

PCSB/PCTA Bargaining Meeting
July 15, 2021
Minutes
PCSB Administration Building

Meeting was called to order at 9:00am.

In attendance: Paula Texel, Rita Vasquez, Laurie Dart, Thomas Lee Bryant, Colleen Parker, Juliana Stoltz, Ginger Brengle, Joanne McCall, Nancy Velardi, Bryan Boston, Dan Perazzo, Paula Stephens, Janet Cunningham, Alisha Ford

Introductions were made and Paula Texel greeted everyone.

Paula started off with Article 31 from July 14 meeting to clarify requests. PCTA requested to have a member present at administration observation training. Paula stated PCTA members have attended and are permitted to attend. PCTA spoke about section B and Paula stated it would be brought up with the appraisal advisory committee. Nancy Velardi asked about evaluation VAM 3 or up. Paula stated she will need to check her notes and would probably have to go back to data working group around September/October.

In article 7 PCTA is requesting probationary teachers be afforded a success plan instead of professional development as they are more beneficial and descriptive in guiding the probationary teachers. Laurie Dart stated the language that was added the last time we negotiated, they would be afforded assistance tailored to the needs of the probationary teachers, and now it is requested that it be struck out. Nancy Velardi stated it is descriptive, involves coaching, speaking with administrators or other experts in the field and has timeline to help the probationary teacher to become the best they can be. Paula said that Professional Development isn't just about going to a class, it is everything Nancy Velardi spoke about.

Article 8 – Nancy added if a probationary teacher is not on a formal success plan, they may not receive less than developing. She feels that success plans are being used as punitive and not supportive. Laurie said we agree that they should not be used as punitive and we need to make sure that new teachers get the support they need. She also said this would contradict the Marzano evaluation system due to the computation and each element is weighted and this contradicts this unless the weight is adjusted.

Section C – Nancy looking for criteria to place teachers, other than probationary teachers, on a success plan. If not on a formal success plan, they may not receive a rating of less than effective. If evaluation process was not followed the exclusive remedy is a second trained observer to correct the process of initial observation if the teacher agrees. Most teachers don't request someone different; they just want the option. Laurie said the current remedy is to file a formal or non-formal grievance if the process was not followed. Under the statute the supervisor should be doing the evaluation.

Article 32 – Nancy stated the timeline for teachers to request to review their file is five days and teachers are waiting weeks to review. She is also requesting teachers to be able to remove derogatory files from their files. Laurie said we discard it - by law. If it is untrue the document can be appended.

Section H – PCTA requesting coaching memos should not be included in the OPS file, they are using them against, and they should be placed in personnel file.

Article 33, Section C – PCTA requesting teachers right to representation at initial complaint with administration. Paula and Laurie said they would investigate it.

Article 34 – PCTA requesting additional language for ESE teachers for some additional planning.

Article 35 – PCTA requesting probationary teachers who receive a rating of effective or highly effective shall have annual contract renewed and will be provided with an instructional position provided a funded position for which they are certified exists at the school. This language or similar language has been added in multiple counties. Laurie stated that it is contrary to Florida law so it will not be considered.

Section H - PCTA requesting that any teacher being recommended for non-renewal should have been on a success plan for no less than an entire semester.

Discipline – PCTA requests if the same offense occurs repeatedly, like lateness, then proceed to next level of discipline but if there is another unrelated offense that occurs then this offense can't be used to proceed to the next level of discipline. Laurie disagrees and stated that all factors feed in.

Section B - PCTA – Teachers and PCTA representatives notified of the charge and documents at least 24 hours in advance of scheduled meeting with administrator or OPS. Laurie stated this will not happen. A productive investigation needs to occur.

Article 40 – PCTA requesting to have specified (American Fidelity) payroll slots for partners with PCTA. Paula said she spoke with Risk and this is overloading staff and a cost to the district. Employees have the ability to have non-benefits redirected through personal bank accounts.

PCTA left the room to caucus.

PCTA returned and Nancy requested a meeting to see if they could work it out. Paula will relay request for a meeting.

Article 44 – Nancy said working events can be comp time but they are not easy to take. PCTA pulled language from PESPA to cover comp time.

Article 46 – PCTA is fine with Mandy Perry's changes.

Article 47 – PCTA requesting to add breaks for teachers during summer bridge. Paula will take this back to Mr. Hendrick.

Article new – PCTA requested longevity pay to recognize veteran teachers for their years of service in a supplement fashion.

PCTA scheduling a meeting to discuss specific issues for counselors, social workers and psychologists. Suggested hiring testing coordinators instead of using counselors. Counselors need to attend to students' mental health to open learning. Adult Ed also reached out to PCTA with needs. Nancy will schedule meeting with them.

Paula re-capped meetings that need to be scheduled: appraisal advisory committee, EWBS, supplemental, specialized services, April Paul and others regarding American Fidelity, and adult ed - but Nancy Velardi will meet with them first.

Paula stated they will meet before schools begins, after Embrace, with counter proposal possibly around the 28th or 29th.

Meeting adjourned.