

Bargaining Minutes
DECEMBER 5, 2017
CTA OFFICES

Attending:

Maribel Aponte	CTA	Jason Duke	District	
David Azzarito	District	Farrah Hawkins	CTA	Clinton McCracken CTA
LeighAnn Blackmore	District	Alex Heidelberg	District	Clay Phillips CTA
David Cintron	CTA	Myrlene Jackson-Kimble	District	Krista Russell District
Doreen Concolino	District	Joshua Katz	CTA	Michelle VanderLey CTA
Albert Davies	CTA	Michael Marzano	CTA	Patricia Walker District
Wendy Doromal	CTA	Phyllis Mills	CTA	Tom Winters CTA

Agenda

- Recruitment and Retention bonus

The District called a special bargaining session to propose a one time recruitment and retention bonus of \$500 for instructional personnel who have been hired by December 22 and are in an active pay status on the date the bonus is paid.

The Executive Director of CTA checked with her legal department to see if the proposal would need to be ratified by the teachers. As long as the terms and conditions of the contract are not changed, they say it is fine to proceed with a memorandum of understanding.

The District's legal counsel agrees with this action as well.

The bonus will be paid out for 10 month instructional personnel on January 24, and for 12 month instructional personnel on January 31.

MEMORANDUM OF UNDERSTANDING

The Orange County Classroom Teachers Association, the School Board and Superintendent recognize and value the work performed by the employees of Orange County Public Schools and wish to demonstrate their appreciation by awarding instructional personnel with a one-time, mid-year retention bonus in the amount of \$500 per employee.

This bonus will be paid to all instructional personnel hired in benefited positions by December 22, 2017 and in an active employment status on the date the bonus is paid.

Bonuses will be scheduled to be paid in the last paycheck in January, 2018, depending upon the employee's payroll cycle.

12/5/2017

W S Dornal
Michelle Vanderley
Maubel Aponte
Michael Marzano
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Chiff [Signature]
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Thomas Winters
Drew Bonach

Krista Russee
Cynthia McNamee
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R. J. Mills
Alex Heidelberg
Joan Fike
Leigh Blackmore
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Tatiana [Signature]
Myrlene Kimble