



PCTA/PCSB Bargaining Meeting Minutes 10-22-18

Meeting was called to order at 5:09 pm at PCTA Building, 650 Seminole Blvd. Largo FL 33770.

Kevin Smith started the meeting stating salaries were a first discussion. Kevin Smith stated that PCS had presented a salary proposal with a 2% increase a few meetings ago and asked if PCTA has a counter to PCS salary offer. Mike Gandolfo stated that PCTA did not have a counter offer as he wants to discuss terminal pay at the same time. He thanked Kevin and Dave Richmond for the information that was provided but that he had some more questions regarding terminal pay that he needs to get answers to. He also said that working conditions are more important to PCTA at this point and wanted to continue to discuss those issues first.

Kevin shared further information regarding salaries. He stated that the district would really prefer that we bifurcate the healthcare and salaries with the contract language in order to get salary increases to the teachers. The district would like to settle on salaries. As everyone knows open enrollment window opens on Wednesday and if we don't settle then the district will need to have two payroll deduction models, which the district is able to implement. However, the district feels it is important for us as a district as a whole to get salary increases to our employees before the winter holidays. Kevin further discussed the two different payroll plans and the impact this would have to the funds available for raises. With the delay there is a potential to have less available for salaries as the district will have to cover the cost of the increase in health care costs. With each payroll deduction that goes by there will be less funds available. Kevin asked if everyone understood the rationale for having separate payroll deductions in order to share with their constituents. All members indicated that they understood. Kevin again repeated the rationale for the two payroll models and what this would mean as far as available funds.

Kevin asked again if PCTA would like to settle on salaries in order for employees to receive their raises and not have two payroll models. Mike stated that at this time PCTA would not like to discuss salaries, that working conditions are more important to us right now and they want to discuss contract language first and then salaries.

Laurie Dart stated on Page 30 of the Beneflex guide, the payroll model will not be accurate and that the district will be sending out communication notifying employees of this.

PCTA distributed contract language counter proposals to PCSB's 9/5 proposals regarding several articles that have not been tentatively agreed upon.

Article 8 – Leaves of Absence – Under A.1a. Sick Leave - language was added, “as well as anyone for whom the employee is a legal guardian”. There has been discussion regarding this statement in past meetings, PCSB thought we had agreed upon adding a court appointed legal guardian. A few PCTA members stated that was too restrictive, they would like to see Power of Attorney. Laurie stated that POA's do not create a guardianship, they can be obtained very easily and can be revoked. Laurie stated she is not opposed to the language change but would like to give it some thought. B.1. - Personal Leave - PCTA proposed changing from 4 to 5 days. Laurie stated we will come back to that once we see where we get on other items. Section D - This section refers to sick leave bank and bereavement, stating parties may place and withdraw days for catastrophic illness or bereavement of any person covered by section A.1a. Laurie stated we will caucus on this.

Article 9 – PCTA Rights – Section A. PCTA suggested adding the PCTA reserves the right to hold additional meetings with prior notification and in Section E suggesting adding that the PCTA shall have the right to use the district's email system

to announce PCTA meetings. PCSB stated they understood what PCTA was requesting and would need to caucus regarding this article as they are not ready to accept.

Article 14 – Professional Development – PCTA proposed an update to Section D to change IPDP to either Deliberate Practice Plan or Professional Development Plan. Discussion was held on this and it was decided to leave “individual professional development plan” all in lowercase letters and remove “(IPDP)”. PCTA proposed to remove #1-3 under Section D and also proposed in Section E to change 2 days of Trade to 3 days. They also proposed adding a section F which states, “Any training not required to obtain or maintain an educator’s credentials shall be offered during the duty day. If the employee volunteers to participate in trainings outside of contract hours, they shall be paid at the training rate as established in Appendix B (?) or the employee shall be granted a trade day at the employee’s discretion.” It was shared that any training required shall be offered during the day. Mike shared that there has been some confusion regarding the Restorative Practice trainings this year and needs to be clarified. Laurie Dart asked the group what is their goal on this article? Mike Gandolfo stated they are not in agreement to attend training outside the work hours unless voluntary. District stated they will caucus over this article.

Article 17 – Voluntary Transfers – PCTA proposed to add language to Section 7 in regards to clarifying the selection of voluntary transfers. District agreed with the intent of Section 9, but would need further discussion. District said they understood what PCTA was proposing in the article but will need to caucus.

Article 18 – Involuntary Transfers – PCTA proposed to add to Section B.1 that all involuntary transfers shall be completed prior to the commencement of hiring employees from the outside. PCTA also proposed in Section 8 that an involuntary transferred teacher shall be recalled to the school from which they came up to the 20th student day of the next school year. Mike stated that there is already disruption that occurs with the 10 day count so this wouldn’t be an issue. PCTA also added Section 9, stating that transfers will be made in the best interests of the teachers and involuntary transfers will be placed in a position for which they are certified to accept. In regards to Section 1, Paula Texel stated each year is different as it pertains to the needs of the district in terms of filling vacancies.

Article 21 Teacher Assignments – A. Last sentence states should a staff member not receive any of their top 3 preferences, a reason shall be provided in writing prior the end of post-school. Laurie Dart states she wouldn’t be opposed to this statement but would need time to have further discussion with the district team. It was mentioned that there are times after the post-school period that changes in assignments occur, due to transfers, adding/deleting of units, etc. PCTA proposed adding to Section I that the district and union will discuss when changes in district certification requirements affect employee status. Laurie Dart asked Mike Gandolfo to explain what the PCTA is trying to accomplish. Mike Gandolfo explained the PCTA is trying to avoid placing a teacher in a position they are not certified to teach. Dr. Hinds clarified that there was a change in course assignments that affected one employee and that situation was handled individually between the district and the teacher, to the teacher’s benefit. Laurie states Article 17 takes care of some of the proposed language. District will discuss during caucus.

Article 23 - Vacancies – Both parties agreed to the language change in Section A. to add “hiring platform” and delete “Intranet, and post notice in each school” due to the move to a technology based system for posting positions.

Article 24 & 25 – Summer and Evening Programs – Paula Texel stated the district would like to discuss these two articles as one package. Mike Gandolfo stated he is not opposed to combining the articles, just that they have the same language. These articles will be addressed at an upcoming session.

Article 27 – School Schedules – PCTA proposed leaving in the definition for coaching in Section B.1.7. and proposed language adding “a confidential, non-evaluative instructional resource.” Under Section 2 -Daily Schedules, PCSB stated “Assistant” Superintendent needs to return to “Area” Superintendent and PCTA agreed. Discussion was held in regards to the reason for a secret ballot and PCTA stated it was so that people would feel safe in expressing their opinion. The district stated they understood what PCTA was proposing with their counter and will review the article when groups caucus.

Article 28 – Covering Classes – Proposed language states teachers will receive \$25.00 per hour of coverage for covering another teacher’s class, an increase from the current \$12 being offered. If the class is split, no more than 5 students will be placed in a teacher’s class who are not on planning period, and teachers will receive \$5 per hour of coverage. The district will discuss during caucus.

Article 32 – Teacher Evaluation – PCTA provided a counter proposal to what PCSB proposed on September 5, 2018. PCSB asked why PCTA had crossed off Section Definitions, Letter D “Formal Observations.” PCTA agreed that this should be left in the contract as we still conduct formal observations as a part of the Focused Model. Discussion and clarification was held on Section D – Teacher’s Remedy if Evaluation Process Not Followed. Laurie Dart stated District will discuss this and provide language back. Laurie also stated we have Lesson Plan language that we will present after groups caucus. Colleen Parker would like a list of those members of the Appraisal Advisory Committee and Paula Texel stated she will provide her with the list of members.

Article 33 – Teacher Files – Both parties agree to the language.

Article 34 – Complaints – PCTA proposed adding “and provide the employee and/or the employee’s union representative with complete copies of the complaint” to Section B. The district will discuss during caucus.

Article 36 – Teacher Contracts – PCTA proposed under Section B.1. – Employment to add “Employees who have been released by the Board from a probationary contract may apply for posted positions at other schools within the District without delay.” District had proposed removing D & E since it merely repeats the statute. The district stated they understood what PCTA was proposing but there was no agreement.

Article 37 – Discipline – PCTA proposed language regarding discipline of teachers and resignation. The district shared that they understood what PCTA was proposing and would review the article during caucus.

Article 38 – Professional Service Contract Performance Probation – The language repeats the statute. Both parties agree on the language, no changes.

Article 41 – Payroll Deductions – PCTA proposed in Section B to add that employees transferring from one school to another or who have breaks in service for less than 30 days shall be considered continuous employment and all their deductions shall continue. Discuss during caucus.

Article 42 – Use of Pre-and Post- School Planning Time – PCTA proposed under Section C. that during pre-planning that one full day and a total of 4 half days during the 7 day pre-school period shall be designated as instructional prep in the classroom and no meeting or activities will be schedule by the Administration and deleted the ending where it stated “or Association.” The District will discuss Section C during caucus.

Article 44 – Part-Time Teachers – After group discussion, proposed to change title to Job Sharing and delete Sections A, B and C. Re-letter D to A.

At this time both groups caucused.

Once groups reconvened, Paula Texel stated that PCSB agrees on three articles, Article 33, 38, and 44. Article 23 was tentatively agreed upon at the last meeting, October 2, so no further action was needed at this time. Both parties tentatively agreed upon Articles 33, 38 and Article 44, and they were signed by both parties.

Paula Texel distributed counter proposal of Article 32 and an additional Article for Lesson Plans.

Discussion was held on Article 32 – Evaluation. Mike Gandolfo asked what if anomalies don’t disappear. Laurie Dart stated we then re-visit the language at that time.

PCSB proposed adding a new article on Lesson Plans, as there is an understanding that there has been much discussion regarding this topic and it is recognized that this needs to be addressed. It was shared that it was appreciated the district has brought language to address this. Nancy Velardi stated under Section B.1. where it states that lesson plans may be required to be submitted for teachers who have taught in the district for three years or less was too long. Laurie Dart shared that a teacher with three or less years can be considered developing.

Mike Gandolfo referenced the time and stated they wanted to look these over and we can discuss at our next meeting. He will get with Paula Texel at the end of the meeting to set up another time to meet.

Meeting adjourned at 8:20 pm.