



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



September 30, 2015 – 5 p.m.

Ron Ciranna – We are working on getting this ratified and presented to the Board by October 27. We have brought everything that we can work on and are hoping to finalize anything that we can agree on.

Salary

Couple things in the schedule – first and foremost looking at the 4 percent calculations.

Significance is the performance schedule and making it work. Far left hand at each of the step, 4,484 employees starting with a \$1,250 increase. Range \$1,250 to \$1,650. Ensure that they are getting an equitable increase and squeeze those steps to \$1,650, increase only \$980. Cola equitable for all no matter what schedule.

Increase supplements – non-degreed or 7/7 - \$321,345.

Reasons is the performance pay for the COLA is that everyone gets a raise even if they are not effective or highly effective.

On the supplements – talked about the committee reviewing the supplements with holding back some. Mike Gandolfo – thought they should have an increase in the supplements.

Explained the supplements (athletic, academic programs, etc.). The committee needs to determine the supplements that would be increased and the percentage.

It was suggested that less be taken for supplements and add to cola. Response was no – supplements need to be increased.

It was determined that a flat percentage would be given to the supplements, not to exceed the \$321.345.

Colleen Parker – are you saying across the board and not worry about the inequities?

Response – we're not going to get everything done the first time, but it is a start. It makes sense to start the increases as we want to be competitive with what the other counties are paying in supplements.

Questions – How to set up the committee? Is there a timeline?

Agreement that language would not be included in the contract regarding the committee.

Ron Ciranna – we'll start after the first of the year to set-up a timeline for the committee.

Laurie Dart reviewed the Table of Contents and updates/deletions which need to take place.

Leaves – effort was to streamline the leave policy – biggest change was the current provision to leaves were limited to two (2) leaves in a long-term period. That provision has been removed.

Leaves are available for all reasons that the current law allows. Changes to extended leaves were explained.

Covering classes – can't use comp-time during the school day. Add only in page 3, item b.

Can you take a personal day without pay? No you needed to use whatever time you had. But if you just decide you don't want to work for 30-days you can't do that.

Can the administrator make you volunteer to take students? It's not volunteering if they're just placing the students in your classroom.

Add notice to 3a, if no teachers volunteer, distribute students to other classes, but not during the planning period.

Colleen Parker asked - There is no way to move it from 4 to 5 personal days? – Answer was there is always a way, but the budget currently would not support that.

Extended personal leave is not included – took out the year off and added political leave. It becomes a hardship for the schools when employees take personal leave for one year and fill the position with a substitute or a temporary employee. Can also cause issues at the school for displaced employees.

Section A - 1D – illness or death

Discussed the leaves for child care.

No other provisions for personal leave are approved by the Board.

Leaves should be for specific reasons.

Grouped a couple of sections to address concerns during previous meetings and definitions for the various planning type things that are currently done during uninterrupted planning time.

Discussed the time, responsibilities, and duties during and after the school day definitions. There is a lot to do and no time to do it. We don't have money to lengthen the day and we can't cut things out.

Question – do you know how many teachers are on duty every day? Parents drop-off the students an hour or more each day and we have to monitor the students. Suggest a sentence be added to cover those issues. It was noted that teachers work it out at some schools as teams. The feeling is that teachers aren't complaining for fear of being on an annual contract.

Dr. Corbett - Not going to be able to agree on this and suggested that it needs to be tabled to work on throughout the year for inclusion in next year's contract.

Mike Gandolfo stated this district is underestimating the problem.

Dr. Corbett - Find language to solve the problem quickly or work on it for next year. We've tried – extra half hour – doesn't work for you. You gave us a proposal and that didn't work.

Discussion by teachers and administrators regarding what was happening at the various schools with their duty assignments.

District position is that if you take planning time is both uninterrupted and group planning – usually led by someone (instructor, administrator). Some PLCs can be done before and after school, others have to be done during the day. Bruce was right, paragraph 1 is what every school needs to do.

Trying to write language for every single option, that can't be done.

Paragraph G 47 on page 4 page 2 teacher initiated – when can we schedule – 5/8 add minimum of one day a week will be free from parent conferences. Add language for IEP and 504 meetings. End of number 8 – understood that teachers must be required to attend IEP/504 meetings during their workday and coverage will be provided.

Take out the paragraph on page 5 - Move forward

2 – 3 teacher initiated and include definition for para conference IEP/504.

Page 5 eliminate para.

PCTA agreed to changes

Discussion regarding changes for Article 15 were discussed and reviewed. Suggested changes were incorporated.

First page back to what it was. Selections of department head changed to what it was before. Virtual school was added and will be revisited every year. PCTA doesn't agree with the language for virtual school. No limitations on leaves and meetings – definition of PLCs is different than the other PLC definition. Remove the virtual information and bring back for stipulation except for the definition.

Adjourned 8:05 p.m.