

Bargaining Minutes
OCTOBER 17, 2017
ORANGE TECHNICAL COLLEGE, MID-FLORIDA CAMPUS

Attending:

Maribel Aponte	CTA	Farrah Hawkins	CTA	
David Azzarito	District	Alex Heidelberg	District	
LeighAnn Blackmore	District	Myrlene Jackson-Kimble	District	Kenrick Pratt CTA
David Cintron	CTA	Joshua Katz	CTA	Krista Russell District
Doreen Concolino	District	Michael Marzano	CTA	Mary Grace Surrena CTA
Albert Davies	CTA	Phyllis Mills	CTA	Patricia Walker District
Wendy Doromal	CTA	Clinton McCracken	CTA	Wendy Wing CTA
Jason Duke	District	Megan Oates	CTA	Tom Winters CTA
Gloria Fernandez	District	Kelly Paduano	District	
Ian Gesundheit	District	Clay Phillips	CTA	

Guests: Brandon McKelvey, Mary Bridges, Lt. Col. Bryan Lucas (JROTC, Edgewater HS)

Agenda

- Magnet School Coordinators
 - Supplement
 - Extended Employment
- Marine JROTC
- Targeted Schools
- Student Learning Growth Score Update
- Summer Employment
- Lesson Plans/CRMs/Common Assessments

Magnet School Coordinators

The Supplement Committee presented a proposal for a Magnet School Coordinator supplement. The proposal is to use the Extra Curricular supplement. There is already precedent for this, the Color Guard/Winter Guard Sponsor can be offered up to three Extra Curricular Activities. The Supplement Committee recommends to use one extra-curricular activity for Elementary, two for Middle and three for High School magnet coordinators. This proposal was approved and became TA #2/MOU #2. See **Attachment #1**.

The Supplement Committee also recommended that magnet coordinators have the opportunity to be offered extended employment during the summer. This proposal was approved too and is a part of TA #2/MOU #2.

Marine JROTC

Lt. Col. Lucas distributed a list of summer activities for which the Marine JROTC teacher is responsible. Please see [Attachment #2](#)

The District responded to CTA's proposal of August 24, 2017. CTA proposed that the Marine JROTC teachers have a twelve-month contract. The District rejected the proposal. The District made an error in the contract review process regarding the Marine Corps contract. The District attempted to amend the contract to conform with the negotiated collective bargaining agreement. The Marine Corps declined to amend the contract. The only way the District would consider the proposal of a twelve-month contract for Marine JROTC is if the Marine Corps agreed to pick up the entire cost of the twelfth month. The Marine Corps has yet to agree.

Targeted Schools

Dr. McKelvey explained the criteria used for targeted school selection.

- Schools that currently have or previously had a school letter grade of an "F"
- Schools that have earned three consecutive "D's"
- Schools within the School Transformation Office

CTA has requested further information in writing:

- Written criteria for selecting each of the targeted schools on the list
- Written explanation that explains why the schools that were targeted schools in 16-17 were taken off the list for 17-18. Need written criteria/breakdown
- What are the subjective considerations for each targeted school on the list. Explain each one - one-by-one and why each is on the list.
- Want all and any reports or surveys sent to DOE justifying targeted schools and STO schools
- Criteria for determining an STO school

CTA stated that designation of the schools and to pay teachers more money are terms and conditions of employment. The criteria should not be subjective. The district is data-driven, there must be some data behind these decisions to designate a school as a targeted school.

Student Learning Growth Update

Dr. McKelvey explained that all of the scores have been totaled and are being loaded in iObservation. The scores will be available to teachers next week, Tuesday, October 24. Teachers will receive an email with a link to the survey to start their appeal. Teachers have until November 30. The Appeals committee will meet Dec 6th and 12th.

Summer Employment

Mary Bridges continued the conversation from the prior meeting discussing: See [Attachment #3](#)

- Pass/fail rates: students can't fail the course because if they don't finish, they are assigned to the course again in the fall
- Tests and quizzes are on campus
- High Schools were allocated 7 teachers, 25 to 1 ratio
 - The largest class had 30 students registered, but not all of them showed up
 - Teachers had plenty of time to set up the computers in the lab
- Five schools had night labs and were supplemented separately
- Ms. Bridges

The District passed proposed language across the table, see [Attachment #4](#).

Lesson Plans/CRMs/Common Assessments

At the September bargaining session, the District informed the teams that a communication concerning lesson plans and CRMs would be going out from the Teaching and Learning office by Dr. Maria Vazquez, Chief Academic Officer. See [Attachment #5](#). (the memo was sent from Dr. Jara at 9:11 PM on October 17, 2017)

CTA stated that in practice, CRMs are mandated in every school. Teachers are being forced to use CRMs and are evaluated on using the CRM. CTA surveyed their members and 73% of the teachers who responded said they are being required to use CRMs. CTA maintains that teacher's autonomy has been stolen, and with multiple PLC meetings each week, planning time has been stolen. According to their survey teachers think the CRMs are disingenuous, teachers should be treated as professionals and be allowed to teach in their own fashion. They are being forced to collect data which means extra mandated work.

CTA went on to say that teachers are being evaluated on using the CRM, checklists, lesson plans. In their survey, 28% of the teachers who responded to the survey find no value in the CRM, 91% say they do not have enough planning time. CTA believes that the CRM is a contract violation, should not be mandated and teachers should be allowed to choose their curriculum. Autonomy needs to be given to the teachers.

Attachment 1

Supplement Committee Proposal

October 17, 2017

TA # 2/MOU # 2

Magnet Program Coordinator

Using the Extra-Curricular Activities Sponsor Supplement:

- Elementary School Magnet Program Coordinators shall receive one extra-curricular activities supplement
- Middle School Magnet Program Coordinators shall receive two extra-curricular activities supplements
- High School Magnet Program Coordinators shall receive three extra-curricular activities supplements

Article XV. Section 1.6.:

Guidance counselors, ~~and~~ media specialists, and Magnet Program coordinators may be offered extended employment for the period following post-planning and/or for the period preceding preplanning.

Kurt Kurnee
Alex Heideberg
Debra Blackman
Jim Hundert
D. A. O.
Dr. Fernandez
Kelly Paduano
Tom Winters
Megan Oates
Marilyn Aponte
Doreen Clough
Valerie Anderson

Michael Maggion
Phil K.
Wendy W.
mg Sumner
Adrian C.
R. J. J.
Jason Duke
Mylene Kimb
Clinton McChach
W. S. Doromal
Kennick A. Pratt

Attachment #2

Summer activities

Leadership camp (x2) Spring / Fall

This is first year students will get credit for attending

Develop stronger Corps

Summer inventories /uniform cleaning / equipment maintenance

Sustainment training (2 times a week)

Marksmanship / Drill

Planning out events

Marksmanship competition AT ~~EHS~~ EACH OF THE HIGH SCHOOLS

Drill / Field meet at EHS

PT events at ~~EHS~~

Coordinate with other JROTC programs in the county to better support training requirements

Wall to wall inventory

Update / establish new record books to match for incoming cadets and new USMC policies

Developing new staff

Flesh out following years calendar with locations / events/ sponsors

Recon event locations

Recon potential leadership camps

Bishop Moore develop independent study program

Plan / host JROTC professional development

Coordinate with Congressional / Senate staffs

IG preparation

Medal of Honor Society conferences (discuss hosting at EHS / Orlando)

to CTA
10/17/17
11:30 am

Edgenuity

It is used year round for credit recovery. Because it is specifically for credit recovery, students can complete faster than taking complete course.

- Results of tests using Edgenuity lessons—pass/fail rate

This can't really be determined. Edgenuity is the Credit Recovery Program used throughout the middle and high schools for students that have already taken a course and failed it or need grade forgiveness for a D or an F. Students are assigned to the course anytime throughout the school year and may or may not be assigned to the Edgenuity Lab during the regular school year during the day. Students can work on everything at home except taking quizzes and tests. During the school year some students are scheduled into the Edgenuity Labs for one period or multiple periods. Many schools have labs open after school and at night. This year they are having labs available on Saturdays.

For summer school, high schools were allotted multiple allocation for facilitators. (I am getting the number of facilitators for each school and should have by tomorrow). Students were assigned to those multiple labs, and attended for summer school hours (I'm not sure what the official hours were last year). Some schools also had night labs available (usually one school per learning community and students from other schools could attend).

Many students had been assigned courses toward the end of the school year and just came to the labs to finish courses. Others had multiple courses that they finished. The chart below shows how many students completed Edgenuity courses last summer and how many courses were completed.

You cannot fail a course. Each course has the students pre-test and they only complete the units they do not receive 70% on. They are able to continue on any given unit until they receive 70% and then they can move to the next unit. So, students eventually complete their courses. If some did not complete last summer, they were re-enrolled in the course to be able to finish this fall. The only students who would not pass the course would be students that actually drop out of school. If that happens, like FLVS and OCVS, the course is just not entered on the transcript.

School	Completed	
	Students	Courses
APOPKA HIGH SCHOOL	93	130
BOONE HIGH SCHOOL	128	216
COLONIAL HIGH SCHOOL	83	162
CYPRESS CREEK HIGH SCHOOL	154	275
DR. PHILLIPS HIGH SCHOOL	81	109
EAST RIVER HIGH SCHOOL	27	46
EDGEWATER HIGH SCHOOL	114	214
EVANS HIGH SCHOOL	77	107
FREEDOM HIGH SCHOOL	107	273
JONES HIGH SCHOOL	83	118
LAKE NONA HIGH SCHOOL	144	251
OAK RIDGE HIGH SCHOOL	28	41
OCOE HIGH SCHOOL	73	108
OLYMPIA HIGH SCHOOL	160	285
TIMBER CREEK HIGH SCHOOL	27	42
UNIVERSITY HIGH SCHOOL	135	214
WEKIVA HIGH SCHOOL	104	145
WEST ORANGE HIGH SCHOOL	31	42
WINTER PARK HIGH SCHOOL	149	272

Concern that teachers have 50 to 60 students in the class. Teachers had to set up and break down the classroom and it took time

I received responses from most of the traditional middle schools and high schools and no one reported they had more than 30 students enrolled.

Proposal, October 17, 2017

ARTICLE XV, WORK YEAR

I. Extended Employment

to CTA 11:34am

9. ~~Summer School~~ Session Employment

- a. Regular employees shall be considered for summer employment for which they are qualified before others are hired. Such consideration first shall be given to those assigned to the school for the coming year. In post-secondary schools, if a course is continued during the summer session, the position(s) first shall be offered to a teacher who taught that course during the regular school year.
 - b. Nothing herein shall prohibit mutually acceptable agreements between employees and administrators to divide these work assignments in an equitable manner.
 - c. Teachers shall be paid a full day's salary if they report to work in the summer session and there are not enough students to justify the continuance of a class.
 - d. Each high school with a summer academic program will be provided with a minimum of one half-time media specialist for the summer session.
 - e. Summer employment shall be paid at a teachers hourly pay for the number of hours per day that is worked.
 - f. Schools utilizing digital course recovery programs shall not require planning time or grading of work/tests. Teachers shall be given a twenty-five (25) minute duty-free lunch. Pre-planning shall consist of training of the digital program for teachers. Teachers who have been trained prior to the summer session shall not be trained again.
 - g. Digital course recovery programs are not concentrated programs as referenced in Section J below.
- J. Nothing herein shall preclude the Board from adopting a modified workweek during the summer months. If the workweek for the summer program is modified from a regular five-day workweek to a concentrated five-day workweek, the following shall apply:
1. The duty day shall be nine hours and 22 minutes in length with a required on-site portion of at least eight hours and 30 minutes, including a 30-minute duty free lunch. Employees may leave the school during their duty free lunch.
 2. Student contact time per day shall not exceed six hours and 15 minutes excluding passing time.
 3. Employees may take 22-minute breaks at their discretion, with the approval of the administrator.
 4. The on-site planning period shall be at least 30 minutes per day.
 5. Employees shall be paid at their hourly rate of pay.
 6. Sick leave shall be prorated on a 9.35 hour day

Document #5



Tue 10/17/2017 9:11 PM

Jara, Jesus F.

Memo

To: Principals/OTEC Dir (ALL)

Cc: Area Superintendents; Executive Area Directors; Russell, Krista A.; Williams, Bridget

Principals and Senior Directors:

As we begin the new nine weeks, please see the general reminders below:

- On March 1, 2017 a settlement agreement was signed with the OCPS Classroom Teachers Association in regards to the Lesson Plan Template. This template, which is no longer posted on the IMS, is not a mandatory tool that must be used by teachers.
- School sponsored Professional Learning Communities (PLC) will be conducted no more than 3 days per week.
- Curriculum Resource Materials (CRMs) are resources available to assist teachers with planning standards based lessons. They are not intended to replace a teacher's ability to create innovative and standards based lessons on their own. Usage of CRMs is not mandatory.

If you have any questions, please contact your Area Superintendent, Associate Superintendent or Chief of High School.

Jesus

Jesus Jara
Deputy Superintendent
Orange County Public Schools
407.317.3265