

**Bargaining Minutes
NOVEMBER 17, 2017
CTA OFFICES**

Attending:

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

Agenda

- Magnet Program Coordinators
- PLC homework
- Discipline of students
- ACE
- Targeted Schools
- Data request
- Additional period supplement for Testing Coordinators
- Summer Employment
- Evaluation Committee work

Magnet Program Coordinators:

The bargaining teams agreed to amend TA #2/MOU #2 which was using the Extra Curricular Activities Supplement for the Magnet Coordinator. Elementary schools do not have the Extra Curricular Activities Supplement, instead they have an Elementary Activity Sponsor supplement. The parties agreed to amend the language to read: Elementary School Magnet Program Coordinators shall receive one Elementary Activity Sponsor supplement.

This will be Attachment #1 at the end of the minutes.

PLC Homework:

CTA is concerned that teachers are being given more work to do at home; PLC meetings now require them to complete homework assignments to prepare for the meeting. For example, Elementary teachers are required to read an article on close reading and be ready to discuss at the meeting. Other teachers are having to do the same type of requirement in Math, Reading and Science PLC's.

Principals commented that close reading is not new, and the discussion is to make sure teachers are consistent with teaching in their classrooms. PLC's are to talk with your colleagues, to see what

strategies are working and to learn new strategies together. Administrators are present in the meetings to share dialogue and to offer and give support.

CTA is concerned that this consistency means that each teacher is at exactly the same point in a lesson as their counterpart, and if an observer goes from classroom to classroom the transitions should be continuous. CRM's are being used and mandated, it's not just a resource to use. CTA states that this takes away from the autonomy the teacher should have with respect to meeting the learning needs of their class.

A suggestion was made by the District to have a committee meet to find solutions to streamline PLC's. CTA would only agree if a committee was convened immediately by the first week of December. CTA also invited members of the District bargaining team to attend a summit sponsored by CTA on December 13.

See Attachment #2 at the end of the minutes.

Discipline of Students

CTA stated they understood that the Deputy Superintendent sent a communication out last year that no student was to be suspended without District approval. What are the expectations for teachers, will there be any type of training for teachers for alternatives to suspension. Teachers also don't understand how the levels of discipline are decided. The process seems to be different in schools across the district.

Principals on the team explained that suspensions are being studied because there were inconsistencies from case to case. We are making sure supervisors are reacting consistently, that is why the suspensions go through the District. CTA stated this goes against state policy.

ARTICLE VII TEACHER RIGHTS AND RESPONSIBILITIES

E. Each teacher shall assume such authority for the control of students assigned to him/her by the administrator, and shall keep order in the classroom and in other places in which s/he is assigned to be in charge of students.

1. Within the first ten duty days of each school year, each teacher shall be provided with an online copy of the Orange County Code of Student Conduct and current Student Referral form and any additional disciplinary plan which may have been developed for his/her school.

2. Teachers may refer disruptive students to the office from the classroom with a referral slip provided by their administrator describing the behavioral problem when, in the judgment of the teacher, normal corrective measures have been ineffective in bringing about satisfactory improvement in the student's behavior.

Teachers have been injured at schools, some have resigned because they were hurt. Teachers think the reports they give the SRO or administration are being covered up. Some teachers have not received the official referral forms.

Krista Russell stated that a link and a sample referral form were sent to each teacher at the beginning of the school year in a presentation that was entitled Helpful Information for Teachers. This presentation contains links to Florida Statutes, State Board of Education Administrative Rules which is from Article VI. Section I, links to management directives and school board policies, etc. There was one school that had run out of forms, the principal borrowed forms for the teachers from another school until he could get his print order. CTA wants every teacher to be provided written official referral forms and have access to them whenever they request.

ACE (OCPS Academic School of Excellence):

CTA has received many calls from teachers working at ACE about safety fears. CTA says there are multiple incidents of teachers being injured. Many say the front office is not responding in a timely manner.

Incidents reported to CTA:

- Students running out of the rooms because teachers can't chase them
- Students are striking teachers and other students
- Teachers spend more time discipline than teaching
- Teachers do not see consequences for students that attack each other
- Phones don't work in some classrooms
- Substitute coverage is spotty

The District asked for a list of CTA's concerns, the President said she hand delivered the list to the Superintendent. There has been a change in administration at the school. **Please see Attachment #3**

Additional Period Supplement for Testing Coordinators

CTA is proposing that Testing Coordinators receive an additional period supplement. They maintain that these teachers are working many hours after school (at least 7 hours per week) to prepare testing materials. Testing Coordinators have to provide training to every staff member, that prep alone is 6-10 hours. They have to train proctors and often there are issues with proctors. They would like to have either the supplement or clerical support.

Speech Pathologists Issues

CTA states that Speech Pathologists are told they must get students to make up the work they miss. They cannot meet with multiple students at once. When Speech Pathologists miss work due to illness, there are no substitutes for them, so they must catch up with the work that students miss. Caseloads for Speech pathologists are increasing every year.

Summer Employment

The District proposed language concerning Summer Employment and Digital Course Recovery courses on October 17, 2017. The District asked CTA to comment on the proposal. CTA stated they were against the Ingenuity program because it devalues face to face contact and because of negative reports concerning the program's value.

The District maintains that it does not devalue face to face contract. The students enrolled in the summer digital course recovery programs have been through face to face classes and this is a make-up course. They learn at their own pace. This digital course does not diminish face to face courses, the digital course is offered to help student graduate. Teachers of the digital course are able to see the students' computers all at one time. Teachers help students when they need help during the course. Again, this course is a make-up course and the goal is to learn the material and graduate high school. Face to face classes are not going away.

CTA does not support reducing the pay of any summer school teacher, regardless of the method.

Evaluation Committee Work

The Evaluation committee has agreed to work towards streamlining the evaluation system. Our first meeting on this topic will be January 17, an all-day meeting at CTA.

The bargaining teams discussed changing language in Article X. Section 1.e. that updates the link to see the list of trained teachers online. It became TA #3/MOU #3. [See Attachment #4 at the end of the minutes.](#)

Targeted Schools

CTA has repeatedly requested the report on targeted schools that the district is required to send to the DOE. CTA would like to be included in the process of selecting targeted schools by specific criteria.

The District supplied information on the different types of supplements for Targeted Schools, Focus – Priority School and Title One schools and the Critical Teacher Shortage Supplements. [See Attachment #5 at the end of the minutes.](#)

The District proposed language in Appendix A-4 that would allow for teachers to transfer from schools that are no longer on the Targeted School list. [See Attachment #6 at the end of the minutes.](#)

Attachment #1:

Supplement Committee Proposal

October 17, 2017

Amended November 17, 2017

TA # 2/MOU # 2 ✓

Magnet Program Coordinator

Using the Extra-Curricular Activities Sponsor Supplement:

- Elementary School Magnet Program Coordinators shall receive one Elementary Activity Sponsor 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.

Krista Lunsell
D. A. D.
R. J. Blackmon
Jason Dink
Stephanie Wyle
Alex Heideberg
Adet
Tom Winters
Wendy Winters
Jarvis Hays
D. Fernandes

Chyfl
Sam Gonsdorf
Mary-Grace Simen
Michael Maszar
Maibet Aponte
W. S. Doran
Michelle VanderLay
Chadler
Myrene Kimble

Attachment #2

from CTA
11/17/17 9:08 am

November 13, 2017

November 15, 2017

PLC Agenda

- Presentation of lessons by teachers
(5 mins to present, 3 mins for group discussion)
- Overview of Presentation Expectation:
 - *During your presentation you will highlight the key points of the daily lesson to your team. This is not to be a demonstration of the lesson.
 - *Preview the previous and following lessons to see the continuity throughout the unit.
 - *Refer to the notes of the CRM PPT. They will help answer the following questions.
- Prepare answers to these questions to highlight the key points for your team.
 - What is the target strategy for Number Talks?
 - What resources and/or manipulatives are needed for the lesson?
 - If needed, what engagement strategies will be used (Kagan)?
 - What is the desired effect for student learning (identify the key points of the standards)?
 - Do we need to add or adjust slides?
 - Briefly explain the math task(s) (from the CRM PPT) for the daily lesson.
 - *Be aware of the prior day and the next day*
- After presentations, teams will discuss concerns or suggestions

Please refer to the list below to see your assigned lesson.	
Monday November 13th	
4th Grade	Unit 2.4 MAFS.4.NF.2.4(a,b,c)
Day 1 & 2	Castelluccio
Day 3 & 4	Madeiros
5th Grade	Unit 2.3 MAFS.5.NF.2.4
Day 5 & 6	Verost
Day 7 & 8	Cox
Wednesday November 15th	
2nd Grade	Unit 2.2 MAFS.2.NBT.2.7 MAFS.2.NBT.2.9
Day 5	Williams
Day 6	McQuady
Day 7	Veliz
Day 8	Bloodgood
1st Grade (1 month ahead)	Unit 2.3 MAFS.1.NBT.3.4
Day 3	We will go over the lesson overviews and PLC Minutes. Discuss Delivery and materials
Day 4	We will go over the lesson overviews and PLC Minutes. Discuss Delivery and materials
Day 5	We will go over the lesson overviews and PLC Minutes. Discuss Delivery and materials
Day 6	We will go over the lesson overviews and PLC Minutes. Discuss Delivery and materials
Day 7	We will go over the lesson overviews and PLC Minutes. Discuss Delivery and materials

Attachment #3

DISCIPLINE:

- Students run out of classrooms into hall and even into other teachers' room. Teachers cannot leave class to chase students.
- Students are running off campus. Teachers do not know how to respond. One teacher said she was told to chase them. Teachers fear if they chase them when they are off of school property they could be liable. Fear that if they do not, they could be liable. Need a written policy.
- Students are "beating up" teachers –they are taken from their rooms (If they can even get the front office to respond) and returned within minutes or hours.
- Teachers do not want problem students from another teacher placed in their classroom even for a short period of time. It is disruptive and impedes teaching/learning
- Teachers spend more time disciplining, than teaching. It is not about classroom management. They would like paras or assistants to deal with discipline so they can teach
- The office does NOT respond to teachers calls. Teachers said they cannot get help in their classroom. They believe that the secretaries are not trained. Teachers have waited as long as 45-minutes for help with students fighting and hitting each other or teacher. If a teacher calls for help, they expect someone to come immediately.
- Teachers cannot protect their students or themselves from attacking students. Cannot teach and other students cannot get work done.
- When they do get help and a disruptive child is removed, he/she is often returned within minutes.
- Teachers who are assaulted are told, "Take two days off," Teachers spit on, pushed, punched, kicked, bitten, shoved. "We need two people in each class."
- Child brought lighter to school –no consequences
- Teachers injured and not allowed to seek medical help immediately
- Teachers do not always have discipline referral forms. (This is a contract violation)
- Suggestion -someone should be in hallways with a radio
- Teachers said discipline referral forms are just stacked up and not addressed and returned to teacher with no consequence

DUTY DAY CONCERNS

- The PASS teacher does not always have bathroom or lunch breaks
- Teachers are afraid to bring students to the cafeteria –not safe – so they have the students eat lunch in their rooms –no duty-free lunch
- Teachers often have no break -1st grade teachers said 11:25-3:10 no break
- Specials –two classes at once –cannot control/teach

WORK ORDERS

- Some doors do not shut properly
- One science teacher reported a leak in the storage room attached to the class. 14 emails (Attached) no response. Now the cupboards are warped and there is damage to floor. There is no safe cupboard for chemicals. There are water-reactive chemicals in there that could explode. This is room 305A
- Teacher trapped four mice (Not part of science classes) and released them. There are many mice in the school.

- The male staff bathroom on the 3rd floor by middle school stairway does not lock
- Phones –room phones some phones can get no incoming calls (303, 305) even from inside the school

STUDENT ATTENDANCE

- “All students were reported as no absences.” “Every report card reflected perfect attendance.”
- Students bring in Dr. notes but they are in pile in office, not inputted.
- Need more office help

SUPPLEMENT PAY

- Teachers have not received supplement pay. One teacher said he is quitting because of the lack of discipline and incorrect pay
- Teachers were told if they have students in their rooms for breakfast during their planning time, they will get supplement –never got it
- No pay for CPI training, Saturday pay

SUBSTITUTES

- There are not even substitutes
- Teachers asked to watch other classes constantly –cannot teach
- Three reading teachers with double blocks of students get no substitutes –told they are resource teachers
- Pre-K teacher needed sub. Kelly said she already had one. The office staff has gone into the Kelly system and ordered substitutes under all teachers’ names (They are not absent) Been using teachers’ accounts all year –logging in. Concern over fact that when teachers are really sick or need sub the Kelly site reflects they already asked for one and they cannot get one.
- Teachers told if they have to be out find another teacher to watch class
- Teachers asked to “fill in” until they can get substitute. They never get the substitute

SECURITY

- No security in arts building
- Cannot get someone to come when they call
- No organization or support –unsafe campus for students and teachers

PLC REQUIREMENTS

- STO mandating curriculum that is not at proper grade level for students. There are mandated curriculum, teaching methods, and delivery deadlines resulting in ineffectual teaching practices.

TEACHERS LEAVING

- “We were told there would be a community site for dental/medical and GED and Valencia classes for parents –there is none. This is not what we signed up for.”
- Incivility –parents swearing and screaming in office. Parents walking into teacher rooms and confronting teachers. No action taken
- Nothing is stable or steady –no oversight
- No check –in/check out for parents. Parents are entering teacher’s rooms without invitation. Parents showing up unannounced in teacher classes. Teachers were told that parent have to undertake a two-hour training to become an ADDition at the school.
- Voluntold to go with students on Saturday field trip –not paid and bus did not show up

- Teacher asked to go to Audubon Park –was accepted and ACE refused to release her. Her class is violent at ACE. At Audubon Park she could be in secure environment and learn classroom management –co-taught class.

The teachers would like the Superintendent and school board members to make surprise visits

Attachment #4

TA #3 now #3

Proposal for Article X

11/17/17

Article X, Section C.1.e

A list of trained teacher observers shall be made available on line.

<https://www.ocps.net/cs/pds/assessment/Pages/District-Training-Observers.aspx>

<https://ocps.net/departments/professional-development-services/evaluation-systems/district-trained-observers-list/>

Krista Runnell
Alex Heidelberg
Stephanie Upp
Jason Duke
Linda Blackmon
D. A. D.
K. Reese
Dr. Fernandez
Mylena Kimble

W. S. Doromal
Michelle Vanderhey
Macibel Oporto
Michael Maza
M. G. Simons
Jat Hawks
Wendy Wray
Tom Winters
Rita C. B.
John K.

Attachment #5

2017-18 Targeted School Supplement
(\$2,600 Annual Amount)

Carver and Memorial Middle (\$20,000 Annual Amount)

to CTA
11/17/17
11:00am

School	Annual Salary Supplement	# Teachers
Academic Center for Excellence	\$2,600	84
Catalina Elementary	\$2,600	56
Eccleston Elementary	\$2,600	40
Evans High	\$2,600	146
Gateway	\$2,600	34
Ivey Lane Elementary	\$2,600	33
Jones High	\$2,600	94
Lake Weston Elementary	\$2,600	40
Lockhart Elementary	\$2,600	38
Meadowbrook Middle	\$2,600	69
Mollie Ray Elementary	\$2,600	34
Oak Ridge High	\$2,600	174
Orlo Vista Elementary	\$2,600	41
Pine Hills Elementary	\$2,600	47
Positive Pathways	\$2,600	33
Ridgewood Park Elementary	\$2,600	48
Rock Lake Elementary	\$2,600	32
Rolling Hills Elementary	\$2,600	44
Rosemont Elementary	\$2,600	48
Shingle Creek Elementary	\$2,600	66
Tangelo Park Elementary	\$2,600	45
Washington Shores Elementary	\$2,600	39
Carver Middle	\$20,000	58
Memorial Middle	\$20,000	54

**2017-18 Focus-Priority School Supplement
(\$110 Annual Amount)**

School	Category (Focus = D)	# Teachers
Carver Middle	Grace - 17-18 Sunset Year	58
Catalina Elementary	Focus	56
Cypress Park Elementary	Focus	30
Eagle's Nest Elementary	Grace - 17-18 Sunset Year	55
Eccleston Elementary	Grace - 17-18 Sunset Year	40
Engelwood Elementary	Grace - 17-18 Sunset Year	46
Evans High	Focus	146
Hiawasse Elementary	Grace - 17-18 Sunset Year	55
Ivey Lane Elementary	Grace - 17-18 Sunset Year	33
Kaley-Lake Como Elementary	Grace - 17-18 Sunset Year	35
Lake Gem Elementary	Grace - 17-18 Sunset Year	57
Lake Weston Elementary	Focus	40
Lancaster Elementary	Grace - 17-18 Sunset Year	60
Lockhart Elementary	Focus	38
Meadowbrook Middle	Grace - 17-18 Sunset Year	69
Memorial Middle	Focus	54
Oak Hill Elementary	Grace - 17-18 Sunset Year	37
Oak Ridge High	Focus	174
Ocoee Elementary	Grace - 17-18 Sunset Year	54
Palmetto Elementary	Grace - 17-18 Sunset Year	69
Pine Hills Elementary	Grace - 17-18 Sunset Year	47
Pinewood Elementary	Focus	45
Ridgewood Park Elementary	Focus	48
Riverside Elementary	Grace - 17-18 Sunset Year	48
Rock Lake Elementary	Grace - 17-18 Sunset Year	32
Rolling Hills Elementary	Grace - 17-18 Sunset Year	44
Rosemont Elementary	Focus	48
Spring Lake Elementary	Grace - 17-18 Sunset Year	45
Tangelo Park Elementary	Focus	45
Three Points Elementary	Grace - 17-18 Sunset Year	39
West Oaks Elementary	Grace - 17-18 Sunset Year	42
Wheatley Elementary	Grace - 17-18 Sunset Year	35
Zellwood Elementary	Grace - 17-18 Sunset Year	43

**2017-18 Title I School Supplement
(\$110 Annual Amount)**

School	# Teachers
Academic Center for Excellence	84
Acceleration Academy	23
Acceleration Academy West	32
Aloma Elementary	40
Apopka Elementary	57
Azalea Park Elementary	53
Beta	28
Bonneville Elementary	47
Carver Middle	58
Castle Creek Elementary	59
Catalina Elementary	56
Cheney Elementary	40
Cherokee	14
Chickasaw Elementary	48
Clay Springs Elementary	53
College Park Middle	66
Colonial High	188
Conway Elementary	46
Cypress Park Elementary	30
Dillard Street Elementary	48
Dover Shores Elementary	35
Dream Lake Elementary	64
Durrance Elementary	41
Eagles Nest Elementary	55
Eccleston Elementary	40
Engelwood Elementary	46
Evans High	146
Forsyth Woods Elementary	53
Frangus Elementary	43
Gateway	34
Hiawassee Elementary	55
Hungerford Elementary	26
Ivey Lane Elementary	33
Jackson Middle	62
Jones High	94
Kaley-Lake Como Elementary	35
Killarney Elementary	36

**2017-18 Title I School Supplement
(\$110 Annual Amount)**

School	# Teachers
Lake Gem Elementary	57
Lake George Elementary	49
Lake Silver Elementary	60
Lake Weston Elementary	40
Lakeville Elementary	56
Lancaster Elementary	60
Lawton Chiles Elementary	55
Liberty Middle	85
Little River Elementary	34
Lockhart Elementary	38
Lockhart Middle	63
Lovell Elementary	52
Maxey Elementary	25
Mccoy Elementary	46
Meadow Woods Elementary	51
Meadow Woods Middle	69
Meadowbrook Middle	69
Memorial Middle	54
Millennia Elementary	67
Millennia Gardens Elementary	64
Mollie Ray Elementary	34
Oak Hill Elementary	37
Oak Ridge High	174
Ocoee Elementary	54
Orange Center Elementary	35
Orlo Vista Elementary	41
Palmetto Elementary	69
Pershing-Pine Castle Elementary	41
Piedmont Lakes Middle	77
Pinar Elementary	34
Pine Hills Elementary	47
Pineloch Elementary	67
Pinewood Elementary	45
Positive Pathways	33
Project Compass	7
Ridgewood Park Elementary	48
Riverdale Elementary	47

**2017-18 Title I School Supplement
(\$110 Annual Amount)**

School	# Teachers
Riverside Elementary	48
Robinswood Middle	85
Rock Lake Elementary	32
Rolling Hills Elementary	44
Rosemont Elementary	48
Sadler Elementary	60
Shingle Creek Elementary	66
Spring Lake Elementary	45
Tangelo Park Elementary	45
Three Points Elementary	39
Union Park Elementary	41
Union Park Middle	61
Ventura Elementary	53
Walker Middle	73
Washington Shores Elementary	39
West Oaks Elementary	42
Westridge Middle	82
Wheatley Elementary	35
Winegard Elementary	53
Zellwood Elementary	43

**2017-18 Critical Teacher Shortage Supplement
(\$110 Annual Amount)**

School/Location	# Teachers
Carver Middle	29
Catalina Elementary	3
Cypress Park Elementary	2
Eccleston Elementary	3
Ese Health Services & Behavior Support	233
Ese Policy	12
Ese Specialized Services	8
Ese Transition	1
Evans High	61
Gateway	23
Hospital Homebound	1
Hungerford Elementary	1
Ivey Lane Elementary	3
Jones High	27
Lake Weston Elementary	3
Lancaster Elementary	4
Lockhart Elementary	2
Meadowbrook Middle	28
Memorial Middle	28
Mollie Ray Elementary	2
Oak Ridge High	62
Ocps Academic Center For Excellence	8
Orange Center Elementary	1
Orange Technical College Orlando Campus	1
Orange Technical College Westside Campus	3
Orange Technical College Winter Park Cmp	1
Orlo Vista Elementary	6
Palmetto Elementary	4
Pine Hills Elementary	1
Pinewood Elementary	4
Positive Pathways Transition Center	11
Ridgewood Park Elementary	2
Rock Lake Elementary	2
Rolling Hills Elementary	1
Rosemont Elementary	7
Sadler Elementary	3
Tangelo Park Elementary	2
Washington Shores Elementary	4
Washington Shores Primary Learning Cntr	1
Wheatley Elementary	1

Attachment #6

Proposed Language

Appendix

November 17, 2017

to CTA
11/17/17
11:13am

APPENDIX A-4

TARGETED SCHOOLS SUPPLEMENT

Eligible teachers who work at schools which are on the Targeted School List (inclusive of the School Transformation Office schools and schools with previous school grade of an "F" or three consecutive "D's") will receive a bi-weekly supplement.

Teachers assigned to the Targeted Schools will receive a minimum annual supplement in the amount of \$1,500 paid bi-weekly. An additional annual amount of \$1,100 paid bi-weekly funded by Title I will also be provided.

The amounts may vary contingent on available funding and the number of Targeted Schools.

Upon release of the list of Targeted Schools, teachers from schools that were removed from the list from the previous year will be notified. These teachers may request in writing a transfer within ten (10) days of notification. The teacher shall be placed in his/her same school level (elementary, middle or high) if such a vacancy exists. If a school vacancy does not exist, the teacher shall be placed in a vacancy for which s/he is certified. The District shall make a reasonable effort to transfer the teacher to a position in close proximity to his/her original assignment.