



Collaborative Bargaining Session
Pinellas County Schools
301 4th Street SW, Largo, FL



July 16, 2015 – 10 a.m.
War Room

Agenda

In attendance – Bruce Proud, Mike Gandolfo, Kevin Smith, Bill Corbett, Laurie Dart, Ron Ciranna

Dr. Corbett reviewed the agenda for any additions. Added to the agenda were:

- Letter to the School Board regarding Summer Bridge
 - Bruce Proud would like Data on salaries for salary schedule; grandfathered schedule would have more than 63% which represent 67 percent of the salaries.
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- **“IB/CAT/PCCA” Supplement and Teaching Class Instead of Planning**

Laurie Dart stated that the pending grievance suggests that we should interpret the compensation manual at 16 percent literally for IB/CAT teachers and we should piggyback on the earlier arbitration. Evidence from Ron Stone, Mary Beth Corace supporting the intent of the supplement would change the outcome and a new arbitrator would not see it the same way. The whole year should not be included in the compensation because PCTA did not file a grievance. Additionally, the literal language excludes PCCA which is not fair. To resolve the issue, the cut-off would be at the semester break forward and should include everyone (IB/CAT and PCCA) not just those two categories (IB/CAT). This was agreed to as reasonable.

In order to receive the supplement beginning in 2015/2016 – a minimum of 80 hours of activities per semester would be required. Board members questioned what the teachers were doing to receive the additional compensation.

Discussion regarding if there were any schools other than the IB schools who are doing the three-day cycle. It was stated that only the IB schools were on that cycle. Bruce asked how would we be logging this time?

Mike Gandolfo stated he believed the supplement was provided because of the level of rigor required for IB classes; a planning tool which takes an IB teacher a lot longer and is more extensive for their planning.

It was related to a period of coaching instead of planning. It was never intended that if you were an IB teacher your level of planning is not more than an AP or regular teacher.

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The teachers would be provided a list of activities that would count on the coaching log to the supplement.

The coaching log was conceptually accepted.

- **Evaluation Appeal Process**

It was discussed that we can't automatically renew an annual contract. PCTA requested that we provide the employee some level of appeal to defend themselves. Laurie Dart stated that by law a probationary contract teacher can quit or be terminated; we can't circumvent that.

PCTA stated that probationary contract teachers should be treated the same as annual contract teachers who complete the probationary year and then a decision is made to not renew them; both types of contracts should also have a right to appeal.

If their evaluation says they are effective or highly effective and non-renewed – they have the right to appeal. They ask why are you not offering me an annual contract and they are not provided an answer? Let them bring their point of view to an appeal.

It was stated that the process is evolving and is still being renewed/reviewed. Inserting cause in a renewal is not something that we can put in. We are ensuring that the principal articulate the reason. PCTA stated that the teachers need the opportunity to defend themselves.

It was suggested that language be added for both the probationary and annual contract that states the principal will articulate the reason for the non-renewal at the time of the appeal.

After we are closer to the language we will take back to big group.

PCTA doesn't want to see that the employee is being told the last day of work that they aren't being renewed. A big concern in non-renewal is the first strike and then you get a second strike you can't work here. If you aren't giving them a reason – how can you hold it against them if you don't give them a reason?

PCTA would like to remove the letter of non-renewal and if you have been non-renewed two times, then code the individual that the principal must contact Human Resources before hiring. District suggested the employee may need to have a break in service and work in another district or at a charter or private school and after having great service at that location for one year, could be considered before being rehired as a probationary contract.

Bruce Proud state that the evaluation process is changing and there are several conflicts in language that will need to be cleared up. What happens when individuals are hired after the beginning of the year?

Discussion took place about the evaluation and the grieve-ability of it. The evaluation is tied to increase for the following year. After the end of the year, you can't go back and grieve the evaluation. PCTA needs to develop more trust in the appeal process. Define the reasons for

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grievance with timelines and remedies. Bruce Proud agreed to put a list together of the different reasons for grievances and a possible timeline for review and draft language.

- Other
 - Summer Bridge –

Discussed the letter written to the School Board Members from Mike Gandolfo regarding the Summer Bridge Teachers being paid a stipend for training on June 15, 2015, instead of their base rate. Concern that Mr. Gandolfo sent the letter and did not contact Mr. Ciranna to discuss the concern and possible resolution prior to contacting the Board Members or provide him a copy of the letter. Mr. Gandolfo is not following protocol by contacting Mr. Ciranna as the chief negotiator for the unions when there are issues, but going directly to the Board Members. Mr. Gandolfo stated that he deliberately contacted the Board Members instead of contacting Mr. Ciranna. Mr. Gandolfo stated that he didn't like the way Mr. Ciranna communicated with his member. Mr. Ciranna stated that the member is also our teacher and we can communicate with them when they contact us. Mr. Ciranna stated that when he received the email from the teacher, he verified the rate paid for both this year and last and was told that the teachers were to receive a stipend this year, just as they did last year. After confirming he responded to the teacher with the information and asked that if she had documentation that indicated she was paid a different rate that she could provide, then he would research further to ensure she was paid correctly. He has received nothing from the teacher as requested.

In regards to the pay on June 15, Kevin Smith will recheck with payroll to verify the rate information and determine if the teachers were paid their base rate or a stipend for training on the first day last year. If they were paid their base rate, we will provide the teachers with the difference they were not paid this year.

Dr. Corbett shared that in order to be able to work collaboratively, both parties need to work together and not undermine the process. There has to be trust with both parties in order to move on. Mr. Gandolfo needs to bring issues through the proper channels for resolution.

The next step will be to meet with small group after Laurie Dart drafts the IB/CAT/PCCA language and the language regarding the evaluations appeal process.