We've provided you with solutions and we have received yours.

Nancy states this has to end, we need to go back and re-work the schedule. Dr. Corbett states he has asked the Principals to address these situations with their teachers. We can go through your solutions, which are very costly.

Joanne McCall referenced the teachers who took a leave due to COVID, if we brought them back completely virtual, PCS has a very hefty reserve at 7% and pay them from there. Nancy states if you don't fill the current teacher vacancies you could bring back the teachers on LOA to teach virtual. Paula states certifications would have to match up.

Mike Gandolfo about the 9-week commitment? We heard the students are being switched. Dr. Corbett stated students have requested to go from face to face to MyPCS, we didn't want to do anything until the 10-day count. We don't know what things will look like in 9 weeks till we know the situation with the virus. New students entering our District, if they ask for face to face they are given it, as they didn't have an option to make a choice during the summer. 1500 families have asked for face to face and they will wait the nine weeks.

Nancy states we always have a disconnect in bargaining, you get your information from the Principals and we get ours from our members, we took a poll and 66% were not given a choice of what they'd be teaching. Dr. Corbett states we've talked to the Principals, it will raise the TPR in face to face if we go MyPCS Online. We

could raise the TPR in virtual to keep the face to face TPR low. Paula Stephens states that would depend on what grade level.

Dr. Hinds asks if this is data that they can share? We talk about changing schedules and it's not that easy, we don't want to lose sight that this is all about the students. We want to know what school is having issues, we want to fix it. We are working to make it as balanced as possible. We'd like to see the data.

Janet asked where our data comes from. Dr. Corbett states it came from the Principals. We are hearing overwhelmingly that parents want their students to stay connected to their school. He stated we did focus groups with the Principals and we will do focus groups with the teachers this week. We asked AAR to randomly pull simultaneous teaching teachers to participate in the focus groups.

Nancy states the numbers are higher than 100 teachers who are not happy with this plan. Dr. Corbett states "Are you asking us to do a survey?" Janet Cunningham wants to work collaboratively to help write the questions. Dr. Corbett states we will talk about that.

There was continued discussions on getting to the solutions, asking to get out of teaching simultaneous, Paula and Dr. Corbett stated they thought it was a site based decision and that if you're part of a team it would increase TPR.

Michael Morzenti said he never heard of simultaneous teaching until an e-mail from his principal which he read. He said he had no choice and that it was not discussed. Dr. Vasquez said that Mr. Morzenti had only one on-line student and that his schedule had already been adjusted. We have been working with principals to adjust schedules where feasible.

Nicolas Amheiser said he did not have a choice with his schedule. He asked that if he got together with his team at school could they make changes? Dr. Corbett said yes, it is a school based decision, the district does not make the master schedules. Dr. Hinds looked up his schedule and said it would not work at his school, given the numbers.

Dr. Corbett stated we will run out of time, we were scheduled to go till 6pm and we're still discussing the "What". He states these solutions would cost funds we don't have, and for the most part, haven't cut any units. If you want to talk solutions we can, ones that don't cost additional funding.

Laurie states there could be a variety of solutions, not one global solution. We can address master schedules at the schools that you identify. Can everything be solved, probably not. We haven't even discussed the solutions in Dr. Corbett's email. Mr. Morzenti you state that you never heard of simultaneous teaching until the e-mail from your principal but the fact is we sat down with PCTA and negotiated it in July—you were not there. PCTA heard of it and now discovering implementation is a problem.

Mike Gandolfo stated the MOU would've been built on hybrid and it's not, there's one line that states they get more planning for simultaneous teaching. Laurie states there's plenty of areas that discuss simultaneous.

Nancy stated our team wants to caucus – 6:05pm

Groups returned at 6:25pm

Michael Morzenti stated there's a safety issue with the camera. As soon as you bring another student in there's a chance for hacking. They can tell an active assailant where we are, the mic can pick up the conversations with the students possibly discussing a student being alone at home. We cannot possibly control what's going on in the classroom when we simultaneously teach.

Nancy said to sum it up, we need to survey all the teachers, we need accurate data. Dr. Corbett stated we will look into it. Paula Stephens asked when will you know? Dr. Corbett stated, I don't know.

Nancy stated the last school board meeting was a prime example the teachers are tired, exhausted, they came there to speak, and listening to you speak to the Board just got them angry. Clearly, we're not getting accurate data for the teachers and students. Teachers don't care about the money, we need to survey ASAP, then sit down again. Best idea is to encourage a new discussion, a collaborative one. One last question, clarify, Dr. Corbett, was it your intent to leave out the other instructional when you submit the plan, if we don't agree tonight? We want to work with the numbers first. Dr. Corbett stated if you get time before the 22nd we can add it.

Nicolas Amheiser asked what hurdles to get this survey up and going? Dr. Corbett stated we don't have AAR here tonight, we can't speak for them, we can discuss Wednesday with Nancy and Joanne.

Nancy stated she wants to make this clear to the entire team, I don't want this to be adversarial, this place was a terrific place to work for and now it's pretty terrible.

Paula Texel stated she wants to reiterate that we are here to work together. I appreciate you saying we work together to get situations taken care of, we had many situations that the information is not accurate. We want to get to solutions. It hurts me to hear you say it's not a great place to work. I want everyone to understand we work very hard to make this district a great place to work.

Meeting adjourned at 6:40 p.m.