

# MINUTES

CTA CBLT

CTA Office

August 2, 2018

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## In Attendance

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Maribel Rigsby	CTA	Ian Gesundheit	District	Irine Roth	District
David Azzarito	District	Theresa Harter-Miles	District	Mary-Grace Surrena	CTA
LeighAnn Blackmore	District	Farrah Hawkins	CTA	Michelle VanderLey	CTA
Doreen Concolino	District	Michael Marzano	CTA	Tom Winters	CTA
Albert Davies	CTA	Megan Oates	CTA	Wendy Wing	CTA
Wendy Doromal	CTA	Clay Phillips	CTA	Stephanie Wyka	District
Jason Duke	District				

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## Introductions, Announcements & Appointment of Gatekeeper/Timekeeper

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CBLT

Michelle VanderLey served as Gatekeeper/Timekeeper.

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## Targeted Schools for 2018-19

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District

The District distributed information showing school grades for all OCPS schools for 2014 through 2018 as well as the list of Targeted Schools for 2018-19. (See Appendix A) The District used the following criteria to identify the Targeted Schools.

- Elementary and Middle Schools
  - All STO schools,
  - Schools which received one or more “F” grades in the previous five (5) years, or
  - Schools which received three (3) consecutive “D” grades in the previous (5) years
- High Schools
  - Schools which received one or more “F” grades in the previous five (5) years, or
  - Schools which received one “D” grade in the previous five (5) years

The District proposed adding language to Appendix A-4 reflecting that should a school no longer qualifies for this supplement, all eligible teachers may continue to receive the supplement for one additional school year. In addition, the District proposed removing the list of schools from Appendix A-4. In lieu of the list being contained within the Contract, the District proposed maintaining the list of schools on the OCPS Compensation and Labor Relations webpages.

CTA and the District signed Tentative Agreement (TA) #1 and Memorandum of Understanding (MOU) #1 addressing Targeted Schools (See Appendix B)

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## Testing Schedule for 2018-19

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District

The District shared Calendars and information regarding the testing schedule which will impact early release Wednesdays. (See Appendix C) Current contract language provides that when an early release Wednesday is extended to a full day due to testing, teachers are released with students the following Wednesday. Due to the testing schedule for 2018-19, this provision will not work as there are three consecutive extended Wednesdays in May and the school year ends two weeks later on May 31, 2019. The District proposed entering into a Memorandum of Understanding (MOU) to ensure teachers receive the early release for the extended Wednesdays.

CTA and the District signed Memorandum of Understanding (MOU) #2 addressing the 2018-19 Testing Schedule (See Appendix D)

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Review Action Items

CBLT

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The District is finalizing the 2018-19 Contract including all ratified items. Once approved by both parties, it will be posted on the Labor Relations webpage. The District is also finalizing the Supplement Handbook.

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Next Meeting

CBLT

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CTA proposed establishing a calendar for the 2018-19 school year.

The District will look at calendars and work with CTA to develop a schedule.

# Appendix A

2018-19 STO	2017-18 STO	School Name	2018	2017	2016	2015	2014
STO	STO	ACADEMIC CENTER FOR EXCELLENCE (ACE)	D				
STO	STO	CARVER MIDDLE	C	C	F	D	F
		ECCLESTON ELEMENTARY	C	C	F	F	B
		HIAWASSEE ELEMENTARY	D	C	F	D	C
STO	STO	IVEY LANE ELEMENTARY	F	B	D	F	D
STO	STO	LAKE WESTON ELEMENTARY	F	D	F	D	C
		LANCASTER ELEMENTARY	B	C	D	D	D
		MEADOWBROOK MIDDLE	C	C	D	D	D
STO	STO	MEMORIAL MIDDLE	C	D	D	D	D
STO	STO	MOLLIE RAY ELEMENTARY	C	B	C	D	D
		OAK HILL ELEMENTARY	D	C	D	D	C
STO	STO	ORLO VISTA ELEMENTARY	C	B	C	F	D
		PINE HILLS ELEMENTARY	C	C	D	F	C
		PINEWOOD ELEMENTARY	C	D	C	D	D
STO	STO	RIDGEWOOD PARK ELEMENTARY	C	D	C	D	D
STO	STO	ROCK LAKE ELEMENTARY	F	B	D	D	C
		ROLLING HILLS ELEMENTARY	D	B	F	F	C
STO	STO	ROSEMONT ELEMENTARY	D	D	D	D	C
		SHINGLE CREEK ELEMENTARY	C	C	C	D	F
		TANGELO PARK ELEMENTARY	C	D	D	D	C
		WASHINGTON SHORES ELEMENTARY	C	C	C	F	F
		EVANS HIGH	C	D	C	C	C
		JONES HIGH	D	D	C	C	C
		OAK RIDGE HIGH	C	D	C	C	C

# Appendix B

*Reg Blackman*  
*Michelle Vanderley*  
*W S Doornal*  
*maurice Presby*  
*Wendy Wing*  
*Mary-Grace Sullivan*

*Adrian*

TA# 1  
 MOU# 1  
 Date 8/2/18

APPENDIX A-4

TARGETED SCHOOLS SUPPLEMENT

*Michael Marz*

Eligible teachers who work at schools which are on the Targeted School List (inclusive of the School Transformation Office schools and elementary and middle schools with previous school grade of an "F" or three consecutive "D's", and high schools with a previous grade of "F" or one "D") 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. In the event a school no longer qualifies for this supplement, all eligible teachers may continue to receive the supplement for one additional school year.

The current list of schools will be maintained on the OCPs Compensation and Labor Relations webpages.

2016-17 TARGETED SCHOOLS LIST

Academic Center for Excellence	Oak Ridge High
Catalina Elementary*	Orlo Vista Elementary
Eccleston Elementary	Pine Hills Elementary
Evans High	Positive Pathways
Gateway School	Ridgewood Park Elementary
Ivey Lane Elementary	Rock Lake Elementary
Jones High	Rolling Hills Elementary
Lake Weston Elementary*	Rosemont Elementary*
Lockhart Elementary*	Shingle Creek Elementary
Meadowbrook Middle	Washington Shores Elementary
Mollie Ray Elementary	Tangelo Park Elementary*
Memorial Middle*	

*Megan Cates*  
*Jarrett*  
*Thomas Vinters*

*John Dink*  
*Sharon Hester*  
*Lin Hamilton*  
*Darius*  
*Stephanie*  
*Wynn*  
*Elk*  
*Dee*

\*These six schools have been submitted for the FLDOE Phase III Plan. Funds will be awarded by October 1, 2017. If any or all of these schools are granted the award, the schools shall not be eligible for the Targeted Schools Supplement as of the date the award is granted.

# Appendix C

## **ARTICLE XV**

### **WORK YEAR**

- C. If a full Wednesday student day is required during the weeks of standardized student testing that increases student contact time, then the workday shall mirror the traditional Monday, Tuesday, Thursday, Friday schedule for students and employees. On the following Wednesday when testing has ended, all teachers shall be permitted to leave at the end of the scheduled student day. There shall be no mandatory professional development or required administrative meetings for teachers on that Wednesday. If two Wednesdays are required back to back, teachers shall be allowed to leave at the end of the scheduled student day on the following back to back Wednesdays. Other arrangements may be made between a teacher and the administrator with mutual consent.

### **Testing Schedule (Wednesdays Only)**

The testing schedule for the 2018-19 School Year includes the following Wednesdays.

- |                               |                           |
|-------------------------------|---------------------------|
| • Wednesday, October 10, 2018 | PSAT/SAT                  |
| • Wednesday, March 6, 2019    | SAT School Day            |
| • Wednesday, April, 3, 2019   | FSA Grade 3 Reading       |
| • Wednesday, May 1, 2019      | FSA ELA Grades 4-10       |
| • Wednesday, May 8, 2019      | Statewide Science 5 and 8 |
| • Wednesday, May 15, 2019     | Biology and Civics EOC    |



# October 2018

SUNDAY		MONDAY		TUESDAY		WEDNESDAY		THURSDAY		FRIDAY		SATURDAY	
			1		2		3		4		5		6
	7		8		9	PSAT/SAT	10		11	End of 1st marking period	12		13
	14	Student holiday/ teacher workday	15	Begin 2nd marking period	16		17		18		19		20
	21		22		23		24		25	Student holiday/ teacher professional day/ teacher non-workday	26		27
	28		29		30	Fifth Wednesday	31						

## March 2019

[illegible]

# April 2019

SUNDAY		MONDAY		TUESDAY		WEDNESDAY		THURSDAY		FRIDAY		SATURDAY	
			1		2	FSA Grade 3 Reading	3		4		5		6
	7		8		9		10		11		12		13
	14		15		16		17		18		19		20
	21		22		23		24		25		26		27
	28		29		30								

# May 2019

SUNDAY		MONDAY		TUESDAY		WEDNESDAY		THURSDAY		FRIDAY		SATURDAY	
						FSA ELA Grades 4-10	1		2		3		4
	5		6		7	Statewide Science 5 and 8	8		9		10		11
	12		13		14	Biology and Civics EOC	15		16		17		18
	19		20		21		22		23		24		25
	26	Memorial Day holiday	27		28	End of 4th marking period/ last day of school for students Fifth Wednesday	29	Post planning	30	Post planning	31		

# Appendix D

TA#         
 MOU# 2  
 Date 8/2/18

# MEMORANDUM OF UNDERSTANDING

Article XV, Work Year, Section C, provides that "[i]f a full Wednesday student day is required during the weeks of standardized student testing that increases student contact time, then the workday shall mirror the traditional Monday, Tuesday, Thursday, Friday schedule for students and employees. On the following Wednesday when testing has ended, all teachers shall be permitted to leave at the end of the scheduled student day. There shall be no mandatory professional development or required administrative meetings for teachers on that Wednesday. If two Wednesdays are required back to back, teachers shall be allowed to leave at the end of the scheduled student day on the following back to back Wednesdays."

As a result of the academic calendar and the testing schedule for the 2018-19, the parties recognize that there are in insufficient number of Wednesdays after testing days scheduled for May and before the end of the contract year. Therefore, the parties agree to the following schedule for the 2018-19 school year.

Test Date	Early Release Date
May 1, 2019	April 17, 2019
May 8, 2019	April 24, 2019
May 15, 2019	May 22, 2019

This Memorandum of Understanding will expire at the end of the 2018-19 School Year.

*Leigh Blackmore*  
*Michelle Vanderley*  
*Maikel Rigoby*  
*Wendy Wing*  
*Aht C. R. A.*  
*Joe Hake*  
*Jason Duke*  
*Shereka Vester*  
*Sam Gumbert*  
*Stephen Wylka*

*W. S. Doromal*  
*M. G. Sumere*  
*Michael Marza*  
*Megan Bates*  
*Cyph*  
*Donald E. DeVito*  
*Kevin Tomello*  
*Ok Roth*  
*D. O. A.*