

# **BARGAINING MEETINGS MINUTES, 2011 to PRESENT**

**INSTRUCTIONAL EMPLOYEES  
BARGAINING LEADERSHIP TEAM  
(INST BLT)**

**THE SCHOOL BOARD OF OSCEOLA COUNTY, FLORIDA (OCSB)**

**AND**

**THE OSCEOLA COUNTY EDUCATION ASSOCIATION (OCEA)**



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# Bargaining Leadership Meeting

Thursday, September 9, 2010



Present: Tom McKenna, Mark Munas, Tony Donato, Randy Shuttera, Karen Pruitt, Desiree Senter, Rene Clayton, Apryle Jackson, Michelle Vanderley, Nadia Winston, Mike Allen, Bill Collins, Stuart Singer, Edna LaCount, Nelson Placa, Sandy Rushlow, Kathy Donato, Randy Shuttera, and Matthew Phillips.

GUESTS: Lisa Overton (ESE), Daryla Bungo (SS), Steve Fisher (FEA), Sue Putman (FMCS).

Meeting began at 4:15 p.m.

Mission Statement: Edna LaCount

Philosophy: Nelson Placa

Rationale: Michael Allen

Salary and Fringes: Michelle Vanderley

BLT Goals: Apryle Jackson

Time Keeper- Tom McKenna

Speaking Order- Michelle Vanderley

## Notification of Student Arrests

## Daryla Bungo

Daryla Bungo passed out handouts on the notification of student arrests policy and the legislative changes for 2010-11. The change in the law was about notification of school transportation personnel. She gave copies of sample letters. She said they were reviewed by legal and discussed each of them. She said depending on the charge, the law addresses the notification differently. The notification is done to those that "need to know." She said often felony charges are pled down to a misdemeanor. She said the letter for ESE is worded differently since the law does not allow for the expulsion of ESE students.

**Tony:** Shared a concern that teachers working in the afterschool program notification. He said he wanted clarification on who was notified. Ms. Bungo said that was part of the administrative track (responsibility).

**Sandy:** Asked about ESE students not being expelled. Daryla said not for Gifted Student.

**Tony:** Asked about notification for acts which were only delinquent acts.

**Michelle:** Said at FEA training, they were told that within 48 hours of the notification will notify teachers and employees with direct supervision of students.

**Daryla:** She said we have someone in the courts and we notify immediately.

**Apryle:** Asked about out of district arrests.

**Daryla:** Said it is verified by Dale Wheeler.

# Bargaining Leadership Meeting

Thursday, September 9, 2010



**Michelle:** Are employees given the mandatory training on the notification procedure.

**Daryla:** It is provided through workshops – there is a workshop tomorrow as a matter of fact, Anatomy of Expulsion

**Tony:** Said maybe on the inservice day, Student Services could offer a workshop

**Daryla:** Said she would go back and tomorrow work on providing an inservice on the inservice day, but told everyone was invited to the workshop tomorrow.

## Restraint/Seclusion Notification

## Lisa Overton ESE

Lisa Overton from the ESE Department gave an overview of the changes in the Restraint/Seclusion Notification laws. She distributed handouts including the text of the law. She gave an overview of all of the aspects of the law including limitations on restraint, locations for seclusion, the prohibition to block a student's exit, and approved rooms/locations for seclusion of students. She also discussed the required reporting procedures and timelines for the reporting. She also talked about the need to have a student who had been restrained examined by health personnel at the school. She also discussed CPI training. It's a two day initial training with a refresher every year to maintain the certification.

**Tony:** Does this only apply to students with disability? How about a fight?

**Lisa:** The state is working on fight situations and handcuffs by law enforcement.

**Kathy:** Is it considered seclusion if staff blocks the door.

**Lisa:** Yes. She differentiated with timeouts.

**Kathy:** What about parent notification. What if we can't contact them?

**Lisa:** Email or it may be necessary to drive to the student's house.

**Michelle:** Have you reviewed the new timeout rules? As part of the training we got from The State we got guidelines.

**Lisa:** There is not a TAP paper on timeout yet from DOE.

## Discounts for Teachers – Extended Day

## Apryle

Apryle asked if the District could provide discounts to teachers whose children are enrolled in extended day programs. It would be a perk. She talked to someone at Extended Day to see if it would work. She suggested a 10% discount. She gave a list of possible discounts.



# Bargaining Leadership Meeting

Thursday, September 9, 2010



**Bill:** She does her own calculations. I can't really comment unless he saw the figures.

**Stuart:** Said it is a fee based program and if we lower the cost for some we would have to raise the cost.

Discussion: Several schools offer Wednesday only care for teachers as a perk.

## Transfer Subcommittee Report

**Michelle/Stuart**

Michelle brought up the concern about the transfer of teachers at the beginning of the year and giving the teacher time to move their belongings. She said she didn't think they have ever met, and the last time they met was February 11, 2010. It was stated that if you had a problem go see Debra Pace. Michelle said she would like to see us form a subcommittee.

**Mark:** I will email the names of the committee members to Stuart and Michelle. There is already a Transfer Subcommittee. He said that he wasn't on the committee and it would be up to Michelle and Stuart to schedule a meeting with the committee members.

**Michelle;** Said the problem keeps occurring.

**Nadia:** I think the last time it was discussed, it sounded like a situational thing. Michelle said it happens because of changes in FTE.

**Apryle:** Said she had a case at OHS where the teacher was told at 3:15. She said she had to teach the class the next day.

## Class Size and Co-Teaching

**Sandy**

Sandy brought up a concern about class sizes and co-teaching. I had a concern brought to my attention that a grade level had reached the level to add another teacher and the decision was made to move a teacher up from another

**Mark:** Explained the formula for co-teaching.

**Tony:** Asked question about the size classrooms vs. class size of the students. He asked if someone could comment on it.

**Nadia:** We put the teachers in larger rooms to accommodate the numbers.

**Tony:** Do we see this as a problem.

**Sandy:** This person came to me in tears.

**Michelle:** I would say that is an impact on working conditions. We probably need to look at it as a bargaining team and see if language needs to address this.

# Bargaining Leadership Meeting

Thursday, September 9, 2010



**Rene:** Co-Teaching is a relatively new experience and we are having to be creative so we are not penalized.

**Stuart:** I don't think contract language doesn't need to respond to individual situations. We have language which addresses transfers. I think the language is already there. Tabled for a future meeting. Michelle will research.

## Bonuses for Correct II Schools

**Apryle/Mark/Bill**

Apryle asked about the bonuses that are supposed to be paid under the Differentiated Accountability Incentive Program.

**Bill:** Addressed the actual language and explained it. There are four schools that fall into that category and we have identified 26 people.

**Edna:** My concern was that the data in ODMS was wrong. Mark said he addresses data quality.

**Bill:** The next piece of the DA plan will be the transfer incentive in April.

**Apryle:** What about the block schedule. Mark said it was already addressed.

## Salary Discussion

**Tony/Mark**

Tony discussed the Associations counter proposal. He said that OCTA made a counter proposal that asked for two steps plus \$1000 at the steps at the top. Kathy said she has done an analysis and that based upon her analysis this proposal is valid. She said Wayne Blanton said to the School Board's Association that we shouldn't be looking at things in the future. There is enough money to do this now and worry about that later. She said she felt it was a valid proposal.

Bill: Passed out a handout: Bill shared what has happened over the last 3 years. He said the cost of the step was 1.28% in 2008-09. Over the three years, it would have been 3.84. He shared that over the three years, the decrease in student funding has been 3.71%. He outlined how much was actually paid over the last three years in salary and benefits:

2008-09	0%
2008-09	2.19% insurance
2009-10	1.69% on the schedule
2010-11	.92% Retirement
2010-11	2.0% District's Counter Proposal
Total	6.08%

**Sandy:** What are the actual dollar figures? Bill responded:

## Bargaining Leadership Meeting

Thursday, September 9, 2010



Sandy: Asked how the jobs bill money is being proposed to be used.

### Next Meeting(s)

-October 14, 2010 4:15-5:45 p.m.

-Professional Development and Standards

*Agenda Items:*

*ODMS*

*Transfer Subcommittee*

*Salary Discussion*

*Race to the Top Update from Tom Phelps*

**Pluses/Deltas:**

**Guests, Presentations, The minister in Gainesville is not burning the Koran.**

**Meeting adjourned at 6:00 p.m.**



## **Bargaining Leadership Team Meeting**

Thursday, October 14, 2010

Present: Tom McKenna, Mark Munas, Rene Clayton, Nadia Winston, Apryle Jackson, Bill Collins, Tony Donato, Desiree Senter, Matthew Phillips, Nelson Placa, Michelle Vanderley, Stuart Singer, Randy Shuttera, Karen Pruitt, Sandra Rushlow, Kathy Donato.

GUESTS: Susan Putman, Debra Pace

### **Meeting began at 4:15p.m.**

The Mission Statement: Mark Munas

Philosophy: Michelle Vanderley

Rationale: Nadia Winston

Salary and Fringes Philosophy: Bill Collins

Goals by: Kathy Donato

- Time Keeper- Desiree Senter
- Speaking Order- Tom McKenna

### **Ghost Teachers/Ghost Classes**

**Kathy/Debra Pace**

There was a question about Gateway High School. A couple weeks ago, it was reported that a co-teach situation that was not built correctly. Ms. Pace assured that this situation was resolved. With class size you have some situations, but teachers volunteer and get paid for it. Another concern was if any support personnel were called to cover classes, but Kathy mentioned that this is not an issue this year. It was also mentioned that a Dean at Liberty was asked to do ESOL compliance. It was made clear that whoever has that background can be at the meetings.

### **Early Retirement Buy-Out**

**Bill/Jim Foos**

Status: Pasco County was contacted and they had developed 27 thousand dollars for early retirement, but they were not able to negotiate with the union. Bill mentions some steps that would need to be taken for this process, like solicit data to check pay scales and get an estimate and an attorney to review our current retirement plan.

- **Bill:** "It is going to be a difficult process, but we started already."

Tony had a question on what would happen to a person that was in DROP, but it was mentioned that there is no specifics. Sandy asked if this would be finished by the end of this year and Bill responded that it should be during this year sometime.

**Tony:** "If you offer buy out you need someone with less experience to save money."



## **Bargaining Leadership Team Meeting**

Thursday, October 14, 2010

Mark said that one of the reasons that the district went to an average salary calculation in school budgets was to avoid choosing a teacher based upon cost. This was a safeguard that hiring decisions were based upon the best possible candidate not on the salary of the candidate.

### **Employment Administration Handbook**

**Michelle/Stuart**

- Michelle reads section 15
- "There is no restatement of the practice of the district. When it was revised, that section was the old one, a continuation. I would not have a problem to place it in the contract."

**Mark:** "Will work together, draft something and check location." We'll bring it back for the next meeting. Stuart agreed.

**Michelle:** "Under general guideline last sentence of the first section, my concern is language, contract is signed and it should be in the contract not a manual."

- 90% percent talks about non instructional
- "We can talk about it."

### **After School Tutoring MOU**

**Kathy**

Apryle mentioned that this was not ratified and lots of calls were received on why it was signed if they did not vote for it.

- Apryle: "I need written documentation."

A copy of the signed agreement was distributed to the members of the committee.

### **ODMS Questions/Concerns**

**Apryle/Mark**

Some people had concerns about how learning gains were calculated.

**Mark:** "In order to be counted for learning gains, the formula used the logic from the state model. Beginning with the calculation at the DA schools, the child has to be present for both count weeks. That is the way the state calculates learning gains for school grades."

**Kathy:** "Is it possible to get a list of things that I can have access to? So that way I can answer question. Dates of when things need to be completed."

- Mark immediately sent a request to Research and Accountability on his Blackberry for Kathy and she will probably get what she needs tomorrow.

**Apryle:** "Four by four, how do we show learning gains?"

**Mark:** "We pull out the people and that data will stand alone. We don't have to do it this year since the schools involved in four by four are not part of the DA model. Since no schools qualified, modifying the current formula was not necessary. In the future it may be."

**Michelle:** "What bargaining implication does ODMS has?"

- Assessments (involuntary transfer)

**Matt:** "ODMS is the tool that we calculate learning gains. It is just a tool and there can be different ways to do it."

- Further Discussions

### **Insurance Coverage for Domestic Partners**

**Tony**

They have not met yet, so there is no report.



## Bargaining Leadership Team Meeting

Thursday, October 14, 2010

### First Class Access for Retirees

Tony

This occupies too much space in the server. Retiree will not have access to First Class and it will cost 5 dollars per person if they do. Kathy had a concern about people who are in leave of absence and Mark responded that he believes those who are on unpaid leave of absence will not have access to their first class.

- Kathy will discuss further with Stuart.

**Stuart:** "Is designed for business."

Further discussion

### Salary Discussion

Tony/Bill

**Bill** – shared the most recent salary proposal from the District. The proposal included \$500 at the top.

- OCTA maintained their original proposal that called for 2 steps, a thousand dollars at the top and the same percentage raise for ESPs. Mark said we couldn't bargain for ESPs at this meeting – those negotiations were separate.

**Kathy:** "After listening we were at shocked with the fund balance; we still have increase in the fund balance. 24 million dollars and it is sad that we are holding back on salary."

- Further discussion
- There was a regional meeting for the central Florida region and it was mentioned that some counties have been getting their steps all along. It was suggested to bring comparison and data for the next meeting.

**Mark:** "We want to work towards a solution. I think we have come very close to getting what you have asked for. I don't want you to have any surprises from me."

**Apryle:** "We have a lot of frustrated teacher who are at the top of the scale."

- Desiree mentioned the teachers come tomorrow and will see the impact with the new insurance. "We really need the money and it was put there by the government."

**Stuart:** "I understand the pain many people feel. We have an obligation and is not just to the teachers, is an obligation to run the schools. Every one has to understand the district has a pain too, to keep people working; trying to stay afloat in an increasing city."

**Apryle:** "10.8 million and I know we need it and all we are asking is another 500 for the top."

**Michelle:** "It is a tough economy and it is not going to get better, I agree with Bill, but we have to do something for them."



## Bargaining Leadership Team Meeting

Thursday, October 14, 2010

**Mark:** "We are making a leap of faith if we don't consider the projected financial picture. We have offered 7 or 8 counter proposals, yet you have yet to move from your original proposal. That isn't negotiations. It's give and take. "

### @ 5:13 pm the OCTA Team stepped out

The OCTA team came back into the room and Tony mentioned that they have decided to modify their salary request as follows:

- Two steps
- \$750 at the top
- The same percentage raise for ESP union
- Elimination of the language on satisfactory performance for PSS employees in the Administrative Salary Handbook.

If an ESP has the experience, but does not perform well, they will not get anything if they have an unsatisfactory assessment. **Michelle:** "I hope that the language will be eliminated."

**Mark:** "We can't negotiate here for the ESPs – that's a separate negotiation and we have scheduled that. We will take your proposal to the superintendent; Bill and I will work together."

**Apryle:** "Next year consider the people at the very top. They feel as they are not being appreciated."

**Kathy:** "The work load has increased and some teachers just want to be in their classroom and teach."

### Next Meeting(s):

- November 18, 2010 4:15-5:45
- OCTA
- Agenda items

### Pluses/Deltas

Plus-Matt's participation was appreciated  
Plus-Good decorations

**Tony**

ADJOURN @ 5:30 pm



## Bargaining Leadership Meeting

Thursday, January 13, 2011

Present: Tony Donato, Kathy Donato, Mark Munas, Mark Hunt, Michelle Vanderley, Tom McKenna, Apryle Jackson, Mike Allen, Bill Collins, Nadia Winston, Rene Clayton, Randy Shuttera, Desire Senter, Edna LaCount, Karen Pruitt, Stuart Singer, Nelson Placa, Sandy Rushlow.

GUEST: None

### Meeting began at 4:15 p.m.

Mission Statement- Michelle Vanderley

Philosophy- Kathy Donato

Rationale- Mark Hunt

Salary and Fringes Philosophy- Mike Allen

Goals- Randy Shuttera

- Time Keeper- Tom McKenna
- Speaking Order- Mike Allen

### Unsatisfactory Evaluations

**Tony/Mark**

**Mark:** "I made a good effort of taking care of your request and I want to make sure we work on it." Mark took the language Michelle used and made some changes:

- Took out PSCC and left teacher
- Added the salary schedule
- Explained what frozen means
  - They compared with the one they took from Orange County.
- #3 eliminated that step one; we do not have an associate superintendent and we don't have an assistant superintendent to do observations all the time.
- Mark proceeds stating more changes.

Tony had a couple of concerns about leaving out the word **overall** and that state statute only addresses this one as less than unsatisfactory.

**Desiree-** "When I read, you get PIP after the evaluation not before."

**Michelle-** Usually when administrators notice a deficiency they should be notifying the teacher. We had a problem with that last year.

**Mark-** "We actually changed that, now we make it optional. You may develop a PIP without having done an assessment"

Tony mentions that the sticking point is people are not given enough time/notice that they have a deficiency to work on. "I thought the assessment committee was meeting, is this something they would have to work on?"





## Bargaining Leadership Meeting

Thursday, January 13, 2011

Kathy mentions how someone will get a good evaluation and then all of a sudden they had an unsatisfactory and will not know until the 2<sup>nd</sup> assessment. "That has happened a couple of times; no notification."

- Further discussion

**Stuart:** "Everybody's thought is consistent that an employee has the right to know; a matter we stand by; it's already in the contract and we have lived it."

- Stuart gives an example.

**Rene:** "It takes a lot to be a needs improvement and unsatisfactory in a principal's point of view."

- Mark states that right now we should deal with what we have at this moment.
- Stuart starts to read section 10.12.22-1C2
- Further discussion

**Tony:** "I think we need to table this, if this is not going to take effect until July 1<sup>st</sup>, let's wait and see what the legislative states."

**Mark:** "Resolution-We can agree to put in those five indicators."

**Desiree:** "Cross out association."

**Tony:** "I rather not vote on this yet, we will meet in February; Michelle and Mark can get together and develop some language and our BLT will meet and do a fist to five."

**Apryle:** "Before we agree I would like a clean copy."

**Sandy:** "This is the first time, so I think we should meet."

**Mike:** "I feel strongly that the fifth indicator is a good thing."

**Mark:** "I would like some closure on this today."

**Mark:** "We will revisit the language, if identified overall unsatisfactory exist."

- On #5 delete the word association.
- Apryle will type and print
- The BLT looks at the revision Apryle printed out.
- Stuart gave a good suggestion to change a sentence.

**@ 5:38 p.m. Fist to Five to TA language**

- Mark and Tony will do the signing of the MOU



## Bargaining Leadership Meeting

Thursday, January 13, 2011

### Article 6.11 – Teacher Workdays Michelle

This article was discussed for clarification purposes, because of a question posted to Michelle. The article states teachers are not required to attend any workshop, in-service, or other meetings on days that are designated “teacher planning/pupil holiday.” The contract states it as a designated teacher planning, but on the calendar it states teacher workday and this alone may cause some confusion to teachers.

**Tony:** “We have to be consistent.”

**Mark:** “I don’t have a problem making that change.”

- It was clarified that principals can schedule training on these days, but with the exception of what may have been agreed concerning DA schools, the training must be optional.
- Kathy stated that they don’t say it is mandated, but there are some administrators who show signs of intimidation and bullying. This is a big concern for her.

**Mark:** “When you have situations like that I will fix it. Send me the language that is offensive and I’ll take care of it.”

Stuart mentions how he feels that it is unnecessary to talk about individual complaints at the bargaining meetings since we are not writing the contract because of one incident. That if we have a difficult situation in our hands we should talk to Mark Munas directly.

**Tony:** “She brings up those cases because we become frustrated when we don’t see anything happen to the same principals.”

**Kathy:** “For the last year, I have asked for the principals and building reps to meet and interpret the contract and it never happens. It is very frustrating because some don’t want to and this is the only place I can talk about it.”

**Mark:** “If you want to bring it up to the superintendent, you meet with him regularly. I think history shows that when you call me with a concern, I address it immediately”

**Kathy:** “I want a date set.”

### Article 15.12 – Off Street Parking Apryle

It was suggested to change the language.

- Teachers are not required to pay to park on their campus.
- Tony mentions how this language was when we had the oldest school in Osceola; there was no parking at all.

**Tony:** “I don’t see anything wrong with the language.”

- Apryle gives an example of a teacher from Gateway H.S. in a difficult situation.

**Mark:** “Because of construction they had to wipe out the tennis court; Parking was adjusted because of construction, but that’s not a permanent issue. Let me walk the property tomorrow.”

**Mark Hunt:** “It is not necessary to change the language when this incident was well after the workday and she could have parked her car closer.”

- Kathy suggested asking the principal to talk to the staff first.



# Bargaining Leadership Meeting

Thursday, January 13, 2011

## Transfers/Movement of Teachers

Michelle/Stuart

It was discussed in this section to come up with proposed language.

- The principal had to have a discussion with the teacher.
- Before that fact, there should be a conversation.
- It was asked for just a draft to be added at this point.
- Handout was passed out.
- Apryle gives an example of how teachers come during vacation time to change classes.
- "You teach today, tomorrow you have a new classroom, be ready to go."

**Nadia:** "There are situational factors when considering this sometimes."

- The team looks at the proposed language.

**Stuart:** "This is different from what we talked about; we talked about moving stuff, stuff in new room or school; to me it is a whole new world when you add orientation and preparation."

Mark suggested adding the word relocation and strike out orientation and preparation.

- "That's as simple as we can get in order to be consistent."

Michelle suggested that we should have a chance to gather data, bring the facts and then present them. Kathy replied that they are getting the planning committee and this is something that can be brought to the table.

**Tony:** "What we are negotiating is the contract for the next school year."

- Once we TA this is going to be in effect.
- Tony was concerned that we TA things that will take effect right away, he feels more comfortable with a MOU.

**Tony:** "You would need administrators in the subcommittee; there are people out there that don't care about the contract showing an attitude of *it's my way or the highway* and that goes back to the frustration, because we don't have anything being done about it."

**Rene:** "I have no problem; those individuals will be covered reasonably."

**Mark:** "Take some of the people from the BLT and select teachers and administrators to talk about the problem."

- It was suggested to create a new committee with the people dealing with these issues.

## Article 5.18 – Substitutes

Kathy/Mark

Mark and Kathy discussed this article and they know that there is a problem with article 5.18.

- It has to be cleaned up

Kathy mentioned that there are situations in which Principals, when they do not have enough money they auto split. It was also mentioned the one school grade auto splits every time to do professional development.

- The language needs to work so that it is equitable for everybody.



## Bargaining Leadership Meeting

Thursday, January 13, 2011

**Mark:** "The original language is very old."

There were some concerns in which teachers were told not to call the system without calling the principal first or not to call the system because their colleague will cover their class.

**Michelle:** "The principals clearly don't understand that if they do not have enough for substitutes, that the district will help provide?" "I don't understand why it's happening."

**Tony:** "Why doesn't the district keep the sub money and handle it, this way administrators won't have to worry about it?"

- **Bill:** "There is money for long term subs."
- **Rene:** "It's really individually based."

Mark responded to Tony's question by stating that if the money is invisible to the principals, they would not know what is there and depend that the district has money all the time. This would cause the budget for substitutes to be abused and not managed correctly.

- Mark mentions that 2.9 million dollars would be required to cover substitutes based upon absences in past years data. The district just doesn't have that kind of money. That restricts the pot for salary dollars.

**Tony:** "You need to find money somewhere else, you need subs."

**Michelle:** "This pot of money, it cannot be used for sick or personal time; this pot of money gets pressured because of the professional development demand."

**Kathy:** "Something has to be done, bottom line is the students, education is being interrupted and the bottom line is we are here for the children." "What kind of quality education is being given to our students?" "That bothers me."

- Apryle mentions how auto split can be a nightmare in a high school level compared to an elementary.
- Further discussion

**Mark:** "Get a group of people to get together and come up with some direction, in this case there is no direction; we really need to work on that; that is going to be more and more of an issue as times get worst."

**@ 6:11p.m. Fist to Five for sub committee**

### Next meeting(s)

- February 10, 2011
- Professional Development
- Agenda items

**Tony/Mark**

### Pluses/Deltas:

**Tony**

Delta- "I would like the decorations down for the next meeting."

**ADJOURN @ 6:12 p.m.**

# Bargaining Leadership Meeting

Thursday, July 21, 2011



Present: Apryle Jackson, Michelle Vanderley, Rene Clayton, Nelson Placa, Tom McKenna, Matthew Phillips, Michael Allen, Karen Pruitt, Sandy Rushlow, Tony Donato, Stuart Singer, Mark Munas, Bill Collins

Guest: Cecille Diez, Lissette Brizendine, Lissa Gonzalez, Lare Allen

**Meeting began at 3:03 p.m.**

Mission Statement- Nelson Placa

Philosophy- Tom McKenna

Rationale- Rene Clayton

Salary and Fringes Philosophy- Michelle Vanderley

Goals- Apryle Jackson

- Time Keeper-Tom McKenna
- Speaking Order- Sandy Rushlow

\*Mr. Lare Allen was introduced to the BLT team.

## **Introduce New District Co-Chief Negotiator**

**Mark**

Tony introduces Lissette Brizendine and her secretary Lissa Gonzalez to the BLT team.

## **Teacher Observation/Evaluation**

**Dr. Cecille Diez/Kathy**

Cecille passes materials that were used as a reference point in which the subcommittee worked on for Race to the Top. She explains there were documents that were required to be sent to the state to meet the requirements between our state and federal standards.

- The checklist for MOU and companion document that elaborates more on the items.
- Members review the MOU handout
- There were a few questions and further discussion

Teachers will have a teacher account to access information and articles on the 60 elements. It also provides teaching scenarios. As they review, Cecille explains how the new provisions will be implemented for the teachers this school year.

- “We are working on pinning down time frame and introducing things gradually.”

There were concerns about training the teachers and the effect it will have on their time in preparing for the school year. It was explained that Administrators were sent an email on time frame.

- We have to give teachers two days to work on their rooms.
- Further discussions

**Karen:** “How were the 100 teachers selected; what were the criterias used?”



## Bargaining Leadership Meeting

Thursday, July 21, 2011

**Cecille:** "I sent out an email with an interest form. They had to write a statement of their interest, so that I can get an idea if they had any adult training experience. Those who sent their interest letter, statement, evaluations, I would use data as a tie breaker."

Michelle stated to use ODMS to show AYP for future elections and stated her two concerns.

- 1<sup>st</sup> concern-What criteria were used in selecting the 100s
- 2<sup>nd</sup> concern- page 3, is this putting them in an PIP?

**Cecille:** "No, improvement can still be issued, perhaps if no growth is shown. This would be only in the conversation level."

- Lare states that his concern is the same as Michelle's. Rene responds that is all about coming to a consensus to work on focus area.
- **Cecille:** "We are focusing on Domain 1 this year."
  - Mark explains that the Marzano time frame was very crazy.

**Mark:** "Maybe in a later meeting, we would be happy to have people come and write down criteria and state this is what we are going to do."

Michelle's concerns are that state data will come after the teacher is gone for the school year to show if the teacher is highly qualified or not. If not highly qualified, teacher can be transferred.

Mark states that 10.12.34- Student Success, the contract language covers the language on teacher transfers. Tony also pointed out to look under this article because it might answer many of the questions in concern to this.

- Members took the time to read, review, and discuss the MOU.
  - Everyone asked questions and gave their suggestions.
- Apryle passes a document in reference to assessments.
  - Combined the best of both.
  - Suggested a subcommittee to see what things we can live with.

**Tony:** "We can introduce those who are not familiar with the model and those who are not in the subcommittee."

- It was suggested to have another meeting before the August 11<sup>th</sup> BLT meeting.
- Cecille offered to come and make presentations on Marzano if they liked.

\*Budget hearing is next Tuesday night. Documents are on our website. Student funding down 10% and plan on spending 20 million more than we have taken in.

**Forecast:** Our fund balance will be gone in 3 years.

Unreserved fund balance: 50 million

- August 1<sup>st</sup> for subcommittee meeting.

**Next meeting (s)**

-August 11<sup>th</sup> at 4pm

**Tony/Mark**

## **Bargaining Leadership Meeting**

**Thursday, July 21, 2011**

-OCEA

-Recommendations for Agenda/Discussion items



**Pluses/Deltas**

**Tony**

**ADJOURN @ 4:37 p.m.**

# Bargaining Leadership Meeting

Thursday, August 11, 2011



Present: Edna LaCount, Sandy Rushlow, Desiree Senter, Lissette Brizendine, Tony Donato, Lare Allen, Mike Allen, Tammy Otterson, Michelle Vanderley, Karen Pruitt, Apryle Jackson, Matthew Phillips, Bill Collins, John Michaud, Mark Munas, Nadia Winston, Tom McKenna, Randy Shuttera

Guest: Cecille Diez

## Meeting began at 4:07 p.m.

Mission Statement- Mark Munas

Philosophy- Bill Collins

Rationale- Tammy Otterson

Salary and Fringes Philosophy- Nadia Winston

Goals- Tom McKenna

- Time Keeper- Tom McKenna
- Speaking Order- Michelle Vanderley
  - Lissette introduced Tammy Otterson, Osceola Co. Schools Chief Human Resources Officer to the BLT team.
  - Apryle introduced John Michaud, Highlands Elementary School Teacher to the BLT team.
  - Mark suggested that all new BLT members share a little about themselves.

## Teacher Observation/Evaluation MOU

Apryle/Lissette

The MOU document was projected on a screen and revised as suggestions were made. This is a revision that was done collaboratively with some of the members of the team. Tony apologizes for not making the changes on the MOU. Team members note the changes that need to be made and Mark mentions that in the Marzano orientation there will be two live webinars in which it should still allow for teacher planning.

There was further discussion in regards to a conflict with the webinar and the teachers two days of preparing their classrooms in the Middle School level, due to open house. There were questions on how the MOU for the Marzano evaluation system is linked to Race to the Top. Mark clarifies that the MOU is based on statutes and parallel with Race to the Top.

**Lissette:** "Because the training is so complex, we felt that during pre-planning would be the best time to share this information."

- She goes to explain a little bit on how the decision was made.

**Mark:** "We ask the principals to do it on the 16<sup>th</sup> so everyone will be on the same page. We are not going to mandate anything that will hurt the employee."

- Mark apologizes for the communication issues.





## Bargaining Leadership Meeting

Thursday, August 11, 2011

**Tony:** explains that the main issue is the effect this will have on planning time for the teachers to prepare their classrooms. He mentions there is no issue with the full day training. It is more with the date frame.

**Cecille:** "In the agenda the "meat" is in the morning, the recorded webinar, and a walkthrough of the framework itself. The afternoon gives the teachers the opportunity to go to the video clips, giving them an experience of what the administrator will do when they go to a classroom. That would be valuable for the teachers on how the administrator will score".

- Matthew gives some positive feedback on the training.
- Cecille mentions if you have not done so, to go to your First Class mail and Mr. John Boyd put some information/link to view the ASCD Art and Science handbook. She announced the new First Class group "Marzano Evaluation System" additionally links LSI information, ebook, handbooks, documents and other information.

In reference to page 2 paragraph 2, Apryle mentions that we do not have anywhere in the contract an appeal process. She suggested changing this statement. Mark suggested instead of process of appeals, process of administrative review.

**Michelle:** "Get rid of the whole section."

**Michelle:** "I was advised that it would be detrimental to us as an association. You put a stumbling block."

- Michelle explains how it limits to pursue violation of a process.
- Mark talks about a new data implementation that will be coming soon and how in February it will be going state wide.
- Further discussion on the MOU.
- The team members go page by page on the MOU and make the necessary changes.
  - The team discusses the 45 days.

**1<sup>st</sup> Fist to Five at 5:40 p.m. on MOU change pg2, bullet 3**

**2<sup>nd</sup> Fist to Five at 5:54 p.m. on the language**

### Moving Rooms

### Apryle/Mark

Mark notes to everyone that enrollment is not what we have projected this school year. Michelle and Mark present language in concern to reassigning teachers. A handout was distributed, which indicates when a change occurs, whoever is the administrator will sit down with the teacher and discuss the impact of such changes. Michelle goes over the factors that should be considered when determining impact, shown on the handout.

**Mike:** "I think this is excellent language".

- Further discussion
- Michelle asked the team if it's everyone's understanding, that the principal will do what is reasonable.



## Bargaining Leadership Meeting

Thursday, August 11, 2011

- Mark mentioned he will send a copy of this to the school administrators and ask to practice this now even though it is not on the contract yet.
- Mark announces a new upcoming match data w/ DOE and FTE teacher. It is a student data link delivered by FDOE to view a history of a Teacher's students to be opened in February 2012.

### Faculty Handbook – Personal Leave

Apryle/Mark

Next meeting

### Budget Update

Bill

Next meeting

This section will have to be discussed at the next meeting.

- Tony asked for a matrix to send to everyone.

### Duty Free Lunch

Tony

Next meeting

### Next Meeting(s)

Tony/Mark

-OCEA at 4:15 p.m., Thursday, August 25th

Agenda:

-Duty Free Lunch

-Finalizing Moving Rooms teacher language

-Matrix Budget update

-Faculty Handbook

-SINI Schools MOU

Suggested topic (M. Munas)- VAM (Value Added Model): Referred to presentation by DOE

### Pluses/Deltas

Tony

Plus- Apryle gives thank you for changing the location to meet for tonight.

Plus-Thank you OCEA for the donuts sent to the schools.

Delta- It has been a while since we shared the BLT minutes.

**ADJOURN @ 6:12 p.m.**

# Bargaining Leadership Team Meeting

Thursday, August 25, 2011



## Members Present

Location: OCEA

Lare Allen, Michael Allen, Dr. Lissette Brizendine, Renée Clayton, Bill Collins, Tony Donato, Lissa Gonzalez, Apryle Jackson, Edna LaCount, Tom McKenna, John Michaud, Mark Munas, Tammy Otterson, Nelson Placa, Sandra Rushlow, Michelle Vanderley, Nadia Winston

<b>Guest(s)</b>	<i>Carol Mobley, Coordinator for School Improvement</i>
<b>Mission Statement</b>	<i>Mark Munas</i>
<b>Philosophy</b>	<i>Tom McKenna</i>
<b>Rationale</b>	<i>Michelle Vanderley</i>
<b>Salary and Fringes Philosophy</b>	<i>Edna Count</i>
<b>Goals</b>	<i>John Michaud ?</i>
<b>Time Keeper</b>	<i>Tom McKenna</i>
<b>Speaking Order</b>	<i>Edna Count</i>

## AGENDA

- Opening
- Teacher Observation/Evaluation MOU
- Final approval and Signatures
- Budget Update
- Stipend for Osceola 100 for 2011-2011
- Moving Rooms
- Approval of language
- Duty Free Lunch
- MOU for SIG/ SINI Schools

## MINUTES

*Meeting began at 4:17p*

### • *Opening*

Introductions: Michelle V. introduces new office associate, Judy Siclosey. Also, Tony D. announces the presence of guest Carol Mobley to discuss School Improvement.

Agenda revision: Tony requests for last agenda item regarding the MOU for the School Improvement Grant (SIG) for SINI Schools to be discussed first as guest, Carol Mobley who came to address the topic, had a scheduling conflict. The group was fine with the change. The MOU was reviewed and details referring to the federal fiscal year, grant and preplanning time allowance were considered.

### • *MOU for SIG/ SINI Schools (Copy of MOU was distributed and reviewed)*

Tony states an issue that a school was told 15 minutes was allowed for extended time for training and preplanning. Carol responds informing him that the added time was calculated to add to the 37.5 hour week during the 10-11 school year. Clarification was given on the federal funding year to begin October 1 until September 30. So, the 10-11 grant payment will be disbursed during the 11-12 year. Carol specifies that the hourly rate of pay bullet point describes that additional hours are for training and curriculum development. At this time, the status of the grant is unknown.

# Bargaining Leadership Team Meeting

Thursday, August 25, 2011



Fist of five (F5) is motioned for a revision to the Secondary level schools MOU to remove the bullet point referring to additional hours and date specs at daily rate of pay because the days were already used in the 10-11 school year.

-F5: MOU first bullet removed-

Q: Michelle asks how the hours are paid out to the teachers.

A: After Carol M. researches the question, she notes later in the meeting that the hours are paid by processing an OPS contract. Carol texts Mark: "2.5 hrs for Department Chairs at 30 minutes per day" and Lissette states that she will include that in the MOU. Apryle J. points out that it is only a few Department Chairs at the schools listed.

For the MOU addressing details for elementary school teachers, the point referring to pre-planning dates is suggested to be removed to result in being more appropriate for the school calendar/schedule.

Michelle V. states that OCEA should be informed of the grant in detail before the contract is signed. Bill C. asks if High School teachers are covered for the overtime on OPS. The grant will cover rate of pay.

Q: What happens if the student schedule is altered and the grant is denied?

A: Carol is unsure, but will do whatever possible to work through that issue if/when it occurs.

Michelle requests for compensation to be paid out in daily rate of pay for additional hours worked for the week of pre-planning at Poinciana HS in 10-11. Carol will look into processing.

- *Teacher Observation/Evaluation MOU (Copy of MOU was distributed and reviewed)*

Under "New Provisions for Implementation"

#5: Motion for the second bullet to be revised as there was a conflict excluding FCAT information, so it would be best to have a mutually agreed statement in its entirety.

-F5: Revision to #5 agreed-

Q: Renée C. asks about days for evaluation.

A: The first 45 days is outlined on the MOU.

Lissette B. shares an idea to include FCAT evaluation measures in IPDP, and a discussion is planned. Mark motions for a subcommittee to explore evaluation measure. John comments that last year's evaluation date lock up was too soon and inhibited teachers to submit their IPDP. Michelle V. states the percent in law noted is 50 percent of teachers evaluation based on their students FCAT scores.

-F5: IPDP Subcommittee-

- *Teacher Observation/Evaluation MOU (Continued)*

# Bargaining Leadership Team Meeting

Thursday, August 25, 2011



#9: Motion to revise the language as it is not in parent language of Article 12 of [OCEA Contract](#) referring to the underlined word “administration” to be clarified as “administrator”. Remove “Association” from the sentence. Also, remove hyphen on last sentence.

-F5: Revision to #9 agreed-

#8 Motion to specify the language used as “struggling teachers” is requested.

Q: What defines a struggling teacher?

A: Based on a Marzano category.

Michael A. motions that a definition of the category should be included in the Marzano iObservation MOU as it has a negative connotation. Dr. Brizendine breaks down the category as it is given in Marzano.

Michelle V. agrees to include the definition of struggling teacher. Tony D. mentions then when the protocol is accomplished by an observer, there is immediate feedback; so, the definition or evaluation will not be a surprise.

John M. comments that “assigned year” is not noted like every other section. He wants to motion a revision to the language to be more positive replacing “struggling” to reflect developing teachers. Mark said that the terminology is used in Marzano and a common language is preferable. Lissette B. will put a footnote or asterisk. Michelle advised a definitions index; however, Mark reminds an MOU is only valid for one year. A definition of struggling will be noted as a footnote.

-F5: Revision to #8 agreed-

- Budget Update – *Handout distributed included the following pages: Total Tax Levy Comparison (Pg1), Total and Per FTE Funding History (Pg2), FEFP Funding Comparison (Pg3), General Fund Spreadsheet (Pg4), and General Fund Range Forecast (Pg5)*

Bill Collins presented each page. The final budget data is current. On the second page, he points out funding cut and reviews of declines. On the third page, the main funding for district was reviewed by column; projection of DOE was detailed. SAI cuts will allow funds to cover some losses.

Michelle V. pulls contract to point out projected unweighted revenue per weighted student amounts to allow a full step increase. Bill C. declines negotiation for increases as it is impossible. He states that there is not an increase in the revenue. Lare asks for further clarity. Bill further explains how salaries are funded. Tony D. interjects and agrees with Bill that the contract language comparing yearly changes and how the language restricts the considerations for increases.

Negotiation for a step increase is further debated.

# Bargaining Leadership Team Meeting

Thursday, August 25, 2011



Q: Apryle J. asks about the salary allotted for teachers and how what the effects are on benefits.

A: Bill C. responds that teachers benefits funds for retirement were decreased.

On the fourth page, Bill reviewed the General fund budget. The long range forecast of the general fund is reviewed on page 5. No raises or increase in salaries are included in the forecast.

John M. motions to create a subcommittee to review or address contingency language.

## -F5: Contingency Language Subcommittee-

Further discussion went on with suggestions of decreasing assigned revenue minimum to allow a step increase. Tom points out the salary changes due to retirement and new teachers hired at the bottom of the pay scale to balance salaries. Tammy shares the FRS percentages to be astronomically increased.

- Stipend for Osceola 100 for 2011-2011

Dr. Brizendine reviewed MOU. Payment for teachers to attend training on Marzano is scheduled for upcoming payroll disbursement. Future compensation is being considered to come out of Race to the Top (RttT). A supplement of \$500 in total was the result of the consideration. Michelle V. motions a subcommittee to evaluate criteria per teacher to be paid out of RttT.

## -F5: Osceola 100 RttT Funding Subcommittee-

Q: John asks how the selected Osceola 100 are used as resources to assist others.

A: Rene C. gave an example of how the teachers facilitate at the schools. Michael A. shares his plan as well. Apryle reiterates that those are paid outside of regular hours. Edna comments about elect teachers not always being knowledgeable. Mark asks for all issues to be addressed on an individual basis, there's no reason for that to occur.

MOU was signed.

- Moving Rooms

Motion for amendment on Article 5; reassignment of teachers was discussed between elementary and secondary Assistant Superintendent's as well as Tammy O. to discuss teachers to be relocated. Tammy details process of relocation to be a list formed by order of seniority, volunteers are considered first.

Q: Apryle asks about teacher with specific circumstances.

A: Tammy responds acknowledging that reduction to be necessary if a position is unavailable or unable to be created within the district. Certificated experience in Osceola is honored when consideration of reduction.

# Bargaining Leadership Team Meeting

Thursday, August 25, 2011



-F5: Amendment Agreed-

- Duty Free Lunch

A **motion** to revise Article VI at last paragraph was suggested, also to remove the last sentence regarding duty free lunch and/or include definition of emergency. Teachers are unable to take a 30 minute lunch break without interruptions. Rene suggests that contract language should be addressed on an individual basis, per school. Michelle reiterates that the language is garbage and defends that teachers should be allowed their 30 minutes. Motion denied, but another **motion** is made for subcommittee to clarify or elaborate language is then made.

-F5: Review of Article 6 Subcommittee Agreed-

**ADJOURNED**

*Meeting ended at 6:58p*

**Next mtg. September 8, 2011 at the Professional Development Training Room, beginning at 4:15p**



1. Bill spoke up!
2. Good discussion; Apryle was glad the discussion was at a nice pace, she was able to write good notes...



1. Mark had a headache ☹️

# Bargaining Leadership Team Meeting

Thursday, September 8, 2011



**Members Present**  
Location: SDOC PDC

*Lare Allen, Michael Allen, Lissette Brizendine, Bill Collins, Tony Donato, Apryle Jackson, Edna LaCount, Tom McKenna, Mark Munas, Tammy Otterson, Nelson Placa, Sandra Rushlow, Desiree Senter, Randy Shuttera, Michelle VanderLey, Nadia Winston*

*Recording Secretary – Lissa Gonzalez*

Guest(s)	
Mission Statement	Mark Munas
Philosophy	Tom McKenna
Rationale	Michael Allen
Salary and Fringes Philosophy	Lare Allen
Goals	Karen Pruitt
Time Keeper	Nelson Placa
Speaking Order	Michelle VanderLey

## AGENDA

- Opening
- MOU for SIG and SINI Schools
- Salary Matrix
- OCEA Subcommittees-Section 4.29
- BLT Subcommittees
- Collaborative Bargaining Training

## MINUTES

*Meeting began at 4:22p*

- MOU for SIG and SINI Schools

Apryle Jackson and Michelle V. met with Pam Tapley regarding additional 2.5 hours per week permitted for Coaches, and use of additional time was specified. Randy S. commented that the extra time was allowed for teacher training. Modifications for 11-12 SI Grants are not yet known. Bill C. mentioned that he spoke with Pam T. and she said the extra time was allotted for core subject Teachers. Tony D. suggests that the MOU should specify the time to be for core subject teachers.

Michelle V. said that “The” would be added to the MOU on the second bullet.

Apryle J. said they will plan to meet with Pam T. again to follow up on the discussion. Randy S. suggests that clarification for teacher work day is necessary.

Q: Lissette B.: Did Pam T. have the information about the SIG?

A: Michelle V.: Yes, and she suggests to invite her to a meeting.

Apryle asks about the changing the work hours to consider the student schedule.

Michelle V.: asked about the date on the MOU being Aug. 23 and should be Aug. 22.

Mark contacted Pam for her to come in, but she is unavailable. He suggests for Apryle to meet again, Dr. Brizendine asks to be a part of that meeting. Contact time in question: Teacher or non-student contact time. Additional time language in question: add “The” at the second bullet, and additional hours specific to core subject area teachers or academic coaches.



# Bargaining Leadership Team Meeting

Thursday, September 8, 2011



Nelson P. mentioned to have consistency in the language between both MOUs.

Mark expressed concern over limiting the extra hour per week to Core Content Area teachers and coaches; he said he felt that all the teachers at those schools might have already planned to receive the money from that extra time and it would be about \$160 per month. Taking \$1600 out of their pockets would seriously impact budgets for teachers especially in light of the 3% for retirement.

- Salary Matrix

Bill explained and reviewed the handout. He further pointed out that he projected a step would cost the district about \$2 million dollars for the teachers alone, and that the district was going to spend about \$19.7 million more than it will take in from revenues this year.

Michelle V. pointed out that there must be a ratification option before the MOU take effect. Mark M. responded that he will contact Legal for confirmation. He expressed concern that historically, MOUs had been a bridge to ratification. There was further argument on the time frame of ratification.

Q: April J. asked what the amount is for unrestricted fund balance?

A: Bill C. stated that the amount is over \$50 million.

Apryle requested for clarification on the amount given.

Q: Tony D. inquired on what's the outlook?

A: Bill stated that in 2013-14 there will be a \$3.5 million negative balance.

Q: Michelle asked if we will be able to afford a step increase?

A: Bill C. reiterated that the does not project a possibility for an increase.

Q: Lare A. asked for a clarification from Mr. Collins.

A: Bill C. stated that we'd have to find \$21 million to get to an even breaking point in the funds. Further, he said that though we may have a higher revenue balance, there are more students in the equation to cancel out the excess.

RE: Matrix Handout

Q: Tony D. asked if the amounts are accurate and current.

A: Mr. Collins responded that there is a lag in the system, so there may be a slight difference from the most current numbers.

RE: Salary

Q: Ms. Jackson asked if what the Teacher Salary is set for estimates now.

A: Bill stated that the current salary is estimated at \$45,500 to calculate teacher cost not including benefits.

Apryle stated that the 3% decrease in salaries is affecting many teacher's, some complaints were stating a 9% decrease in their salary. Further discussion of funds was discussed. Lare requested history of fund balances to research. Bill explained the negative balance and the impact of smaller amounts not being a sufficient difference to allow an increase. Tom M. then mentioned that Osceola is usually better off than other counties at which Bill explained the definition of lapse being a difference between estimates and actual costs.

# Bargaining Leadership Team Meeting

Thursday, September 8, 2011



- OCEA Subcommittees-Section 4.29

Mark read the sections listed in the contract. Apryle mentioned that some are not used. Mark explains the use of the subcommittees are based on an as-needed basis. Apryle noted an example of the Curriculum Subcommittee not used for 29 years. Mark suggested revision to the language referring to subcommittees.

- BLT Subcommittees

Apryle Jackson and Lissette Brizendine presented together and explained that there have been several subcommittees composed.

These include:

- Recruitment
- VAM design for non-FCAT grades and subject area tested classes
- Discussion for contingency language relating to the salary step in 16.11
- Stipend for Osceola 100 Teachers
- Proposal for language on duty free lunch

Apryle J. commented that a survey was sent out to teachers, and responses from elementary teachers said that most did not have a duty free lunch.

- Collaborative Bargaining Training

Training was discussed and agreed to train for new members. Tony suggested that it be a mandatory session. However, the plan is ESP and BLT members that are new to be combined in the one training session to understand how the bargaining process functions.

Details regarding the training:

Thurs, Oct. 20th 4p-8p, dinner will be provided in Training Room #3 in the Professional Development Center.

- Additional Topics

Q: Lare A. asked Mr. Collins what does the term Projected Unrestricted per students mean?

A: Bill C. stated that the lang is senseless. The intent understood is under the FEEP revenue. To understand it would be to know what does restricted mean; that is, the amount that cannot be used for supplements.

Michelle had a call in to the creator of the language. Tony mentions that the funds are mostly categoricals.

Q: Tony D. asked about lead money.

A: Bill responded that it is in the process of being distributed, on its way.

Michael A. followed up on teacher relocations. Tony informs that teachers were allowed enough time.

Sandy is frustrated with the amount of testing. Reading, FAIR, Math (beginning of the year), RTI testing. She also stated that the Lesson Plan access is being blocked. Mark M. offered to look into it and would ask Angela Marino to attend the next bargaining meeting to discuss it.

**ADJOURNED**

*Meeting ended at 5:38p*

# Bargaining Leadership Team Meeting

Thursday, September 8, 2011



## Next meeting scheduled:

October 13<sup>th</sup> beginning from 4:15p-5:45p at the OCEA office.

## Agenda Suggestions:

- Testing, Angela Marino
- MOU for SIG and SINI
- Subcommittee Reports
- Requests

+

Teachers were happy about the time allowed to relocate.  
Refreshments  
Done early; efficient and effective.

Δ

Started early  
John M. is absent as his mom passed.

# Bargaining Leadership Team Meeting

Thursday, October 13, 2011



## Members Present

Location: OCEA

Lare Allen	Apryle Jackson	* Matthew Phillips	* Randy Shuttera	*
Michael Allen	Edna LaCount	* Nelson Placa	* Michelle VanderLey	*
Lisette Brizendine	* Tom McKenna	* Karen Pruitt	* Nadia Winston	*
Renée Clayton	* John Michaud	* Sandra Rushlow	*	
Bill Collins	Mark Munas	* Todd Seis	*	
Tony Donato	* Tammy Otterson	* Desiree Senter	*	

Recording Secretary – Lissa Gonzalez

Guest(s)	Pam Tapley, John Boyd, Angela Marino
Mission Statement	Nelson Placa
Philosophy	Karen Pruitt
Rationale	Desiree Senter
Salary and Fringes Philosophy	John Michaud
Goals	Edna Count
Time Keeper	John Michaud
Speaking Order	Matt Phillips/

## AGENDA

- Overview of Required Student Assessment
- IPDP Update
- Sub-Committee Reports
- MOUs (SIG-SINI, Differentiated Accountability)

## MINUTES

*Meeting began at 4:47p*

- Overview of Required Student Assessment (Assessment Calendar Handout)

Angela reviewed the proposed assessments calendar with the Assistant Superintendents of the Elementary and Secondary divisions with regards to the FDOE requirements. The calendar has been provided as a First Class email account group named "Student Assessment" for the sake of transparency and keeping organized. She described the colors:

Blue = district assessments ie placement tests for ESOL, local assessments (optional).

Red= state assessments, FCAT retest, PSAT testing, ACT, SAT, and all other required exams. School on DA List under correct 1 and 2 (required).

CPT College Placement Test will be added after Valencia reviews. In prep for end of year, some optional tests were included due to rigor increase per state; also, Osceola Writes section was kept and not made optional.

Q: Sandy- stood to explain concerns of the testing amounts, her greatest concerns are the two major tests after holidays. There is one scheduled on the first week of December (FAIR), also mid-year; then, in January (SMART) returning from vacation.

A: Angela responds stating that these are required and scheduled by the state. Further, Pam Tapley mentioned a meeting with Melba Luciano and the new Chancellor to discuss testing details. She stated that the Chancellor was

# Bargaining Leadership Team Meeting

Thursday, October 13, 2011



in agreement with the issue of students being over tested, and that the Chancellor has the objective to review requirements with the intention to make changes. Apryle mentioned that she receives many calls with complaints of the amount of testing teachers are required.

RE: High School quarterly testing. Angela state that the testing schedule has been adjusted. Apryle is concerned that students are pulled from core class to take the exam, to which Pam suggested the schedule to be reviewed. Then, Ms. Marino expressed the method of consideration for scheduling tests. John M added that the testing raises when there are more students added, and that there is no balance between study and teaching time due to the testing requirements.

Around this time, Mark announced with congratulations that Mr. Michaud was presented as a student's "Favorite Teacher" at the last Board Meeting.

- Sub-Committee Reports

Lisette added that the previously scheduled Subcommittee Meeting with plans to discuss the Value Added Model was upstaged by President Obama and had to be rescheduled. Then she introduced Apryle and John to share information on VAM. Aggregated and separated reading and math values by grade levels were discussed as well as instructions provided to apply it to the Marzano. Russell Holmes, Angela Marino and John Boyd reviewed the percentages. A request was made to the state for more time to review. Also, they have reviewed the pending lawsuit regarding VAM.

Q: Tony asked, "How soon will we know about the outcome of reviewing the VAM?"

A: John Boyd responded that is continuing discussion regarding how to use the VAM, also technical assistance has been requested.

Q: Tony wanted to know if there is any flexibility allowed for the content of the submission.

A: John B. said that the state has not allowed flexibility. They have only provided a specific spreadsheet. Michelle agrees that the state provides no flexibility.

Lisette then added that certain teachers are required to use VAM. She requested to communicate that salaries will not be impacted; specifically, that Performance Pay will not be altered. Mark mentioned that he does hope for success in the FEA lawsuit, he agrees that the system is flawed.

# Bargaining Leadership Team Meeting

Thursday, October 13, 2011



- IPDP Update (Instruction sheet handout)

John B explained that the purpose of giving teachers choices on measuring student growth by choosing state growth value is the provision of valid and reliable items.

Q: Michelle asks about Physical Education Teachers.

A: John B. referred to her that there is separate information for PE Teachers.

Q: Tony Donato asked about instructional personnel without students, and impact lab teachers, do they need to use VAM?

A: John B. stated that school wide measures are required by state. It also depends if the employee is a multi-disciplinary teacher. The committee will have to discuss that.

Assessment that teachers would use has to be agreed to between teachers and administrator to be valid and reliable. There is a meeting on Monday afternoon for the subcommittee to discuss.

- MOUs (SIG-SINI, Differentiated Accountability)

SINI grant MOU is not needed because Osceola was not awarded the grant. Apryle and Pam met to talk about the award to discuss collaboration time regarding data, lesson plans, and formative assessment time needed. Apryle said that they have agreed that each teacher should be granted an extra hour on Wednesday. She is concerned about some schools that are requiring an extra two hours. Pam replied that she will be meeting with SIG grant Principals to discuss the schedule and requirements for that time use. She is pleased with the support of Principals for teachers. Also, she plans to add a district reading coach to provide consistency.

-F5: MOU will be signed-

Lisette met with Todd and Bill and are revising 10-11 for 11-12. Discussion of uncertainty led to Apryle to research past minutes. She found that the document had already been signed.

-F5: MOU discussed-

RE: SACS

The date has changed to 2/1/2012 funds to be released as noted on the A-Plus website.

Forecast of revenue from state. Funding per student (unweighted amount). Operating losses projections are discussed. FTE appears down from original projection.

Q: Tony asked if \$3 million that were unaccounted from last year be given to teachers.

A: Todd stated that if that were complied, there will still be a negative balance in funds. Tony D and Todd S discussed the amounts and procedure for set aside funds applied.

Apryle later mentioned an opportunity for Adequate Funding Education petition volunteer request. John M. mentioned that he requested the latest matrix from Bill and asked Todd for it. Tony reiterated the request for the

# Bargaining Leadership Team Meeting

Thursday, October 13, 2011



next meeting. Pam T. talked about other districts losses of funds and struggle for payroll, closing schools, and employee losses. Apryle J. expressed concerns that there is always a savings pot at the end of each year without enough pay throughout the year. Michelle V. asked about ARRA fund to be used. Todd S. replied that those funds are now exhausted due to being used for sustainment. Tom stated that, "as a pragmatist" he does not foresee an increase. Teachers are upset.

Q: Sandy asked where the 3% going from retirement?

A: Mark responded that is just the amount the state is not providing.

Rene stated that a new OCEA rep at Celebration announced that there is \$54mill of funds for a step increase as per OCEA. She requested for information to be clarified when it is provided by OCEA. Apryle went on record that the information that particular representative announced was not correct and was misunderstood.

Lisette re-announced the training for collaborative bargaining on October 21st. She stated there needs to be more people signing up. Apryle mentioned that administrators are welcome. Tony said that the training should be required. He volunteers to sign up and asked for others to join as a team building exercise.

**ADJOURNED**

*Meeting ended at 5:50p*

## **Next meeting scheduled:**

November 10, 2011 beginning from 4:15p-5:15p at the Professional Development Center, Training Room #3.

## **Agenda Suggestions:**

- CPI Training – concerns from ESE about "dangerous situations" (Mark suggested to wait until after allowed time frame)
- VAM
- IPDP
- (tentative) TECO requests for evening class pay scale review
- Supplements due to ESE teachers without backup for IEPs and are working outside of regular hours
- Timely communication on requests for district mandates (John)

Thanks for donations!

Thanks to guests for attending.

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# Bargaining Leadership Team Meeting

Thursday, November 10, 2011



**Members Present**  
Location: SDOC PDC

*Bill Collins, Tony Donato,, Todd Seis, Desire Senter, Nadia Winston, Mark Munas, Matthew Phillips, Mike Allen, Karen Pruitt, Edna LaCount, Lissette Brizendine, Apryle Jackson, John Michaud, Tammy Otterson, Sandra Rushlow, Randy Shuttera, Michelle Vanderley.*

*Recording Secretary – Jamie E. Rivera*

<b>Guest(s)</b>	<i>John Boyd</i>
<b>Mission Statement -</b>	<i>Lissette Brizendine</i>
<b>Philosophy</b>	<i>Tony Donato</i>
<b>Rationale -</b>	<i>Desiree Senter</i>
<b>Salary and Fringes Philosophy -</b>	<i>Bill Collins</i>
<b>Goals -</b>	<i>Todd Seis</i>
<b>Time Keeper -</b>	<i>John Michaud</i>
<b>Speaking Order -</b>	<i>Mike Allen</i>

## AGENDA

- Salary
- MOU: Osceola 100 Supplement
- VAM/IPDP Subcommittee Update
- Article VI-6.05 Language
- Supplement for ESE Not Self-Contained
- CPI Discussion
- Supplement Check Schedule
- Media Specialist Meetings
- NBCT Supplement Request

## MINUTES

*Meeting began at 4:18 p.m.*

### **MOU: Osceola 100 Supplement**

This was a collaborative effort among three members of OCEA and three members of the District in which they came up with a list of criteria. As teacher leaders in the field, they will serve as a resource at the school site. MOU handout was passed.

**Michelle:** “This was to clarify the language.”

- Both parties will agree to the guidelines.
- The Osceola 100 Teachers will be paid a total supplement of \$500.00
- Tony mentions how a principal suggested that a portfolio should be kept through the school year to keep track of these trainings.

**Fist to Five @ 4:29 pm**

- Lissette is receiving workshop proposal from these teachers, to keep track.



# Bargaining Leadership Team Meeting

Thursday, November 10, 2011



**Lisette:** "We have information in the first class Marzano folder. Those materials will be used to train new teachers."

## Salary

- Initial project was 19.5 million, Spend 50, and 11 million was expected.

**Bill:** "What we have been doing since we started, as the year progressed, was make cuts in the district level, cut APs, etc.; we have good FTE counts and now we can estimate better."

- We have made SAI budgets cuts
- The deficit will be 14.5 million, more than we take in
- 2 billion dollar shortfall
- 3 million dollars in FRS

Bill mentions two points that the District wants to get across to everyone:

- 1) They want to treat everyone the same; all employee groups treated equally.
- 2) They want to write some of the wrongs from the past.

**Mark:** "The timing of this is important. We believe everybody is hopeful that the case works out about the three percent money. What we are concern about, is that our governor will make us pay back to the state; that is about 7 million dollars. We were afraid that anything that we may have plan, we would be able to do. Since Terry took over, he has a list of things to do to make things right. We feel like we are wrong, like for example the 12 month employees. The level upgrades have been frozen for 3 years. For the last three years they have not gone up because of financial reasons. The Superintendent is opposed to treating groups differently and that is why we are where we are today."

**Bill:** "We are going to propose 10 month instructional salary schedule."

- 10-Month Instructional Salary Schedule 2010-11 handout passed.

**Mark:** "We would love to go back to those times and if we can get your approval, pay a retro and get money to people before Christmas holiday."

- Bill goes over proposed salary schedule.
- The proposal is a 1.25% raise.

**Bill:** "We are going to offer the same deal to all of the bargaining units and we hope you think is fair."

- Bill ask for any thoughts
- Further discussion

**Caucus at 4:45 p.m. - 4:53 p.m.**

# Bargaining Leadership Team Meeting

Thursday, November 10, 2011



**Fist to Five at 4:53 p.m.**

## **VAM/IPDP Subcommittee Update**

Handout is passed (Procedures for Completing the Individual Professional Development Plan)

- Section 1012.98 requires every instructional personnel to complete an IPDP
- This year is a little different, there is one screen on the portal and there is a percent area that does the FCAT-Math and Reading.
- We are given the teachers to include IPDP learning growth; that is the new part of the IPDP, the objective is still the same.

Lisette goes over the handout and procedures of the new strategies for this.

- There is a nine week interval- Power point presentation will be available in the employee portal. The first nine weeks is an opportunity for reflection.
- On the other side of the handout, those who don't have FCAT subject areas and want to include IPDP, they will use this form.

**Lisette:** "We have provided a bulleted list, resources that can be used through a databank. Those are the proposed revision and with this you have a handout."

John Boyd goes over the handout and mentions: "We want to understand that the law requires everyone to have an IPDP."

- They are going to select an appropriate student learning growth measure (There are a variety of categories).

**Michelle:** "Are we going to the 40/60 model?"

**John:** "We got feedback from the state. The fair is 30% VAM and 20%."

**John:** "Next year one of the possibilities is using 50%."

- There were several questions and a few concerns from the members.
- Further discussion and questions
- You need two (2) test courses to calculate the growth.

**Michelle:** "Who is going to program this in the computer programs?"

**John:** "Mr. Linskey."

**Apryle:** "I volunteer to be the example for scores, so it can be used as a model."

**Lisette:** "One of the roll up plan is that we will have samples of IPDPs for out of the norm situations; we want to provide as many resources for the teachers."

**Caucus at 5:30pm-6:20pm**

# Bargaining Leadership Team Meeting

Thursday, November 10, 2011



- The team is not comfortable with ratifying; the salary package might not go through because of this.
- Apryle requested for John Boyd to come to the team at 4:15 p.m. on the 28<sup>th</sup> and explain it to the RA and a meeting in December so it can be implemented in January.

## Article VI-6.05 Language

Left for next meeting

## Supplement for ESE Not Self-Contained

Left for next meeting

## CPI Discussion

Left for next meeting

## Supplement Check Schedule

Left for next meeting

## Media Specialist Meetings

Left for next meeting

## NBCT Supplement Request

Left for next meeting

ADJOURNED

Meeting ended at 6:27 pm

## Next meeting scheduled:

- December 13, 2011 beginning from 4:15pm-5:45pm at the OCEA.

## Agenda Suggestions:

- Start with VAM

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- The best and smoothest settlement!
- We settle for all of our members.
- John making it positive for everyone.
- John is probably the most honest and best people I ever met!
- Thank you to Lissette and Bill for putting this together.

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# Bargaining Leadership Team Meeting

Tuesday, December 13, 2011



## Members Present

Location: OCEA

*Lare Allen, Michael Allen, Lissette Brizendine, Rene Clayton, Bill Collins, Tony Donato, Apryle Jackson, Tom McKenna, Matthew Phillips, Nelson Placa, Karen Pruitt, Sandra Rushlow, Todd Seis, Desiree Senter, Randy Shuttera, Michelle VanderLey*

## Recording Secretary – Lissa Gonzalez

Guest(s)	John Boyd
Mission Statement	Michelle VanderLey
Philosophy	Rene Clayton
Rationale	Nelson Placa
Salary and Fringes Philosophy	Randy Shuttera
Goals	Todd Seis
Time Keeper	Tom McKenna
Speaking Order	Nelson Placa

## AGENDA

- VAM Models/IPDP
- Calculating Teacher Marzano Evaluations
- ~~Article VI 6.05~~ (removed due to absence of presenter)
- CPI Discussion
- Supplement for Not Self-Contained ESE
- Media Specialist Meetings
- NBCT Supplement Request
- Supplemental Checks Schedule
- DA Schools MOU – FCAT Math Changes
- Tutoring Students During Art, Music, and PE

## MINUTES

*Meeting began at 4:18 p*

- VAM Models/IPDP  
Lissette summarized the subcommittee meeting held recently. She described the details of the Value Added Model given by the State DOE. Due to 60% of teachers with non-FCAT assessed students not having a Value Added Model score; the subcommittee recommends the IPDP be used to evaluate VAM for these teachers. She directs the BLT to John who distributed a power point presentation shared at the AR meeting which showed information about VAM requirements.

Michelle offers a way out... She refers to a discussion she had during a recent meeting with, Chuck Richards of Charlotte County. He shared information on a booklet created by their negotiations team titled "Collaborating for Student Success" in which compiled information responds to VAM requirements. The booklet was submitted in response to Senate Bill 736 as Charlotte County is a charter district. She explained that Mr. Richards said the booklet was accepted by DOE and they were granted a waiver. She further suggested that Osceola County create the same type of information with the objective of obtaining a waiver on VAM.

Q: Tony asked about the impact on teacher's pre-test returning from winter break.

A: Michelle responded, saying that pre- and post-test measures will still be required, but we may be allowed a waiver at least on VAM with a similar plan as described in the booklet.

# Bargaining Leadership Team Meeting

Tuesday, December 13, 2011



John Boyd then explained that Osceola County cannot be considered a charter school district due to qualification criteria based on the accountability scores. He stated the reason that Charlotte County was granted the waiver is because scores met the criteria. Apryle then shared that the scores included in Charlotte County's booklet are submitted from each previous year; so, the school grades from 10-11 may be applied to Osceola County's 11-12 submission.

Lisette then announced the planned IPDP-VAM proposal has Feb. 3<sup>rd</sup> as the due date to allow time for teachers to administer the pre-test.

Q: Tony asked for the recommendation of the Subcommittee.

A: Lisette reported that they have suggested that the IPDP be an option for those teachers who do not have an FCAT VAM.

Tony motioned to vote.

-F5 BLT agrees to Subcommittee suggestion-

Lisette announced upcoming IPDP should be available January 3<sup>rd</sup> guidance information, such as a Moodle course online, and an IPDP folder imbedded in the First Class email Prof Dev folder which will include power point presentations, orientation details, and anything that may be resourceful to teachers. A handout was distributed to share the details regarding procedures for completing IPDP.

Q: Sandy asks for a FAQ to be accessible for teachers.

A: Lisette stated that Principals will be encouraged to send in FAQs to be posted there.

- Calculating Teacher Marzano Evaluations  
Cut-off scores need to be established to determine the end of the year teacher evaluation scores based on classroom observations (excluding VAM and IPDP). Lisette proposed that the formula be adjusted by dropping the suggested percentages by 10 points.

Apryle mentioned other districts who have settled on non-percentage specific language based on Marzano expectations. Lisette shared the results of a survey she distributed statewide and the responses there are 30 districts using Marzano. Some districts are creating hybrid observation forms.

Nelson discussed his opinion based on his participation of the Marzano training and agrees that the proposed percentage is in favor of teachers.

Apryle said that some Principals are stating that there will be no teachers considered INNOVATIVE as a category of Marzano. Then, Nelson responded that the training Professional Development provided will enlighten administrators throughout the district eventually to avoid misunderstandings with the rating system.

However, Apryle felt that teachers will be under so much pressure by being evaluated by five administrators in the classroom observation, so it will impact the teacher's outcome. At that, Lisette illustrated the Marzano scale on the board to help clarify the expectations and evaluation matrix. She listed monthly formal and informal observation scenarios including walk-throughs, etc. to create a visual of how percentages are considered and applied to evaluate a teacher the Marzano system.

# Bargaining Leadership Team Meeting

Tuesday, December 13, 2011



Tony suggested that the evaluation protocol be bargained and a subcommittee should consider the process to arrive at an agreeable standard of observation. Michelle explained that teachers will feel that the observations may unfairly judge the teacher's lesson using Marzano's categories. Lissette reiterated that the district proposed we consider the option of dropping 10% from Marzano's scoring formula for the end of year calculations.

- CPI Discussion

Apryle exclaimed that there are teachers being injured by students, she went into some detail about injuries and stated that something must be done to protect members. Tony explained that more incidents occur at the alternative school sites setting. Lare shared that there are violent children in mainstream schools and the training for the staff is not working.

Lissette suggested for an ESE rep to be invited for discussion on the subject as it relates to certification and other needs to improve the CPI training.

Michelle then asked if the Principals present have experienced success with the CPI training. Michael Allen responded that he has witnessed/observed effective CPI in action.

Michelle also mentioned that teachers are advised not to report all incidents. Lissette said that the law requires all incidents to be reported immediately.

- Supplement for Not Self-Contained ESE

Apryle and Tony agreed to "table" the discussion until after they see how the supplement is working.

- Media Specialist Meetings

Karen stated that Media Specialists are in a loop because they are told they do not have permission to leave school early for their meetings. They plan to meet on the third Wednesday of each month, but some Media Specialists are not able to attend due to scheduling, unless it's on personal time.

- NBCT Supplement Request

This agenda item was pulled last month.

-F5: BLT agree that there is no funding available for a supplement-

- Supplemental Checks Schedule (removed as topic was discussed in previous meeting)

- DA Schools MOU – FCAT Math Changes

Lissette distributed a copy of the MOU and said that beginning with this year high school students will not take Math FCAT. Apryle suggested that they meet separately to discuss. Lissette invited Bill to the committee to further discuss the MOU.

Michelle brought up the retention incentive pay out. Bill Collins disclosed that the retention incentive was overlooked last year and is being paid out this year.

- Tutoring Students During Art, Music, and PE

Apryle explained that students are pulled for tutoring during special area classes. The matter in question is how it will affect the VAM scores. Lissette reminded the committee that statute does allow

# Bargaining Leadership Team Meeting

Tuesday, December 13, 2011



for suspension of special area classes for the purpose of providing remediation to low-performing students.

**ADJOURNED** \_\_\_\_\_ *Meeting ended at 5:45p*

## Next meeting scheduled:

January 12, 2012 beginning from 4:15p-5:45p at the Professional Development Center Training Room #3.

## Agenda Suggestions:

- Common Core Standards –Apryle (likely in Feb. meeting)
- Teaching Marzano Evaluations
- CPI with an ESE Representative
- Subcommittee
- DA Schools MOU
- Media Specialist Meeting resolution

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Good food!  
Merry Christmas!  
Nelson did great re: Marzano...

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No deltas

# Bargaining Leadership Team Meeting

Thursday, February 9, 2012



## Members Present

Location: OCEA

Lare Allen, Michael Allen, Lissette Brizendine, Bill Collins, Tony Donato, Apryle Jackson, Edna LaCount, Tom McKenna, John Michaud, Mark Munas, Tammy Otterson, Nelson Placa, Karen Pruitt, Sandy Rushlow, Todd Seis, Desiree Senter, Michelle VanderLey, Nadia Winston

## Recording Secretary – Lissa Gonzalez

Guest(s)	Linda Schroder-King, Lisa Overton
Mission Statement	Michelle Vanderley
Philosophy	Sandy Rushlow
Rationale	Desiree Senter
Salary and Fringes Philosophy	Mark Munas
Goals	Todd Seis
Time Keeper	Karen Pruitt
Speaking Order	Sandy Rushlow

## AGENDA

- CPI Discussion
- Supplement for Non Self-Contained ESE Teachers
- Article VI-6.05 Language
- Common Core Standards
- Workday Grade Submission Deadline
- Subcommittee Briefing
- Media Specialist Meeting Resolution
- Reappointment of Annual Contract Teachers
- Legislative Budget Update

## MINUTES

Meeting began at 4:20p

### • CPI Discussion

Linda Schroeder-King introduced Lisa Overton to begin. Apryle began explaining her recent attendance at a meeting discussing legislative updates. She mentioned the review of Restraint and Seclusion House Bill protects teacher from student violence. Teacher is to report to the administrator any incidents.

Q. Someone asked about a particular school having a more frequent incident occurrence in Restraining and Seclusion.

A. Linda Schroeder-King with Lisa Overton had responded based on the data that had recently been collected from schools, and calculated that no specific school is higher unless specific special needs are attending a particular site assigned for that exceptionality.

Lisa then broke down percentage distribution per exceptionality.

Tony inquired on amount of schools participating in training. Lisa described the follow up on training for frequently used techniques, and stated that even some teachers never need to use it.

Michelle points out particular concerns with autistic students, saying that there have been teachers that are bitten by these students. The group agrees worker's comp would cover medical costs related to such a situation if injury is encountered.



# Bargaining Leadership Team Meeting

Thursday, February 9, 2012



- **Supplement for Non Self-Contained ESE Teachers**

Apryle asked for a supplement for certain ESE Teachers that work on IEP meetings. Some teachers are working above and beyond regular requirements. Linda Schroeder-King requests justification for a higher rate of pay for these positions with data directed information.

- **Article VI-6.05 Language**

John distributed a handout with the language proposal for duty free to be considered for revision. He pled the case of teachers needing to maintain their health without being over worked without rest.

Apryle narrated the situation at particular schools and listed some high demands of the school administrators. She said that the time allowed is insufficient for elementary students. Tony added that it is prevalent in middle schools as well; such including lunch with students, meeting requests, without consideration of a time break from work. Lissette is for establishing a subcommittee; soon, Apryle and she are planning to discuss the case on a separate occasion more in detail.

- **Common Core Standards**

Teachers need training on changes in curriculum, and legislative mandates. Apryle requested wording in the contract that would give permission and protect teachers to attend training. She requested at least the district to offer training without obligation.

Mark and Apryle plan to meet and further discuss. Michelle suggested that a national organization be called on to provide the training for teachers. Tony suggested a subcommittee, then Lissette suggested an MOU be drafted for the proposal.

- **Workday Grade Submission Deadline**

Tony referred Tom to inform the group regarding technical inputting of grade data. The process lasts an hour. Tony then emphasized the overtime compensation being an issue during the process. Lissette addressed that. Tom further explained the process and reiterated that people are not available to support the process after the regular work day.

At graduation time, there were changes in top 20 students and caused an emotional distress. Nelson said that this adds anxiety due to the delay and human error. Lare and Edna addressed that teachers provide extra time for students to make up missing work and tests with the hope of those results to help students improve their grade. The issue derives from the IS not being available after hours. John suggested their hours be adjusted to accommodate the time needed to finalize the report card. Mark suggested there be a meeting of experts to further delineate a plan.

- **Subcommittee Briefing**

Evaluation Subcommittee will meet at 4:30p @OCEA on dates to be determined.

- **Media Specialist Meeting Resolution**

Lissette stated that, thus far, the permission for Media Specialists to attend meetings at the discretion of the schools. Mark suggests virtual meetings. However, Karen stated that many media specialists teach classes all day.

- **Reappointment of Annual Contract Teachers**

# Bargaining Leadership Team Meeting

Thursday, February 9, 2012



Michelle proposed language regarding the reappointment of annual teachers, indicating a transfer to another school in lieu of non-renewal. Mark responded with statutory standards that allow administrators to deny that a teacher be transferred to his/her school. It is agreed that the first paragraph should be revised. Mark will meet with Michelle to discuss in detail.

- **Legislative Budget Update**

Handout was distributed by Finance. Bill summarized each page. Since 07/08 the school district has experienced declining revenues every year in both capital outlay and general operating funds.

Tony asked about PEO Funds of \$250,000 to be taken by the state. Bill responded that those funds have been frozen. He has not yet heard from the state.

ADJOURNED

Meeting ended at 5:59p

**Next meeting scheduled:**

March 8, 2012 beginning from 4:15p-5:45p at the Professional Development Training Room #3.

**Agenda Suggestions:**

- Michelle and Apryle will meet w Lissette to plan the subcommittee meetings

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- Senate looked at the bill for Restraint and Seclusion, and will be reconsidering!
- First Title I HS in history coming soon.

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# Bargaining Leadership Team Meeting

Thursday, March 8, 2012



**Members Present**  
**Location:** SDOC PDC

*Lare Allen, Michael Allen, Lissette Brizendine, Renee Clayton, Bill Collins, Tony Donato  
Apryle Jackson, Tom McKenna, John Michaud, Tammy Otterson, Nelson Placa, Karen Pruitt,  
Sandra Rushlow, Randy Shuttera*

*Recording Secretary – Lissa Gonzalez*

<b>Guest(s)</b>	<i>John Boyd, Suzanne Roy</i>
<b>Mission Statement</b>	<i>Lissette Brizendine</i>
<b>Philosophy</b>	<i>Tom McKenna</i>
<b>Rationale</b>	<i>Tammy Otterson</i>
<b>Salary and Fringes</b>	<i>Bill Collins</i>
<b>Goals</b>	<i>Tony Donato</i>
<b>Time Keeper</b>	<i>Tom McKenna</i>
<b>Speaking Order</b>	<i>Tammy Otterson</i>

## AGENDA

- Progressive Discipline-ESP
- Reports from Sub-Committees
- Training of "Osceola 50"
- Revisiting rehiring of DROP Teachers

## MINUTES

*Meeting began at 4:22p*

### • **Revision of Agenda**

We will be revisiting rehiring of DROP Teachers, Suzanne Roy at a future meeting. DROP extension states that Supt has the sole discretion (p.17) to approve extension. The intention for the extension was to allow the district to fill vacancies in certain critical shortage areas.

Review of new DROP rules:

Prior to July 1, 2011, teachers could return after one month of retiring. Now, it is a 6 month waiting period before teachers can be re-hired. However, during the seventh to twelfth month, teachers have to forfeit their retirement benefits. Tammy explained that it is all based on the effective date of retirement.

Tony asked about the stipulation about break in service relevant to the effective date of retirement and an extended DROP. Suzanne said that a DROP extension is not a break in service.

### • **Progressive Discipline**

Apryle, on behalf of Michelle, is proposing that the progressive discipline language found in the ESP contract be included in the Teacher's contract. This will be an Agenda item added for the next meeting.

### • **Reports from Sub-Committee**

Lissette reports sub-committee recommendations. John Boyd reviewed handout regarding Final Summative Teacher Evaluation Rating.

The subcommittee recommended option 2. Apryle expressed a concern about the majority of highly effective teachers. Apryle wanted to recognize the excellent work done by John Boyd.

# Bargaining Leadership Team Meeting

Thursday, March 8, 2012



Tony provided the group the opportunity with voting accepting the subcommittee's decision. An MOU will be drafted.

**Fist of 5:** Recommendation of Subcommittee was agreed.

Lisette presented how the scores are calculated on the Marzano Evaluation. She reviewed each option considered by the sub-committee. Then, John Boyd reviewed the draft worksheet of ratings on each Option. He further explained his strategies for generating each possible result.

Apryle expressed her concern about the teacher evaluation results being based on school grade or AYP. John and Lisette both feel it is a misfortune for some administrators to combine the results of the FCAT with teacher observation ratings. Lisette asked Apryle to share the specific situation, so that she might make the necessary clarification with the particular principal. Tony asked whether the formal or informal observations count towards a teacher evaluation. Lisette responded that they both count. Then, Rene asked about the difference between a walk-through and informal observations. Lisette responded and clarified that the difference is the amount of time a principal spends in the classroom during the observation.

**Fist of 5:** The recommendation of the subcommittee for the Teacher Evaluation Configurations

Lisette summarized that the F5 items will be reviewed at a sub-committee review.

- **Training of "Osceola 50" Teachers**

The handouts on this training were for informational purposes only. Lisette distributed a copy of the invitation for a new group of teachers to participate in the Marzano training. She shared that there will not be a supplement for the upcoming group. A \$100 daily stipend will be paid during the summer three day training.

Tony inquired about summer training stipends. Tammy clarifies that the stipends may be available with grant funds; however, a stipend is not guaranteed for summer workshops.

- **Student Discipline Referrals**

Apryle addressed concerns that some referral submissions are not returned to the teachers or possibly altered by administrators. She proposed that an additional page be added to the form. So, the teacher can keep a copy of the written referral before sending it to administration.

She will make this proposal to the district's discipline committee. Karen suggested for a specific turn around on the submission of the referrals.

The discipline committee reporting will be added to the upcoming the agenda for next meeting.

**ADJOURNED**

*Meeting ended at 5:16p*

**Next meeting scheduled:**

April 12, 2012 beginning from 4:15p-5:45p at the OCEA.

# Bargaining Leadership Team Meeting

Thursday, March 8, 2012



## Agenda Suggestions:

- Progressive Discipline
- Article 9.03-3
- Duty Free Lunch Subcommittee
- Rehiring of DROP
- Teacher Evaluation Subcommittee Report

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Snacks were great

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Started late

Not all sub-committee have met (duty free lunch)

# Bargaining Leadership Team Meeting

Thursday, April 12, 2012



<b>Members Present</b> Location: OCEA	<i>Lare Allen, Lissette Brizendine, Rene Clayton, Apryle Jackson, Edna LaCount, Tom McKenna, John Michaud, Marck Munas, Tammy Otterson, Matthew Phillips, Karen Pruitt, Sandra Rushlow, Todd Seis, Desiree Senter, Randy Shottera, Michelle VanderLey, Nadia Winston</i>
	<i>Recording Secretary – Lissa Gonzalez</i>
<b>Guest(s)</b>	<i>John Boyd</i>
<b>Mission Statement</b>	<i>Karen Pruitt</i>
<b>Philosophy</b>	<i>Desiree Senter</i>
<b>Rationale</b>	<i>John Michaud</i>
<b>Salary and Fringes</b>	<i>Tom McKenna</i>
<b>Goals</b>	<i>Tammy Otterson</i>
<b>Time Keeper</b>	<i>John Michaud</i>
<b>Speaking Order</b>	<i>Edna Count</i>

## AGENDA

- Duty Free Lunch Subcommittee Report
- Report from Discipline Committee- Article 9.03-3
- Revised Draft to Article 4.43
- Teacher Evaluation Subcommittee Report
- Progressive Discipline
- Budget Update
- Article 4.16 OCEA Leave
- Donation of Sick Leave- CS/HB 285
- Class Coverage Using Auto-Split

## MINUTES

*Meeting began at 4:17p*

Lare Allen was introduced as Co-Chief Negotiator by Tony Donato who is sharing the seat as Co-Chief Negotiator of OCEA.

### • **Duty Free Lunch Subcommittee Report**

John M. summarized the subcommittee meeting. A decision was made to post a survey for teachers regarding the activity and thoughts on the subject with the objective to have an overall picture district wide. Issues such as training individuals and reasons for duty free lunch were briefed.

Apryle informed the group that 324 teacher responses have been collected so far. For the small percentage of teachers losing their duty free lunch, the recommendation is to find out why this is the case. The members discussed the need for more detail. The concerns that exist are often corrected with the administrators, based on the input from teacher members. Based on the committee's information, the problem is most prominent in the elementary schools. It may be a site specific issue. The Duty Free Lunch Subcommittee will reconvene to analyze the survey results.

Agenda Item will be further discussed at next month's meeting.

# Bargaining Leadership Team Meeting

Thursday, April 12, 2012



- **Report from Discipline Committee- Article 9.03-3**

A request was made to include an additional copy of the form to be used for the teacher's record. Sandy interjected with the issue that the referrals are sometimes set aside or not followed up in a timely manner.

Lisette asked if the question of an additional copy of the referral form had been discussed with the committee. John responded that the issue was addressed briefly.

Lare asked about the Code of Conduct stipulation. The group discussed reasonable time used and preparation. Tony asked about false accusation against School Board employees for a resolution.

Michelle spoke about the discipline outcome when there was a particular threat on a teacher. Tony and Lare added there are various levels of discipline consequences, some are mandatory. In response to Michelle, Mark offered to meet with any one individually as needed. He then explained that each level of incident has a corresponding level of disciplinary action considered. Tammy added that decisions are based on specific circumstances surrounding the incident.

Apryle expressed concern about school level administrators that do not adequately address situations that are of greater severity. Mark responded offering his assistance to meet with the school administrator.

Further discussion is planned for a future meeting.

- **Revised Draft to Article 4.43**

A draft copy of proposed language change was distributed. Lisette summarized that the contract revisions/updates are recommended at this time to address variances in the legislative session calendar. She offered for the change on the date to state May 10th. Apryle suggested for the language to read for 30 calendar days before the last day of school. The group discussed the best timeframe to apply to the language. Tony specified that the objective of the date is to allow time for personal adjustments by the annual contract teachers in receipt of the letter. Michelle reviewed a calendar on a yearly basis. Tammy suggested that the timeline for informing annual contract teachers of their contract status would be feasible to read, "on or before the second Monday in May" for Human Resources.

The draft language was agreed on, and will be revised.

- **Teacher Evaluation Subcommittee Report**

A copy of an MOU draft was distributed. Lisette summarized and offered for review/approval. There was a question regarding the details on the evaluation plan. John Boyd noted that the plan was indeed accepted by DOE, but the actual detail in the language is chosen locally. Lisette shared that the teacher evaluation subcommittee will continue to meet and revise the teacher evaluation procedures.

F5: The group agreed on the MOU.

There was a brief discussion related to teacher evaluation concerns including a new checklist and the reappointment of teachers with 'highly effective' and 'effective' evaluations.

# Bargaining Leadership Team Meeting

Thursday, April 12, 2012



- **Progressive Discipline**

Lisette requested to table the issue.

- **Budget Update**

Todd Seis summarized the school budget status and shared that the employee allocations will remain the same for next year. Bill gave a budget overview and stated that the district will not have unrestricted revenue next year. Current status on reserved is on target, but it will be reduced to cover for budget deficit this year.

- **Article 4.16 OCEA Leave**

Apryle submitted paperwork to the Board for OCEA members out-of-state travel, but only a two out of four of the requested number were approved. She asked if there should be a change in contract language clarifying the need for staff to attend these events. Mark suggested for the item to be discussed with the Superintendent. Not revisions were recommended.

- **Donation of Sick Leave- CS/HB 285**

Apryle gave an update of the legislative rules on sick leave.

Tammy explained there may be some unforeseen difficulties with non-sick leave bank members; meaning, that leave may be shared with a non-member, but a non-member cannot deposit in the bank.

Apryle offered to have this discussion addressed in a subcommittee meeting.

- **Class Coverage Using Auto-Split**

Michelle suggested a subcommittee to be formed to discuss language and description of auto-split. Apryle said that Emergency Substitute Plans should be developed or updated at school sites every year.

Tony asked about funding sources for substitute teachers Bill responded that the school receives their operation budget in and determine how much of that will be used for subs a lump sum.

**ADJOURNED**

*Meeting ended at 5:55p*

Next meeting scheduled on **Thursday, May 10** beginning **4:15p** to **5:45p** at the **PDC TR#3**.

**Agenda Suggestions/Misc:**

- Teacher Annual Contract Reappointments Subcommittee Report (Mark and Michelle will meet)
- Duty Free Lunch Subcommittee (upcoming meeting will be set up)
- Michelle requested a copy of the Teacher Action Timeline from Tammy O.
- Tony requested Insurance Committee assistance regarding Partners
- Apryle asked for permission to research on changes to health care
- Karen requested a bar graph of the reserve fund balance from Bill C.
- Progressive Discipline
- Report from Discipline Committee- Article 9.03-3



# Bargaining Leadership Team Meeting

Thursday, April 12, 2012



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- Good food
- Great people
- Good meeting
- Over 300 survey responses; 143 said they had a 30 minute lunch!

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- Over 300 survey responses; 143 said they had a 30 minute lunch !



Thursday, May 10, 2012

**Members Present** *Lare Allen, Michael Allen, Lissette Brizendine, Rene Clayton, Bill Collins, Tony Donato, Apryle Jackson, Edna LaCount, Tom McKenna, John Michaud, Mark Munas, Tammy Otterson, Matthew Phillips, Nelson Placa, Karen Pruitt, Sandra Rushlow, Desiree Senter, Todd Seis, Randy Shuttera, Michelle VanderLey, Nadia Winston*

Location: SDOC PDC

**Recording Secretary – Lissa Gonzalez**

<b>Guest(s)</b>	<i>Rolando Casado, John Boyd</i>
<b>Mission Statement</b>	<i>Desiree Senter</i>
<b>Philosophy</b>	<i>Tammy Otterson</i>
<b>Rationale</b>	<i>Todd Seis</i>
<b>Salary and Fringes</b>	<i>Nadia Winston</i>
<b>Goals</b>	<i>Michael Allen</i>
<b>Time Keeper</b>	<i>Tom McKenna</i>
<b>Speaking Order</b>	<i>Michael Allen</i>

## AGENDA

- Rehiring Annual Contract Teachers
- Duty Free Lunch Subcommittee
- Teacher Evaluation Subcommittee
- Revised Contract Language – Article 4.43
- Domestic Partner Insurance
- Budget Update
- Progressive Discipline

## MINUTES

*Meeting began at 4:21p*

### **Introduction**

Lissette introduces two new members to be active as of 2012-2013 school year; these include Rolando Casado, AP at GHS, and John Boyd, Director of Student Success and Program Accountability. They will be replacing René Clayton, Randy Shuttera, and Nelson Placa.

### **Duty Free Lunch Subcommittee**

John M. summarized the subcommittee results. John said that the survey showed 80% of the teachers did not have an issue with duty free lunch. The committee concluded that principals try to provide duty free lunch unless there are circumstances when teachers are asked to supervise students for safety reasons. Lissette added there are isolated situations that would require principals to request teachers assist with the supervision of students, such as field trips.

Apryle introduced a new situations at a couple of secondary schools where teachers are on duty during lunch between 20 minutes and 35 minutes. Nadia asked if the subcommittee had a discussion regarding the lack of staff or coverage. Possible recommendation included reviewing the master schedules to make sure there is sufficient passing time for teachers to get to the lunchrooms, collecting more data to determine which factors are impacting the lunch delays, and proposing new language to the contract requiring sufficient passing time.

Mark offered to invite Food Service Coordinator, Rae Hollenbeck to come to the next meeting and discuss the factor of cafeteria assistance that may interfere with duty free lunch concerns.



Thursday, May 10, 2012

Matt P. added a suggestion to reconsider meeting again to address contract language. Rene agreed with John M. that it would be best to “go back to the drawing board” to address bell schedules and how it they may also interfere with the teacher’s duty free lunch.

### **Teacher Evaluation Subcommittee**

Lisette opened the discussion by reporting the subcommittee has taken on a new task of revising the contract. She distributed a handout with a draft revision of Article XII. She explained the committee’s task will be to procedure a Teacher Assessment Procedures Manual to be developed (in June). The language proposal is still in progress as current legislature may impact future teacher evaluation procedures.

A draft of a proposed Table of Content with chapter topics for the planned Teacher Procedures Manual which will continue to evolve as new information is researched and gained.

### **\*Rehiring Annual Contract Teachers**

Michelle brought up the item and requested that it will be tabled. She proposed the language drafted for Article XII – Teacher Assessment use the same language from Miami-Dade regarding the rehiring of annual contract teachers.

Michelle and Mark will schedule a meeting to further discuss the article language and bring it to a future meeting. She briefly reviewed the document requesting suggestions from the group to consider when meeting with Mr. Munas.

### **Revised Contract Language – Article 4.43**

Lisette handed out a draft of the proposed language revision for the notification date to inform annual contract teacher of their employment status for the ensuing year. Tammy brought up the date might be an issue for Human Resources due to the renewal dates schedule. John also mentioned that more time was helpful for teachers who were not reappointed to make necessary arrangements. Dates were re-considered; then, the final date of the second Monday in May was approved as originally proposed.

*F5: The group agrees on the language*

### **Domestic Partner Insurance**

Bill presented the agenda item by sharing a packet of sample information from Palm Beach County Schools and the City of Kissimmee. He suggests to survey Osceola District employees to obtain more information on the actual need within our workforce. However, Apryle is concerned that there may be opposition to that type of survey. Bill then suggested to pursue a discussion with the City of Kissimmee for guidance on how to procedure with the gathering of information. Meanwhile, a plan may need to be developed.

Tony requested a fist of five from the group to determine agreement for developing procedures to plan for domestic partnership benefits.

*F5: The group agrees to pursue developing a plan*

### **Budget Update**

A historical fund balance spreadsheet was distributed by Mr. Collins. Bill explained the year by year break down of the fund balance. The Finance staff is now attempting to project for 2012-2013. He noted



Thursday, May 10, 2012

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that if the current FRS lawsuit loses, the reserved fund balance will be reduced by \$13 million since the state will face a shortfall. Long range plan for the strategy has been to spend less and save more. The district expects to maintain our current level of operations within the next 3-4 years by building our fund balance annually.

Q: Apryle asks if the savings in the new health plan would save the district some money and is that savings going towards a step?

A: Bill does not foresee any changes to the employee's health plan. The district will not experience a savings.

Q: Sandy asked if the set aside fund balance required by the board policy assigned anywhere.

A: Bill clarified that 6% of the revenues have to stay in reserve.

Q: Lare asked to about the fund balance projection, and if we will be even within 4 years.

A: Bill states that what we are taking in and spending will even itself out.

Apryle then reported that Marion County was at impasse and the special magistrate ruled that their required fund balance was over by 8%. As a result, the district was ordered to increase the teachers' salary by 2 steps. She discussed how important it is reach agreement on a salary settlement during the summer.

Michelle added that the new contract language would need to be ratified by August for implementation from the beginning of the school year.

### **Progressive Discipline**

Lisette distributed handouts of a draft proposal of Progressive Discipline contract language. The revision of language was composed to mirror the language in the ESP contract. This has been shared with Principals for review.

Tammy noted that it is preferred to have this information written for teachers as well as ESP. Lisette added that she has met with the Superintendent and Mark Munas. She reviewed each step on the page the proposed article.

Michelle talked about immoral turpitude and how it would require immediate disciplinary attention. Lare asked about verbal warning and how it is followed through. Michelle explained that there is a form to keep record of the documentation.

Tony asked if a subcommittee has been formed to review the minutes. Lisette responded that a subcommittee had not been organized to review Progressive Discipline. He asked a question regarding pay. Lisette said that the steps for suspension progress from "with pay" to "without pay".

Michelle asks about the involuntary transfers. Lisette states that a teacher is provided multiple opportunities, through the progressive discipline step, to improve. She added that if the concerns or issues are not resolved after the multiple discipline steps then the final step needs to be termination.

Apryle described a situation where a teacher was being reprimanded for issues that were resolved by a transfer and ~~no~~ the teacher did not experience any further issue was found at the new site. Lisette



Thursday, May 10, 2012

asked if this would be considered an involuntary transfer. Then, Mark explained that with Senate Bill 736 a principal has the right to deny a transfer.

Michelle suggested that the option of demotion should be considered. Desiree added that the language should note "reassignment" instead of demotion.

Tony suggested assembling a subcommittee be formed to address the Progressive Discipline language. Lissette reminded the team that all opportunity would have to be attempted and failed, before the final step of termination is imposed. Michelle advised the subcommittee to consider the subcommittee look at other articles and group them together so they fall in line with Article IV.

#### **F5: Agree to a subcommittee for Progressive Discipline**

ADJOURNED

*Meeting ended at 6:03p*

#### **Next meeting(s) scheduled:**

June 12 beginning from 4:15p at the OCEA Office.

July 11 from 1p-6p at the PD TR#3.

#### **Agenda Suggestions:**

**Rehiring Annual Contract Teachers**

**Domestic Partners Insurance**

**Progressive Discipline**

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- Food is great
- Good mix and mingle!

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- Started late
- Ended late



Tuesday, June 12, 2012

**Members Present**

Location: OCEA Office

*Lare Allen, Lissette Brizendine, Bill Collins Tony Donato, Lissa Gonzales, Apryle Jackson, Edna LaCount, Tom McKenna, John Michaud, Mark Munas, Tammy Otterson, Matthew Phillips, Karen Pruitt, Todd Seis, Desiree Senter*

*Recording Secretary – Lissa Gonzalez*

<b>Guest(s)</b>	<i>Rolando Casado, John Boyd</i>
<b>Mission Statement</b>	<i>Apryle Jackson</i>
<b>Philosophy</b>	<i>Edna LaCount</i>
<b>Rationale</b>	<i>Rolando Casado</i>
<b>Salary and Fringes</b>	<i>Tom McKenna</i>
<b>Goals</b>	<i>John Michaud</i>
<b>Time Keeper</b>	<i>Tom McKenna</i>
<b>Speaking Order</b>	<i>Edna LaCount</i>

**AGENDA**

- Rehiring Annual Contract Teachers
- Domestic Partners Insurance
- Budget Update

**MINUTES**

*Meeting began at 4:15p*

**Rehiring Annual Contract Teacher's**

Michelle's mom was rushed to the hospital and is not available to be at the meeting. Apryle asks to table the topic for the next meeting.

**TABLED**

**Domestic Partners Insurance**

Bill met with consultant, Gallagher Benefit Services, Inc. He distributed a handout of projections for domestic partner cost impact to medical and prescription drug plan. He explained the spreadsheet reveals percentages nationally based on eligibility; then, noted that only 1-2% of employees would actually use the plan here in the Osceola School District. He added that the reduction of costs to the health plan in the past has been successful. Re-negotiation of the health plan may be helpful.

The insurance committee has not yet been informed of these details, but he plans to share the information. Tony asked if Ken DeBord is on board with the idea and Bill informed him that he is though they have not yet met with the Board. John M. also asked about family coverage; so, Bill explained that the plan would cover dependents as well.

Lissette asked about the savings projection on pharmaceuticals. Bill responded with an approximate amount of \$700-750,000 adding that changes would be impacted in the 2012-13. He then asked the group if they would consider not only same sex, but opposite sex domestic partnership. Mark added that this is a good direction to move into. Tammy agreed. Bill noted that nationally, 52% of employers offer the coverage, then asked if the group would like to move forward with the option of domestic partnership insurance for employees.



Tuesday, June 12, 2012

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FIST OF FIVE: pending details that may change per the Insurance committee

### **Budget Update**

Bill distributed projections of revenue and loss history. He explained the total FEFP funding per student. It shows a 14% decline in revenue per student. The total funding is including state funds. Bill's current projection looking at the data from May through June to be \$13 million more. This unexpected amount had to be included in the projection due to ESE IDEA requirement that took effect on the plan as there is more money required. Tony asked about POs and how encumbered funds take effect. Bill then clarified that there are POs, salary, and other invoices that are yet to be paid out and will make an impact on the total.

Tony asked about fund balance projection. Bill projects a range of \$27 million. A board meeting on Budget is scheduled for July 10.

### **Next meeting scheduled:**

July 11<sup>th</sup> beginning from at 1p until 6p at the Professional Dev. Training Rm#3.

### **Agenda Suggestions:**

- Dual Enrollment teaching at High School requirement for night course instructors.

Apryle thought there may be a change in working conditions relating to contract language regarding adjunct positions. Mark explained that an adjunct position is not relevant to OCEA, but a requirement of Valencia. He explained the difference between Dual Enrollment versus Advanced Placement and the effect of the pressure on students as well as the pass rate and how there is an evident negative affected by Advanced Placement. He talked about a recent school board meeting when Apryle Jackson made a presentation on the issue at a recent Board Meeting on the subject and making an impactful statement on the negative effects on student's academic activity when enrolled in Advanced Placement schedules. He encouraged the group to see it from web archives.

Mark will return with more information on the requirements on teachers to instruct on Dual Enrollment at the request made by Tony. He advocates Dual Enrollment as does John Boyd who added that AP policy is based on failure not a measure of success. He talked about AP in Hillsboro County, how college credit is actually affected by AP not being honored. Edna added that students should be encouraged to talk with their parents to look into the Dual Enrollment option. She states that administrators respond to parents. Rolando added statistical information regarding CTE dual enrollment promotion. He mentioned high schools advertising the CTE option.

- Review Collaborative Bargaining MOU revisions
- Teacher Evaluation Subcommittee Update
- SINI Schools mini grant review
- Differentiated Accountability Transfer MOU
- Uncertified Teacher Transfer
- Summer Program
- Salary Budget Update



*Tuesday, June 12, 2012*

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- Annual Contract Language
- Race to the Top Subcommittee (reconstitution of members by be done by Bill and Apryle)

**ADJOURNED** \_\_\_\_\_ *Meeting ended at 5:07p*

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- HAPPY BIRTHDAY TONY DONATO~
  - Bill took care of the domestic partners insurance plans
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Wednesday, July 18, 2012

**Members Present**

Location: SDOC PDC

*Lare Allen, Michael Allen, John Boyd, Lissette Brizendine, Rolando Casado, Bill Collins, Tony Donato, Apryle Jackson, Edna LaCount, Mark Munas, Tammy Otterson, Karen Pruitt, Sadra Rushlow, Desiree Senter, Michelle VanderLey, Nadia Winston*

**Recording Secretary – Lissa Gonzalez**

<b>Guest(s)</b>	<i>Virginia Costa, Dywayne Hinds, Pam Tapley</i>
<b>Mission Statement</b>	<i>Mark Munas</i>
<b>Philosophy</b>	<i>Desiree Senter</i>
<b>Rationale</b>	<i>Lissette Brizendine</i>
<b>Salary and Fringes</b>	<i>Mike Allen</i>
<b>Goals</b>	<i>Sandy Rushlow</i>
<b>Time Keeper</b>	<i>Karen Pruitt</i>
<b>Speaking Order</b>	<i>Mark Munas</i>

**AGENDA**

- Contract Language for Rehiring Annual Contract Teachers
- Starting Salary for Experienced New Hires
- Collaborative Bargaining MOU
- SINI Schools MOU
- Hourly Rates for non-FTE Programs MOU
- Differentiated Accountability Transfer and Retention Incentive MOU
- Review of Performance Based Pay
- Teacher Evaluation Subcommittee Update
- Out of Field Teacher Transfers

**MINUTES**

*Meeting began at 4:17p*

**Collaborative Bargaining MOU**

The Collaborative Bargaining MOU revisions were reviewed by the team after distribution. Michelle asked what the language implied when it states “just cause” ....

Minor changes were made such as new superintendent name and year from 11-12 to 12-13. All the changes were agreed on.

F5: All changes were agreed on

**Hourly Rates for non-FTE Programs MOU**

F5: Hourly rate for non-FTE MOU

**SINI Schools MOU**

The revision of the MOU allowed additional time to allow teachers more student contact. Pam Tapley explained that the time was required to change by FDOE. The start time was altered to avoid impacting 24 schools due to changes in their bell schedule to begin sooner this year. In the interest of teachers, an additional 15 minutes was added to the 30 allowed previously. The time added last year remained in the time allotment to be used specifically for professional development and studies.

Apryle noted the issue that Teachers are afraid that the language isn’t clear enough to specify that the time is not for PLCs or other professional development. Pam responded that the time is restricted to student contact time. Tony asked why all schools weren’t altered nine minutes before each class. Pam explained that



Wednesday, July 18, 2012

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the necessary time is altered to be suitable for each school and not every school's schedule would adapt well by adding 9 minutes to the schedule before the school day.

Apryle reviewed survey responses on the proposed language. She said some teachers were concerned that they were not notified of the change in a fair amount of time. Pam responded that the time frame was complying with SIG specifications. Apryle also noted that one of the schools extended student contact time during the lunch period. Lissette responded to Apryle that the last MOU designated one hour per week. Apryle then proposed to revise the language to specify what the time allowed will be used for.

Michelle asks about the costs related to SIG and what the impacts are on the school schedules. Pam responded the impact amount would be three-million; used to cover extra pay as well as some professional development.

Larry asked about a one hour addition. Pam clarified that the hour extension is applied to Wednesday. Lare asked what was the major objection about adding 9 minutes before the regular scheduled day begins.

Tony proposed that OCEA BLT would have some time to consider the MOU proposal before arriving at a decision. Pam then responded that the urgency is to allow principals to notify teachers of the time changes with enough notice ahead for preparation. Tony suggests that the pre-planning period before school may be used to notify teachers then. Apryle noted that an immediate decision should not be required of teachers. A few members stepped out to review the MOU language.

Apryle will meet with Lissette to further discuss language.

### **Teacher Assessment**

The team reviewed the Article considering to add the language to read "as defined by statute" in order to be specific in the language. Mark and Michelle will make the revision and send it to Lissette soon to finalize the Article.

### **Teacher Salary**

Tammy explained how salary upgrades correlate with experience time.

New teachers or para's promoted to instructional had usually been handled by 1 year of experience being withheld. Tammy explained that teacher salary is frozen to avoid a refund from the teachers.

Tony asks for a visual. Bill reviews pg. 79 of the handbook to pose an example.

Mark recommends an MOU for this item as it affects working conditions. He asked if anyone were opposed to draft and review an MOU electronically. Tammy offered to create an MOU.

### **Differentiated Accountability Transfer and Retention Incentive MOU**

Bill explained the revision reflecting AYP and school grades. He suggested that everyone review the MOU and return with a decision at a later date.



Wednesday, July 18, 2012

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### **Review of Performance Based Pay**

In 14-15, pay will be based on current schedule or the new performance based pay and supplements.

Finance is developing both PBP schedule and a supplement schedule. Any instructional personnel on annual contract will have to be moved to the new salary scheduled. Effective teacher and highly effective teacher pay was explained as base pay would be honored by the salary schedule, then performance based pay would be compensated by increasing, but not deducted.

Matt asked about the time frame for teachers that have the option to choose either schedule. Mark explained that teachers that are newly hired would not have the option. John Boyd said that once a grandfathered scale employee chooses performance based pay, the choice cannot be rescinded.

### **Teacher Eval Subcommittee Update**

The Subcommittee is discussing Alternate Assessment for Media Specialist and non-student contact employees. Nadia suggested for training in the first month of school in the interest of time, so that training will be during Domains 1-2 instead of playing catch up at a later time in the school year.

**ADJOURNED**

*Meeting ended at 5:50p*

### **Next meeting scheduled:**

August 9<sup>th</sup> beginning from 4:30p at the OCEA. (change time due to Assoc. Rep. Training)

### **Agenda Suggestions:**

- TBD

- Great Food

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Thursday, August 09, 2012

**Members Present**

Location: SDOC PDC

*Lare Allen, Michael Allen, John Boyd, Lissette Brizendine, Rolando Casado, Bill Collins, Tony Donato, Apryle Jackson, Edna LaCount, Tom McKenna, John Michaud, Mark Munas, Tammy Otterson, Karen Pruitt, Desiree Senter, Michelle VanderLey, Nadia Winton*

**Recording Secretary – Lissa Gonzalez**

<b>Guest(s)</b>	<i>Virginia Costa</i>
<b>Mission Statement</b>	<i>Mark Munas</i>
<b>Philosophy</b>	<i>Tom McKenna</i>
<b>Rationale</b>	<i>Lare Allen</i>
<b>Salary and Fringes</b>	<i>Nadia Winston</i>
<b>Goals</b>	<i>Tammy Otterson</i>
<b>Time Keeper</b>	<i>John Michaud</i>
<b>Speaking Order</b>	<i>Mark Munas</i>

**AGENDA**

- Performance Pay Subcommittee
- Teacher Evaluation Subcommittee
- Teacher Evaluations: Domains 2, 3, 4 of Marzano Model
- Starting Salary for Experienced New Hires
- MOU for SINI Schools
- Signing of MOU:
  - Collaborative Bargaining MOU
  - Hourly Rates for non-FTE Programs MOU
  - Differentiated Accountability Transfer and Retention Incentive MOU

**MINUTES**

*Meeting began at 4:35p*

**Teacher Evaluation Subcommittee**

Lissette distributed a draft of the manual. Adaptions and adoptions were reviewed by Apryle and Lissette to apply those that should be added to the new manual. There are several guidelines for employees and administrators. Dates are included to help in planning. Apryle is well pleased with the outcome so far. Lissette notes that the procedures manual is still in progress. She went over the revisions to Article XII and explained that there will be further changes.

Tony asked about Sec 12.01-2, that it should reflect the language to have “state statute” included. He said that this would support that idea of the way the matrix is set up for evaluations, a teacher has a better opportunity for a better result in observation. Lissette responded that the focus element will be the primary data point. This will allow time for observation. Virginia said that a teacher can request additional time for observation. Tony asked Lissette about the data points. He suggested that misinterpretation from teachers can be avoided if it included formal evaluation. Lissette said they will make sure a notation regarding data points will be added if it is not already.

Apryle noted that it is easier to amend the manual than to revise the contract.

John Michaud asked about the availability of the manual. Lissette explained that there are plans to have the manual accessible online in the future. Apryle talked about a tool that teachers can use to track the evaluation process to assist them in progressing towards becoming an effective teacher. She pointed out a page where the information is in the manual of Domains 1-4 that will occur this year. Each domain is clear



Thursday, August 09, 2012

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in the packet and can help tracking results easily. Desiree suggested for a copy to be available at media centers for teachers.

#### **Domains 2-4**

Lisette pointed out that instructional practice score is available to view throughout the year; however, the Marzano website notes that the percentage accounted for each domain is not included in the manual.

John Michaud makes a motion to strike the language regarding negative conversations about teachers, as well as students and parent negative talk. Lisette addressed his motion. The language could only be changed by motion if the document was created by the district, but the observation is an adopted plan of the state. Michelle said that because the Marzano plan is not a statute, scoring is not required. Mark said he will contact the state for direction as this is an adopted plan. Lisette explained the process of LIIS and the state to be involved in changing any language as the adaptation is under predetermined stipulations in contract. Michelle questioned that the language is subject to the grievance process. Mark responded saying that he would like to get direction from the state before making any changes.

Tammy suggested if when the review is made regarding negative conversation that names are not used. Michelle responded that it is difficult to avoid people inquiring. Virginia added that this is only one piece of evidence out of nine that would be evaluated in the Marzano, so that particular portion of the evaluation may not be so relevant to the final scoring that is most important.

Lisette asked for the group to familiarize themselves with the language. Lare asked for Apryle to respond, the manual will be reviewed after the elections. Lisette asked for the subcommittee to reconvene for a revision.

#### **Performance Pay**

Mark requests for three to four people that are on the subcommittee from the district and from the OCEA in the next three or four weeks. Mark asked for a head nod. All agreed.

#### **Starting Salary for Experienced New Hires**

Mark explained the salary negotiation will result in equity in pay between new hires and long term employees. Mr. Allen asked about the language noted in the document "bringing in" and what it refers to. Tammy responded explaining that language refers to valid and relevant experience for the position.

F5 (Fist of Five): MOU is TA'd

#### **MOU for SINI Schools**

Apryle asked for Mark to review the MOU. Mark stated that the issue is that the use of time needs to be clarified. He noted that the student contact minutes added was taking away from non-student contact. So, the 45 minutes is actually a replacement of time, not necessarily an additional time to the teacher schedule, except for about two to three minutes per day. Tony noted that the MOU is much clearer with the revisions distributed. Apryle said that this is better language that should avoid certain Principals that assume to require their teachers to be at meetings or fill the time with other activities. Michelle asked to have language that states that the time not be used for meetings or mandatory meetings. Mark responded that the current schedule will not be different with the current language.

F5 (Fist of Five): MOU is TA'd



Thursday, August 09, 2012

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**Signing of MOUs**

- Collaborative Bargaining MOU
- Hourly Rates for non-FTE Programs MOU
- Differentiated Accountability Transfer and Retention Incentive MOU

**ADJOURNED**

*Meeting ended at 5:36p*

**Next meeting scheduled:  
Aug 20-24 week ESP Mtg.**

**Aug. 28<sup>th</sup> UMM Meeting**

**Aug 30<sup>th</sup>** beginning from 4:15p at the OCEA.  
**Sept. 13<sup>th</sup>** beginning from 4:15p at the PD TR#3

**Agenda Suggestions:**

- Teacher Assessment/Eval
- Annual Contract Language Renewal
- Salaries
- Progressive Discipline

- OCEA generosity during pre-planning
- 





Thursday, August 30, 2012

**Members Present**

Location: OCEA

*Lare Allen, Michael Allen, John Boyd, Lissette Brizendine, Rolando Casado, Bill Collins, Tony Donato, Apryle Jackson, Edna LaCount, Tom McKenna, John Michaud, Mark Munas, Tammy Otterson, Matthew Phillips, Todd Seis, Desiree Senter, Nadia Winston*

**Recording Secretary – Lissa Gonzalez**

<b>Guest(s)</b>	<i>Angela Marino and Janine Jarvis</i>
<b>Mission Statement</b>	<i>Mark Munas</i>
<b>Philosophy</b>	<i>Tom McKenna</i>
<b>Rationale</b>	<i>Michael Allen</i>
<b>Salary and Fringes</b>	<i>Todd Seis</i>
<b>Goals</b>	<i>Tammy Otterson</i>
<b>Time Keeper</b>	<i>Matthew Phillips</i>
<b>Speaking Order</b>	<i>Matthew Phillips</i>

**AGENDA**

- Process for Evaluation of Non-Classroom Instructional Employees
- Annual Contract Language
- Salaries
- Duty Free Lunch
- VAM Scores
- Assault Language
- DCF Policies
- Adequate Notice of Meetings Requirements
- Due Process
- Student Redaction

DRAFT

**MINUTES**

*Meeting began at 4:18p*

Angela Marino and Janine Jarvis (Guests) opened the meeting with a discussion of the Central Florida Assessment Collaborative (CFAC). Due to the statutory requirements that Districts have assessments for all areas not covered by the Statewide assessment test (FCAT), a collaborative partnership was initiated with several surrounding districts. The collaborative group has been charged with creating assessments not covered by the FCAT. Ms. Marino and Ms. Jarvis came to the meeting this evening to introduce the collaborative and its mission. They also introduced a proposal that may be an additional earnings opportunity for teachers.

To ensure Osceola is represented, a commitment was made for teachers to review and submit items of certain subject areas. Janine noted that assessments are planned to be written for math, science, and CTE courses. Teachers will be invited to apply to contribute in creating the assessment for non-FCAT tested students. A line item from central funds under 100k has been allowed.

Teachers will be compensated with their hourly rate of pay; however, the coalition is recommending a flat compensation rate to be paid out instead of an hourly rate. Janine explained that the current plan is for ten positions of teachers who will be assigned as item writers and six reviewers. An application will be made available to teachers which will be reviewed later. Writers and reviewers would be contracted to create the items. In the application process, approximately 60 people would be considered.



Thursday, August 30, 2012

Michelle asked if they are writing assessments for end of course exams, and how would it be used as teacher evaluation? Angela responded that eventually, the results would be included into the teacher evaluation score.

Angela proposed the idea of an MOU with stipulations to be noted in detail. Angela offered to meet with the appropriate personnel. The current collaborative for Osceola is geared to impact performing arts. The assessments would be deposited into a bank of contributions from several districts that store assessments. Michelle asked where the direction to create such a group derived. Angela explains that FDOE has required the end of year assessments and the collaborative is joint effort unless Osceola would produce the assessment alone.

### **Annual Contract Language**

Michelle proposed language to the contract for consideration to be included into the teacher assessment piece. Mark reviewed the proposed language and pointed out the last sentence asking why it is included. Michelle responded that the language would protect annual contract employees.

Tammy noted that the contract is to be renewed. She then asked about the reappointment of teachers and how it will be tracked and what would be the process. She added a question about missing probationary and annual language that was noted previously in the proposed language.

Karen said that the original intent was to protect annual contract teachers that may disagree with their administrator.

Apryle requested to send the item to the subcommittee for review and discussion to be brought in for the upcoming meeting.

*F5 (fist of five): Agreed to send to the Subcommittee*

### **Apryle debriefed each of her items to be discussed at a future BLT Meeting as follows:**

- **Duty Free**  
In the last 2 weeks, she noticed that passing time was not considered in duty free lunch. She asked that the language be revised to mention passing time.
- **VAM**  
Currently, issues with VAM scores are acknowledged and are currently being reviewed.
- **Assault Language**  
Apryle expressed her concern regarding paraprofessionals and teachers being assaulted by students. An EBD student has physically harmed and bruised a teacher in the past. Other districts have language covering this. She would like the BLT to review it for the next meeting.
- **DCF**  
Procedures guide should be distributed for teachers to be aware of the process.





Thursday, August 30, 2012

- **Adequate Notice of Meetings**  
Teachers are requesting administrators for more than just 24 hour notices for meetings.
- **Student Redaction from Investigations**  
Student names cannot be redacted from investigations.
- **Process for Hospital Homebound**  
Apryle makes a request of John Boyd for something on giving an evaluation score for teachers.
- **Due Process**  
ESP Language should duplicate the BLT contract concerning due process.

### **Salaries**

Bill Collins said that the district will spend 11 million dollars more than incoming funds in 12-13; furthermore, no decisions can really be settled since there will be two new board members to begin in October and the district is awaiting the FRS lawsuit verdict to be revealed in September. Apryle also noted that the verdict will not be made until after the election as per FEA.

### **MOU re TeacherMatch**

A research study document requesting for a compensation offered for focus groups was distributed. Procedures document shared on peer review of tests, principal rigor, etc.

### **Non-Classroom Teachers**

Documents that were adopted for the evaluation of non-classroom teachers were shared. Matt asked if there will be a rubric on this document. There is a rubric. Karen asked if this is to be implemented this year. She would like to know if this is to be done this year. John explained that there are 30 days to submit the documentation of a plan and the option of publishing and implementing to be tabled for the coming year with permission of DOE. Lissette noted that if the model was implemented next year, the elements and artifacts can be collected with more time. She explained the difference between non-classroom instructional staff and how it reflects on the submission of each person.

### **Teacher Reassignment**

Bill noted that the student count is up and 10 to 11 teacher openings are available. Next week the openings will be posted. Tammy added that they will meet with Elementary and Secondary Assistant Superintendents to determine which units need to be moved; hopefully, on Tuesday it will be determined, so that by Wednesday volunteers would be attained. A list will be assembled by seniority and certification area; then, by the weekend, teachers will be aware of the re-location and moving arrangements will be more convenient.

HR is creating a list organized by district experience and favor will be for those with consecutive time experience.

Todd responded that Finance reviews expected growth. He noted reduction in and growth interchange in areas of the district to balance out. In addition, redistricting is considered to project future growth plans; there is a 1.25 person increase/year.



Thursday, August 30, 2012

Apryle asked about ARC. Tammy responded that December 31, 2012, is the closing date for the school. DCF is planning to move the students out. She does not anticipate that any teacher would be terminated, as there seems to be an equal amount of vacancy.

**ADJOURNED**

*Meeting ended at 5:14p*

**Next meeting scheduled:**

**September 13, 2012, at 4:15p at PD TR#3**

**Agenda Suggestions:**

- Annual Contract Language
- Duty Free Lunch
- MOU TeacherMatch
- MOU CFAC
- Process for Evaluation of HH Employees
- VAM Scores
- Assault Language
- Student Redaction from Investigations
- Teacher Restroom Breaks
- Lissette requested that Teacher Subcommittee to reconvene to address VAM.  
Re: equity between IPDP using teachers and schoolwide evaluation

+

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- Apryle's five minutes
- Great food
- Room too tight

DRAFT

# BLT Meeting

Thursday, September 13, 2012



## Members Present

Location: PD #3

*Lare Allen, Michael Allen, John Boyd, Lissette Brizendine, Rolando Casado, Tony Donato, Apryle Jackson, Edna LaCount, Tom McKenna, John Michaud, Mark Munas, Tammy Otterson, Matthew Phillips, Karen Pruitt, Todd Seis, Desiree Senter, Michelle VanderLey, Nadia Winston*

*Recording Secretary – Lissa Gonzalez, Jacquelyn Lopez*

Guest(s)	
Mission Statement	<i>Tony Donato</i>
Philosophy	<i>Tom McKenna</i>
Rationale	<i>Karen Pruitt</i>
Salary and Fringes	<i>Apryle Jackson</i>
Goals	<i>Rolando Casado</i>
Time Keeper	<i>John Michaud</i>
Speaking Order	<i>Michelle VanderLey</i>

## MINUTES

*Meeting began at 4:16 PM*

### **MOU re: TeacherMatch Research Project: John Boyd**

- A Memorandum of Understanding was distributed referencing this project.
- Teacher Match is a non-profit organization independent from the district.
- It is a voluntary program for teachers to be done on teachers' personal time.
- Compensation for teachers will come from Teacher Match ONLY, not the school district.
- Compensation from Teacher Match for district is based upon teacher participation.
- Information is collected from teachers via survey or focus group.
- It is a nationwide program.
- No funds will be paid from district, ONLY from Teacher Match.
- TeacherMatch will disclose the amount of compensation to both teachers and district upon completion.
- BLT members from OCEA asked the following questions:
  - What is the amount of compensation? Is it worth it?
  - What will we gain? Where will the compensation go that the district gets?
  - Will the district pressure the teachers to do this so that the district is compensated?
  - How will it affect working conditions?
  - Since it is only offered to teachers for grades 2-8, how will the other teachers feel that do not get the option?
  - How would those that do not participate be affected?
- BLT members from OCEA concluded that more details on the organization and this study are needed before a decision can be made.

***ACTION: More information is needed to decide.***



**MOU re: Central Florida Assessment Coalition (CFAC): John Boyd**

- Participation in CFAC project provides an additional earning opportunity for teachers.
- There will be two sessions.
- Compensation will go to teachers.
- No funding is given to the District for participation.
- CFAC is developing an item bank.
- This organization is about one year old.
- Edna LaCount suggested that instead of teachers being paid, a substitute teacher should be used to save district money while teachers' participate.
- Lissette Brizendine reminded committee members that taking teachers out of their classrooms to participate does not benefit students.
- John Michaud shared that teachers feel like they are always giving, yet they are not being paid per the contract, and that there is no give and take, just giving time on their part.
- The teacher participation rate that CFAC proposes is one flat rate.
- OCEA members expressed that additional activities for teachers do not make sense with all the cuts.
- Mark mentioned that we can do this with this organization and share the wealth, or we will have to come up with all the questions for the exams, which could cause us to spend more money.
- OCEA prefers that teachers receive their hourly rate of pay.
- Tammy Otterson mentioned the Susan McKay Grant. She was paid a flat rate of \$500 despite how long it took. In this case, it might be different where you make more money depending on the length of the assessment and approval of items.

**Action: Find out flat rate before we can approve.**

**Duty Free Lunch/Teacher Restroom Breaks: Apryle Jackson**

- Apryle shared that teachers are being forced to eat in their classroom to help students with tutoring and such.
- She stated that teachers need their lunch period to regroup and eat.
- The contract allows no working lunches unless there is an emergency.
- Apryle expressed that teachers are frustrated because they are not getting their full thirty minute lunches, and teachers need their breaks.
- Apryle shared that some schools do not include the walking time in their schedules.
- Apryle suggested adding language to the contract stating that travel time is not a part of the allotted lunchtime.
- Teachers go in early and run groups in the morning and after school so their lunch is essential to their performance.

**Action: Mark will work with principals to address it promptly.**

# BLT Meeting

Thursday, September 13, 2012



## **VAM Scores: John Boyd/Apryle Jackson**

- Apryle asked to postpone discussions about this matter until next month, as a plan is in motion.

**Action: Apryle will advise members at a future meeting.**

## **Assault Language: Apryle Jackson**

- Apryle stated that too many students coming from other places are physically violent to teachers.
- Apryle shared that a teacher showed her a bruise on her chest from a recent occurrence.
- Apryle suggested that there should be a procedure in place that should be followed when this occurs.
- Apryle also shared that a pregnant teacher was hit which caused her to have difficulties in her labor.
- Michelle shared that at a school visit, a student has bitten a teacher, and no information on immunizations was provided to the teacher for her protection.
- Michelle asked: How will the teachers know if they are at risk of something if the students' immunization records are not shared to the teachers?
- Michelle shared most occurrences are happening at elementary schools.
- Michelle also shared that when a teacher tried to expel a child for being physically violent, the principal did not allow the expulsion and put the child right back in the same class. The law states that teachers have the right to do this.
- Rolando shared that a child must be restrained if they are causing harm to others or to themselves.
- Several members noted that some kids like to be restrained, and they act up for that purpose.
- Mark reminded members that CPI should be used with caution and should only be used in "real" emergencies. In order for the child to be removed from the class, the teacher has to prove that the child needs a different type of environment. We do not want teachers to be injured, but restraint should be used with caution. We must look into the laws that protect both the student and the teacher.

**Action: The BLT shall propose language that protects both the teacher and the student concerning a teacher's ability to restrain a student during an act of physical violence.**

## **Redaction of Student Information from Investigations: Apryle Jackson**

- Apryle offered that if there was an investigation, according to court ruling, all statements have to be submitted to the teachers with the students' names and/or those who have provided statements. This is law not language.

## **Expedited Language for Grieving the Process for Evaluations: Apryle Jackson**

- Apryle requested this be discussed at a later time, as she has spoken to the superintendent, and they currently have a plan in motion.

# BLT Meeting

Thursday, September 13, 2012



## **Teacher Evaluations Subcommittee: John Boyd**

- The next meeting shall be October 4, 2012 at 4:00 PM at OCEA.

***Next meeting Scheduled: Thursday, October 11, 2012 4:15PM at OCEA***

## **Agenda Suggestions:**

- Dental insurance increase:
  - Per Apryle, employees were not notified and noticed the change in their checks and during open enrollment.
  - Lissette stated she asked staff before open enrollment started and was told that there were no changes.
  - Bill offered to bring appropriate staff to the next meeting to clarify.
- Domestic partner benefits:
  - Tony Donato stated that tomorrow is the end of open enrollment, and many people cannot add this benefit because it was not implemented. This was approved by the BLT, but it was not implemented.
  - Mark reminded members that there was no tentative agreement (TA), but a recommendation was made. The BLT cannot make that decision for the district but can offer recommendations.
  - Tony disagreed and stated that the BLT should have the ability to make the decision for this benefit.
  - Mark to speak with Bill to see what the agreement was and whether this would be considered a qualifying event. Bill expressed that it is likely this would be a qualifying event to reopen open enrollment.
- Apryle requested that salaries be placed on the next agenda.

***Meeting locations: Mark suggested that all district meetings move to the Finance Conference room. Everyone agreed.***

+	+ New secretary on board
	+ Timely speaking order
	+ Ended early
Δ	Δ

**ADJOURNED**

***Meeting ended at 5:21 PM***



# BLT Meeting

Thursday, October 11, 2012

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## Attendance:

Lare Allen	Present
Michael Allen	Present
John Boyd	Present
Lisette Brizendine	Present
Rolando Casado	Present
William Collins	Present
Tony Donato	Present
Apryle Jackson	Present
Edna LaCount	Present
Tom McKenna	Present
John Michaud	Present
Tammy Otterson	Present
Karen Pruitt	Present
Sandra Rushlow	Present
Todd Seis	Present
Desiree Senter	Present
Michelle VanderLey	Present
Nadia Winston	Present

## Guest(s):

Angela Marino, Director of Research, Evaluation, and Accountability  
Janine Jarvis, Instructional Research and Evaluation Specialist

**Location:** OCEA Office

<b>Mission Statement:</b>	<i>William Collins</i>
<b>Philosophy:</b>	<i>Todd Seis</i>
<b>Rationale:</b>	<i>Rolando Casado</i>
<b>Salary and Fringes:</b>	
<b>Goals:</b>	

**Time Keeper:** *John Michaud*

**Speaking Order:** *Michelle VanderLey*

**Recording Secretary:** *Jacquelyn Lopez*

## MINUTES

*Meeting began at 4:17PM*



## **MOU re: TeacherMatch Research Project: John Boyd**

- A Memorandum of Understanding was distributed referencing this project.
- The MOU was previously emailed to BLT members.
- Teachers and schools are compensated for participation.
- Compensation for teachers and schools will come from TeacherMatch ONLY, not the school district.
- Compensation from TeacherMatch for district is based upon teacher participation.
- Information is collected from teachers via survey or focus group.
- The district will not pressure teachers to participate, nor will their participation affect working conditions.
- John Boyd stated that these opportunities are good for everyone, and everyone should be supportive.
- Apryle Jackson asked if this was the same TeacherMatch with which the Chamber of Commerce is working. John Boyd stated that it was not.
- John Boyd stated that the purpose of this survey is to get feedback from teachers.
- Tony Donato asked how the compensation that goes to the school is spent. Once the gift is approved by the district, where does the money go?
- John Boyd stated that the money goes into the school's internal funds, and the school may use the funds as needed.

***Action: MOU approved with a fist of five vote and signed as a tentative agreement***

## **MOU re: Central Florida Assessment Coalition (CFAC): John Boyd**

- Memorandum of Understanding was distributed referencing this project.
- Information was looked at from other districts in comparison. (Please see handout for Lake County School District.)
- \$60 stipend for completion of the training will be given.
- Compensation for a test item writer will be \$20 per test item written and \$20 per test item accepted.
- Reviewers will be compensated \$10 per test item reviewed.
- In order for acceptance, test items must meet CFAC's and the school district's specifications for quality submission.
- Tony Donato stated that he appreciates the compensation.
- William Collins asked if there be a way to stop participants from writing too many items and if there will be a limit.
- The reviewer will be able to examine the writers' items and advise them if they are qualified to continue writing or not. Training is provided to ensure participating teachers meet expectations and time limitations.
- John Boyd stated that only those with the skill set would be selected to continue participation.
- Tammy Otterson stated that a limit should be stated on the contract.
- John Michaud asked what would happen if the teachers are over their allotted time and still have to finish.
- The contract will include that participation is to be done on teachers own time and outside of their work schedule.
- Tony Donato is concerned about the erosion of the contract language. He states that it seems that this is another way of getting away from the contract, though he believes this is a good idea and definitely a step forward.
- This is not an hourly job, because of the requirements needed to be
- Apryle Jackson mentioned that she believed this could be more costly.



# BLT Meeting

Thursday, October 11, 2012



- Tony Donato insists that language needs to be added to state the limitations, and reimbursement for time and quality.
- Michelle VanderLey stated that she would like to add the extra money in the contract.
- Writers can also be reviewers, though not for their own submissions.
- Lissette Brizendine likes that we can have flexibility to change and adjust the contract for each individual person.
- Single or multiple submissions of test items are accepted.
- Tony Donato asked if we could re-do the MOU and add the language for limitations and such.
- Per Lissette Brizendine, each participant would get an individual contract so adding limitations to the MOU might not be a good idea.
- Tony Donato stated if the language is in the minutes then he agrees that they can proceed with the approval of this MOU.
- Tammy Otterson stated that clarification of limitations should be added to the contract detailing the amount of questions that can be done overall per participant.
- Apryle Jackson mentioned that journalism teachers are not required to be certified in order to teach journalism. Teachers are not teaching journalism but instead are working on yearbooks and such, which does not constitute journalism. This is not acceptable. Participants who do not have knowledge of journalism should not participate in that genre.

***Action: MOU approved with a fist of five vote and signed as a tentative agreement***

## **Performance Pay Subcommittee Meeting Dates: Bill Collins**

- Bill Collins stated that he is trying to get this six-person committee reactivated for purposes of discussing performance pay and to work out a plan to make sure this moves along for this year and next. Bill would like subcommittee to meet in his office as he has the resources there for a more efficient and effective meeting. He stated that his availability is open to BLT members.
- Tony Donato mentioned that in order for him to attend, meetings would have to be after school.
- The purpose of having this brought up today is to set up a meeting date to commence the reactivation of this committee.
- Apryle Jackson stated that she was concerned about the salary schedule being used because an updated version is forthcoming.
- Bill Collins mentioned that other things could be discussed until then.
- Race to the Top is a priority.
- Bill Collins stated that other things could be discussed until then. He also advised Michelle that there is a bunch of money left.
- Apryle Jackson would like to know the dollar amount we are looking at.
- This money comes out of the salaries.
- Apryle Jackson mentioned that in the STEM section, this was included and did not come out of salaries.
- Bill Collins would like to set a date to discuss this matter further.
- Michelle VanderLey would like to speak about salaries. She would like the BLT to do a salary proposal and would like to get a counter offer from the district.
- Tony Donato advised everyone that salaries will be discussed today and should have been added to the agenda.

***Action: Performance Pay Subcommittee Meeting scheduled for Monday, October 15, 2012 at 1:45 PM at Bill Collins's office.***

# BLT Meeting

Thursday, October 11, 2012



## **Supplements: Apryle Jackson**

- Apryle Jackson mentioned that supplements have not been reviewed in years and that it was time. She would like to look at some of the supplements and see if adjustments are needed. Bill Collins stated that this topic should be part of the subcommittee discussion.
- It was mentioned that certain staff is required to work at night.
- It was suggested that this be added as a position for those that are not volunteering. Teachers should be compensated for this as this takes a lot of their personal time.

**Action: To be discussed at Performance Pay Subcommittee meeting**

## **Salaries: Apryle Jackson**

- Apryle Jackson states that the salaries issue needs to be addressed. Many staff members are frustrated and would like feedback.
- Per Apryle Jackson, this matter is brought up at all the meetings but no agreements or discussions have been made. Staff members are starting to think that the district does not care about them.
- Bill Collins advised that we must wait until November for the School Board to be in place in order to be able to discuss salaries.
- Tony Donato expressed to Bill Collins that we have the right to discuss salaries at any time and asked why the district is not ready.
- Bill Collins reiterated that nothing could be done until the School Board is in place. Bill added that the topic could be discussed only.
- Tammy Otterson states that she would like to hear what members have to say and the type of proposal
- Lare Allen states that the BLT can start putting something together by way of a proposal to further discuss this matter and hopefully come up with a mutual agreement.
- Michelle VanderLey asks how much it would cost to move people two steps up.
- It was mentioned that merit pay and bonuses come out of the pay scale.

**Action: Bill Collins to provide BLT members with matrix**

## **Dental Benefits Status Report: Bill Collins**

- Handouts were distributed to all members.
- Bill Collins stated that the district is required to offer a plan and reach agreements to get the plan that will benefit everyone. Sometimes we must accept the offer so quickly that it does not give us the opportunity to share it with anyone before it is accepted.
- This coverage is optional.
- Bill Collins mentioned the BLT members were part of group that selected the original plan created July 2010.
- The contract was a four-year contract 2010-2014: Two year fixed with adjustments.
- Karen Pruitt expressed that everyone should have been advised as to the change as a heads up.
- Apryle Jackson added that the language that states when the change would take place and what the change will be is not in the contract.
- Bill Collins confirms that the language is not in the contract.
- Members mentioned that this was not included in the minutes when this was discussed either nor was it brought to anyone's attention.
- The point is not the amount of the change; it is the fact that no one was informed.
- Apryle Jackson mentioned that memberships were lost due to the rise in cost of the dental benefits.
- Tony Donato stated that the BLT members do not get the meeting minutes from the insurance committee.

# BLT Meeting

Thursday, October 11, 2012



- Bill Collins stated that they might not have it either.
- Tony Donato stated that he would like the minutes to be provided to BLT members from the insurance committee every month.
- Bill Collins stated that he would make sure that the insurance committee provides the minutes for the members.
- Members stated that they would like to be informed no matter what and should always be provided a copy of the minutes.
- Tammy Otterson stated that maybe they could do an overview sheet that would explain any changes and such.
- Bill Collins stated that negotiations are not easy and that sometimes agreements are not made until right before the deadline. He also informed BLT members that there is a new insurance consultant.
- Apryle Jackson asked that members are notified as soon as the change is known and not on our paychecks. Prior knowledge is necessary!
- Lare Allen asked if this was top secret or if it is okay for the minutes and information to be shared. Apryle Jackson answered that this is definitely to be shared.
- Tony Donato asked Bill Collins to please make sure and have Ken send the insurance minutes to the BLT members.

**Action: Ken DeBord to provide BLT members with Insurance Committee meeting minutes**

## **Domestic Partners Benefits Status Report: Bill Collins**

- Handouts were distributed to members.
- John Boyd sent a request to the Florida Education Negotiators to distribute a survey to contacts in other counties. The counties that have these benefits have one stop shopping for resources.
- Bill Collins mentioned that this was discussed with the Superintendent and one board member, but he is waiting for the new board. He also added that data was gathered to assess the cost analysis that is being put together.
- Gallagher is the insurance consultant.
- It was stated that Ken had drafted a proposal, and it had been shared with BLT members previously.
- Orange County is negotiating at the same time.
- John Michaud stated that this would make domestic partnership premiums go up.
- Some people are opposed to providing these benefits.
- If this were approved in January or February, there would be an enrollment period for domestic partnership benefits.
- Percentages were given previously with new data. It appears that increases would be less.
- A five percent increase is too much.

**Action: BLT Members to await proposal from Insurance Committee**

## **Duty-Free Lunch Status Report: Mark Munas**

\* Apryle Jackson stood in for Mark Munas as Mark was handling other administrative duties.

- Travel time is mandated for students.
- Tony Donato asked what happens in the schools that do not do it.
- Lissette Brizendine answered by stating that there is an approval process and if this is not included in the report it will not be approved.
- Tony Donato stated that maybe some principals are falsifying this information by adding it in their report when it has not been done.

**Action: N/A**



## **Assault Procedures Status Report: Mark Munas**

- Two handouts were distributed to BLT members.
- Apryle Jackson stated that per Florida Statute 784.081, it is against the law to assault employees.
- Tony Donato stated that members should look at the statute to have this language added to the rules. He added that we should look at what other counties have and try to use that as a guide on how it should be done for this district.

**Action: N/A**

## **Progressive Discipline Teacher Contract Language: Michelle VanderLey**

- Handout was distributed to BLT members.
- This was negotiated so that the employee knows exactly for what behavior they are being disciplined.
- If someone cannot see what he or she is doing wrong after five steps, there is a problem.
- The demotions section is taken out of the language in the contract for the instructional staff, as they cannot be demoted.
- See handout for detailed information on the five steps.
- If someone makes a complaint about you, you can have all the information including but not limited to names, complaints, etc.
- There must be verifiable information in order to submit a complaint/allegation.
- Bill Collins stated that he had a big problem with the fact that someone could repeat an offense 5 times prior to discipline. For example, one employee was repeatedly smoking on district grounds, and stated that in cases like these, there should be something that states that discipline should be used upon committing the offense with no wait time.
- Lissette Brizendine agreed with Bill.
- Job loss should be a clear consequence due to the severity of this violation so that an employee will not repeat it.
- Lare Allen asked if steps can be skipped. Michelle VanderLey answered that steps can be skipped.
- Bill Collins stated that the ability to skip a step should be added on the contract so that the option is known.
- Todd Seis stated that this must be addressed at the time of violation.
- Tony Donato stated that we need to negotiate changes and submit a proposal.
- Bill Collins stated that a proposal would be prepared.
- Lare Allen mentioned that there are some students that cannot be moved to a "better" situation.
- State law prohibits smoking on state property. State statute overrules contract.
- All members agreed that we should act now when it comes to the smoking violation, because it is state law.
- John Michaud stated that the frame of mind was to help the teachers.
- Michelle VanderLey stated that she put an employee on PIP (Performance Improvement Plan) after second violation.

**Action: BLT to review and prepare a proposal of appropriate changes to the contract by adding language that would detail the steps, skipping of steps, and state law.**

# BLT Meeting

Thursday, October 11, 2012



## **Teacher Evaluation Subcommittee Status Report: John Boyd**

- Two handouts were distributed to BLT members.
- A date needs to be set for the next meeting.
- IPDP is due on October 26, 2012.
- Tony Donato asked what is being followed now.
- John Boyd submitted a draft to members earlier for their viewing.
- Items must be done and approved in a timely manner.
- Items keep moving to other meetings with no decisions being made.
- Michelle VanderLey stated that when everything is done prior to beginning of school year, things move more smoothly.
- Bill Collins asked if everyone had seen the evaluation data. BLT members answered that they had not.
- Very few are not effective and need improvement.
- John Boyd stated that this information was shared with principals who should have then shared the information with the teachers.
- John Michaud stated that with the timelines given it makes it frustrating for the teachers to meet them.
- Apryle Jackson stated that we must have open communication with everything that is going on and all the changes being made.
- Apryle Jackson added that information should be shared upon being notified
- John Boyd stated that this was shared with the principals and teachers because there were no changes. Doing it this way made it easier for the teachers.

**Action: N/A**

**Next Meeting: Thursday, November 8, 2012 4:15PM at the Finance Conference Room in the Administrative Center.**

## **Agenda Suggestions:**

- Salaries
- BLT members to email recommendations for agenda to Lare Allen or John Boyd for further additions.

## **Pluses:**

- Great packet from John Boyd
- Meatballs
- Great coaching by Mike Allen

## **Deltas:**

- N/A

**ADJOURNED**

**Meeting ended at 6:02PM**



# BLT Meeting

Thursday, November 08, 2012

## Attendance:

Lare Allen	Present
Michael Allen	Absent
John Boyd	Present
Lissette Brizendine	Absent
Rolando Casado	Present
William Collins	Present
Tony Donato	Present
Apryle Jackson	Present
Edna LaCount	Present
Tom McKenna	Present
John Michaud	Present
Mark Munas	Present
Tammy Otterson	Present
Matthew Phillips	Present
Karen Pruitt	Present
Sandra Rushlow	Present
Todd Seis	Absent
Desiree Senter	Present
Michelle VanderLey	Absent
Nadia Winston	Absent

## Guest(s):

**Location:** Finance Conference Room, Administrative Center, Building 1000

<b>Mission Statement:</b>	<i>Lare Allen</i>
<b>Philosophy:</b>	<i>John Boyd</i>
<b>Rationale:</b>	<i>Bill Collins</i>
<b>Salary and Fringes:</b>	<i>Apryle Jackson</i>
<b>Goals:</b>	<i>Rolando Casado &amp; Tony Donato</i>
<b>Speaking Order:</b>	<i>Michelle VanderLey</i>
<b>Time Keeper:</b>	<i>Lare Allen</i>
<b>Recording Secretary:</b>	<i>Jacquelyn Lopez</i>

## MINUTES

*Meeting began at 4:19PM*



# BLT Meeting

Thursday, November 08, 2012



## **Performance Pay Subcommittee Status Report: Bill Collins**

- Bill stated he met with the performance pay subcommittee and were making progress. He added that he believes they can meet the proposal terms.
- Bill stated that the language in the contract could be revised to allow the race to the top grant.
- Bill is confident that we are close to settling this issue.
- Bill stated that he would bring back information on the proposal at the next meeting.
- Bill mentioned that because of the requirements for 736 in reference to performance pay, everyone that is on an annual contract would have to convert to salary pay. Adjustments will be made if there is no money to fund this, and everyone's pay will have to be adjusted to balance the salaries. We need to know who would choose to be on the performance pay salary schedule. Seventy percent of the teachers would be on this schedule, but we would only be able to fund about twenty-five percent.
- Bill continued to say that all pay schedules have to be prorated down. No raises will be made if this process is not minimal because of all the performance pay steps.
- Bill asked if members had any suggestions to make this work.
- Tony Donato is concerned about the twenty-five percent. He wants to know what happens with them.
- Bill answers that he would prefer to discuss this at the next meeting.

***Action: Performance Pay to be discussed at the next BLT meeting.***

## **Domestic Partners Benefits Status Report: Bill Collins**

- Bill stated that he brought this to the insurance subcommittee and that they will review the proposal and get back to us with an answer sometime next week. He continued to state that he got a good vibe from the insurance subcommittee in regards to the proposal. The only debate is if the benefits should be for opposite sex partnerships as well as for same sex partnerships. Bill mentioned that this is a decision that we need to make. The county is not doing it but most cities are. Kissimmee is one of them.
- Bill stated that on December 4, he would discuss the issues with the new board members and is hopeful that they will accept this add-on benefit.
- Bill continued to state that once these benefits are adopted, that there will be programing changes. The value of the benefit provided will have to be taxed. These would have to be post taxed. We need to figure out how we would add this deduction to payroll.
- Bill added that he is working through these issues and is hopeful that this will be approved as a benefit, after the meeting with the board.
- Tony stated that he thought this was accepted already.
- Bill stated that it was but that the insurance subcommittee brought up the issue about providing benefits for opposite and same sex partnerships alike.

***Action:***

***Bill to discuss this matter with BLT members after the December 4, 2012 meeting with the new school board.***

## **Salaries: Apryle Jackson**

- Apryle stated that whenever she goes to visit the schools, the teachers are asking her if they will ever get a step up raise. Apryle continued by stating that she we should be looking at leveling the matrix so there is no mega step.
- Apryle stated that if we adjusted the pay scale without the mega step, the employees might be happier. Our team has looked into implementing it within a two-year period with a two-year commitment.

# BLT Meeting

Thursday, November 08, 2012



- Bill stated that the first chance we have to talk to the board is December 4, 2012. Once we have an agreement from them, then we can move forward. Bill continued to state that we spent seven and a half million dollars more than we took in. We are probably in that range this year without giving anyone raises. Next year there will be less money available because all the money is going to technology.
- Bill continued by saying that we must understand that from the forty (40) million that we receive, eleven (11) million is spent on retirement rates. The FRS will probably lose the lawsuit, so we will have to pay the three percent that we took out of your checks. There are serious things on the horizon that are going to make our board hesitant to want to do this.
- Lare asked what criteria would make this easier for us to have a favorable outcome. We feel we have been patient to find out that we cannot get any type of raise. It is not our fault that the district has to give the three percent back and frankly, it feels like we have been betrayed. We signed a contract saying one thing and now we are being told the rules are changing, and we cannot do anything about it.
- Lare also asked what is the plan was to get our money back.
- Bill stated that we are trying to balance everything. He mentioned that he would try to present a plan to the board that that shows that we will not lose money within three years and is hopeful they might go for it.
- Apryle stated that when we did the RFP for the insurance her vote saved 3.5 million dollars for the district. She continued to state that she did not like Cigna but for the district, she changed her vote.
- Apryle mentioned that we are making all the concessions and others are not.
- Bill answered that with regard to insurance, the premiums have not been raised in two years. As the cost of claims go up, the money that goes in the fund has to go up as well. Inflation will continue to occur. It has not yet, but it will have come out of salaries from somewhere. Our salary schedule is four percent higher than it should be.
- Apryle mentioned that the fund balance for the insurance is 14.9 million.
- Bill stated that 14.9 million is not enough.
- Karen stated that we need to ratify our contract. If we are waiting until December 4 and nothing happens, we will just be postponing everything again.
- Bill asked if the contract expires on December 31, 2012.
- Tony asked what percent of the operating cost is for the insurance fund balance. He continued to add that to only use 14 million dollars from the 45-50 million dollars that we have for insurance purposes, does not seem enough. This seems unreasonable. Adding the step would only cost 4 million.

## **Action:**

***Bill to discuss salaries with the new board in hopes of obtaining a new proposal. Once obtained, he will submit it for review to BLT members following the meeting with the new board on December 04, 2012.***

## **Supplements: Apryle Jackson/Bill Collins**

- Apryle asked Bill what was going on with the issue on supplements.
- Bill stated that he is still looking into it. He continued to state that the drama teachers should be compensated equivalent to a choral teacher. Dollar amount and salary will be reviewed and discussed at a later meeting.
- Bill mentioned that part of the reason we got into supplements is that per law you have to have supplements for teachers at Title I schools.
- John Michaud asked if there is a percentage of supplements for teachers per the law. Elementary school teachers spend so much time in the school, including many nights. John Michaud continued



# BLT Meeting

Thursday, November 08, 2012



by asking if there could be a supplement for the elementary school teachers to compensate them for the additional time spent at the schools.

- John Michaud added that for all teachers, we need to look at how equitable supplements are. There needs to be an equitable amount for elementary school teachers. It appears that teachers are not being paid for many after-school activities.
- Tammy commented to John M. that she was aware that he participates in many additional activities at the school where he teaches.
- Tony asked what percent of the schools budget the principal receives to use at their discretion.
- It was advised that the discretionary fund be made up of the allotted two hundred dollars per student.
- Matthew stated that he does not have money left after paying for all the necessities in the school.
- Bill stated that we could not build the schools we need right now because of the limited amount of funds we have.
- Lare asked if electricity was part of the discretionary fund.
- Bill answered by stating that the district pays for the electricity. No plan is in place to rebate the schools that save money on electric.
- Mark mentioned that by the time the energy monitors are done there is really no money left. There are certain things that run that cannot be controlled, for example, when the air conditioner goes off, and what lights are left on.

**Action:** N/A

## **MOU re: Teacher Evaluations: John Boyd**

- A handout was distributed to BLT members.
- John stated that after discussing this matter with Apryle Jackson, it was determined that this language needed to be added.
- John mentioned that this was the same MOU that was emailed to all members on Monday. The major changes are under provision seven (7) second bullet and provision eight (8).
- John added that the Instructional Assessment Handbook would be brought for review at a later time.
- Tony mentioned that when it comes to the evaluations, principals were looking at other elements instead of the ones previously discussed with the teachers. Language should be added on the MOU that clarifies that principals can only evaluate the elements previously discussed with the teachers.
- Apryle stated that in one case, a principal went to observe a teacher, and the teacher was marked down because there was no physical activity. Teacher was administering a test and was not advised that she would be evaluated.
- Matthew stated that principal was not using the evaluations correctly.
- Apryle stated that anything that the evaluator sees that applies to the element should be marked and not noted as needs improvement. Our goal is to help the teachers, not act as if they are being caught.
- Tony stated that at the three-day training was emphasized that this is not a gotcha program. This is to help teacher's improve and it sounds like some of the principals are not using it that way. This was not addressed in the MOU.
- John stated that he worded the MOU to sound positive and made sure to include this language.
- Tony stated that most of the time when the principal is ready to do the evaluation, the principal makes his decision at the meeting with the teacher.
- John stated that evaluations should not ever be a surprise. He asked all members to look at number four and six on the MOU, where it states that the evaluations should be discussed with the teachers prior to. At the beginning of the year, the principal should meet with teacher to discuss the elements that will be observed. For example, if the principal tried to evaluate a teacher on the

# BLT Meeting

Thursday, November 08, 2012



element of chunking information, the administrator observing should either reschedule the evaluation or observe a present element.

- Rolando stated that one of the things he learned from the evaluation training was that principals are supposed to discuss the elements and the dates the evaluations will take place at the pre-conference between the teacher and the principal. The pre-conference should be used to discuss what the teachers should expect and the post-conference should be used to discuss any areas that need improvement. If the evaluations were to be carried out this way, teachers would be able to apply the elements on which they are being observed to that day's lesson.
- Rolando also mentioned that it might be a good idea to add the pre and post conferences as a requirement in the contract. The pre and post conferences are excellent as they could help resolve any issues and ensure that the teachers are not caught off guard.
- Apryle asked BLT members to focus on Domains 2, 3, and 4 of the MOU. She continued to state that Domain 2 was for lesson plans. Administrators only look at this two times a year. It should be reviewed more often because there are too many differences in the plans. Domain 3 is IPDP, which is fine but administrators are using Domain 4 over teachers' heads. If the teachers do not go to the meeting, they will take away points and they will not get data points for that meeting. Apryle does not feel this is favorable to the teachers.
- John stated that having the MOU could be the best way to rectify the situation.
- Matthew mentioned that he believes this MOU will not be favorable to him, because of section seven, which states that there should be two types of observations, formal and non-formal.
- Matthew continued to add that he feels that his teachers will be overwhelmed. A formal observation benefits the teacher because they will be prepared in advance, but with an informal observation, the teacher is not prepared, causing them not to get a good report for something of which they had no knowledge. Teachers prepare their lesson plans in advance and we cannot use it against them if the element is not present on the day of the informal evaluation.
- Matthew stated that he would like the flexibility to assess what the dominant element(s) will be and perform the observations based on that.
- Apryle agreed with Matthew's way conditional to it not being detrimental to the teacher in any way. We cannot look at the same element for everyone. We want to do what we can to help the teachers.
- Matthew asked if the evaluation is not favorable to the teacher, do we not count it. He continued to state that he does not see how this is going to work. The evaluation will not affect the teachers negatively as long as they do what is requested of them.
- Apryle mentioned that some principals are out to get the teachers. In one instance, a teacher received a negative report fourteen times. This is not fair to the teacher and it shows that the principal was obviously looking for a reason to give the negative reports.
- Karen stated that having the formal evaluations is a great idea and that language that specifies the terms for the informal evaluations should be added as well.
- John stated that when the teachers pick the elements in the pre-conference, the teacher would have the opportunity to implement this in the lesson plan.
- Matthew, though not in agreement with the terms of the informal evaluations, will try to implement them.
- John stated that he is concerned, that he does not want the MOU to affect the teachers or principals negatively, and that we should consider changing the language in the MOU that will be favorable to everyone.
- John continued to state that he is open to any ideas as to what the language should state and asked BLT members to email them to him for revisions. Once revised, the MOU will be brought back for review at the next BLT meeting.
- Karen stated that the word "formal" should be added to number seven on the MOU.
- Lare asked that if we make the changes tonight if we would be approving the MOU.
- Apryle answered that we need to look at the MOU again to make sure that it is favorable.



# BLT Meeting

Thursday, November 08, 2012

- John stated that the idea of the MOU is to help clarify and wants to make sure that this is exactly what the MOU does.

***Action: MOU with revisions will be reviewed by BLT members at the December 13, 2012, meeting.***

## **Teacher Evaluation Subcommittee Status Report: John Boyd**

- IPDP handouts were distributed to BLT members.
- John stated that he would like to get this approved tonight to be used formally. This will be in section four of the Instructional Assessment Handbook previously emailed to all members. John added that he is continuously working on the Instructional Assessment Handbook.

***Action: IPDP was approved and executed following a fist of five vote.***

## **Annual Contract Language: John Michaud**

- John Michaud asked if language could be added to the contract stating that if a teacher is an affective teacher, their contract will be automatically renewed.
- Tammy asked what would happen when a teacher is an affective teacher but has other disciplinary issues. For example, what if there is a great teacher that has grossly violated the code of conduct.
- John Michaud answered that on the contract there will still be an option not to renew that particular teachers' contract.
- Tammy asked where the language would be that would state that the teacher can be let go if they have other issues.
- Mark stated that it would not be a problem to add this language once VAM is back.
- Tony stated that if there are certain individuals that are not following certain rules, the process to let them go would have been started and the automatic contract renewal would not be effective. He added that the renewal would be contingent on the evaluations received and if they have misconduct issues.

***Action: N/A***

## **Assault Language: Apryle Jackson**

- Karen stated that the word "formal" should be added to number seven on the MOU.
- Apryle stated that a record should be kept with every incident.

***Action: Mark and Apryle will meet and work on the revisions.***

## **Extra Page on Referrals: Lare Allen**

- Lare stated that teachers turn in referrals and unless they make a copy, they do not have any record of it. Many referrals were submitted that have mysteriously disappearing.
- Apryle mentioned that Sandra Rushlow wrote two referrals on her issue last year and it is nowhere to be found. She continued to state that things are not being handled and we need a record of it.
- Mark stated that he was concerned that once we get to a certain amount of copies of NCR is that the last copy is discarded.
- Apryle asked if we could make copies and keep a copy of them. Some elementary schools only get to make 500 copies a month for their student papers.
- Mark asked if it would be possible to do referrals electronically.
- John Michaud stated that the issue is that teachers want a copy and we want records. John added

# BLT Meeting

Thursday, November 08, 2012



that doing the paperwork electronically would work best and would quickly correct the issue and save paper.

- Karen mentioned that adobe acrobat could be sent electronically and that this will help principals because many have to rewrite it. Karen confirmed that this would be a quick fix to the issues.
- Desiree suggested that using Word would work best as many do not have the PDF software to use PDF.
- Tammy suggested that maybe a form could be added via the portal that would help. She stated that she would look into this with Tom Phelps.

**Action: Tammy will speak to Tom Phelps.**

## **Progressive Discipline: Apryle Jackson**

- Lare stated that the principals are not using the elements correctly and asked what their progressive discipline was.
- Mark added that all administrators are on an annual contract.
- Tony stated that Michelle made a proposal and wanted to know what the status on that was. If it is agreeable with the ESP, why not add teachers as well.
- Mark stated that he had not had a chance to speak with Michelle but that he is agreeable to having modifications.

**Action: N/A**

## **False Accusations against a Teacher: Sandy Rushlow**

- Sandy asked what would happen to a student that makes false accusations against a teacher. Code of conduct states that students who do this should be referred to expulsions. What happens is that the referrals that are being written are not followed up.
- Sandy stated that last year a student falsely accused her. This accusation kept her away from her classroom and students for six weeks. She added that she wrote a referral prior to the accusation but no one acted on it. On the other hand, when the child made the accusation, it was acted on right away.
- Sandy mentioned that nothing is being done to the student for falsely accusing a teacher. When the teachers write a referral, no one is following up on it or the student is just moved to another classroom. The issue here is that we cannot allow the students to keep getting away with this. Something needs to be done to stop it because the teacher goes through some trauma because of this and the student gets the opportunity to do it again to someone else.
- Lare asked if language detailing the repercussions of doing this needs to be added to the contract.
- Tammy stated that Tom Phelps and she have discussed this issue. She continued to state that the teacher should work with the administrator to make the referral instead of the teacher doing it on their own because of how things took place.
- Tammy mentioned that there was an incident where a student thought a teacher with his wrist, hit her, who then wanted to expel her. The student really thought they had been struck.
- Tammy added that we are trying to get teachers back to work as soon as possible. She then stated that she is concerned with parents making false accusations as well.
- *Mark mentioned that cameras have saved many teachers who have been falsely accused.*

**Action: Tammy will discuss this matter with Tom Phelps and come up with a solution to the issues.**



# BLT Meeting

Thursday, November 08, 2012

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**Next Meeting: Thursday, December 13, 2012 4:15PM at OCEA Office**

**Agenda Suggestions:**

- Assault language
- Progressive discipline

**Pluses:**

- Great folder by John Boyd and Jackie Lopez

**Deltas:**

- N/A

**ADJOURNED**

**Meeting ended at 5:57PM**



# BLT Meeting

Thursday, December 13, 2012

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## Attendance:

Lare Allen	Present
Michael Allen	Present
John Boyd	Present
Lisette Brizendine	Present
Rolando Casado	Present
William Collins	Present
Tony Donato	Present
Apryle Jackson	Present
Edna LaCount	Present
Tom McKenna	Present
John Michaud	Present
Mark Munas	Present
Tammy Otterson	Present
Mathew Phillips	Present
Karen Pruitt	Present
Sandra Rushlow	Present
Todd Seis	Present
Desiree Senter	Present
Michelle VanderLey	Present
Nadia Winston	Present

## Guest(s):

**Location:** OCEA

<b>Mission Statement:</b>	<i>Tony Donato</i>
<b>Philosophy:</b>	<i>Mark Munas</i>
<b>Rationale:</b>	<i>Lare Allen</i>
<b>Salary and Fringes:</b>	<i>Karen Pruitt</i>
<b>Goals:</b>	<i>John Boyd</i>
<b>Speaking Order:</b>	<i>Edna LaCount</i>
<b>Time Keeper:</b>	<i>John Michaud</i>

**Recording Secretary:** *Tonya Culver*

## MINUTES

*Meeting began at 4:15PM*

# BLT Meeting

Thursday, December 13, 2012



## **Performance Pay Subcommittee Status Report: Todd Seis**

- Todd stated that he would like another meeting to discuss the MOU.
- Tony stated that he sent an email asking about the performance pay requirements and wanted to know what the status on that was.
- Todd answered that he was still waiting for clarification.
- John Michaud asked if the lawsuits on 736 would affect performance pay. He added that on January 17, 2013, we should have more information, as that is the court date scheduled for said lawsuits.
- Tony referred to the performance pay subcommittee meeting in regards to the Race to the Top merit pay.
- Apryle stated that supplement changes for drama teachers should match supplements for choir teachers.
- Michael asked if there was a district policy for Deans to attend after hour events.
- Apryle answered that there was not. She added that it was previously on the OPS contracts and on a school-by-school basis.

***Action: Performance Pay to be discussed at the next BLT meeting.***

## **Domestic Partners Benefits Status Report: John Boyd/Todd Seis**

- Apryle stated that the committee recommends that we move forward legalities holding up the benefit approval. She mentioned that at last night's insurance committee meeting, there were some lengthy discussions, which included tax issues.
- Todd stated that the district is moving forward and that they are ready to put the benefits into place once it is approved.
- Apryle stated that either Michelle or she would be at every insurance meeting.

***Action: N/A***

## **MOU re: Teacher Evaluations: John Boyd**

- A handout was distributed to BLT members.
- Per Apryle, the twenty-four page bargaining survey was given to the superintendent. He added that Ms. Luciano and he had discussed a couple of questions from the survey.
- Michelle asked why there are six observations.
- Lissette asked what the maximum number of formal and informal observations are. She added that it needs to be included on the MOU that the some informal observations are not data point observations.
- Lare asked how one would decide which one of the six observations to use.
- Mike stated that he believes that the total number of informal observations should be four.
- Rolando agrees with Mike that there should only be a total of four informal observations. He added that he has some concerns with the category of struggling teachers.
- Discussion occurred about the definition of a struggling teacher.
- John stated that struggling teachers are those not meeting district expectations regarding their performance (e.g., pattern of observation ratings at the "Beginning" level).
- Lissette stated that an unstable teacher on an improvement plan would be struggling teacher.
- John stated that the time the administrators chose to evaluate should be taken into consideration. For example, the administrators should not evaluate the teachers during testing times.





# BLT Meeting

Thursday, December 13, 2012

- Mark stated that rushing into an improvement plan is highly frowned upon.

***Action: Following a fist of five, BLT members agreed that the mid-year evaluations for new teachers will follow the same calculation procedures as last year and will not count toward the new teachers' final summative evaluations.***

## **Teacher Evaluation Subcommittee Status Report: John Boyd**

***Action: N/A***

## **Progressive Discipline: Apryle Jackson**

- Apryle and Mark are still working on the steps related to this matter. They will advise BLT members of all outcomes as they come about.
- It was stated that there would not be any demotions or transfers.

## **Salaries: Apryle Jackson/Todd Seis**

- Apryle stated that three quarters of the comments on the twenty-four page survey that was given to the teachers, was about salaries.
- Apryle mentioned that teachers are very angry that they are making less money than they did two years ago.
- Tom gave some examples of his own loss in wages and the issues he has personally had with the steps.
- Apryle stated that she was upset that salaries are being put on the back burner. She adds that it is not fair that all district employees are being ignored.
- Tony handed out his proposal for salary increases.
- Apryle asked if we had to wait for the three percent issue to be settled before the district will talk salaries.
- Todd stated that we have a good board right now who wants to be cautious and wait to settle the FRS suit.
- John Michaud asked why the three percent lawsuit and settling would affect our salaries. He stated that teachers need help now and that salaries need to be settled now and not once the FRS suit has settled.
- Lare stated that if the three percent has to be paid back, then that is great. He then asked what the status on the steps was. He wants to know if there will be step increases or not.
- Mark asked Todd to explain what happened to the three-percent.
- Todd answered that employees contributed three-percent to the FRS program and then the state cut the funding.
- Lare mentioned that he was concerned about the amount that the highly effective teachers are paid.
- Mark stated that highly effective teachers must make as much as the highest step.
- Mark discussed the payback of the three-percent, how and when.
- Desiree stated that it was nice of the board to give the three-percent back, but that this three-percent should not be considered a raise.
- **Karen stated that OCEA BLT members had not approved a final proposal at this time.**
- Apryle stated that on Thursday at 11:00 AM, decisions would be posted by the Florida Superior Court in regards to the George Williams vs. State of Florida case. Apryle added that she would like a meeting as soon as a decision is made, to discuss salaries.





# BLT Meeting

Thursday, December 13, 2012

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**Action: N/A**

**Next Meeting:**

**Thursday, Jan. 10, 2012 4:15PM at the Finance Conference Room in the Administrative Center**

**Agenda Suggestions:**

- Salaries
- Progressive Discipline-Completed
- Assault

**Pluses:**

- N/A

**Deltas:**

- N/A

**ADJOURNED**

**Meeting ended at 5:31PM**

# BLT Meeting

Thursday, January 10, 2013



## Attendance:

Lare Allen	Present
Michael Allen	Present
John Boyd	Present
Lisette Brizendine	Present
Rolando Casado	Present
William Collins	Present
Tony Donato	<i>Absent</i>
Apryle Jackson	Present
Edna LaCount	Present
Tom McKenna	Present
John Michaud	Present
Mark Munas	Present
Tammy Otterson	Present
Matthew Phillips	Present
Karen Pruitt	Present
Sandra Rushlow	Present
Todd Seis	Present
Desiree Senter	Present
Michelle VanderLey	<i>Absent</i>
Nadia Winston	<i>Absent</i>

## Guest(s):

Virginia Costa, Director of Student Success & Instructional Improvement, Professional Development  
Jason Hayes, Assistant Principal, Deerwood Elementary

**Location:** Finance Conference Room, Administrative Center, Building 1000

<b>Mission Statement:</b>	<i>Todd Seis</i>
<b>Philosophy:</b>	<i>Tom McKenna</i>
<b>Rationale:</b>	<i>Lisette Brizendine</i>
<b>Salary and Fringes:</b>	<i>Jason Hayes, Guest</i>
<b>Goals:</b>	<i>Lare Allen</i>
<b>Speaking Order:</b>	<i>Michael Allen</i>
<b>Time Keeper:</b>	<i>Tom McKenna</i>

**Recording Secretary:** *Jacquelyn Lopez*

## MINUTES

*Meeting began at 4:20PM*

# BLT Meeting

Thursday, January 10, 2013



## **Performance Pay Subcommittee Dates & Status Report: Apryle Jackson/Bill Collins**

- Bill stated that Performance Pay would be effective for the year 2013-2014. He added that the gains in salaries have to be tied to effectiveness in the evaluations. If you were rated "Effective," then you would get a supplement. For the first year, those who are effective will get a \$400 supplement.
- Bill continued by adding that he is waiting for a call back from the Department of Education (DOE) to confirm the approval of the Performance Pay terms.
- Apryle states that we need to look at the language and make sure we get the approval from DOE.
- BLT members agreed that additional Performance Pay Subcommittee meeting dates for discussion on this topic are not necessary.
- Bill stated that 736 remains the law and that are many things we need to take into account. We should take into account how Performance Pay will affect new hires as well as current employees. Everyone will have an adjustment amount each year based on his or her effectiveness.
- Lare stated that based on what Bill was saying he understood that you would keep your base pay if you were to become not effective.

***Action: Following a fist of five, BLT members agreed to execute the MOU as a tentative agreement.***

## **Supplements and Salaries: Apryle Jackson/Bill Collins**

- Apryle asked if the district was ready to talk salaries.
- John stated that because of the FRS lawsuit, the Board is not yet ready to discuss salaries.
- Apryle requests that the district speak to the Board about making a salary proposal. She added that discussions have been ongoing since June 2012 with no proposals or resolutions, and at this point, we need something.
- Bill stated that if the district has to pay back the FRS money, the district would be out twelve million dollars for ten years. He added that this would be a hard hit for the district. The amount is just a rough estimate, as it could be more. We will not know exact numbers until the lawsuit is finalized.
- Sandy asked where the three percent was.
- Bill answered that by law the three percent has to be transferred to FRS every month.
- John Michaud asked why no one is making plans or proposing something so that we are ready once the FRS lawsuit is finalized.
- Tom asked if salary negotiations would continue to be postponed if the FRS lawsuit were extended.
- Bill stated that we have to wait and see what happens in order to proceed.
- Lare stated that he finds it hard to believe that the district does not have a plan on hand regardless of the outcome.
- John Michaud stated that because of the two percent now being taken out. Employees are trying to budget their money. They are not going to their doctor appointments to make sure they have enough money for their necessities. Teachers are losing money and there is no assurance for them. He added that he was concerned that if we do not get this FRS money back we will not get anything.
- Lare asked what would happen if the district cannot pay their creditors. (Meaning the FRS)
- Bill answered that the district has to pay their bills no matter what.
- Lare asked what would happen if the district ends up paying the FRS money back, that they claim not to have. What happens then?
- Bill stated that we have to wait and see what happens. We cannot determine what will happen until we get an answer from the FRS lawsuit. He added that this was all the information he could provide and that we must wait.
- Bill continued by stating that if the FRS case is settled and the state prevails, the district would have a good salary offer. If not, then it does not look good and the district would have to cut costs.

***Action: N/A***

# BLT Meeting

Thursday, January 10, 2013



## **MOU re: Teacher Evaluations: John Boyd (Handout attached)**

- John stated that this was the ninth draft of the MOU for teacher evaluations. He pointed out the differences in the new draft copy. *(Please refer to handout)*
- Apryle stated that this MOU was discussed some time ago and that it was fine as it stood.
- Lissette agreed with Apryle.
- John stated that the language change on page four was a request from the superintendent. *(Please refer to handout)* He added if principals have already exceeded the recommended number of observations, he or she might ask for the teacher's written consent to the additional observation(s) beyond the recommended number *after the fact*.
- John continued by stating that if someone is caught not applying the model correctly there would be consequences.
- Sandy stated that she was concerned because a teacher was told that the principals could do as many observations as they wanted to.
- Lissette clarified that if the observation is for feedback and it serves as a coaching tool, then it is fine. She added that this type of observation does not always count as a value score toward their final scores.
- John asked everyone to view bottom of page 3 of handout, where there is language that states that the observation could be for either feedback or to apply data points.
- Matthew stated that there should be some sort of understanding that if someone was out of compliance up to this point that they would be given a chance to fix the issue.
- John clarified that for this 2012-2013 school year, if principals have already exceeded the recommended number of observations, he or she may ask for the teacher's written consent to the additional observation(s) beyond the recommended number after the fact. John further stated that going forward from 01-10-13, principals will need to meet the three stipulations in the MOU for observations with data points. However, the number of classroom walkthroughs and informal observations without data points is not limited.
- *BLT members took a five-minute break to allow members to review the Teacher Evaluation MOU.*

***Action: Following a fist of five, BLT members agreed to execute the MOU as a tentative agreement.***

## **Teacher Evaluation Subcommittee Status Report: John Boyd**

- Handout was distributed to BLT members.
- John stated that this was a draft MOU for everyone to review. This MOU is what the state approved model is. He added that it was just for information purposes and will be discussed in the subcommittee meeting.

***Action: To be discussed in Subcommittee meeting***

## **Contract    Language/Progressive    Discipline/Updating    Obsolete    Language/Grammatical Corrections: Apryle Jackson/Michelle VanderLey/John Boyd**

- Handout was distributed to BLT members.
- Apryle stated that there were some areas that did not apply to instructional positions. She added that there is no language that protects the teacher. This does not apply when there is a severe infraction. If that is the case, there is no progressive discipline.
- Mark stated that he wants there to be language for a check and balance system, so that the administration is there as the designee. He added that if there were repeated behavior year after year, then the behavior would not be tolerated. If it is sporadic, then it is a different story. They cannot push the envelope every year because they start from scratch.
- Tammy stated that on number three of the handout, we could include language that states that the

# BLT Meeting

Thursday, January 10, 2013



employee will have 10 workdays to rebuttal.

- Bill asked if smoking on district/school grounds would be considered something serious.
- John Michaud stated that smoking on district/school grounds would mean that you are violating the law.
- Tammy stated that in the case of someone being caught smoking, they would be given a verbal warning first and then start with progressive discipline if they continued.
- Bill asked what would happen if the person continues to smoke on school/district grounds. If they are intentionally violating the law, why do we need to wait four times before we can do something?
- Edna stated that by giving a verbal warning and the progressive discipline, that we are leaving a paper trail.
- Karen asked if there was a list of what is considered severe.
- Tammy advised Karen that she would be able to get something like that for her.
- John stated that the district could not enforce the law unless the person who violated the law is fined.
- Mark stated that smoking inside is a violation of the law and that smoking outside was a board rule not a state law. (See attached *School Board Rule 2.90*)
- Desiree stated that the language should be re-worded.
- Rolando stated that we should have something similar to the student code of conduct that will define what is what. He added that we need to identify what behavior or action is considered to start the progressive discipline steps.
- John Michaud asked if violating board policy is considered a serious violation.
- Mark clarified state law 386.212 regarding smoking. (See attached *2012 Florida Statute 386.212*)
- Apryle stated that if a staff member is having issues with alcoholism and they ask for help, legally they could not be disciplined for it. She added that if they are found drunk on premises and/or during school hours, then it would be appropriate to start the progressive discipline process.
- Tammy stated that in the case where staff is caught smoking repeatedly; they could be skipped right to number two of the progressive discipline process, because they would be breaking a Board rule.
- Bill stated that there should be language that states that we can jump steps.
- Tammy stated that in the contract it states that this only applies to minor infractions. Smoking is not a minor infraction because they are breaking a board rule and therefore you would be able to skip steps on the progressive discipline process.
- Todd stated that if the wording stays as is that now we have to rely on the administrators to follow up on the employee to make sure it is not happening again.
- Apryle stated that we have to make sure everything is documented in the event someone is terminated. She added that documentation should state the dates of their progressive discipline process.
- Bill stated that we need to put language in detail of what is considered severe or not. A provision should be made stating what exactly should be done.
- Tammy stated that number five states what would happen if the issue were severe.
- Bill asked what would happen if the administrator does not want to take it to step five.
- Tammy stated that we are a government agency and that we have rules to follow when letting go of staff. People have to be advised of what is going on, you cannot just let them go and that is it.
- John Michaud stated that progressive discipline is used to help teachers improve. Progressive discipline should be used as a tool to help those who want to be helped and let go of the ones who do not want to improve.
- Bill stated that he understands John Michaud's point but when you have a rule and someone violates it, there should be something we can do immediately.
- Apryle used an example were someone had told her about a staff member being caught smoking in the school bathroom. Apryle went to that staff member and told them straight out to stop.
- Mark agrees that the rules should be followed. He added that he also agrees that language stating

# BLT Meeting

Thursday, January 10, 2013



- the consequence of violations of school board rules and state law should be added on the contract.
- Mark added that if someone who violates a rule or a law is severely disciplined, it is less likely that others will follow.
- Bill agrees with Mark in that severe violations should be disciplined at the time they occur.
- Edna stated that language could be added that states that if you feel the behavior or act is severe, it would be referred to the HR director.
- Lare believes the language is great as it stands.
- Tammy stated that the verbal warning stays at the school, but once it is written, it goes to the district level. She added that she is not trying to fire anyone; instead, she would like to help them grow professionally.
- Apryle stated that we need to make sure that everything is documented. She added that there are current cases where having everything documented would have greatly helped.
- Bill stated he is concerned that you cannot immediately discipline someone that has had a deliberate violation.
- Apryle stated that there are some things in the faculty handbook that are indirect to teachers.

**Action: BLT members agreed to bring this matter back to the next meeting.**

## **Assault Procedures Status Report: Apryle Jackson/Mark Munas**

- Handout was distributed to BLT members.
- Apryle stated that the handout contains the proposed language for the assault procedures.
- Mark stated that he had no issues with the language himself, but that he had to review them with the superintendent.
- Apryle stated that if a student continues to assault, there should be some way to protect the rest of the school.
- Mark stated that there needs to be a more clear definition of what “physical assault” means. He asked if in all cases of physical assault, it would need to be documented.
- Karen stated that it depends on what happens and how it happens, but she can see why we need to elaborate on the language for the assault procedures.
- Mark stated that there have been cases where there were no injuries.
- Apryle stated that she was once knocked down and were bruised, but no action was taken against the child.

**Action: N/A**

**Next Meeting: Thursday, February 7, 2012 4:15PM at OCEA Office**

## **Agenda Suggestions:**

- Rolando mentioned that there were sixteen teachers out on Friday and because he was not notified previous to Friday, he had to try to find substitutes and placement for all the students. He would like to know if we could set up a system where school staff would be notified ahead of time when there will be many absences at once.
- Domestic partner benefits-Bill
- Technology and software updates on school/district computers - Apryle Jackson/ John Michaud



# BLT Meeting

Thursday, January 10, 2013

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## **Pluses:**

- Great packet by John Boyd
- Wonderful snacks
- Nice to have you, Jason Hayes!

## **Deltas:**

- N/A

**ADJOURNED**

**Meeting ended at 5:46PM**



## CHAPTER 2.00 - SCHOOL BOARD GOVERNANCE AND ORGANIZATION

### TOBACCO USE IN DISTRICT FACILITIES

2.90

- I. All uses of tobacco products in any form are prohibited in any District-owned facility or property, vehicle, or at District-sponsored or regulated events.
- II. For purposes of this policy, "tobacco" shall include but is not limited to any lighted or unlighted cigarette, cigar, pipe, cheroots, stogies, periques, bidi, clove cigarette, electronic cigarette, cigarillo, hookah, plug cut, crimp cut, ready rubbed, any other smoking product and any smokeless or spitless tobacco also known as dip, chew, snuff, snuff flour, Cavendish, snus orbs, strips, sticks or cigarette in any form.
- III. All uses of tobacco shall be prohibited anywhere on the property or campus of any facility owned, leased, or contracted for by the Board including, without limitation, all schools, district offices, shops and any related closed areas, parking lots, car loops, practice fields, playgrounds, football fields, baseball fields, softball fields, pool areas, soccer fields, tennis courts, any other school recreational facilities and all open areas (collectively, the "Property") at any time. All uses of tobacco area prohibited from Board owned vehicles (including, but not limited to, school buses, vans, trucks, station wagons, and cars). No student is permitted to possess any tobacco product, paper used to roll cigarettes, lighters or other smoking paraphernalia at any time while on the Property.
- IV. This policy is effective 24 hours a day, 365 days per year and applies to all students, staff, faculty, volunteers, parents, guardians, caregivers, contracted vendors, and school visitors. This policy shall not limit the use of smoking cessation devices by adults, such as, but not limited to, nicotine gum, nicotine patches, etc. In the event a school facility serves as an emergency shelter, a temporary exception shall be made to this policy, and a temporary designated smoking area shall be provided for shelter occupants.
- V. The individual Supervisor and/or Administrator of the facility will address noncompliance with this policy. Without limiting the foregoing, the Code of Student Conduct describes the disciplinary procedures for noncompliance with this policy by students.

#### STATUTORY AUTHORITY:

1001.41, 1001.42, F.S.

#### LAW(S) IMPLEMENTED:

386.201 – 386.209, 1001.43, F.S.

#### HISTORY:

FORMERLY: 1.19 - 1.19.3

REVISED: 02/07/12



Select Year: 2012 

## The 2012 Florida Statutes

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[Title XXIX](#)[Chapter 386](#)[View Entire Chapter](#)

### PUBLIC HEALTH PARTICULAR CONDITIONS AFFECTING PUBLIC HEALTH

#### **386.212 Smoking prohibited near school property; penalty.—**

(1) It is unlawful for any person under 18 years of age to smoke tobacco in, on, or within 1,000 feet of the real property comprising a public or private elementary, middle, or secondary school between the hours of 6 a.m. and midnight. This section does not apply to any person occupying a moving vehicle or within a private residence.

(2) A law enforcement officer may issue a citation in such form as prescribed by a county or municipality to any person violating the provisions of this section. Any such citation must contain:

- (a) The date and time of issuance.
- (b) The name and address of the person cited.
- (c) The date and time the civil infraction was committed.
- (d) The statute violated.
- (e) The facts constituting the violation.
- (f) The name and authority of the law enforcement officer.

(g) The procedure for the person to follow to pay the civil penalty, to contest the citation, or to appear in court.

- (h) The applicable civil penalty if the person elects not to contest the citation.
- (i) The applicable civil penalty if the person elects to contest the citation.

(3) Any person issued a citation pursuant to this section shall be deemed to be charged with a civil infraction punishable by a maximum civil penalty not to exceed \$25, or 50 hours of community service or, where available, successful completion of a school-approved anti-tobacco “alternative to suspension” program.

(4) Any person who fails to comply with the directions on the citation shall be deemed to waive his or her right to contest the citation and an order to show cause may be issued by the court.

**History.—**s. 1, ch. 96-217; s. 12, ch. 2003-398.

## MEMORANDUM OF UNDERSTANDING

Whereas, the School District of Osceola County, Florida, and the Osceola County Education Association believe that teacher quality is a priority.

Therefore, be it resolved that both parties agree to the following conditions of evaluation:

Both parties agree to place the following Articles or portions of articles indicated in bold, italicized text in abeyance for the 2012-2013 school year as part of the implementation of the new teacher assessment plan based upon the Marzano Model:

### **12.01 (partial)**

*All teachers must be assessed annually. The Instructional Assessment system will be on-line beginning with the 2009-10 school year. Annual contract teachers will be observed using the Florida Performance Measurement System form. Professional Services Contract Teachers and Continuing Contract Teachers shall mutually determine with their principal within their first forty-five days annually whether to use the FPMS, a narrative observation or other observation techniques appropriate to their assessment. (11/18/09)*

### **12.02 (partial)**

*The assessment process will reflect those concepts and indicators developed by the Teacher Assessment Taskforce and beta tested during the 2008-09 school year.*

### **12.03**

*The assessment form, observation report, and the Professional Development Plan forms are found in Appendix G, H, and I, respectively.*

EXPERIENCE	0-3 YEARS	4 or MORE YEARS	4 or MORE YEARS
PERFORMANCE CRITERIA	INSTRUCTIONAL ASSESSMENT PROCESS	NOT ALL INDICATORS PROFICIENT ON MOST RECENT OSCEOLA INSTRUCTIONAL ASSESSMENT	ALL PROFICIENT OR HIGHER INDICATORS ON MOST RECENT OSCEOLA INSTRUCTIONAL ASSESSMENT
ASSESSMENT PROCESS	TWO (2) PER YEAR MINIMUM	TWO (2) PER YEAR MINIMUM	ONE (1) PER YEAR MINIMUM
PERFORMANCE OBSERVATION	A MINIMUM OF ONE (1) FLORIDA PERFORMANCE MEASUREMENT SYSTEM OBSERVATION PER ASSESSMENT	A MINIMUM OF ONE (1) FLORIDA PERFORMANCE MEASUREMENT SYSTEM OBSERVATION PER ASSESSMENT PROCESS	A MINIMUM OF ONE (1) OBSERVATION PER ASSESSMENT PROCESS

**Note:** The Florida Performance Measurement System (FPMS) Observation Form is used by the administrator to indicate status of current patterns of effective and ineffective teaching performance. The teacher may respond in writing to the administrator's analysis of the data. Both parties will sign the observation report and the teacher given a copy. This instrument is used in conjunction with the on-line assessment process. (11/18/09)

Teacher Evaluation System (TES) will be made up of two components in school year 2012-2013 for teachers, the score on the Marzano Evaluation Model and the score on the State of Florida's value added tables of student learning growth or a mutually agreed upon evaluation measure. Each teacher will receive an overall rating of Highly Effective, Effective, Needs Improvement (referred to as Developing in the case of teachers in their first three years of employment), or Unsatisfactory based upon the total number of points accrued on the two measures.

#### **PROVISIONS FOR IMPLEMENTATION 2012-2013**

1. Both Parties agree to the use of the observation forms that are part of the Marzano Teacher Observation Model.
2. iObservation will be the platform used by the district and teachers for observation/ evaluation for the 2012-2013 school year.
3. All administrative personnel observing/ evaluating teachers will be trained on the system prior to observations/ evaluations.
4. All teachers will be provided an overview of the new observation/evaluation system within the first 45 days of school or employment. Such overview may be made available on-line for the convenience of teachers and administration. In addition, a full day of faculty training on the new Marzano Observation System is planned for the Professional Development Day during Pre-planning. The faculty training will be conducted by the trained administrators, and the trained "Osceola 100" teachers at that school site.
5. Domain 1, with its three Lesson Segments, nine Design Questions, and 41 Elements, and Domains 2 through 4 will all be included for the school year 2012-2013.
  - All teachers will be observed using the Marzano Observation System.
  - Teachers will have 50% of their summative evaluation based on their students' FCAT scores or a mutually agreed upon evaluation measure to be determined during the first 45 days. The other 50% of the summative score will be based on all observation scores developed throughout the course of the school year by observing administrators.
  - Within the 50% of the teacher's summative evaluation based upon observation scores (e.g., Instructional Practice), the weight of Domain 1 shall be 60%, the weight of Domain 2 shall be 20%, the weight of Domain 3 shall be 10%, and the weight of Domain 4 shall be 10%.
6. The administrator and the teacher shall meet to determine the elements to be focused on for the 2012-2013 school year.

7. The number of elements upon which to focus the observations/ evaluation shall be as follows:
- Teachers are to select individually at least one, but no more than two elements, initially. If the teacher is consistently rated on these elements at the "Applying" or "Innovating" score, he/she can select another element for professional growth for the remainder of the school year.
  - The administrator can also request that a teacher select one element, if based on data points entered during classroom observations, an area for potential growth is observed and documented.
  - The administrator in collaboration with the Faculty Steering Committee may select one school-wide element applicable to all faculty members.
8. The administrative staff at each school, which includes the Principal and Assistant Principal(s), will conduct observations of, and data reviews with, the teacher. Administrators will observe teachers on the following schedules.

**Domain 1: Classroom Strategies and Behaviors (Weight = 60%)**

REQUIRED OBSERVATION	Category 1 (PP – A3)	Category 2 (A4 or PSC)	Struggling Teachers
• <b>Formal (Announced)</b>	2 Additional Optional, See Below	1 Additional Optional, See Below	2 Additional Optional, See Below
• <b>Informal (Announced or Unannounced)</b>	2 Additional Optional, See Below	1 Additional Optional, See Below	2 Additional Optional, See Below

- ❖ Classroom Walkthroughs will be conducted for all teachers.
- ❖ During *classroom walkthroughs*, administrators may observe and provide feedback on any of the 41 elements in Domain 1. Classroom walkthroughs are NOT data point observations and do NOT count toward a teacher's evaluation.
- ❖ During *informal observations*, administrators may observe, provide feedback, and/ or apply data points toward any of the 41 elements in Domain 1 for which teachers provide behavioral evidence. Informal observations may be data point observations and may count toward a teacher's evaluation. However, some informal observations may be nonevaluative and only serve to inform dialogue between the administrator and teacher for coaching and feedback on instructional practice. Administrators will inform teachers prior to applying data points for an informal observation.
- ❖ During *formal observations*, administrators may observe and apply data points toward only those specific elements in Domain 1 for which administrators and teachers discuss prior to the observation and for which teachers provide behavioral evidence.

❖ Teachers may benefit from additional observations.

- Teachers may request additional observations beyond the recommended number of observations.
- A teacher must submit the request in writing to his or her principal within ten (10) working days of the most recent observation.
- Teachers may receive an additional observation by a trained administrator mutually agreed upon by the teacher and the administration.
- An additional observation shall be part of the teacher's overall evaluation and data points shall be applied.

*The recommended number of observations a teacher in any category can have is listed below. (This list includes both the required number of observations and additional observations.)*

TOTAL NUMBER OBSERVATIONS	Category 1 (PP – A3)	Category 2 (A4 – PSC)	Struggling Teachers
• Formal (Announced)	4	2	4
• Informal (Announced or Unannounced)	4	2	4

- ❖ Struggling teachers are those not meeting district expectations regarding their performance (e.g., pattern of observation ratings at the “Beginning” level). Struggling teachers may:
- be placed on an improvement plan.
  - be referred to an Osceola 50 or Osceola 100 Teacher for additional assistance; and/ or
  - receive a higher number of observations beyond the recommended number of observations.
- ❖ Teachers who are placed on an improvement plan may receive a higher number of observations beyond the recommended number of observations.

Observation Using Domains 2 - 4 of the Marzano Model:

- ✓ Domain 2: Planning and Preparing (Weight = 20%)
- ✓ Domain 3: Reflecting on Teaching (Weight = 10%)
- ✓ Domain 4: Collegiality and Professionalism (Weight = 10%)

Domains Data Points	Category 1 (PP – A3)	Category 2 (A4 – PSC)	Struggling Teachers
• Domain 2 (Weight = 20%)	2	2	2
• Domain 3 (Weight = 10%)	2	2	2
• Domain 4 (Weight = 10%)	2	2	2

❖ These observations are data point observations.

Both parties understand that the implementation of the new teacher observation/ evaluation system is an on-going process and will be impacted by legislation and other issues, and as such, both parties agree to negotiate, in good faith, Memoranda of Understanding as needed or replacement contract language for Article XII.

**OSCEOLA COUNTY  
SCHOOL BOARD**

**OSCEOLA COUNTY  
EDUCATION ASSOCIATION**

\_\_\_\_\_  
SUPERINTENDENT  
Melba Luciano

\_\_\_\_\_  
OCEA PRESIDENT  
Apyrle Jackson

\_\_\_\_\_  
CO-CHIEF NEGOTIATOR FOR OCSB  
John Boyd

\_\_\_\_\_  
CO-CHIEF NEGOTIATOR FOR OCEA  
Lare Allen

\_\_\_\_\_  
CO-CHIEF NEGOTIATOR FOR OCSB  
Mark A. Munas

\_\_\_\_\_  
CO-CHIEF NEGOTIATOR FOR OCEA  
Tony Donato

**Date: January 10, 2013**



# BLT Meeting

Thursday, January 17, 2013

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## Attendance:

Lare Allen	Present
Michael Allen	Present
John Boyd	Present
Lisette Brizendine	Absent
Rolando Casado	Absent
William Collins	Present
Tony Donato	Present
Apryle Jackson	Present
Edna LaCount	Present
Tom McKenna	Present
John Michaud	Present
Mark Munas	Absent
Tammy Otterson	Absent
Matthew Phillips	Absent
Karen Pruitt	Present
Sandra Rushlow	Present
Todd Seis	Present
Desiree Senter	Present
Michelle VanderLey	Present
Nadia Winston	Present

## Guest(s):

**Location:** OCEA

**Mission Statement:**

**Philosophy:**

**Rationale:**

**Salary and Fringes:**

**Goals:**

**Speaking Order:**

**Time Keeper:**

**Recording Secretary:** Jacquelyn Lopez

## MINUTES

*Meeting began at 4:07PM*



# BLT Meeting

Thursday, January 17, 2013



## **Salary/Contract Negotiations: Apryle Jackson/Lare Allen/John Boyd/Mark Munas**

- Negotiations began following a speech by John Boyd.
- Apryle stated that based on the original matrix sent to her by Bill, teachers are two years of experience behind. She added that last year teachers only got a raise but did not get the step.
- Bill Collins stated that he believed that the teachers were only one year behind.
- Apryle reminded Bill that a raise was given last year but not a step.
- Bill stated that everyone got the same percentage last year. He added that the raise received last year was equivalent to what they would have gotten if they had gone up a step.
- Apryle stated that teachers are requesting to get the step they should have been on based on the 2010-2011 matrix. When compared to the current matrix, the teachers want to be made whole.
- Tom stated that he and his wife were losing about ten thousand dollars because they did not get the steps they should have gotten.
- Apryle stated that some of the teachers with more experience have lost money.
- Bill stated that he was unclear as to why teachers feel that they have lost money. He added that he did not see how the teachers were two years behind.
- Apryle stated that teachers are bothered that they are making less money than they should have at step seven, based on the 2010-2011 matrix.
- Bill stated that his understanding of the terms of the union's proposal asks that we put the 2010-2011 schedule back in place and make sure that no one loses pay.
- Apryle stated that Bill's understanding of the union's proposal was correct.
- BLT members agreed to a break to allow Bill to work on a proposal following the Union's proposal. (4:20PM-Break)
- At 5:06PM, Bill and John returned.
- John requested that the meeting be adjourned to allow Bill to review the numbers for the salary/contract proposal. John added that the counter offer looks positive.
- BLT members agreed to the adjournment.

**Action: Salary/Contract discussions rescheduled for BLT meeting on Thursday, January 24, 2013**

### **Next Meeting:**

**Thursday, January 24, 2013 4:00PM-4:30PM  
Finance Conference Room, Administrative Building**

**ADJOURNED**

**Meeting ended at 5:09PM**





# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Thursday, January 23, 2020  
**Location:** Human Resources Administrative Services;  
Administrative Annex, Building 03; Conference Room 03  
799 Bill Beck Boulevard, Kissimmee, FL 34744

OSCEOLA COUNTY EDUCATION ASSOCIATION (OCEA) MEMBERS ATTENDANCE				
1	Lare Allen	Dean	Discovery Intermediate School	<input checked="" type="checkbox"/>
2	Greg Gahris	Teacher	St. Cloud Middle School	<input checked="" type="checkbox"/>
3	Michael Glassburn	Dean	Gateway High School	<input type="checkbox"/>
4	Apryle Jackson	OCEA President/ Teacher	OCEA	<input checked="" type="checkbox"/>
5	Paul Klauman	Teacher	Chestnut Elementary School	<input checked="" type="checkbox"/>
6	Jessica Priester	Teacher	Central Avenue Elementary	<input type="checkbox"/>
7	Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
8	Latrechia Simpson	Teacher	Denn John Middle School	<input checked="" type="checkbox"/>
9	Norine Stazko	ESOL Compliance Specialist	Gateway High School	<input checked="" type="checkbox"/>
10	Lori Swaby	OCEA Chief Negotiator/ Resource Compliance Specialist	ESE Department	<input checked="" type="checkbox"/>
MEMBERS ON BEHALF OF THE OSCEOLA COUNTY SCHOOL BOARD (OCSB) ATTENDANCE				
1	Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
2	John Boyd	Director/ Chief Negotiator	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Rolando Casado	Assistant Principal	Liberty High School	<input type="checkbox"/>
4	Jose Gonzalez	Director	Budget	<input type="checkbox"/>
5	Sarah Graber	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
6	Jim Hickey	Principal	Harmony High School	<input type="checkbox"/>
7	Scott Knoebel	Principal	Narcoossee Elementary School	<input type="checkbox"/>
8	Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
9	Nadia Winston	Principal	Central Avenue Elementary	<input type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
N/A	Jennifer Gomez	Recording Secretary	Human Resources	<input checked="" type="checkbox"/>

**GUEST(S):** Anne Calandrino



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 05:09 PM**

Meeting Protocol	
Mission Statement:	John Boyd
Philosophy:	John Boyd
Rationale:	Michael Allen
Salary and Fringes:	Apryle Jackson
Goals:	Lori Swaby
Guest Protocol:	John Boyd
Speaking Order:	Latrechia Simpson
Time Keeper:	Tammy Cope-Otterson

John Boyd reviewed the Meeting Protocol.

## Introduction of New Bargaining Team Members

- N/A

## Reflection on Our Progress Together: John Boyd/ Lori Swaby

- John Boyd stated that a summary of our work together was sent to ESP members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.

## MOU re: Internal Transfers, Instructional Employees: John Boyd

- John Boyd shared and reviewed the *MOU re: Internal Transfers, Instructional Employees* with bargaining team members.
- John Boyd stated that the date was the only item changed.
- Apryle Jackson stated that employees fear repercussions if an employee transfers.
- Lare Allen stated that employees have concerns that principals may retaliate and block employees from moving to a new position.
- Tammy Cope-Otterson stated that her goals are to work on these concerns by establishing the internal transfer process.
- Tammy Cope-Otterson stated that the School District wants to retain quality employees.
- Apryle Jackson stated that OCEA wanted to ensure that each employee is given a fair opportunity to transfer if the employee desires to transfer.
- Tammy Cope-Otterson stated that the School District's Department of Human Resources is planning to have several internal job fairs beginning next summer for next school year in order to create faster ways to place quality employees who choose to transfer.
- Tammy Cope-Otterson stated that principals would be able to go to an internal list of employees who would like to be considered for a transfer.
- Tammy Cope-Otterson stated that classroom positions would not be posted during this process.
- Apryle Jackson stated that she would like the positions to be posted for transparency.
- Greg Gahriss stated that it is a good practice to post open positions.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Latrecia Simpson stated that all positions should be posted online so that everyone has a chance to apply.
- Michael Allen stated that teacher shortages are a national issue, and this process would help to remedy its effect in Osceola County more quickly.
- Michael Allen stated that other school districts do not move employees until their contract is complete.
- John Boyd stated that this process is being considered for next school year.
- Tammy Cope-Otterson stated that Management would like to try this process for one year to see if it works well.

**ACTION: Following a fist of five vote, BLT members agreed to approve this item.**

### MOU re: Collaborative Planning and Professional Learning Communities (PLCs): John Boyd

- John Boyd shared and reviewed the *MOU re: Collaborative Planning and Professional Learning Communities (PLCs)* with bargaining team members.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Contract Language Counter-Proposals: John Boyd

- John Boyd shared and reviewed the *Contract Language Counter-Proposals* with bargaining team members.
- John Boyd clarified that both parties met tentative agreement on the following items at a previous meeting:
  - Article 2.01, Negotiations Procedure
  - Article 2.05, Typographical Correction
  - Article 7.05-7, Technical Clarification of Contract Types
  - Article 15.07, Telephone Bills Collection
  - Article 16.08, Required Payroll Direct Deposit

### Reading Endorsement Courses: John Boyd

- John Boyd stated that Management had no changes to its original counter-proposal.
- Apryle Jackson shared OCEA's concerns that their related course proposal paperwork had not yet been approved by the School District's Department of Professional Development.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Teacher Arrival Times: John Boyd

- John Boyd stated that Management had no changes to its original proposal.
- Apryle Jackson stated that administrators are verbally reprimanding employees if the employees are not at their assigned duty locations on time even though the employee's contractual start time is the same as the duty start time.
- Tammy Cope-Otterson stated that employees need to sign in and to be present at their assigned duty locations for safety reasons.
- John Boyd stated that Management understands that there is a need for flexibility for both Management and the employees in regard to these concerns.
- Apryle Jackson stated that some administrators are flexible, and some are not, and there needs to be contract language to ensure fairness and consistency.

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** February 11, 2020



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- John Boyd stated that if OCEA identifies schools where this concern exists, Management would work with the school principal to ensure there is fairness and consistency.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### JROTC Supplement: John Boyd

- Apryle Jackson stated that OCEA withdraws this item.

### Inclusion of JROTC Instructors, Occupational Therapists, Physical Therapists, and Social Workers: John Boyd

- John Boyd stated that both parties reached tentative agreement on this item at a previous bargaining meeting, but the Public Employee Relations Commission (PERC) Order includes physical therapists.
- Apryle Jackson agreed that physical therapists should be included.

**ACTION: Following a fist of five vote, BLT members agreed to approve this item.**

### Article 4.22, New Teacher Orientation: John Boyd

- John Boyd stated that Management's counter-proposal was to accept OCEA's original proposal for this contract language upon the condition that OCEA agree to and sign a renewal of the MOU re Collaborative Planning and Professional Learning Communities (PLCs).

**The meeting recessed at 05:55 PM in order for OCEA members to caucus about the proposal.**

**The meeting resumed at 06:05 PM.**

- Apryle Jackson stated that OCEA withdraws this item.

### Article 10.04, Leave for Personal Reasons: John Boyd

- John Boyd stated that Management had no changes to its original counter-proposal.
- Apryle Jackson requested to postpone this item to a future bargaining meeting.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Article 16.02, JROTC Instructors, Occupational Therapists, and Social Workers Salary Schedule Placement: John Boyd

- John Boyd stated that Management had no changes to its original counter-proposal.
- Apryle Jackson requested to postpone this item to a future bargaining meeting.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

## Agenda Items for Next Meeting: John Boyd/ Apryle Jackson

- Agenda items for the next meeting may be sent to John Boyd via e-mail by the deadline established in the Bargaining Calendar.

**Next Meeting:** Thursday, February 13, 2020; 05:00 – 06:00 PM  
Human Resources Administrative Services; Administrative Annex,  
Building 03; Conference Room 03  
799 Bill Beck Boulevard  
Kissimmee, FL 34744

## Pluses

- Bargaining Leadership Team members complimented and thanked Human Resources for the refreshments.

## Deltas

- N/A

**ADJOURNED at 06:25 PM**



# BLT Meeting

Thursday, January 24, 2013

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## Attendance:

Lare Allen	Present
Michael Allen	Present
John Boyd	Present
Lisette Brizendine	Present
Rolando Casado	Present
William Collins	Present
Tony Donato	Present
Apryle Jackson	Present
Edna LaCount	Present
Tom McKenna	Present
John Michaud	Present
Mark Munas	Present
Tammy Otterson	Present
Matthew Phillips	Absent
Karen Pruitt	Present
Sandra Rushlow	Present
Todd Seis	Present
Desiree Senter	Present
Michelle VanderLey	Present
Nadia Winston	Present

## Guest(s):

**Location:** Finance Conference Room, Administrative Center, Building 1000

<b>Mission Statement:</b>	-
<b>Philosophy:</b>	-
<b>Rationale:</b>	-
<b>Salary and Fringes:</b>	-
<b>Goals:</b>	-
<b>Speaking Order:</b>	-
<b>Time Keeper:</b>	-

**Recording Secretary:** *Jacquelyn Lopez*

## MINUTES

*Meeting began at 4:04PM*

# BLT Meeting

Thursday, January 24, 2013



## **Salary/Contract Negotiations: Apryle Jackson/Lare Allen/John Boyd/Mark Munas**

- Apryle participated in the meeting via conference call.
- John distributed three handouts to BLT members.
- John stated that the first handout is OCEA's proposal; the second handout is the OCEA's proposal as a 1.67 percent increase, and the third handout is the proposed flattened salary schedule for the 2013-2014 school year.
- John stated that the school district would like to consider OCEA's original proposal contingent upon OCEA's acceptance of the proposed flattened salary schedule. He added that no one would lose money moving to the flattened schedule; however, some teachers at higher steps might remain in at the same step until their salary matches the equivalent step on the flattened salary schedule.
- John stated that the flattened salary schedule is necessary because state law requires that the lowest amount of a raise on the performance pay schedule must be no less than the highest step on the grandfather schedule. John added that if enough funds are not available to pay raises on the performance pay schedule, the district is forced to prorate raises for the remainder of employees.
- Tony stated that there are other ways of flattening the salary schedule. He added that he felt the proposal was unacceptable.
- John advised members that this is a proposal and that the purpose of the meeting was for collaborative bargaining.
- Apryle stated that she needs more time to review the numbers.
- John stated that OCEA may definitely have more time to review the current proposal.
- Tony stated that he wants to make sure the numbers are equitable for everyone.
- Bill confirmed that the flattened schedule would go into effect next year.
- Mark stated that the district would like to negotiate the flattened schedule for the year 2013-2014.
- Apryle stated that she did not agree with the flattened schedule because a person who was already at step 20 would have to wait five years until they go to step 25 to see an increase.
- Apryle stated that employees are frustrated having to wait since August for settlement of salaries, and that she would like to have a proposal that is fair to everyone.
- Bill stated that the idea behind the flattened schedule was to keep the top step where it was and try to minimize the maximum step to save costs.
- John Michaud stated that to his recollection, the district had stated that it was committed to moving people up the scale and by the proposal presented tonight, it does not appear that way.
- Tony stated that the district should have proposed the flattened schedule previously. He added that no one could be certain what is going to happen next year and does not understand how we can agree to something yet.
- Karen stated that the flattened schedule would put the salaries for experienced teachers at the lowest rank in Central Florida.
- Apryle stated that if this flattened schedule is enacted without changes, she is afraid that we will lose all of our experienced teachers. She added that she does not understand why we need to settle on next year's salary schedule when we do not know what the future will bring.

***Action: Salary discussions and proposals to be brought back on the next BLT meeting***



# BLT Meeting

Thursday, January 24, 2013

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**Next Meeting: Thursday, February 7, 2013, 4:15PM at OCEA Office**

**Agenda Suggestions:**

- Salary/ Contract negotiations

**Pluses:**

- N/A

**Deltas:**

- N/A

**ADJOURNED** **Meeting ended at 4:28PM**

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# Bargaining Leadership Team Meeting Minutes

**Date:** Thursday, February 7, 2013

**Location:** Osceola County Education Association Office (OCEA)

ATTENDANCE			
Lare Allen	OCEA Co-Chief Negotiator	Discovery Intermediate School	<input checked="" type="checkbox"/>
Michael Allen	Principal	Narcoossee Middle School	<input checked="" type="checkbox"/>
John Boyd	Director of Student Services & Program Accountability/ Co-Chief Negotiator	School Support Services	<input checked="" type="checkbox"/>
Lisette Brizendine	Assistant Superintendent	Elementary Education	<input checked="" type="checkbox"/>
Rolando Casado	Assistant Principal	Gateway High School	<input checked="" type="checkbox"/>
William Collins	Chief Business & Finance Officer	Business and Fiscal Services	<input checked="" type="checkbox"/>
Tony Donato	Co-Chief Negotiator	Zenith School	<input checked="" type="checkbox"/>
Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
Edna LaCount	Teacher	Liberty High School	<input checked="" type="checkbox"/>
Tom McKenna	Teacher	Zenith	<input checked="" type="checkbox"/>
John Michaud	Teacher	Highlands Elementary School	<input checked="" type="checkbox"/>
Mark Munas	Assistant Superintendent, Co-Chief Negotiator	School Support Services	<input checked="" type="checkbox"/>
Tammy Otterson	Chief Human Resources	Human Resources	<input checked="" type="checkbox"/>
Matthew Phillips	Principal	Cypress Elementary School	<input checked="" type="checkbox"/>
Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
Sandra Rushlow	Teacher	Thacker Avenue Elementary School	<input checked="" type="checkbox"/>
Todd Seis	Director of Budget	Business and Fiscal Services	<input checked="" type="checkbox"/>
Desiree Senter	Media Specialist	Neptune Middle School	<input checked="" type="checkbox"/>
Michelle VanderLey	Executive Director	OCEA	<input checked="" type="checkbox"/>
Nadia Winston	Principal	Highlands Elementary School	<input checked="" type="checkbox"/>
Jacquelyn Lopez	Recording Secretary/ Secretary to John Boyd	School Support Services	<input checked="" type="checkbox"/>

**GUEST(S):** Jayson Hayes, Assistant Principal, Deerwood Elementary



# Bargaining Leadership Team Meeting Minutes

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**COMMENCED at 4:19 PM**

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**Mission Statement:** Todd Seis  
**Philosophy:** John Michaud  
**Rationale:** Tammy Otterson  
**Salary and Fringes:** Apryle Jackson  
**Goals:** Michelle VanderLey

**Speaking Order:** Michelle VanderLey

**Time Keeper:** John Michaud

## **Salary/Contract Negotiations: Apryle Jackson/ Lare Allen/ John Boyd/Mark Munas**

- Detailed union and district salary proposals were distributed to BLT members.
- John stated that the superintendent would like to have an agreement in writing that states that we will have discussions to flatten the schedule for the 2013-2014 school year. John added that there would be a supplement of \$800 for those on step 26 and higher.
- Apryle asked for a break so that she and her team could discuss the proposal.
- Tony asked why there needed to be an MOU for the flattened schedule for the 2013-2014 school year.
- John stated that the superintendent would like to see this language in writing.
- **Break: 4:24 PM**
- **Resumed: 4:34 PM**
- Tony stated to the district members that the union appreciates the acceptance of the original proposal to which they now present a counter proposal.
- A detailed salary proposal by the union was distributed to BLT members.
- Lare stated that in the original proposal we were not making the money we should have been making. He added that the purpose of this proposal is to get teachers the money they would have received from the time when the 2009-2010 salary schedule was in place. (Please reference green highlighted area on handout.) Lare added that they would like the supplement to not be considered a supplement, but instead become an ongoing increase in salary. They would like the increase to take place for step seven through ten (7-10), then again to steps twenty (20), twenty one (21) and twenty four(24).
- Tony stated that the salary schedule should have been adjusted to include the schedule from the 2009-2010 school year and should have been an addition to what was received last year.
- Tony stated that the difference between the union's proposal and the district's proposal is a total of \$569,804.
- Mark asked what the percentage change was.
- Tony answered that the percentage change was two point zero four percent (2.04%).
- Mark recommends that the union's proposal be taken back and presented to the superintendent for review.
- Tony stated that the union has an issue with the language in the MOU and asked if someone could please explain it to them.
- John stated that the MOU would be an agreement to flatten the schedule for the 2013-2014 school year.
- Tony asked if we could change the language in the MOU to state that we agree to adjust the salary schedule for the 2013-2014 school year, and omit the word "flattened".



# Bargaining Leadership Team Meeting Minutes

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- Apryle asked if the union were to approve the proposal and MOU, when would it take effect and when would the money be available.
- Mark stated that it needs to be presented to the Board first and if approved, then we can move forward. Mark added that this could be on the Board agenda for February 26, 2013.
- Bill stated that if the proposal is approved by the Board on February 26, 2013, the money could be on payroll for March 15, 2013.
- John Michaud asked if the original proposal would have the original language.
- John stated that he would have to speak to the superintendent for any changes to the language in the proposal.
- Apryle asked if the union were to agree to the salary proposal today, could the language state that the union and the district agree to revisit and/or re-evaluate salaries for the 2013-2014 school year.
- Mark stated that we could add language that states, "Both parties agree to work toward a more equitable index salary schedule during the 2013-2014 school year".
- Mark stated that in the union's proposal, the step twenty-(20) increase jumps to fifty four hundred dollars. Mark added that the Board would never go for that because they are looking for more equitability.
- Tony stated that he is agreeable to the language suggested by Mark for the MOU.
- Apryle stated that she too is agreeable to the language suggested by Mark for the MOU.
- Mark stated that it is understandable that there should be a salary increase, but is there enough money for this? Everyone anticipates his or her next salary steps before taking into account the amount of money we have available. Mark added if we could work toward something where we can get more equitable, it would be favorable to everyone. We do not want it to get so bad that everyone will only be entitled to a twelve dollar (\$12.00) raise.
- Apryle asked for a break so that she and her team could discuss the proposal.
- **Break: 4:52 PM**
- **Resumed: 5:15 PM**
- John advised BLT members that the following language "Both parties agree to work toward a more equitable index salary schedule during the 2013-2014 school year", was agreeable to the superintendent.
- Sue stated that she was concerned that salaries are not a priority to the district and that it is a big problem because it affects many teachers. Sue added that the district needs to start making salaries a priority.
- Apryle stated that in the future it should not take this long to negotiate salaries. She added that because of the timeframe, if the MOU is not ratified, nothing will happen and the teachers are left with no money. Apryle added that there was a lot at stake when bargaining and that this year salary discussions have been an afterthought. Apryle asks that this be corrected in the future.
- Lare asked that BLT members do a fist of five on the original union proposal with the eight hundred dollar (\$800) supplement and the MOU language for equitable index.
- Apryle asked that the MOU language be set to "Both parties agree to work toward a more equitable index salary schedule ~~for during~~ the 2013-2014 school year".

**ACTION: Memorandum of Understanding was approved and executed following a fist of five vote.**



# Bargaining Leadership Team Meeting Minutes

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## Notes

- John thanked everyone for working together to help bring a successful end to salary negotiations.
- John asked members what would be a good timeline to settle salary negotiations in the future.
- Apryle stated that she recommends that salary negotiations be done prior to the beginning of the school year so that salaries are settled by September the latest.
- BLT members thanked Mr. Bill Collins for his leadership and wished him well with his retirement.

**Next Meeting: Thursday, March 14, 2013 4:15PM at Administrative Center**

## Agenda Suggestions

- Salaries
- Requirements for lesson plans
- Assault language
- Domestic partnership benefits

## Pluses

- Wonderful snacks and food
- Bill is retiring, and we are happy for him.

## Deltas

- Bill is retiring, and we are sad for us.

**ADJOURNED at 5:24PM**

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# Bargaining Leadership Team Meeting Minutes

**Date:** Thursday, March 14, 2013

**Location:** Finance Conference Room, Administrative Center, Building 1000

ATTENDANCE			
Lare Allen	OCEA Co-Chief Negotiator	Discovery Intermediate School	<input checked="" type="checkbox"/>
Michael Allen	Principal	Narcoossee Middle School	<input checked="" type="checkbox"/>
John Boyd	Director of Student Services & Program Accountability/ Co-Chief Negotiator	School Support Services	<input checked="" type="checkbox"/>
Lisette Brizendine	Assistant Superintendent	Elementary Education	<input checked="" type="checkbox"/>
Rolando Casado	Assistant Principal	Gateway High School	<input checked="" type="checkbox"/>
Todd Seis	Chief Business & Finance Officer	Business and Fiscal Services	<input checked="" type="checkbox"/>
Tony Donato	Co-Chief Negotiator	Zenith School	<input checked="" type="checkbox"/>
Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
Edna LaCount	Teacher	Liberty High School	<input checked="" type="checkbox"/>
Tom McKenna	Teacher	Zenith	<input checked="" type="checkbox"/>
John Michaud	Teacher	Highlands Elementary School	<input checked="" type="checkbox"/>
Mark Munas	Assistant Superintendent, Co-Chief Negotiator	School Support Services	<input checked="" type="checkbox"/>
Tammy Otterson	Chief Human Resources	Human Resources	<input checked="" type="checkbox"/>
Matthew Phillips	Principal	Cypress Elementary School	<input type="checkbox"/>
Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
Sandra Rushlow	Teacher	Thacker Avenue Elementary School	<input checked="" type="checkbox"/>
Desiree Senter	Media Specialist	Neptune Middle School	<input type="checkbox"/>
Michelle VanderLey	Executive Director	OCEA	<input checked="" type="checkbox"/>
Nadia Winston	Principal	Highlands Elementary School	<input checked="" type="checkbox"/>
Jacquelyn Lopez	Recording Secretary/ Secretary to John Boyd	School Support Services	<input checked="" type="checkbox"/>

**GUEST(S):** Jayson Hayes, Assistant Principal, Deerwood Elementary; Mel Pace, Director of Media and Instructional Technology, MITD; Ryan Adams, Coordinator, Student Services; John LeGrande, Teacher, Liberty High School.



# Bargaining Leadership Team Meeting Minutes

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**COMMENCED at 4:17 PM**

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**Mission Statement:** Lare Allen  
**Philosophy:** John Boyd  
**Rationale:** Ryan Adams  
**Salary and Fringes:** Mark Munas  
**Goals:** Tony Donato

**Speaking Order:** Michael Allen

**Time Keeper:** John Michaud

## 2012-2013 Salary/Contract Negotiations Update: John Boyd

- Handout was distributed to BLT members.
- John stated that this MOU was brought to his attention by the superintendent earlier today. John added that the superintendent wants to make sure everyone gets a raise; therefore, the superintendent is offering those who are on step 23 going to step 24 a four hundred (\$400) dollar supplement. If approved, this supplement would be presented to the school board on April 2, 2013 and should be on the April 15, 2013 payroll.
- John stated that we would like for the MOU to be approved tonight so that we could get it ratified and on payroll for April 15, 2013.
- Tony asked Apryle if the MOU were approved today if it would have to be ratified.
- Apryle answered that the MOU did in fact have to be ratified and that she would be hand delivering the ballots tomorrow to get the ratification process moving along.
- Apryle stated that there are fifty nine (59) teachers that are at step twenty three (23).
- John Michaud asked why it was being given as a supplement and not a raise.
- Mark answered that it was given this way because the contract has already been ratified.

**ACTION: Memorandum of Understanding was approved and executed following a fist of five vote.**

## MOU re Audio Enhancement Pilot: John Boyd/ Mel Pace

- Mel Pace explained the current Audio Enhancement system. Mel stated that if there were a situation in the classroom the teacher would be able to press a button that would activate an immediate response system with sound, email to administrator and live video footage. Mel explained there would be a three sixty (360) camera in the ceiling that would turn on the moment the teacher/employee were to press the button. Mel added that by adding the pilot ViewPath, it would allow the teacher in the classroom to activate the camera to enable them to record a lesson and such. Only the teacher would have access to this video; it would be at the discretion of the teacher to share it with others. This would benefit the teacher as it would provide them with a minute by minute critique of what their teaching plan looks like. This could also be used as an additional evaluation tool. Mel added that this was currently in four (4) schools, and that there were two (2) in each school.
- Tony stated that he was concerned about the bullet in the MOU that discussed investigations. Tony added that employees have the right to refuse to participate during an investigation without legal counsel or a union representative present. This states otherwise.
- John stated that their intention was not to take anyone's right away.
- Mark stated that everyone is subject to a subpoena.



# Bargaining Leadership Team Meeting Minutes

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- John Michaud stated that he is concerned about how the information is sent via email, because it then becomes public record.
- Mark stated that just because something is attached to an email it does not automatically become public record. Videos that include images of students would need to be redacted prior to being issued to anyone requesting them. This is Florida State rule 119.071. (Please see attached)
- Michelle stated that teachers have no expectation of privacy, but they must give consent to any recordings. If the teacher has to be concerned that she will be recorded and viewed, it might be stressful for the teacher. Michelle stated that she is very much against recording a teacher in the classroom.
- Tammy asked if the camera would always be on.
- Mel answered that the teacher would be the only one who could turn it on. Mel stated that one of the schools that have this technology was using this to record lessons for the substitutes that would be there when the teachers were out. Because of this, the students got quality instruction even though their teacher was not there.
- John stated that the video option would not be used unless the teacher was the one who activated it.
- Michelle stated that she sees something wrong with an MOU that asks teachers to agree to make them have to participate in an investigation no matter what.
- Tony stated that if we got rid of the last two (2) bullets and the ViewPath, the MOU would be perfect.
- John asked Mel if he was looking to come to an agreement today.
- Mel answered that he did not have a deadline and that he could bring it back to another meeting if need be.

**ACTION: MOU language to be revised and brought to future BLT meeting for further discussion**

## MOU re Supplement for Girls Lacrosse Coach: John Boyd/ Ryan Adams

- John stated that the purpose of the MOU is to encourage the growth of girls' sports.
- Ryan stated that he has thirty (30) girls in a program in Celebration.
- Mark asked if a supplement was being added or if it was being substituted.
- Ryan stated that a supplement was to be added.
- Jon stated that if approved, the supplement was to be added this year and moving forward.
- Tony asked if the district was in compliance with Title 9.
- Ryan answered that the district was in compliance and that we have taken the necessary steps to be in compliance.
- Tony asked what makes you in and out of compliance.
- Ryan stated that it all depends on what you do. Tallahassee limits you to doing certain things, for example, if you have fifty (50) girls in a sport, you must have the opportunity available to fifty (50) boys as well. This is the 50/50 rule.
- Mark stated that in sports like football, we have a lot of space and we don't have that for the girls.
- Tony stated that we are always told there is no money, and now there is money for this MOU but not for the teachers.
- Lare asked what would happen if you had certain slots allotted and students don't want to fill them.
- Ryan stated that Title 9 looks at opportunities. As long as the opportunities are there, that's what matters.
- Tony asked Ryan if he knew what the salary index was.
- Ryan stated that to his recollection, it was similar to water polo: 1732 and 1347 for the assistant.





# Bargaining Leadership Team Meeting Minutes

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- John Michaud stated that in his school they have thirteen (13) non paid clubs. He asked why there is more emphasis on sports. He added that these clubs are in need of money and supplements as well.

**ACTION: Memorandum of Understanding was approved and executed following a fist of five vote.**

## **Progressive Discipline: Tammy Otterson/ Apryle Jackson**

- Tammy stated that this was brought to the table previously and would like to consider moving forward with this.
- Mark agrees to have this brought back for discussion and asked if anyone had anything to share.
- Michelle stated that she was concerned about the language that states that the administrator has the power to decide if they will proceed with progressive discipline.
- John stated that this was meant to govern severe behaviors and that this very thing was discussed at previous meetings.
- Apryle stated that many administrators interpret the language their own way and this is not right. We must put the language in black and white.
- Mark stated that no one can define moral turpitude and that the idea was to make sure that the administrator could not waive the progressive discipline unless they spoke to Tammy/Human Resources (HR) first.
- John stated that we would not allow principals the authority to make any further decisions until they spoke to HR.
- John Michaud recalled there being a previous agreement that we would not list things.
- John stated that he believed that John Michaud was correct, but that the conversation about it went back and forth the day of the discussion and we wanted to make certain to address severe cases.
- Edna asked if we couldn't just change the language to state that the final decision would be determined by the HR director.
- Lare asked if you don't automatically go to the next step when there have been recurrences.
- Mark stated that if it's a new employment year then the answer is no because every year it starts all over. Mark added that it makes more sense if someone from HR gets to determine whether or not the infraction is of a serious nature.
- Tammy stated that it would benefit the employees if it is done this way so that the administrator is not saving the infractions so as to hold it over the employees head. Example: if you park in the visitor parking and are seen by an administrator, you would get a verbal warning. If you were seen again six months later, then you would get a written reprimand. If you get caught repeating the offense one year later, then you would get a verbal reprimand and the progressive discipline starts over again. It seems better this way so that infractions don't get piled up.
- Michelle stated that if the district wanted to direct principals to go to HR then this rule should be added as a board rule and not implemented in the contract.

**ACTION: Progressive discipline to be brought to future BLT meeting for further discussion**





# Bargaining Leadership Team Meeting Minutes

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## Evaluation Subcommittee: John Boyd/Apryle Jackson

- John stated that lesson plans/templates have been a concern. John added that the evaluation subcommittee is working on a handbook to be added to the appendix of the contract. We want to make certain that the evaluation is based on the process, NOT just the product. Consistency of the interpretation of the model is important. It is also important to reward those that go above and beyond their scope of work.
- John Michaud asked what Marzano was for and if the plans were for him. John stated that he asks this because he had gotten an evaluation and was told that he was not writing enough; so he fixed that. Now he is getting requests to do more and it seems like it's all about product not the process.
- John stated that this is supposed to improve teacher quality and assist them in improving.
- Rolando stated that we have an accountability issue based on student achievement. We are now going to hold the teacher accountable for the student achievement. The best way to protect the teacher is by documenting it.
- John Michaud stated that he understands the accommodations, what he doesn't understand is the additional items. The evaluations of lesson plans should be based on a per teacher basis.
- John stated that he would like to see if we can eliminate certain aspects that are not necessary.
- Karen asked if student information was in the student portfolio, and if so, why it should be included in the lesson plans.
- Apryle stated that there was a lawsuit some time ago due to teachers not documenting their lesson plans. It's a legal document. This is what proves that the plans are being implemented.
- Rolando stated that we have to document to make sure that the right plans are being delivered to the students.
- Nadia stated the key to lesson planning is in the planning itself. It is better than having to wing it. An administrator is able to differentiate between the teachers that plan and those that don't. The plan is supposed to be a guide to assist the teachers. When you have questions planned ahead of time, it allows the teacher time to go through the standards in order to achieve what is required. Planning is most important for both the teacher and the students. If teachers get used to planning, they will not see it as labor intensive.

**ACTION: N/A**

## Domestic Partner Benefits: Apryle Jackson/ John Boyd/ Todd Seis

- John stated that someone from the City of Kissimmee is willing to come speak to us in regards to these benefits.
- Apryle asked what the exact costs would be. Apryle added that she has heard that the total amount needed to add these benefits are five hundred thousand dollars (\$500K).

**ACTION: Contract language to be brought to future BLT meeting**

## Contract Language re Assault: Apryle Jackson

- Apryle stated that employees were getting attacked by students and were told they could not press charges. Apryle would like language to be added to the contract that states that the employee has the right to determine whether or not they should press charges.

**ACTION: Contract language to be brought to future BLT meeting for further discussion**



# Bargaining Leadership Team Meeting Minutes

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## 2013 Legislative Update/ Lobbying Strategies: John Boyd/ Apryle Jackson

- John stated that he prepares the legislative updates and sends it out to all administrators. John advised BLT members that we need to send input for the department of education as they are requesting it. If you have an idea, you are free to let them know via their website.
- Apryle stated that the Florida Education Association (FEA) was watching the case where if you chose the 401K plan, you would get two percent (2%) in the Florida Retirement System (FRS) and not the three percent (3).
- John Michaud asked what effect the charter bill would have on us.
- John stated that it will only affect those whose schools are continuously failing.
- John Michaud asked what would happen to teachers of the schools that are continuously failing.
- John answered that they would lose their jobs.
- Lare asked if the union and the district could work together to advise everyone about what is going on.
- John answered that the biggest reason why he created the legislative update list was to inform others of what is going on. John added that we can share news with one another; we can't make commentary, but we can share information.
- Mark stated that John spends hundreds of hours reading the bills in order to create the list. Many in the state have adopted John's model; the top model in the state for bill analysis.
- Michael stated that he is more aware of the bills because of John's list.

**ACTION: N/A**

## Notes

**Next Meeting: Thursday, April 11, 2013 4:15PM at OCEA**

## Agenda Suggestions

- Progressive Discipline
- Assault language
- Domestic partnership benefits
- MOU re Audio Enhancement Pilot

## Pluses

- Juice was great!

## Deltas

**ADJOURNED at 5:39PM**

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# Bargaining Leadership Team Meeting Minutes

**Date:** Thursday, April 11, 2013

**Location:** Osceola County Education Association Office (OCEA)

ATTENDANCE			
Lare Allen	OCEA Co-Chief Negotiator	Discovery Intermediate School	<input checked="" type="checkbox"/>
Michael Allen	Principal	Narcoossee Middle School	<input checked="" type="checkbox"/>
John Boyd	Director of Student Services & Program Accountability/ Co-Chief Negotiator	School Support Services	<input checked="" type="checkbox"/>
Lisette Brizendine	Assistant Superintendent	Elementary Education	<input checked="" type="checkbox"/>
Rolando Casado	Assistant Principal	Gateway High School	<input checked="" type="checkbox"/>
Tony Donato	Co-Chief Negotiator	Zenith School	<input checked="" type="checkbox"/>
Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
Edna LaCount	Teacher	Liberty High School	<input checked="" type="checkbox"/>
Tom McKenna	Teacher	Zenith	<input checked="" type="checkbox"/>
John Michaud	Teacher	Highlands Elementary School	<input checked="" type="checkbox"/>
Mark Munas	Assistant Superintendent, Co-Chief Negotiator	School Support Services	<input checked="" type="checkbox"/>
Tammy Otterson	Chief Human Resources	Human Resources	<input checked="" type="checkbox"/>
Matthew Phillips	Principal	Cypress Elementary School	<input checked="" type="checkbox"/>
Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
Sandra Rushlow	Teacher	Thacker Avenue Elementary School	<input checked="" type="checkbox"/>
Todd Seis	Chief Business & Finance Officer	Business and Fiscal Services	<input checked="" type="checkbox"/>
Desiree Senter	Media Specialist	Neptune Middle School	<input type="checkbox"/>
Michelle VanderLey	Executive Director	OCEA	<input checked="" type="checkbox"/>
Nadia Winston	Principal	Highlands Elementary School	<input type="checkbox"/>
Jacquelyn Lopez	Recording Secretary/ Secretary to John Boyd	School Support Services	<input checked="" type="checkbox"/>

**GUEST(S):** Adam Ulenski, Reading Coach/Teacher, Koa Elementary; Ken DeBord, Director of Risk & Benefits Management; Angela Marino, Information & Technical CIO & John Le Grande, AP Calculus Teacher, Liberty High School.



# Bargaining Leadership Team Meeting Minutes

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**COMMENCED at 4:15 PM**

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**Mission Statement:** Lare Allen

**Philosophy:** Mark Munas

**Rationale:** Tom McKenna

**Salary and Fringes:** Sandra Rushlow

**Goals:** Tony Donato

**Speaking Order:** Michelle VanderLey

**Time Keeper:** Mark Munas

## **Domestic Partner Benefits: Apryle Jackson / Todd Seis**

- Apryle distributed a handout to BLT members.
- Tammy stated that there is a reference to genetic information in School Board rule 2.70 that could be incorporated into the language on the handout.
- John advised BLT members that the last handout in the packet provided, included the first page of School Board rule 2.7.
- Apryle stated that there is misinformation about how much it will cost to add these benefits.
- Todd stated that based on analysis, if you have one hundred and twenty seven (127) employees, the cost could be up to five hundred thousand dollars (\$500K).
- Apryle stated that if the language on the handout were included in the contract, the terms would be inclusive to all employees of the district regardless of their domestic partner or beliefs.
- Sandra stated that she was concerned with the meaning of the statements that include the words "disability and political" in the language.
- Apryle asked if the language would be acceptable if we add "on the basis of" before "disability and political" to make the language more clear.

**ACTION: Apryle to make appropriate corrections and bring language back to the following BLT meeting**

## **MOU re Supplements for Middle School Girls & Boys Volleyball Coaches: John Boyd & Ryan Adams**

- John advised members that a copy of the MOU included in the packet distributed to BLT members was the same MOU emailed to BLT members previously. John stated that the scope of the MOU explains taking the existing supplement and splitting it where there is a male and female coach.
- Ryan stated that splitting the boys and the girls would allow the students the opportunity to develop properly. The teams were together and it was not working out.
- Tony stated that he did not see the point of having an MOU. Tony added that we did not have to differentiate anything about the supplements as it was already in the contract.
- John asked Ryan if it would make a difference to have the supplement separated for Title 9 purposes.
- Ryan answered that separating it would help greatly.
- Matthew asked if the purpose of the MOU was to add an additional supplement.
- John answered that the MOU's purpose is to split the current supplement.
- John Michaud asked if the numbers were down in regards to the amount of players participating in the co-ed teams.
- Ryan answered that because of the co-ed teams the girls are not trying out.



# Bargaining Leadership Team Meeting Minutes

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- John Michaud stated that many supplements have been added to middle schools, but in elementary schools, they have over forty (40) programs, and there is no supplement for them. John added that the clubs at the elementary schools are well attended and there is no supplement to support that.
- Tony stated that the district determines how many coaches there are so there is no need for the MOU. The district determines that without having to add an additional supplement or split the current one.
- Mike stated that this would open opportunities for other teachers to make some extra money.
- John stated that elementary school teachers have the option to apply for middle and high school coaching positions.
- John Michaud stated that teachers at the elementary school cannot coach at the middle and high school level because of the amount of time spent at their school. None of the elementary school clubs is funded, and it takes a lot of the time of the people currently running it.
- Tony stated that he is not against splitting the supplement; he is against having to do an MOU.
- John stated that the purpose of the MOU was to present a change with clear language for consideration formally.
- Tony asked where the language had been changed.
- John explained that splitting the supplement was the change that was being presented in the MOU.
- Tony advised BLT members that the MOU was not necessary.

## **ACTION: MOU withdrawn**

### **MOU re Computer Use, Security and Network Acceptable Use Policy: John Boyd / Angela Marino**

- John stated that there would be mandatory training that employees would take prior to being allowed computer use, security, or network capabilities.
- Angela stated that after being audited it was concluded that many of the teachers were not trained appropriately. We have been in the process of updating the system for the past six (6) months. We are trying to make everything digital in order to protect staff and students better. For that reason, we need to make sure training for this is mandatory.
- John stated that the training will be online and that the district will have confirmation of training upon completion.
- Tony asked if there would be language stating that if you do not take the appropriate training you could lose your job.
- Michelle stated that she did not understand why an MOU would be necessary when this would be a condition for employment. As a condition for employment, it becomes part of such and at the discretion of the district to enforce.
- Karen stated that this has been a big issue to the techies. There is a lot of misinformation amongst the technical teachers, and because there are so many social networking websites and many new things online that are constantly changing. We should be provided the training so that we know how to use a computer as not everyone is a digital user.
- Mark stated that the terms and conditions would apply to the new hires, but will not necessarily apply to current employees. Having mandatory training is a great thing that will tell employees exactly what they can and cannot do.
- Karen stated that if the training is online, it could be easily updated. It can be in rotation to be updated as needed.
- Tony asked BLT members if they were not against this training being mandatory.
- Michelle answered that they are not against the mandatory training because the employees cannot do what the district says they cannot do anyway.



# Bargaining Leadership Team Meeting Minutes

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- Apryle asked if this would apply to using personal devices as well.
- Angela stated that the Bring Your Own Device or BYOD system is only for students and not for staff. If employees were to use the same system, their personal things then become public record.
- Sandy clarified that in order to be able to have access to a lap top or a computer, you would have to have successfully completed the training.
- Karen stated that there should be language on the contract that states that if you do something inappropriate on your own digital device you could get in trouble. Karen explained a time when she had no other choice but to share her personal number with students while on a trip, as a preventative measure in case any of them were to get lost. This is a concern because if for some reason you were to have charges put against you; the information from your phone could be accessed and could be seen as an infraction where the state would automatically take your certification away. Policy must be in place and stated on the contract so that these types of things do not occur.

**ACTION: MOU to be brought back to the future BLT meeting**

## MOU re Audio Enhancement Pilot: John Boyd / Mel Pace

- John stated that the MOU was revised and asked BLT members to look over the language change.
- Tony asked what the appropriate procedures were.
- John answered that it is the same as currently in place.
- Mark stated that we must answer to a subpoena no matter what.
- Lare asked if in the case of an emergency anyone could see the video. Lare added that he was stuck on the part about who gets to determine the level of investigation or emergency.
- John stated that the language is clear to state that the authorities would be the ones to determine what level of investigation or emergency it was.
- Apryle asked how long the video would be archived, where it would be stored, and how long it would be kept. Apryle added that within the last week there had been many accusations and could see how the tapes could be harmful to use. If there were to be a full panorama of the classroom then, in case of an incident, you would be able to see everything that went on. With the current system, you could only see a portion of the classroom; so if there were to be an issue where the teacher "looks" like they are doing something inappropriate when they really were not, it would negatively affect the teacher.
- Michelle stated that when a teacher is accused, it has become all about a liability issue not caring for the teacher to be able to explain what happened and actually be heard.
- John asked if the language in the MOU were adjusted, would it then be more acceptable.
- Karen stated that she did not feel this would help as some teachers could be forced to do this, and that is not right.
- Lissette stated that the teacher is the only one with the choice to use this system. Lissette added that she knows of many teachers who would welcome this. It would allow them to improve by being able to analyze themselves and see what they may be doing wrong.
- Tony stated that he does agree with the last bullet on the MOU. Tony asked where in the MOU it stated that you have free will.
- Lissette answered that the MOU states that the only person who can consent to this is the teacher.
- Apryle stated that her biggest concern is that the tapes will be out there and could be used. We need to know who would have access to and be the keeper of the tapes.
- Rolando stated that from an instructional and professional development standpoint, once the minor details are worked out, teachers will really appreciate having this.





# Bargaining Leadership Team Meeting Minutes

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- John Michaud stated that teachers do not often have the ability to say no, so administrators would have to be clear to advise teachers that it is up to them if they want to use it. John Michaud also mentioned that he asked some teachers and all of them hated the idea of being filmed.
- Lissette stated that safety and teacher effectiveness is important. We need to have clear guidelines of how long a record should be kept so that we do not create stress due to misconceptions. Should we keep the records for seven days (7), ten days (10), etc.?
- Lare stated that in a violence case, he does not understand how this would work.
- Mark stated that teachers would have to wear something that would start the camera once pressed, and would send a signal to the administrator. The camera can record the length of time the teacher decides to have it on. If the teacher then chooses to get a DVD copy of the video, they would have that option, and by the following day, the video could be deleted. The only person with a hard copy would be the teacher who recorded it.
- Lare stated that if this were based on a professional development standpoint, what would be the difference if you were watched instead of having the camera.
- Mark stated that kids act differently when there is no camera and they will not know that it is there. The teacher has the control and the students will not be aware that the camera is on. The teacher is the one with total control.
- Edna stated that when this was first brought to the table the main purpose was safety, and now we are hearing that it is about professional development. Edna added that she was concerned that it is being put in a way where if you don't do it then you are not a team player and this will certainly not help with school safety at all.
- Tony stated that View Path does not need to be included. Tony then asked if the tapes could become public record.
- Mark stated that student images are not subject to public record.
- Tammy stated that the teacher is the only one who can control the camera so there will not be a time when they do not know it is on unless they press the button accidentally; otherwise, teachers have total control.
- Sandra stated that if the tapes were accessed and the student's images were taken out, there would be no way for people to see what truly happened.
- Mark stated that the cost to redact student images is incredibly costly and that the only time it would be ideal to do this is for a Sandy Hook type of incidence.
- John Michaud stated that he had been videotaped previously and could see how this would be a good resource for personal lesson critique, but does not understand why a system is needed.
- Karen stated that having the camera where it is not visible is great but there are too many unknowns that make it not agreeable to have this.
- Rolando stated that in terms of professional development, there is a lot of value in having this. This is a way for teachers to be protected and no one will be able to question what is going on. This can aid in teacher investigations.
- John advised BLT members that he needed clear direction on language for MOU. View Path is a free bonus that will be lost if it is not used. We can eliminate the last two bullets, but the "in case of emergency" bullet has to be there as it is the law.
- Lissette stated that this is just a pilot and that it is going to be used in eight (8) classrooms with teachers who volunteered to have it. We have not decided whether we will keep it or not. We are just trying to approve a trial.
- Tony asked if this is being used as a professional improvement plan, could teachers be forced to tape their lessons.
- John answered that teachers cannot be forced to use the camera.



# Bargaining Leadership Team Meeting Minutes

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- Tony stated that language clarifying that teachers cannot be forced into using the camera should be added to the MOU.

**ACTION: MOU to be revised and brought back to the future BLT meeting**

## **MOU re Supplement for CPR / First Aid Responder: John Boyd**

- John stated that the purpose of the supplement is to serve as an incentive so that employees would help others. No one has had the incentive to help others even though they have had the training. We are hoping that if you now have the training and the supplement, more employees would be inclined to help if need be.
- Apryle asked how many people would be required per campus.
- John stated that the idea is to have at least two people there: one main person and a backup.
- Tony stated that between the years 2006-2008, there were over five hundred (500) employees trained. This costs money. Who will train them?
- John stated that the purpose is to have a supplement as an incentive for the training.
- Apryle advised BLT members that it costs about six dollars (\$6.00) per person to train.
- Lare stated that in the past people did not want to perform CPR. Lare asked if there would be a backup.
- John stated that having two people there that are certified seemed like a good starting point.
- Mark stated that a person cannot provide any services that exceed their training level. Many with the training said that they would only assist a family member. Mark added that what you see on TV is not real and once you have given CPR, that is the only way to feel comfortable enough to do it when needed. Mark asked BLT members to get some feedback about this supplement from their fellow co-workers and employees to see if it makes sense to move forward.

**ACTION: MOU withdrawn**

## **2013 Legislative Update/Lobbying Strategies: John Boyd / Apryle Jackson**

- BLT members were advised to refer to previously emailed legislative update.
- Apryle discussed two bills, one regarding illegal immigrants who are hired to work and don't get paid and another regarding the FRS wanting to have you manage your own account and have new hires pay 2% with the current hires continuing to pay 3% toward the retirement fund.

**ACTION: N/A**





# Bargaining Leadership Team Meeting Minutes

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## Notes

**Next Meeting: Thursday, May 9, 2013 4:15PM at Administrative Center**

## Agenda Suggestions

- Shifting funds for Elementary and Title 1 schools to cover staff for the required “back to school nights” they attend.
- Teachers being asked to purchase items out of pocket
- Purpose of Marzano
- Sick Leave Bank/ donating your sick days

## Pluses

- Great food!
- John's hard work is very much appreciated!

## Deltas

**ADJOURNED at 5:49PM**

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# Bargaining Leadership Team Meeting Minutes

**Date:** Tuesday, June 18, 2013, 9:00 – 11:00 AM, Summer Session

**Location:** Bill Collins Conference Room, Administrative Center, Building 1000

ATTENDANCE			
Lare Allen	OCEA Co-Chief Negotiator	Discovery Intermediate School	<input checked="" type="checkbox"/>
Michael Allen	Principal	Narcoossee Middle School	<input checked="" type="checkbox"/>
John Boyd	Director of Student Services & Program Accountability/ Co-Chief Negotiator	School Support Services	<input checked="" type="checkbox"/>
Lisette Brizendine	Assistant Superintendent	Elementary Education	<input checked="" type="checkbox"/>
Rolando Casado	Assistant Principal	Gateway High School	<input checked="" type="checkbox"/>
Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
Edna LaCount	Teacher	Liberty High School	<input checked="" type="checkbox"/>
John LeGrande			<input type="checkbox"/>
John Michaud	Teacher	Highlands Elementary School	<input type="checkbox"/>
Mark Munas	Assistant Superintendent, Co-Chief Negotiator	School Support Services	<input checked="" type="checkbox"/>
Tammy Otterson	Chief Human Resources	Human Resources	<input checked="" type="checkbox"/>
Matthew Phillips	Principal	Cypress Elementary School	<input type="checkbox"/>
Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
Todd Seis	Chief Business & Finance Officer	Business and Fiscal Services	<input type="checkbox"/>
Desiree Senter	Media Specialist	Neptune Middle School	<input type="checkbox"/>
Mary Tumbleson	Literacy Coach	Michigan Ave Elementary	<input checked="" type="checkbox"/>
Adam Ulenski			<input type="checkbox"/>
Michelle VanderLey	Executive Director	OCEA	<input checked="" type="checkbox"/>
Nadia Winston	Principal	Highlands Elementary School	<input checked="" type="checkbox"/>
Jacquelyn Lopez	Recording Secretary/ Secretary to John Boyd	School Support Services	<input checked="" type="checkbox"/>

**GUEST(S):**



# Bargaining Leadership Team Meeting Minutes

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**COMMENCED at 9:07 AM**

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**Mission Statement:** Lare Allen  
**Philosophy:** John Boyd  
**Rationale:** Apryle Jackson  
**Salary and Fringes:** Edna LaCount  
**Goals:** Michelle VanderLey

**Speaking Order:** Michelle VanderLey

**Time Keeper:** Karen Pruitt

## **MOU re: Employee Technology Awareness and Security: John Boyd**

- John stated that what was being shared was only for information purposes. John added that the district wants to provide training that would affect all employees. The training would be mandatory and take place during the work day.
- Lare asked how long the training would be.
- John answered that the training would be for about an hour.
- Karen asked if the training would be in person or if it would be something that could be done online.
- John answered that the district is looking into both options right now to see which would be most beneficial.
- Rolando mentioned that there used to be a lap top training and was wondering if this training would be similar.
- John stated that in the beginning the training would most likely be an in person training that would slowly merge to online training.

**ACTION: MOU to be brought to next BLT meeting for approval**

## **MOU re: Central Florida Assessment Coalition (CFAC): John Boyd**

- Handouts were distributed to BLT members.
- John advised members that the previous CFAC MOU had expired. He added that the rate of pay was given to him directly from CFAC and that the money will be provided only if teachers participate.

**ACTION: MOU to be brought to next BLT meeting for approval**

## **Personal Leave Prior to Holidays: John Boyd**

- John stated that at the administrative meeting principals had questions about this leave. How they would get coverage for the students when given short notice, was the most common question.
- Apryle stated that she is concerned that if we do not clarify this leave people will wait until the day of and call in sick. This is last minute and does not give principals enough time to prepare for a backup.
- Rolando stated that he wonders the safety of having so much staff out at once and without proper notice. He stated that at one time his school had sixteen (16) teachers out at once. Thankfully, they were able to manage, but if it is frequent, it could cause a problem. Rolando proposed a threshold be set and a medical note be provided by staff for personal leave prior to holidays.



# Bargaining Leadership Team Meeting Minutes

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- Lare asked if there is a set time that you are supposed to call prior to your leave so that there is coverage.
- Lissette stated that sometimes the biggest issue is the numbers. She added that we have repeat offenders who tag on a couple of days before and after a holiday. This places a huge burden on the school. Lissette added that it would be great if we could explore ways to deter this from happening, because if this is a pattern behavior there should be some sort of consequence.
- Apryle stated that having data would help us see exactly what is going on. She added that the issue here is that some administrators will not approve a teacher's vacation simply because they do not like them.
- Mary stated that maybe we could try adding some sort of incentive for not taking leave before and after a holiday.

**ACTION: N/A**

## Assault Language: Apryle Jackson

- Handout packet was distributed to BLT members by Apryle Jackson.
- The second page of the packet was discussed.
- Michelle stated that there was an incident at Discovery where a teacher was pushed by a student yet the teacher was given a letter of investigation from the Department of Children and Families.
- Nadia stated that there are situations where we try to relay with our teachers. If the teachers try to redirect a child, parents allege that the child was hurt and now we have to honor the complaint and take appropriate action. For everyone's protection, the DCF investigation confirms the innocence of the teacher.
- Apryle stated that in her case, she was knocked down by a student and was told not to report it; then the same student punched the principal. No one wanted to do anything about it. Apryle added that there has to be some type of protection for the employees.
- Tammy stated that a DCF call does not mean something bad. This will actually certify clearing the teacher's name. If we put a "protection person" there will be many complaints because of how the "protection person" would need to react to some people.
- Apryle stated that the sheriff's department has advised her that they are tired of being called to the school without cause. Apryle added that if you grab a child's jacket the sheriff's department and DCF are being called. It is ridiculous. Kids have the power and they know it.
- Mary stated that if all incidents were in writing it would help DCF. There is not one type of student that has this type of behavior. There was a case where a smaller child threw a book at the teacher and the teacher got a black eye.
- Michelle stated that an employee should not have to go through trial because a teacher touched a student. If there are no findings, there should be an investigation first. We need to do something to protect our employees.
- Apryle stated that language should state that when an incident occurs there should be a written report and the fact that employees have the right to file charges.
- Michael stated that to him the language appears to be clear enough as is.
- Mark stated that the words "appropriate action" is too vague, because it leaves the interpretation of what is appropriate in the air. In addition, the federal government disagrees that we should take action when assaulted by a student.
- Tammy asked what action we should take in the case of an ESE student. There was a case where a student, who loved their teacher, would run up to her, choke her, and use profanity. Tammy asked BLT members what we would do in that case, because we cannot throw him out per federal regulation.



# Bargaining Leadership Team Meeting Minutes

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- Michelle stated that it is her right that if she is assaulted, to call the police.
- Nadia stated that we should consider not putting leadership in a tough spot where there will be legal action. She added that we have to prove that it is not a part of their disability, and because of the license and certification restrictions; we might not be able to move them. If we are not able to remove the students that are causing the problems, it could cause some serious issues.
- Mark states that in order for us to take action we must follow judicial law. The law can arrest them, but we cannot get rid of them.

**ACTION: Draft language to be brought to next BLT meeting for approval**

## Progressive Discipline: Apryle Jackson

- Apryle and Michelle discussed the first paragraph on the first page of the handout.
- Michelle stated that she would like to have BLT members consider the differences in the language of the handout.
- Lissette asked if this language was in the ESP contract.
- Michelle answered that with the exception of the add-ons, the language is the same as in the ESP contract.
- John stated that the system restarts after a twelve (12) month period, but would have consequences if it happens again within two (2) years.
- Mark stated that there is an employee who has committed an infraction every year for four (4) years in a row.
- Lare asked if this applies to a scenario where if he were late one time within twelve (12) months and then again the following year, would he receive progressive discipline.
- Nadia stated that this language is for cases where an employee is expected to have a lesson planned prepared and they do not, and this repeats year after year; after a certain amount of time the employee should know that this needs to be done because there should be some sort of expectation.
- Michelle stated that if the infraction occurred more than once, there would be no question that the employee should be put on an improvement plan.
- Lare stated that when there is a pattern or infraction, progressive discipline would apply, as they are not fulfilling their duties. There is a problem when it is ongoing.
- Mark stated there is an employee that has been on four (4) improvement plans. This person knows how to beat the system, they get better, and then they just do it again after the twelve (12) month period. Mark added that this employee should be terminated. He added that it is okay if it happens twice, but if anything is beyond that, there should be repercussions.
- Mary stated that she is not sure that this language provides clarity.

**ACTION: Mark and Michelle to work on draft language to be brought to next BLT meeting for approval**

## Annual Contract Language: Apryle Jackson

- Handout was distributed to BLT members.
- Tammy stated that in a case where a teacher was caught showing their private parts to students via text message; there should be something in the contract that states the proper steps to take. There needs to be language there that states that even if the teacher's assessment is good, that there would be consequences for this type of infraction.



# Bargaining Leadership Team Meeting Minutes

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- Lare stated that we need something that will provide a clause that states that if something like this happens the employees' job is no longer protected.
- Edna asked if there is an incident of inappropriate behavior, is it not immediate termination.
- Tammy stated that if there is no proof, there is a question of what our options would be.
- Rolando asked what if a teacher's attitude is not nice or is not in the spirit of improvement.
- Mark stated that the law talks about the students' achievement-you cannot renew a teacher whose achievement is unsatisfactory.
- Apryle stated that we do not know about the scores until after the teacher has been renewed.
- Mark stated that the state needs to do better. Per Florida statute, we cannot enter into anything that will tap into the law. We need to look at the fact that even though our test scores went down many teachers were renewed.
- Nadia states that teachers get points for growth even when the students stayed the same from the beginning of the assessment to the end of the assessment.
- Lissette stated that we are not painting a true picture of the classroom instruction because it is not clear.
- Lare stated that if the teacher is doing what the administrator expects them to do, then they should be renewed.
- Apryle stated that if a teacher was not going to be renewed, they should be notified ahead of time and not be surprised.
- Tammy stated that she has advised principals at the principals meetings that documentation and proper notice to the teacher of nonrenewal is imperative. In a case where a position is being taken out and that position does not exist anywhere else, we have no choice but to let them go.

**ACTION: N/A**

## Testing Supervision: Apryle Jackson

- Apryle stated that she was told by a member that they had been pulled twenty five (25) times to supervise a test and could not perform their own job duties. Apryle asked what we could do in this case.
- Rolando stated that the testing does not take place all day and that a schedule is given to employees in advance.

**ACTION: N/A**

## Supplement for Title I Schools: Apryle Jackson

- Apryle stated that this is an issue in elementary schools and now in middle and high schools as well. Teachers have to go back to the schools for meetings that last about two (2) hours at a time. Apryle asked if there could be a stipend to be given to these teachers.
- Tammy stated that she is currently improving contracts for what needs to be done.
- Nadia stated that we need to distinguish between the academic nights and the parent nights. We cannot pay everyone as some volunteer.
- Karen stated that she would like to see some data on this issue. Karen added that she hears the complaints and that usually teachers do not have a problem with it, but it is happening a lot.
- Mark asked who supervises Title I.
- Lissette answered that she supervises Title I.
- Edna stated that initially there were funds available and teacher attendance was good though parent attendance was not. Unfortunately, you almost always see the parents that you really did



# Bargaining Leadership Team Meeting Minutes

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not need to see. Teachers are there all day and some live a great distance from the school. Some are looked down upon and are seen as not team players, because they are unable to participate. Edna believes a stipend would be a great idea.

**ACTION: N/A**

## Non-Classroom Employee Evaluations: Apryle Jackson

- Apryle stated that we need clarity on when this will happen. Apryle added that this needs to be a topic of discussion at the committee meeting and would like to get some dates for the meeting from fellow BLT members. Apryle asked Karen Pruitt to lead this discussion.

**ACTION: Item assigned to next Evaluation Subcommittee meeting**

## Sick Leave Bank: Apryle Jackson

- Apryle stated that there are some employees that have taken one hundred and twenty (120) days of leave. Participants earn ten (10) days give up one and take forty (40) days off at a time and so on. Apryle added that Barbara Horn has asked about the option to give days to others-donating. Apryle asked Tammy if she could provide data on the sick leave bank use.
- Tammy stated that she would like to have a group together of stakeholders to decide how to approve requests, as the whole process has not been as structured as it should be. Tammy added that, as it is now, Sick Leave Bank days could be given to whoever at any given time. We need to look at other counties and see what type of sickness they are approving so that we can revise our leave rules. We need to be better stewards of the sick leave bank.

**ACTION: Tammy to provide data on ideas for a revision to the Sick Leave Bank**

## Communication: Apryle Jackson

- Apryle stated that we are being required to attend meetings and prepare documents within twenty four (24) hours. Notice needs to be given in advance and more than just twenty four (24) hours prior.
- Lissette stated that all requests should be timely. She added that there are times when the last minute requests are made from other places where we cannot control the timeline.
- Lare stated that maybe we could look into doing something like the one-third, two-thirds rule employed by military leaders for decades.
  - *Before making an assignment, consider the total time available for its completion. Allow yourself up to one third of the available time, thus allowing the people you lead the remaining two thirds. For example, if you have one hour to have the assignment completed, allow yourself twenty minutes to make lists, determine who should complete the assignment, and determine the standards for completion. Allow the people who are given the assignment the remaining forty minutes.*
- Karen stated that teachers are there to teach and if they are given added work, this will take away from teaching which is a major concern.

**ACTION: N/A**





# Bargaining Leadership Team Meeting Minutes

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## Thirty Minute Duty Free Lunch: Apryle Jackson

- Apryle stated that teachers are being required to cover lunch duties during field days. The language currently in effect is for emergencies only. Having to set up for a science fair is not a reason to have someone give up his or her lunch. Apryle asked Mark's help with making a list of what are not reasons to do this.
- Karen stated that student safety is number one, but it is getting out of hand.
- Michelle stated that she would like to see everyone take his or her full thirty (30) minutes.
- Nadia stated that she would like to have Rae Hollenbeck be there during lunch time so that she can see what is happening.
- Lare stated that maybe the kindergarteners could be spoken to about how to behave beforehand.
- Karen stated that it takes time to get the students in to the lunch room and get them out.

**ACTION: N/A**

## Auto-Split and Coverage during Planning: Apryle Jackson

- Apryle stated that many schools are doing auto-split to save money on substitutes and some schools do not even have the money to get substitutes. When you do your budget, you need to have this worked out. You cannot demand the teachers to cover. Some teachers feel forced to give up their planning period to cover.
- Mark stated that auto-split is not a good practice. We checked to see how many days an average teacher takes a year; 9.6 is the average. We would have to set aside substitute money to cover these days. The problem is that there are people that miss multiple days, including those that are on maternity leave. In order to set aside money for the days-money has to come from somewhere.
- Apryle stated that she understands that money has to come from somewhere.
- Mark stated that he would talk to Todd Seis about getting the funds.
- Mark proposed that there be no vacation pay if they are out the day before or after a holiday.
- Apryle stated that she is open to discuss Mark's proposal.

**ACTION: N/A**

## Reduction in Force (RIF) Timelines: Apryle Jackson

- Apryle stated that some employees were told the Friday school let out, that they were being placed on the RIF list. Apryle asked if we could make sure that they are told no later than the second Monday in May and not wait until the last minute.
- Tammy stated that principals are advised ahead of time that an employee will be placed on the RIF list and is unsure why they do not advise the employees in time. That is very wrong.
- Apryle stated that many administrators advised her that there is nothing in the contract that states the timeline of the notice to be given to employees.
- Tammy stated that the notice is given to principals once the budgets are out.

**ACTION: N/A**

## Domestic Partner Benefits: Apryle Jackson

- Apryle asked that language be written in regards to these benefits and what they will entail.

**ACTION: Draft language to be brought to a future BLT meeting**





# Bargaining Leadership Team Meeting Minutes

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## OCEA Leave: Apryle Jackson

- Apryle stated that per article 4.16, the way it is written, the contract does not state that members can attend trainings. The new language states that members can attend meetings, trainings, and conferences.

**ACTION: Draft language to be brought to next BLT meeting**

## Number of Secondary Course Assignments: Apryle Jackson

- Apryle stated that there is a huge amount of work. Teachers are being assigned freshman, sophomore, junior, senior, and AP courses, which are too many preparations. Apryle asked if we could limit course preparations to three.
- Michelle asked if the district could provide data to get a basis of what is happening.

**ACTION: N/A**

## New Hire Orientation: Apryle Jackson

- Apryle stated that the union was not getting the list of new hires as they had previously.
- Tammy stated that she does not have a list.
- Apryle asked Tammy if they could get together to review the contract and revise the language.
- Lissette asked Apryle if she was having an issue with not being able to speak to the new teachers.
- Apryle stated that she was not having that issue, but that she wanted to make sure the language is there for the future.

**ACTION: N/A**

## Notes

- OCEA will be providing breakfast for district office employees on Thursday, July 11, 2013, 7:00AM @ Bill Collins Conference Room, Administrative Center.

**Next Meeting: Tuesday, July 16, 2013, 9:00AM-2:00PM, Administrative Center**

## Agenda Suggestions

- Contract Language

## Pluses

## Deltas

**ADJOURNED at 10:59AM**

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# Bargaining Leadership Team Meeting Minutes

**Date:** Tuesday, July 16, 2013, 9:00 AM – 2:00 PM

**Location:** Bill Collins Conference Room, Administrative Center, Building 1000

ATTENDANCE			
Lare Allen	OCEA Chief Negotiator	Discovery Intermediate School	<input checked="" type="checkbox"/>
Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
John Boyd	Director, Co-Chief Negotiator	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>
Lisette Brizendine	Assistant Superintendent	Elementary Education	<input checked="" type="checkbox"/>
Rolando Casado	Assistant Principal	Gateway High School	<input checked="" type="checkbox"/>
Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
Edna LaCount	Teacher	Liberty High School	<input checked="" type="checkbox"/>
John LeGrande	Teacher	Liberty High School	<input checked="" type="checkbox"/>
John Michaud	Teacher	Highlands Elementary School	<input type="checkbox"/>
Mark Munas	Assistant Superintendent, Co-Chief Negotiator	School Support Services	<input checked="" type="checkbox"/>
Tammy Otterson	Chief	Human Resources	<input checked="" type="checkbox"/>
Matthew Phillips	Principal	Cypress Elementary School	<input type="checkbox"/>
Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
Todd Seis	Chief	Business & Finance	<input type="checkbox"/>
Desiree Senter	Media Specialist	Neptune Middle School	<input checked="" type="checkbox"/>
Mary Tumbleson	Literacy Coach	Michigan Ave Elementary	<input type="checkbox"/>
Adam Ulenski	Teacher	Koa Elementary	<input type="checkbox"/>
Michelle VanderLey	Executive Director	OCEA	<input checked="" type="checkbox"/>
Nadia Winston	Principal	Westside K-8	<input checked="" type="checkbox"/>
Jacquelyn Lopez	Recording Secretary / Secretary to John Boyd	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>

**GUEST(S):** Ken DeBord and Virginia Costa



# Bargaining Leadership Team Meeting Minutes

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**COMMENCED at 9:06 AM**

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**Mission Statement:** Lare Allen  
**Philosophy:** Michelle VanderLey  
**Rationale:** John Boyd  
**Salary and Fringes:** Nadia Winston  
**Goals:** Rolando Casado

**Speaking Order:** Michelle VanderLey

**Time Keeper:** Karen Pruitt

## **MOU re: Collaborative Bargaining: John Boyd**

- Handout distributed to BLT members.
- John stated this MOU has expired and all remains the same.

**ACTION: Following a fist of five vote, members approved the MOU as submitted.**

## **MOU re: Differentiated Accountability Transfer and Retention Incentive: John Boyd**

- Handouts distributed to BLT members.
- John stated the language remains the same with the exception of the changes to the dates reflecting the new school year.
- Apryle would like to know how many people actually qualified.
- Michelle asked members if they would agree to do a fist of five and later bring data stating who qualified for this incentive.

**ACTION: Following a fist of five vote, members approved the MOU as submitted.**

## **MOU re: Additional Earning Opportunities for Non-FTE Generating Programs: John Boyd**

- John stated this is the routine MOU from last year and that the only changes were the dates.
- Lissette stated parents used SES to get tutoring outside of the district. Now we can set it up internally where we can have the teachers do it.
- Michelle stated SES must stay separate. If we put it together in the MOU, it might mix the two entities. The SES has to be separate.
- Michelle asked how the SES coordinator is different.
- Lissette stated it is all about how much money is available. The amount in there now is less than we have had in the past. Most of the money was paid through this fund to the coordinators.
- Michelle stated it seems like the SES coordinator takes away from salary dollars. Michelle asked who decides how the coordinators are selected.
- Nadia answered the school selects the coordinator. Nadia added that the expectations are put out and sent to everyone. The candidates go through something similar to an interview and then selected to volunteer.
- Lare stated it seems that at this point we are not sure if we will need SES coordinators.
- Michelle asked how we would restructure with no coordinator.
- Lare answered it will be done from within so we will not need one.

**ACTION: Following a fist of five vote, members approved the MOU as submitted.**



# Bargaining Leadership Team Meeting Minutes

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## **MOU re: New Hires: John Boyd**

- Handout was distributed to BLT members.
- John stated the only update was the change of date to reflect the new school year.
- Desiree asked if at some point we would add this to the contract.
- John answered that this could be added to the contract though it would take longer because of the process.
- Tammy stated she believes it is a good idea to add the MOU language to the contract. Tammy added that prospective employees would see it from the beginning and would know what to expect.
- Karen stated she was unsure whether adding this language would cause some sort of liability issue.
- Apryle stated she did see that there could be some liability issues but would consider the language after striking the words "2013-2014 school year."
- Tammy stated she believes it would be most beneficial to add it to Article 16 of the contract.

**ACTION: BLT members agreed to have this matter brought back to a future meeting.**

## **MOU re: Employee Technology Awareness and Security: John Boyd**

- Handout was distributed to BLT members.
- John stated employees would have to complete the training in order to insure online security. John added that the training would be both online and face-to-face.
- Michelle asked if this training was required.
- John answered that the training is required but could be taken at the discretion of the employee and within a year.
- Desiree stated she would like to see the handbook prior to approving this MOU.
- BLT members agreed to have this matter brought back after lunch.

**ACTION: Following a fist of five vote, members approved the MOU as submitted.**

## **MOU re: Central Florida Assessment Coalition (CFAC): Apryle Jackson**

- Handout distributed to BLT members.
- John stated there are some items that have more money and others that have less.
- Michelle asked how this was different from any other OPS contract.
- Apryle stated this had to be done because we were required by CFAC.
- Karen stated in order to participate in the grant we have to do this.
- John stated we cannot have our teachers participate if we do not approve of the CFAC language.
- Lare asked if we had to participate and agree to all the terms in the language.
- John answered yes; we do have to participate per the terms on the language in the MOU.

**ACTION: Following a fist of five vote, members approved the MOU as submitted.**



# Bargaining Leadership Team Meeting Minutes

## Insurance Carrier Changes Update: Ken DeBord

- Handout was distributed to BLT members.
- Ken stated we are remaining with MetLife with no change in premiums.
- Apryle stated to BLT members that they made sure to go through comparing all plans and costs.
- Ken stated Unum offered a 50% rate increase, which was not considered. The committee recommends accepting Aetna's proposal, as they were the only ones who matched our current rate and program. Ken added that Unum returned with a 15% rate increase offer, which again was not considered, because Aetna had already proposed to match what we currently have. Aetna has an online claim and enrollment form system, which will help a lot.
- Ken stated no one would have to re-enroll to the new Aetna plan. Everyone will just roll over to the new plan.
- Tammy asked if the EAP would continue to be provided by UNUM.
- Ken stated the EAP is offered through the life insurance carrier, which is in effect for another year.

**ACTION: Following a fist of five vote, members approved the insurance carrier changes as submitted.**

## Domestic Partner Benefits Update: Ken DeBord

- Handout was distributed to BLT members.
- Ken stated the first page explains the policy, which was copied from the City of Kissimmee. Ken added that page two is the verification of the intent of the long-term relationship to be filled out by the employee and partner. The last page is the notice of termination for coverage for when the relationship has ended. It is the employees' responsibility to advise when the relationship ends.
- Apryle stated finance had advised her that this could be done manually for now.
- Ken stated partner's children could be added to the insurance.
- John stated since the recent Supreme Court decision, we have to wait for what the tax code will be.
- Ken stated that he is still working out the kinks and we have to wait for the IRS decision.
- Michael asked what the timeframe would be to get this implemented.
- Desiree asked if a couple was recognized as married in another state, then would the couple have to wait the same amount of time to apply.
- Ken answered that yes, the couple would have to wait the same amount of time because they might not be recognized as married or partnered in the State of Florida.
- John asked what the best strategy would be for these benefits. Should it be drafted as a School Board rule or added to contract language?
- Mark stated this should be added as a School Board rule first to make sure it gets approved, because if it doesn't the contract will not go through.
- Lare asked how soon we could get it to the School Board.
- John answered that this could be brought to the School Board on September 17, 2013.
- Apryle asked if this is approved as a School Board rule, could they disapprove having it added to the contract.
- Mark answered that the School Board could chose to disapprove the contract, but he does not see that happening.
- Lare stated we have to work a strategy to make sure the School Board sees the benefit in this.
- Michelle suggested this language be added to the contract under rule 4.35.

**ACTION: Domestic Partnership Benefits policy language to be sent to School Board as a proposed new School Board rule in current rulemaking cycle**



# Bargaining Leadership Team Meeting Minutes

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**Break: 10:08 AM-10:22 AM**

## **Evaluation Subcommittee Update: Instructional Employee Evaluation Handbook: John Boyd**

- Copy of the *2013-14 Instructional Employee Evaluation Handbook* was distributed to and discussed with BLT members.
- John stated that there would be a link for the *Handbook* on the District website.
- John stated the so-called “trigger” language is currently left out of the handbook, but it may have to be added if the Florida Department of Education requires it for approval.
- Karen asked if we would be looking at non-classroom personnel.
- John stated we are in the process of drafting a clearly defined non-instructional system.
- Apryle asked if the IPDP was repealed.
- John stated that the district is authorized to require the IPDP, but the law does not require it anymore.
- Virginia stated we would have one more year of IPDP as we transition to TNL (True North Logic).
- Apryle advised Virginia that she would like to be included in the pilot group for TNL.
- Virginia advised Apryle that she could certainly be included, but that it might be different for her as she is not instructional.
- Apryle stated she was not comfortable with number one on page twenty-one (21).
- John stated he understood that the language on number one (1) page twenty-one (21) was left vague on purpose. John added that the district does not want the teachers to be penalized for something that was not under their control.
- Apryle advised all members that there is no predetermined penalty.
- John stated he is not sure what penalty we are allowed to impose.
- Edna stated in her first year, her score was low, but she got help and got better. Edna added that maybe principals should help their teachers so that they do not get a low score if it is because of something easily fixed.
- John stated he would make sure that the idea of principals helping the teachers with putting in the correct data is in the training the principals receive.
- Nadia stated it would be beneficial to address some issues to include FMLA.
- John stated he would be contacting Nadia for ideas on what should be included in the training. John added that FCAT procedure, and how to handle cheating issues would definitely be a part of this training.
- Apryle spoke to clarify that this is for the second (2<sup>nd</sup>) part of the IPDP, not the first (1<sup>st</sup>).
- Michelle stated that there was a situation where a teacher completed a test for a student. Michelle added that the beginning and end of year tests should be taken into account.
- John stated that the form addresses both tests and any test used for the purpose of teacher evaluation.
- Michelle stated a verification form should be done stating when and if a teacher selects to use a measurement tool that will count toward their VAM score.
- Virginia asked if the AP scores could be used for the purpose of evaluations.
- John confirmed that AP scores could be used for the purpose of evaluations, but the scores do not usually arrive in time to complete the IPDP.
- Nadia stated there is some direction on the items and testing, but sometimes, it is difficult to close out the IPDP.
- John stated this needs to be clear to administrators.
- Michelle stated raises are given based on teacher performance so if this is not done correctly it might hurt the teacher in the end.





# Bargaining Leadership Team Meeting Minutes

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- John stated this needs to be addressed in performance pay procedures.
- John added that mixing the test format should be avoided, though it is not prohibited. Best practice would be to do whatever you chose to do consistently during pre and post testing.
- Edna asked if a student scores ninety percent (90%) on both their pre and post-test, could you say there was growth since there was no decline.
- John stated the minimum efficiency criteria could be set stating that if the student stays the same it would be considered growth.
- Nadia asked how we can enrich the child that gets one hundred percent (100%). The goal should be to move that student and engage the enrichment, because maintaining is not the same as growth. We must address a way to measure growth at any level, as we cannot forget those that are already at a high level of achievement.
- John stated in order to meet the letter of the law, the test administered to the student with a high level of growth should be made to challenge them and show growth.
- Lare stated we do not all progress at the same time.
- John stated one point determines growth.
- Apryle stated about twenty (20) employees called her to advise her that their Marzano Observation was never looked at.
- Edna asked what would happen if the teacher did not agree with the administrator on the element upon which they should be evaluated.
- John stated both the teacher and the administrator have to agree mutually upon which element will be used for the formal evaluation.
- Apryle stated at the preconference the teacher and the administrator would agree on the most beneficial element to use so that the teacher can get the data points.
- Lissette stated the teacher has the option to bring three element choices to the table.
- John stated the administrator can collect data during walk through, but cannot use this data for the evaluations. The collection of data meets state requirement and at the same time helps teachers, as it gives them a better chance of being highly effective.
- Lare asked if the categories are clearly defined.
- John answered that the definition of categories one (1) and two (2) could be added now or later.
- Desiree stated page forty-two (42) had no schedule for the formal evaluation.
- John confirmed needing to add the schedule for the formal evaluation.
- Apryle suggests the language, "Observations must be posted within ten (10) days" be added for the evaluations.
- Rolando stated there are cases where a teacher would get upset when she had a great evaluation in one area and not the other. No one person performs the same in all areas.
- Virginia stated the more elements you get the better.

**ACTION: Following a fist of five vote, members approved the 2013-14 Instructional Employees Evaluation Handbook.**

## **Non-Classroom Employee Evaluation Subcommittee Apryle Jackson / John Boyd**

- Apryle stated the subcommittee would be discussing the preparation of the evaluation system for non-classroom employees.

**ACTION: Subcommittee to set up meeting dates.**



# Bargaining Leadership Team Meeting Minutes

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## Progressive Discipline: Apryle Jackson

- Handout distributed to BLT members.
- Apryle stated there is only one change in the progressive discipline language: the Superintendent can delegate to others, but the final decision is the Superintendents. Apryle added that it is the Superintendents sole responsibility to make the recommendation to the school board as to who is suspended. This will protect everyone involved.
- Apryle stated the union would like for both the Teachers and the ESP contracts to be the same.
- Apryle added that an employee should not be on an improvement plan if they were not notified in advance that there was an issue.
- Mark stated we should share this policy language with the Superintendent first before the BLT makes a decision.

**ACTION: Apryle to obtain approval from the Superintendent**

## Assault Language: Apryle Jackson

- Handout distributed to BLT members.
- Apryle stated we should prepare and keep copies of all reports.
- Tammy asked if we are to keep police and district records.
- Apryle stated keeping district records would suffice.
- Rolando asked if we could change the words "in the line of duty," in the assault language.
- Mark stated he was concerned with the words "school takes appropriate action," because it does not clearly define what is appropriate.
- John stated we must make sure all terms are clear. John added that "battered" was now included in the language as well.
- Apryle described a case where a teacher was hurt and the child remained in her classroom. Nothing has happened to prevent another incidence or to protect the teacher. This has to change.
- Lissette stated the draft that John provided has the changes that BLT members had previously recommended.
- Apryle asked how we would handle ESE cases.
- Michele stated she was agreeable to the language.
- Lare asked what happens when a 200-pound student assaults a 90-pound teacher who reports it, but the child goes to their class the following day.
- Michelle answered the law states that the teacher can remove the child from the classroom. The teacher has the right to go to the office and have the student moved.

**ACTION: Following a fist of five, members agreed to the language and changes.**





# Bargaining Leadership Team Meeting Minutes

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## Annual Contract Language: Apryle Jackson

- Apryle stated teachers are being turned down for mortgage loans because they have an annual contract.
- Tammy stated the way the language is set up now, there is no need for appeals or courts; but if we change it, employees would be able to fight us on the decision. At this point, if their contract is non-renewed, that is that.
- Mark stated if we change the contract, in a case where an employee admitted to misconduct, and the judge decides not to approve the case; the contract states that they have the job so the employee has the right to fight us on it.

**ACTION: Subcommittee to meet and discuss the annual contract language**

## Testing Supervision: Apryle Jackson

- Apryle stated she would like to obtain data to see if testing supervision affects an employee's job performance.
- Apryle added that teachers are not given enough prior notice when they are asked to go somewhere or do something.
- Michelle stated she understands that sometimes you get last minute notice from DOE, the principal panics, and demands immediate action from the staff.
- Edna stated that at her school, the media center always has to supervise the tests; therefore, the media center is usually closed.
- Karen stated she would rather be the one pulled to supervise than to have the teachers taken out of their classrooms. Teachers should be teaching.
- Rolando stated he has a schedule he uses that seems to be working for his school. Rolando will be sharing this schedule with Apryle.

**ACTION: Item to be discussed at the next meeting**

## Supplement for Title I Schools: Apryle Jackson

- Apryle stated teachers have to sign an agreement for Title I stating they will hold after school meetings. The union feels that if a teacher is required to come back after school they should be paid some sort of supplement or stipend.
- Lissette stated she does not recall there being anything on the form relating to teachers having to hold after school meetings.
- Apryle stated the form states there should be after school meetings, and when it comes to a requirement, there should be payment. Teachers should not be pressured into being somewhere that is voluntary.
- Lissette asked where the funding for the stipend/supplement would come from. Lissette added that the school based funding is accounted for in advance and cannot be used for this purpose.
- Karen stated some schools have gone out of hand. Karen shared a case where an employee was forced to work after hours and was being hassled for not being able to attend certain after school functions. Maybe if we offer some sort of stipend it might make them think twice to force teachers, because now they would have to pay them.
- Apryle stated third grade teachers are pretty much in their classroom 24/7. It is wrong to make them feel like they do not care about their students when they do not stay after hours. Teachers have to pick between their own families and their students, and this needs to stop. If we can make



# Bargaining Leadership Team Meeting Minutes

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it so that the administrators have to pay the teachers out of their budgets, it might deter them from pressuring the teachers.

- John LeGrande asked if there is no money left available for a stipend in addition to the grant.
- Lissette answered that there is no extra money. The funds have to go to the designated areas stated on the grant request.
- Apryle suggested language stating that teachers who stay for after school functions are entitled to leave at student dismissal the Wednesday after the function.
- Lare asked if the money distributed to schools is already allocated upon distribution.
- Lissette answered that most of the money is allocated upon distribution, but some are still writing the plan.
- Michelle asked if Title I funds and Title I grants were the same thing.
- Lissette confirmed that they are.
- Tammy stated there are principals that put in one hour of extra pay for teachers help in report card review.
- Apryle stated she wants to make sure everyone is consistently practicing the same rules.
- Karen stated language should be added that requires a teacher to leave early the immediate Wednesday following the after school function.
- Edna stated if the after school plans are done in May, then administrators should plan not to schedule things the following Wednesday so that teachers are able to leave early. New teachers feel pressured to stay and penalized for days they are unable to stay. At the end of the day, it is the teachers' option to stay, not a requirement.
- Lissette proposed having a voucher system where a voucher is given to the teacher for early release Wednesday. The voucher would be good for up to four weeks following the day of the after hour function.
- Apryle is concerned that some will take advantage of this system.

**ACTION: N/A**

## Sick Leave Bank: Apryle Jackson

- Apryle would like data on sick leave bank use and the process of maintaining it.

**ACTION: Tammy to provide data to Apryle regarding the sick leave bank**

## Communication: Apryle Jackson

**ACTION: N/A**

## Thirty Minute Duty Free Lunch: Apryle Jackson

- Apryle stated field day is not an emergency. Apryle added that we need to clearly define what is considered an emergency and make sure administrators are following that.

**ACTION: Item to be discussed at the next meeting**



# Bargaining Leadership Team Meeting Minutes

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## Auto-Split and Coverage during Planning: Apryle Jackson

- Handout distributed to BLT members.
- Apryle stated that from March through May, there is no more money for substitutes. Apryle added she and Melba have discussed ways to make sure the budget is there for this throughout the year.
- Michelle asked if administrators are evaluated on the budget that they write.
- Mark answered that the principal's budget is taken into consideration in the evaluation.
- John advised members that Todd had instructed principals via e-mail to set aside twenty-five (25%) percent of their discretionary budget for substitutes.

**ACTION: N/A**

## Reduction in Force (RIF) Timelines: Apryle Jackson

- Apryle suggested all teachers be notified (30) thirty-days prior to being laid off, or as soon as the budget is finalized in the district.
- Apryle mentioned that a principal told her that they were not required to give this type of notice because it was not in the contract.

**ACTION: Item to be discussed at the next meeting**

## OCEA Leave: Apryle Jackson

- Apryle would like to add the words "trainings or meetings" to the language.

**ACTION: Item to be discussed at the next meeting**

## Number of Secondary Course Assignments: Apryle Jackson

- Handout distributed to BLT members.
- Apryle stated having five preps is too much for one teacher.
- John suggested having a three prep maximum.
- Rolando stated the number of course assignment preparations usually defaults to three, but it depends on many factors. Some do more because they request it. Rolando added that setting a limit might hurt those who want to do more.
- Tammy suggested having volunteers sign a waiver of agreement to extra preparations.
- Rolando stated some teachers of courses at the advanced level do not mind the extra preparations.
- John LeGrande stated that it all depends on the courses.

**ACTION: N/A**

## New Hire Orientation: Apryle Jackson

- Apryle stated she would like to be on the agenda so that she has the opportunity to speak at orientation.

**ACTION: Item to be discussed at the next meeting**



# Bargaining Leadership Team Meeting Minutes

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## Agenda Items for Next Meeting

**Next Meeting: Thursday, August 8, 4:15 PM – 6:00 PM, OCEA Office**

- Begin discussion on salaries
- Agenda items to be sent by BLT members no less than one week prior to the meeting as scheduled

## Pluses

- Welcome John LeGrande!
- Everyone worked great together!

## Deltas

- Having to rush certain items on the agenda because everyone is trying to leave
- No ice cream for the pie

**ADJOURNED at 2:30 PM**

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# Bargaining Leadership Team Meeting Minutes

**Date:** Thursday, August 8, 2013, 4:15PM – 6:00 PM

**Location:** OCEA Office

ATTENDANCE			
Lare Allen	OCEA Chief Negotiator	Discovery Intermediate School	<input checked="" type="checkbox"/>
Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
John Boyd	Director, Co-Chief Negotiator	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>
Lisette Brizendine	Assistant Superintendent	Elementary Education	<input checked="" type="checkbox"/>
Rolando Casado	Assistant Principal	Gateway High School	<input checked="" type="checkbox"/>
Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
Edna LaCount	Teacher	Liberty High School	<input checked="" type="checkbox"/>
John LeGrande	Teacher	Liberty High School	<input checked="" type="checkbox"/>
John Michaud	Teacher	Highlands Elementary School	<input checked="" type="checkbox"/>
Mark Munas	Assistant Superintendent, Co-Chief Negotiator	School Support Services	<input checked="" type="checkbox"/>
Tammy Otterson	Chief	Human Resources	<input checked="" type="checkbox"/>
Matthew Phillips	Principal	Cypress Elementary School	<input type="checkbox"/>
Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
Todd Seis	Chief	Business & Finance	<input checked="" type="checkbox"/>
Desiree Senter	Media Specialist	Neptune Middle School	<input checked="" type="checkbox"/>
Mary Tumbleson	Literacy Coach	Michigan Ave Elementary	<input checked="" type="checkbox"/>
Adam Ulenski	Teacher	Koa Elementary	<input checked="" type="checkbox"/>
Michelle VanderLey	Executive Director	OCEA	<input checked="" type="checkbox"/>
Nadia Winston	Principal	Westside K-8	<input type="checkbox"/>
Jacquelyn Lopez	Recording Secretary / Secretary to John Boyd	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>

**GUEST(S):** Suzanne Puttman



# Bargaining Leadership Team Meeting Minutes

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**COMMENCED at 4:19 PM**

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**Mission Statement:** TBA

**Philosophy:** TBA

**Rationale:** TBA

**Salary and Fringes:** TBA

**Goals:** TBA

**Speaking Order:** Michelle VanderLey

**Time Keeper:** John Michaud

## **Cross the Line video: John Boyd**

- *Cross the Line* video was shown to BLT members.
- Lissette Brizendine and Michael Allen stated this was a great place to start the school year. Both agreed that the video showed the importance of good relationships between teachers and students for improving classroom instruction and student achievement.

**ACTION: N/A**

## **Contract Language re Progressive Discipline: Apryle Jackson**

- Handout was distributed to BLT members.
- Apryle and John presented OCEA proposed contract language to BLT members.

**ACTION: Following a fist of five vote, members approved the language as submitted.**

## **Contract Language re OCEA Leave: Apryle Jackson**

- Handout was distributed to BLT members.
- Apryle presented OCEA proposed contract language to BLT members.

**ACTION: Following a fist of five vote, members approved contract language that adds the word "trainings."**

## **Contract Language re Reduction in Force Timeline: Apryle Jackson**

- Handout was distributed to BLT members.
- Apryle presented OCEA proposed contract language to BLT members.
- Discussion among BLT members expressed concerns.

**ACTION: None**

## **Contract Language re Annual Contracts: Apryle Jackson/ Tammy Otterson**

- Handout was distributed to BLT members.
- Apryle presented OCEA proposed contract language to BLT members.
- Discussion among BLT members expressed concerns.

**ACTION: None**



# Bargaining Leadership Team Meeting Minutes

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## Minor Revisions to Instructional Employees Evaluation Handbook: John Boyd/ Apryle Jackson

- Handout was distributed to BLT members.
- John presented proposed minor revisions to the *Instructional Employees Evaluation Handbook* to BLT members.

**ACTION: Following a fist of five vote, members approved the revisions to the *Handbook* as submitted.**

## 2012-13/ 2013-14 Contract Revisions: John Boyd

- Handout was distributed to BLT members.
- Apryle asked that this item be brought back to a future meeting to allow BLT members to review the contract.

**ACTION: BLT members to review the contract and provide feedback at next meeting**

## Salaries: Apryle Jackson/ John Boyd/ Todd Seis

- Handout was distributed to BLT members.
- Michelle asked what the amounts of the district expenses for last year were.
- Todd answered that he was unsure since the books had not yet been closed.
- Desiree asked what the base salary amount was that Todd used to come up with the percentage increase.
- Todd answered that he used an average of all the teacher salaries, which came to about forty-six thousand dollars (\$46K) without benefits.
- Edna asked what the average salary for administrators was.
- Todd answered that the average salary for an administrator is about eighty-thousand dollars (\$80K).
- Edna stated if the raise is intended for instructional personnel a lesser percentage amount should go to administrators so that monies can be distributed evenly between instructional and non-instructional personnel.
- Todd stated that we have to take into consideration that most administrators work a twelve (12) month schedule.
- Edna stated that instructional pay is still below administrator pay.
- Michael stated he appreciated Todd's work and agreed that the raise for the administrators and the board should be equal to or less than the instructional staff.
- Lare stated he would need to look at the conforming bill that states this money can be distributed to departments other than Instructional.
- John shared the website information for the Florida Department of Education pay raise support materials and stated the best way to approach raises for teachers and support staff is to do so equitably.
- Michael stated the district is not trying to manipulate numbers but instead is looking out for the best interest of all employees.
- Todd stated the 3.10 percent seemed like the best option that would equally distribute the money amongst all non-administrator groups.
- Lare asked why we could not have a set amount that we can distribute equally to everyone. For example, a flat amount of \$500 for everyone.





# Bargaining Leadership Team Meeting Minutes

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- Todd stated he believes there might be an issue with employees who do not work the full twelve (12) months of the year if we use a flat amount to distribute raises.
- Apryle requested some time to look over the proposal.
- Todd advised members that he is looking to get this approved as quickly as possible so that it can get to everyone's paychecks sooner rather than later.
- Apryle asked members if everyone would agree to meeting in two weeks, as she would like to do an analysis to determine the fairness of the proposal.
- Lissette stated this was proposed at the Leadership meeting, and it was understood that administrators are agreeable to getting a percentage less than the rest.
- Todd stated the district is trying to be equitable.
- Michael stated he hoped negotiations concluded before the holidays so that the money can be available to everyone for that time.
- Karen asked how the money would be paid out.
- Todd answered that the monies would be paid out evenly and retroactive but in likely two installments.
- Desiree asked if salaries would remain the same next year after the increase.
- Todd answered that there is no guarantee that this will be recurring, and that if the state does not give us the money in the future, then salaries would have to be reassessed.
- Michelle wanted to know the source of the increased money for Board members accounts.
- Todd answered that he was not aware of what Michelle was referring to and that he would like to meet with her in order to discuss this further.
- Lare asked Todd if he could provide the percentage of the fund balance.
- Todd answered that the fund balance will not be known until the books are closed.
- Apryle asked to schedule a meeting after the ESP meeting scheduled for August 22, 2013, to finalize salary discussions for this proposal.
- Lare wanted to know if moving up a step would be included in the discussion.
- Todd stated that there is no budget for step increases.
- Todd again requested that OCEA BLT members schedule a meeting with him in his office so that he could have access to information that might address budget questions.
- Apryle and Michelle stated they would like to meet.
- Apryle asked BLT members to meet again this month to discuss and finalize salary discussions.

## **ACTION:**

- **Special BLT meeting scheduled for August 29, 2013, 4:15 PM – 6:00 PM at OCEA**
- **OCEA and District BLT members to coordinate with Todd to schedule a private meeting**

## **Notes**

- Agenda items are due by noon, August 29, 2013.

**Next Meeting: Thursday, September 12, 2013, 4:15 PM – 6:00 PM, IMC Training Room 2**





# Bargaining Leadership Team Meeting Minutes

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## Agenda Suggestions

- Annual Contract

## Pluses

- Good food!
- The way members always work together.
- Great job, Todd!

## Deltas

**ADJOURNED at 6:17 PM**

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# Bargaining Leadership Team Meeting Minutes

**Date:** Thursday, August 29, 2013, 4:15PM – 6:00PM

**Location:** OCEA Office, Mabbette Street

ATTENDANCE			
Lare Allen	OCEA Chief Negotiator	Discovery Intermediate School	<input checked="" type="checkbox"/>
Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
John Boyd	Director, District Chief Negotiator	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>
Lisette Brizendine	Assistant Superintendent	Elementary Education	<input checked="" type="checkbox"/>
Rolando Casado	Assistant Principal	Gateway High School	<input checked="" type="checkbox"/>
Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
Edna LaCount	Teacher	Liberty High School	<input checked="" type="checkbox"/>
John LeGrande	Teacher	Liberty High School	<input checked="" type="checkbox"/>
John Michaud	Teacher	Highlands Elementary School	<input checked="" type="checkbox"/>
Mark Munas	Assistant Superintendent	School Support Services	<input checked="" type="checkbox"/>
Tammy Otterson	Chief	Human Resources	<input type="checkbox"/>
Matthew Phillips	Principal	Cypress Elementary School	<input type="checkbox"/>
Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
Todd Seis	Chief	Business & Finance	<input checked="" type="checkbox"/>
Desiree Senter	Media Specialist	Neptune Middle School	<input checked="" type="checkbox"/>
Mary Tumbleson	Literacy Coach	Michigan Ave Elementary	<input checked="" type="checkbox"/>
Adam Ulenski	Teacher	Koa Elementary	<input checked="" type="checkbox"/>
Michelle VanderLey	Executive Director	OCEA	<input checked="" type="checkbox"/>
Nadia Winston	Principal	Westside K-8	<input type="checkbox"/>
Jacquelyn Lopez	Recording Secretary / Secretary to John Boyd	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>

**GUEST(S):** Jose Gonzalez, Director of Budget, Finance Department.



# Bargaining Leadership Team Meeting Minutes

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**COMMENCED at 4:15 PM**

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**Mission Statement:** Lare Allen  
**Philosophy:** John Boyd  
**Rationale:** Apryle Jackson  
**Salary and Fringes:** Apryle Jackson  
**Goals:** John Michaud

**Speaking Order:** Edna LaCount

**Time Keeper:** John Michaud

## Minor Revisions to Instructional Employees Evaluation Handbook: John Boyd

- John stated that there would be ongoing changes to the Employee Evaluation Handbook.
- Apryle stated that teachers have mentioned to her that they have to do four evaluations, and this is too much.
- John Michaud stated that he was advised that teachers could have up to nine evaluations.
- John advised members that four evaluations are required, but there could be up to six. John will speak with Virginia to send out a clarification email.
- Michelle is concerned that cutting the timelines for formal observations may cause problems.
- John asked members for timeline recommendations.
- Lissette stated if there is a pattern over time that a teacher has been struggling, you know they need help and might need to push off the evaluations until a later time.
- John recommended changing the due date for the formal observations to January and the informal observations to November.

**ACTION: Following a fist of five, members approved the revisions as submitted.**

## Salaries: Apryle Jackson/John Boyd/Todd Seis

- Union distributed their salary proposal to BLT members.
- Todd requested time to review the proposal, and asked members for a continuance.
- Apryle asked Todd to look into the amount of retirees there were last year.
- Todd advised members that he would analyze the numbers.
- Mark stated that many people did not get a raise following the union's proposal last year, therefore, it is important to analyze the new proposal so that it is fair all around.
- Todd advised members that there were about twenty-seven (27) instructional units added.
- John encouraged a meeting with union and district members to analyze the union's proposal to bring back to bargaining.
- John discussed the following points:
  - Many districts have had to lay off employees due to financial issues.
  - We cannot keep dipping into our savings.
  - If another recession hits, layoffs would be necessary, because we would not have our savings.
- Todd advised members that the state took the salary initiative this year, and because of this, there is no need to dip into the savings cushion we will need in case of emergency.
- Michelle clarified that the union's proposal was not rejected; instead, it will be analyzed for equal distribution.



# Bargaining Leadership Team Meeting Minutes

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- Lare asked to be provided with the fund balance history as of 2007.
- Todd advised Lare that he would provide the fund balance history at the next meeting.
- John advised members that the bill that is being referenced for the state salary initiative is on the department of education's website.

**ACTION: Salaries will be brought back on the next BLT meeting.**

## Notes

**Next Meeting: Thursday, September 12, 2013, 4:15 PM – 6:00 PM, OCEA Office.**

## Agenda Suggestions

- Private room for nursing mothers
- Non-classroom teacher evaluations
- Larry Meadows evaluation system
  - Who owns the data
  - Who has access to it

## Pluses

- The wings were delicious!

## Deltas

- We cannot have wings on bargaining days, as it is difficult to talk and eat at the same time!

**ADJOURNED at 5:21 PM**\_\_\_\_\_



# Bargaining Leadership Team Meeting Minutes

**Date:** Wednesday, September 25, 2013, 10:00AM – 12:00PM

**Location:** IMC Training Room 3

ATTENDANCE			
Lare Allen	OCEA Chief Negotiator	Discovery Intermediate School	<input type="checkbox"/>
Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
John Boyd	Director, District Chief Negotiator	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>
Lisette Brizendine	Assistant Superintendent	Elementary Education	<input type="checkbox"/>
Rolando Casado	Assistant Principal	Gateway High School	<input checked="" type="checkbox"/>
Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
Edna LaCount	Teacher	Liberty High School	<input checked="" type="checkbox"/>
John LeGrande	Teacher	Liberty High School	<input checked="" type="checkbox"/>
John Michaud	Teacher	Highlands Elementary School	<input type="checkbox"/>
Mark Munas	Assistant Superintendent	School Support Services	<input type="checkbox"/>
Tammy Otterson	Chief	Human Resources	<input checked="" type="checkbox"/>
Matthew Phillips	Principal	Cypress Elementary School	<input type="checkbox"/>
Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
Todd Seis	Chief	Business & Finance	<input checked="" type="checkbox"/>
Desiree Senter	Media Specialist	Neptune Middle School	<input checked="" type="checkbox"/>
Mary Tumbleson	Literacy Coach	Michigan Ave Elementary	<input checked="" type="checkbox"/>
Adam Ulenski	Teacher	Koa Elementary	<input checked="" type="checkbox"/>
Michelle VanderLey	Executive Director	OCEA	<input checked="" type="checkbox"/>
Nadia Winston	Principal	Westside K-8	<input type="checkbox"/>
Jacquelyn Lopez	Recording Secretary / Secretary to John Boyd	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>

**GUEST(S):**



# Bargaining Leadership Team Meeting Minutes

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**COMMENCED at 10:13 AM**

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**Mission Statement:** -  
**Philosophy:** -  
**Rationale:** -  
**Salary and Fringes:** -  
**Goals:** -

**Speaking Order:** -

**Time Keeper:** -

## **Salaried and Contract Language: Apryle Jackson/John Boyd/Todd Seis**

- Handout distributed to BLT members.
- Apryle, Michelle, John, and Todd advised members that they met previously to discuss today's proposal.
- Michelle reminded members that this money will not be lost if it is not used. Michelle added that members have to decide how this money will be distributed.
- Karen asked if everyone would get a set amount.
- Todd explained the following:
  - The amounts are pro-rated depending on how many employees there are.
  - The amounts are dynamic because they change as growth happens.
- John LeGrande asked if the salary increase would be reoccurring.
- Todd answered that there is no way for us to be sure if the State will be issuing this money for salaries in the upcoming years. We have to wait and see what they decide to do and take it from there.
- John LeGrande expressed that he would like next year's salary budget to be clearer, so that everyone knows what to expect.
- Desiree asked why the money would not be available until December, when the State made it available in July.
- Todd answered that once this proposal is approved and ratified the monies will be retroactive to July 1, 2013.
- Desiree mentioned that on the DOE website it states that the monies received from the state for salaries will be recurring.
- Todd stated that even if the State's website indicates that the monies will be recurring, we cannot rely on that money until it is given to us since the State changes things every day.
- John stated that the district does not want to promise something the State can take away without notice.
- Mary suggested the bargaining team speak to someone in Tallahassee. As a team, we could all go and speak to them face to face before the numbers are finalized.
- John stated everyone should consider what Mary suggested, and encouraged everyone lobby individually as well as together.
- Michelle suggested establishing a salaries subcommittee to discuss salaries throughout the year.
- John LeGrande stated that members would be more inclined to accept the proposal if it were a set dollar amount for everyone.
- Karen stated that she is concerned that members will not ratify this proposal because it is not an equal amount for everyone. Karen added that teachers feel like they are not appreciated.
- Todd stated that equitability across the board is most important.



# Bargaining Leadership Team Meeting Minutes

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- Mary asked why the \$1750 that was previously proposed by the union was not considered.
- Todd stated that the union's proposal was not considered because we are not at that level yet. We need to send percentages to the State first; once approved, we can discuss distribution.
- Mary stated that once it is approved, the allocation should be discussed and agreed upon as a group.
- Todd explained that we have to take into consideration that not everyone works the same amount of months. There are those who work nine months, ten months, eleven months, half time, and twelve months.
- John LeGrande stated that distribution should be equal all around, and suggested everyone get a flat increase of \$1400.
- Desiree mentioned that there is discernment in the classes because of the BYOD initiative. Some students have devices and others do not.
- Apryle agrees that having a set dollar amount for the salary increase would ensure no one feels cheated. Apryle added that members need to be advised that what they are getting is deducting the FRS and other tax deductions.
- Todd stated that the amount you will see in your check would be \$1400, but the total amount including tax deductions would equal to \$1614.
- Apryle asked for a short recess while union members discussed the proposal.

## Break: 12:02pm

- Members agree on a set amount of \$1433 be distributed to the instructional staff.

**ACTION: Members plan to finalize contractual language for salaries on Thursday, October 3, 2013.**

## Notes

- Agenda items will be sent **by** BLT members as they become available.

## Next Meeting:

**Thursday, October 2, 4:15 PM – 6:00 PM**

**Bill Collins Conference Room, Administrative Center**

## Agenda Suggestions

## Pluses

## Deltas

**ADJOURNED at 12:20 PM**

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# Bargaining Leadership Team Meeting Minutes

**Date:** Thursday, October 3, 2013, 4:15PM – 6:00PM

**Location:** Bill Collins Conference Room, Administrative Center, Building 1000

ATTENDANCE			
Lare Allen	OCEA Chief Negotiator	Discovery Intermediate School	<input checked="" type="checkbox"/>
Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
John Boyd	Director, District Chief Negotiator	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>
Lisette Brizendine	Assistant Superintendent	Elementary Education	<input checked="" type="checkbox"/>
Rolando Casado	Assistant Principal	Gateway High School	<input checked="" type="checkbox"/>
Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
Edna LaCount	Teacher	Liberty High School	<input checked="" type="checkbox"/>
John LeGrande	Teacher	Liberty High School	<input checked="" type="checkbox"/>
John Michaud	Teacher	Highlands Elementary School	<input type="checkbox"/>
Mark Munas	Assistant Superintendent	School Support Services	<input checked="" type="checkbox"/>
Tammy Cope-Otterson	Chief	Human Resources	<input checked="" type="checkbox"/>
Matthew Phillips	Principal	Cypress Elementary School	<input type="checkbox"/>
Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
Todd Seis	Chief	Business & Finance	<input type="checkbox"/>
Desiree Senter	Media Specialist	Neptune Middle School	<input checked="" type="checkbox"/>
Mary Tumbleson	Literacy Coach	Michigan Ave Elementary	<input checked="" type="checkbox"/>
Adam Ulenski	Teacher	Koa Elementary	<input type="checkbox"/>
Michelle VanderLey	Executive Director	OCEA	<input checked="" type="checkbox"/>
Nadia Winston	Principal	Westside K-8	<input type="checkbox"/>
Jacquelyn Lopez	Recording Secretary / Secretary to John Boyd	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>

**GUEST(S):** Virginia Costa





# Bargaining Leadership Team Meeting Minutes

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**COMMENCED at 4:37PM**

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**Mission Statement:** -  
**Philosophy:** -  
**Rationale:** -  
**Salary and Fringes:** -  
**Goals:** -

**Speaking Order:** -

**Time Keeper:** -

## **Non-Classroom Instructional Employees Evaluation System: John Boyd/ Virginia Costa/ Karen Pruitt**

- A packet was distributed and explained via smart board to BLT members.
- Virginia Costa advised members that this was previously review and discussed with the subcommittee.
- Desiree stated she had imputed her numbers and was way below average. She asked if this model was the same as VAM.
- John explained that this model is different from VAM, as it uses a 30/ 20 split to calculate the numbers.
- Karen stated that there are positions that principals might not understand or know well enough to be able to evaluate. She asked how a principal would evaluate an employee's job of which they do not understand.
- Rolando stated that at his school the dean's work with the teachers to help them meet their goals. Data manipulation has helped greatly.
- Desiree suggested adding other companies to page 5.

**ACTION: Following a fist of five, members agreed to approve the Non-Classroom Instructional Employees Evaluation System as submitted.**

## **2012-13/ 2013-14 Contract Revisions: Apryle Jackson, John Boyd**

- Handouts with changes were distributed to BLT members.

**ACTION: BLT members will review the changes for approval on the next meeting.**

## **District Wednesdays: Karen Pruitt**

- Handout distributed to BLT members.
- Desiree stated she could not go to faculty meetings because of the district meetings she had to attend.
- Karen stated that many schools are not adhering to this policy.
- Lissette stated that teachers should be available to go to the faculty meetings.
- Mike stated that now that administrators are aware of it, they would make sure principals are putting this into practice.
- Lissette stated that this would be addressed with the groups it is affecting. She added that collaboration is valued at both the school level and the district level.



# Bargaining Leadership Team Meeting Minutes

**ACTION: Lissette Brizendine and Michael Allen will address this matter with principals.**

## **Letter of No Probable Cause: Michelle VanderLey**

- Michelle stated that a no probable cause letter should be submitted by the school district after a teacher has been cleared.
- Michelle stated the following:
  - 6-12 months after an employee is cleared from the district, they will receive a letter from Professional Practice Services advising them that they are being investigated.
  - By submitting a letter of No Probable Cause, Professional Practice Services will not pick up the case.
- Apryle stated it is detrimental to a teacher who has been cleared by the district, and placed back in the classroom to have to relive through the entire ordeal for Professional Practice Services.

**ACTION: OCEA will propose language for this matter at the next meeting.**

## **Revisions to the Instructional Employee Evaluation Handbook: John Boyd**

- John stated that no additional revisions would be made in order to ensure the effectiveness of the handbook. John also explained details of the revisions.
- Apryle reiterated to BLT members that this meeting would be the last time this handbook is revised until the next school year.

**ACTION: Following a fist of five, members agreed to approve the revisions as submitted.**

## **Salaries: Apryle Jackson/ John Boyd/ Todd Seis**

- Handout was distributed to BLT members.
- Apryle stated we need to make sure the language is correct, and suggested changing the words from "salaries and budget" to "salaries and benefits."
- John LeGrande stated that the amount agreed upon is \$1409.26 across the board.
- Apryle stated that the amount being reported to the state will be in the form of the percentage, but the amounts given to the teachers will be \$1409.26.
- John stated the flat amount would remain as is. The percentage will be sent to the state for reporting purposes.
- Tammy stated the money received from the state is not in the district budget as it was previously. The money given is to be used specifically for the purpose of salaries.

**ACTION: John, Lare, Michelle, and Apryle will discuss the language to bring back to the next meeting.**

## **Notes**

- Agenda items will be sent by BLT members as they become available.

**Next Meeting: Thursday, October 9, 2013 4:15 PM – 4:30 PM, OCEA Office**

## **Agenda Suggestions**

- Annual contract
- Letter of no probable cause
- Changing the name to BYOD



# Bargaining Leadership Team Meeting Minutes

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Pluses

Deltas

**ADJOURNED at 6:00 PM**

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# Bargaining Leadership Team Meeting Minutes

**Date:** Wednesday, October 9, 4:15PM – 6:00PM

**Location:** OCEA Office, Mabbette Street

ATTENDANCE			
Lare Allen	OCEA Chief Negotiator	Discovery Intermediate School	<input checked="" type="checkbox"/>
Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
John Boyd	Director, District Chief Negotiator	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>
Lisette Brizendine	Assistant Superintendent	Elementary Education	<input checked="" type="checkbox"/>
Rolando Casado	Assistant Principal	Gateway High School	<input type="checkbox"/>
Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
Edna LaCount	Teacher	Liberty High School	<input checked="" type="checkbox"/>
John LeGrande	Teacher	Liberty High School	<input checked="" type="checkbox"/>
John Michaud	Teacher	Highlands Elementary School	<input type="checkbox"/>
Mark Munas	Assistant Superintendent	School Support Services	<input type="checkbox"/>
Tammy Otterson	Chief	Human Resources	<input checked="" type="checkbox"/>
Matthew Phillips	Principal	Cypress Elementary School	<input type="checkbox"/>
Karen Pruitt	Media Specialist	TECO-PATHS	<input type="checkbox"/>
Todd Seis	Chief	Business & Finance	<input type="checkbox"/>
Desiree Senter	Media Specialist	Neptune Middle School	<input type="checkbox"/>
Mary Tumbleson	Literacy Coach	Michigan Ave Elementary	<input checked="" type="checkbox"/>
Adam Ulenski	Teacher	Koa Elementary	<input type="checkbox"/>
Michelle VanderLey	Executive Director	OCEA	<input checked="" type="checkbox"/>
Nadia Winston	Principal	Westside K-8	<input type="checkbox"/>
Jacquelyn Lopez	Recording Secretary / Secretary to John Boyd	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>

**GUEST(S):** Jose Gonzalez, Director of Budget, Finance Department



# Bargaining Leadership Team Meeting Minutes

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**COMMENCED at 4:12PM**

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**Mission Statement:** -  
**Philosophy:** -  
**Rationale:** -  
**Salary and Fringes:** -  
**Goals:** -

**Speaking Order:** -

**Time Keeper:** -

## Salaries: Apryle Jackson/John Boyd

- Handout distributed to BLT members.
- John explained that if the line item is changed or moved salaries would be renegotiated.
- Apryle did not agree with the blue section of the handout, as it implied there would be an automatic pay cut next year.
- John requested a break in order to call Todd Seis to see if the blue section could be removed.
- Lare asked if salaries would be negotiated even if the amount given to us would allow for an increase.
- John stated that for the sake of bargaining, an increase or decrease would need to be negotiated.
- John LeGrande stated that the percentage amount is misleading and would cause too much confusion.
- Michelle stated that if the percentage amount were proposed to teachers they would be confused as to how to apply it to their current salaries.
- Apryle suggested the percentage not be in the teachers' proposal to avoid confusion.
- Tammy stated that there has always been a percentage amount that was approved by the Board and later distributed across the board.

**Break: 4:23PM**

**Commenced: 4:46PM**

- John stated that per his conversation with Todd, the language on paragraph 3 has to stay in the event the state issued money for salaries was taken away next year.
- Edna stated that salaries would have to be renegotiated next year regardless of an increase or decrease, so taking out the language should not be an issue.
- Apryle stated the blue language is permissive to cutting salaries without negotiating, and that cannot be done.

**Break: 4:52PM**

**Commenced: 5:17PM**

- John stated that per his conversation with the Superintendent, the district is agreeable to taking out the language in blue on line 3, and removing the blue box with the percentage.
- Apryle stated that members are okay with discussing salaries if the state money is reduced.



# Bargaining Leadership Team Meeting Minutes

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**ACTION:** Following a fist of five, members agreed to the language as adjusted (e.g., removing the paragraph in blue on line 3 and the blue box indicating the percentage amount.

## Notes

- Salaries: Apryle will meet with John Boyd tomorrow morning to sign acceptable copy or salary agreement.

**Next Meeting: TBD**

## Agenda Suggestions

## Pluses

## Deltas

**ADJOURNED at 5:24PM**

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# Bargaining Leadership Team Meeting Minutes

**Date:** Thursday, December 12, 2013, 4:30PM-6:00PM

**Location:** Bill Collins Conference Room, Administrative Center, Building 1000

ATTENDANCE			
Lare Allen	OCEA Chief Negotiator	Discovery Intermediate School	<input checked="" type="checkbox"/>
Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
John Boyd	Director, District Chief Negotiator	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>
Lisette Brizendine	Assistant Superintendent	Elementary Education	<input checked="" type="checkbox"/>
Rolando Casado	Assistant Principal	Gateway High School	<input checked="" type="checkbox"/>
Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
Edna LaCount	Teacher	Liberty High School	<input checked="" type="checkbox"/>
John LeGrande	Teacher	Liberty High School	<input checked="" type="checkbox"/>
Mark Munas	Assistant Superintendent	School Support Services	<input checked="" type="checkbox"/>
Tammy Cope-Otterson	Chief	Human Resources	<input checked="" type="checkbox"/>
Matthew Phillips	Principal	Cypress Elementary School	<input checked="" type="checkbox"/>
Karen Pruitt	Media Specialist	TECO-PATHS	<input type="checkbox"/>
Todd Seis	Chief	Business & Finance	<input checked="" type="checkbox"/>
Desiree Senter	Media Specialist	Neptune Middle School	<input checked="" type="checkbox"/>
Mary Tumbleson	Literacy Coach	Michigan Ave Elementary	<input type="checkbox"/>
Adam Ulenski	Teacher	Koa Elementary	<input type="checkbox"/>
Michelle VanderLey	Executive Director	OCEA	<input checked="" type="checkbox"/>
Nadia Winston	Principal	Westside K-8	<input type="checkbox"/>
Jacquelyn Lopez	Recording Secretary / Secretary to John Boyd	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>

**GUEST(S):** Virginia Costa, Evaluations & Dalia Medina, Multicultural Education.



# Bargaining Leadership Team Meeting Minutes

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**COMMENCED at 4:36PM**

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**Mission Statement:** - Lare Allen  
**Philosophy:** - John Boyd  
**Rationale:** - Desiree Senter  
**Salary and Fringes:** - Lissette Brizendine  
**Goals:** - Michael Allen  
  
**Speaking Order:** - Michelle VanderLey  
  
**Time Keeper:** - Desiree Senter

## **MOU re: Non-Classroom Instructional Evaluation: Apryle Jackson/Virginia Costa**

- Virginia stated this serves non-classroom instructional teachers as the IPDP serves teacher evaluations. This should be used to help non-classroom teachers not to be used against them.
- John stated that the second bullet was added to assure that teachers are aware that they have the option to decide if they want to do this.
- Apryle mentioned she was contacted by some teachers who felt they were being punished, because they are not in the classroom.

**ACTION: Following a fist of five, members agreed to approve the MOU.**

## **ESOL and High School English/Language Arts Certification Requirements: John Boyd/ Dalia Medina/ Apryle Jackson**

- Apryle stated she needs clarification of the required language arts certification that teachers were told they had to obtain. Apryle added that this requirement is not state mandated, but district mandated, and therefore has to be bargained.
- Dalia explained that there has been a requirement change from the NCAA, where the ESOL teachers who teach the English class now have to be certified.
- Apryle stated that she did not understand why the teachers are being required to obtain additional certification when this only affects 1% of the students.
- Dalia stated that it is out of field for teachers to teach the English course without the English certification.
- Apryle was concerned that teachers were given a letter to sign mandating them to obtain this new certification without advising OCEA about it.
- Dalia proposed there be a Developmental Language class that is taught by the ESOL teacher and an English class that is taught by a certified English teacher.
- Lissette stated that the NCAA did not accept the English ESOL credits for the students with scholarships, because ESOL teachers are not certified in English.
- Apryle asked if guidance counselors were making sure that students had everything they needed to meet qualifications for the NCAA scholarships.
- Dalia stated that the NCAA recently implemented this qualification requirement.
- Lissette stated that having to change the class to meet the requirements impacts teacher certification.
- Apryle asked if we could assign ESOL students to regular English classes with both an ESOL teacher and an English teacher instead of having to recertify all teachers.
- Michael stated that he we would first need to look at schedules and space before we could put two teachers in a classroom together.





# Bargaining Leadership Team Meeting Minutes

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- Dalia suggested each teacher do one class: a Developmental Language class and an English class, so that we do not have to place two teachers in one class.
- Michael stated that the recertification should be optional. Teachers should be advised that if they do not pass, they would be assigned to teach a Developmental Language class. Michael added that he found it difficult to have to make a child retake a class that they had already passed.
- Tammy stated that having additional certification makes the teacher more marketable.
- Michael suggested all parties look into this first, and work together to come up with the best possible solution.
- Michelle asked for the district to rescind the letter that was given to teachers requiring this certification.
- Apryle suggested hiring bilingual English teachers to help students who do not speak English.

**ACTION: Dalia will bring back data on how many teachers are currently certified, and how many classes we have.**

## Work Plan for More Equitable, Indexed Salary Schedule: John Boyd/Todd Seis

- A presentation was given by Todd explaining the indexed salary schedule.
- John advised members that this was a rough draft, and is only for informational purposes.
- Members expressed that they would like to have copies of what is being presented.
- Apryle stated she would like to look into a 3% pay raise for employees.

**ACTION: N/A**

## Contract Language: Apryle Jackson

- Annual Teacher
  - Apryle will meet with Tammy to draft language.
- Substitute Teacher
  - Many schools are still auto splitting, claiming there is no substitute money.
  - Apryle requested data on what schools are spending on substitute money.
  - Tammy advised members that the day before Veteran's Day, 10% of teachers called out. Teachers were taking off the Friday before Thanksgiving.
  - Todd asked what type of incentive the district could provide to motivate employees not to take off before a holiday.
  - Desiree mentioned that in her school business partners give gift cards as incentives. The amounts vary from \$5.00 up to \$50.00.
  - Lare suggested being able to cash in 10 days of sick time as an incentive for not taking off.
- Thirty Minute Duty Free Lunch
  - Apryle stated that some teachers have expressed to her that they have are being asked to spend their lunchtime doing things for non-emergency reasons. Apryle would like to establish language stating that this can only be done in an emergency only, defined as unforeseen and unplanned situations.
- Unfounded Allegations Letter
  - Apryle will meet with Tammy to draft language.

**ACTION: N/A**



# Bargaining Leadership Team Meeting Minutes

## Possible Subcommittee Assignments: Apryle Jackson

- Supplements
  - Apryle would like to review salary schedule.
- Advanced Degrees
  - Members stated that this was done seven years ago. Apryle would like to look into this.
- Number of course assignments per teacher.
  - Apryle stated that teachers are getting up to six preps. We have to make it optional and set a specific number.
- Number of classroom walkthroughs per day.
  - Apryle stated that many teachers are stating that they are getting many walkthroughs per day. Apryle suggested that guidelines be set as this distracts the students and is not helpful to the classroom.

**ACTION: N/A**

## Notes

- Agenda items will be sent by BLT members by the calendar dates for submission.

**Next Meeting: TBD**

## Agenda Suggestions

- Working the Incentive Proposal: Todd Seis
- Apryle Jackson:
  - Contract Language
    - Annual Teacher
    - Substitute Teacher
    - Thirty Minute Duty Free Lunch
    - Unfounded Allegations Letter
  - Possible Subcommittee Assignments
    - Supplements
    - Advanced Degrees
    - Number of course assignments per teacher
    - Number of Classroom walkthroughs per day

## Pluses

- Great presentation by Todd!

## Deltas

**ADJOURNED at 5:50 PM**



# Bargaining Leadership Team Meeting Minutes

**Date:** Thursday, January 23, 2014, 4:30PM-6:00PM

**Location:** Bill Collins Conference Room, Administrative Center, Building 1000

ATTENDANCE			
Lare Allen	OCEA Chief Negotiator	Discovery Intermediate School	<input checked="" type="checkbox"/>
Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
John Boyd	Director, District Chief Negotiator	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>
Lisette Brizendine	Assistant Superintendent	Elementary Education	<input checked="" type="checkbox"/>
Rolando Casado	Assistant Principal	Gateway High School	<input checked="" type="checkbox"/>
Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
Edna LaCount	Teacher	Liberty High School	<input checked="" type="checkbox"/>
John LeGrande	Teacher	Liberty High School	<input checked="" type="checkbox"/>
Mark Munas	Assistant Superintendent	School Support Services	<input checked="" type="checkbox"/>
Tammy Cope-Ottersen	Chief	Human Resources	<input checked="" type="checkbox"/>
Matthew Phillips	Principal	Narcoossee Middle School	<input checked="" type="checkbox"/>
Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
Todd Seis	Chief	Business & Finance	<input checked="" type="checkbox"/>
Desiree Senter	Media Specialist	Neptune Middle School	<input checked="" type="checkbox"/>
Mary Tumbleson	Literacy Coach	Michigan Ave Elementary	<input type="checkbox"/>
Adam Ulenski	Teacher	Koa Elementary	<input type="checkbox"/>
Michelle VanderLey	Executive Director	OCEA	<input type="checkbox"/>
Nadia Winston	Principal	Westside K-8	<input type="checkbox"/>
Jacquelyn Lopez	Recording Secretary / Secretary to John Boyd	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>

**GUEST(S):** Michelle Smith-Toner, Teacher, Boggy Creek Elementary.



# Bargaining Leadership Team Meeting Minutes

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**COMMENCED at 4:41PM**

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**Mission Statement:** Lare Allen  
**Philosophy:** John Boyd  
**Rationale:** Todd Seis  
**Salary and Fringes:** Matthew Phillips  
**Goals:** Desiree Senter

**Speaking Order:** Tammy Cope-Otterson

**Time Keeper:** Karen Pruitt

## **MOU re: Non-Classroom Instructional Evaluation: Apryle Jackson/ Virginia Costa**

- John stated that a formal copy of the MOU needs to be signed.
- Karen stated that principals are saying if this is not done, you are considered insubordinate.
- John stated that this is not in the handbook, and that this will be addressed with principals via training and feedback.
- Karen stated she used the same artifact that Virginia had used as an example, and was told that it was not acceptable.
- John stated that administrators will ensure that principals are aware that this is not something that is required.

**ACTION: N/A**

## **Work Plan for More Equitable, Indexed Salary Schedule: John Boyd/ Todd Seis**

- Subcommittee meeting dates, and locations where discussed.
- Subcommittee to be comprised of the following members:
  - OCEA
    - John LeGrande, Lare Allen & Apryle Jackson
  - District
    - John Boyd, Todd Seis & Tammy Cope-Otterson

**ACTION: Tentative meeting scheduled for February 5, 2014 at 2:30PM, Administrative Center.**

## **Contract Language: Apryle Jackson**

- Handout distributed to members.
- Annual Teacher
  - Apryle requested information from other counties on contract language.
  - Apryle would like to establish an agreement where an employee who is doing their job, and scoring high on their evaluation, would not have to fear losing it.
  - Tammy thanked Apryle for the research and advised members that she will make sure to speak with administration about considering this language.
  - Matthew expressed that he was concerned about adding this language because of all the changes in the evaluation system.
  - Apryle agreed that the evaluation system is like comparing apples to oranges, because all of the elements do not necessarily work together.
  - John stated that he has the same reservations about adding this language, because the system was intended for growth not evaluation.



# Bargaining Leadership Team Meeting Minutes

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- Matthew stated that because teachers are so stressed out from the evaluations that it defeats the purpose of doing them. The evaluations are done to help teachers, and give them appropriate feedback.
- Matthew suggested using something other than Marzano, and really making the evaluations an effective growth model for teachers.
- Apryle asked members to look over the language to see if there is something we can use.

**ACTION: Apryle and Tammy will meet and discuss school certification issues.**

- Substitute Teacher
  - Apryle stated teachers were told that if they agree to auto-splitting they would get more money for their supplies.
  - Apryle described an example where one teacher had thirty-seven (37) students in her class due to auto-splitting.
    - Teachers are having to pick between having to auto-split or get the supplies they need. This is not right!
  - John stated that auto-splitting should not be common practice, as this is only for emergencies.
  - Apryle stated the concern is when auto-splitting is being done for an entire day. Apryle added that some schools will cancel the substitute teachers scheduled for the day, and auto split the classes.
  - Mark stated that unless there is language in the contract that defines common practice, the meaning and its interpretation is uncertain.
  - Rolando stated that this practice is the result of what happens the Friday before a holiday. Rolando added that so many teachers are out that principals struggle to make sure that there is adequate student supervision.
  - Apryle stated that the majority of schools are auto-splitting to avoid spending the substitute money. Apryle added that having thirty-six students in one classroom is a safety issue that needs to be addressed right away.
  - Desiree suggested providing an incentive to those employees that show up the Friday before a holiday.
  - Todd suggested counting the absence the day before a holiday as two days as an incentive not to take off.
  - John stated that it is in contract language that schools should have a class coverage plan.
  - Mark suggested not paying employees their holiday pay if they decide to take off the day before a holiday.
  - Mark added that he is not agreeable to giving incentives for employees to work. Their reward for showing up is being paid for the holiday.

**ACTION: This matter will be brought back to the following BLT meeting.**

- Thirty Minute Duty Free Lunch

**ACTION: Tammy and Apryle will come up with language that will ensure this is not abused and is only used during emergencies.**

- Unfounded Allegations Letter



# Bargaining Leadership Team Meeting Minutes

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- Tammy stated that an unfounded allegations letter is already given at the close of a case.

**ACTION: Tammy and Ana Smith to prepare a form letter for administrators to check off that would close the file and case on the districts part.**

## Possible Subcommittee Assignments: Apryle Jackson

- Supplements
  - Joint subcommittee to review this will be comprised of the following members:
  - OCEA
    - Michelle VanderLey, Edna LaCount & John LeGrande
  - District
    - Tammy Cope-Otterson, John Boyd & Todd Seis
    - Ryan Adams will be considered as a member on behalf of the coaches.

**ACTION: Initial meeting scheduled for February 6, 2014 at 3:30 pm, Administrative Center.**

- Advanced Degrees

**ACTION: This matter will be brought back to the following BLT meeting.**

- Number of course assignments per teacher
  - Apryle suggested teachers be required to prepare only two or three course assignments at a time.
  - Mark stated that he agrees to set a limit on a per teacher basis, as the limit depends on the teacher's preference and the type of class. Sometimes you have no choice but to prepare multiple course assignments.
  - John suggested differing language for each grade level, and limiting cross certification, as a solution.

**ACTION: This matter will be brought back to the following BLT meeting.**

- Number of classroom walkthroughs per day
  - Apryle stated that more than five walkthroughs per day is too much, and is disruptive to the classroom.
  - Apryle would like to have language added to the contract that sets a limit.
  - Rolando believes that this might be a coordination issue, and not something that needs to be added to the contract.
  - Lissette stated that it is best practice to coordinate, and is concerned that if this language is added, it would limit the varied support that has to be provided in certain cases.
  - Apryle suggested adding language to the evaluation handbook instead of the contract as a guideline.
  - Tammy stated that she was concerned about how to control the coordination factor.
  - Apryle stated principals need to coordinate with other administrators so that they are aware of who is going where and when.
  - Apryle added that having so many walkthroughs in the same classes, specifically ESE classes, creates too many disruptions.



# Bargaining Leadership Team Meeting Minutes

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- John stated that the district could not entertain not doing evaluations, because of the evaluations done by the state that the district cannot control.

**ACTION: N/A**

## Notes

- Agenda items to be sent by BLT members as they become available.

**Next Meeting: Thursday, February 13, 2014 at 4:15 PM – 6:00 PM, OCEA Office**

## Agenda Suggestions

- Substitute Teacher
- Advanced Degrees
- Number of course assignments per teacher
- Virtual School
- Testing and testing duties

## Pluses

- All members thanked Apryle for the awesome food she provided.

## Deltas

**ADJOURNED at 5:56 PM** \_\_\_\_\_



# Bargaining Leadership Team Meeting Minutes

**Date:** Thursday, February 13, 2014, 4:15PM – 6:00PM

**Location:** OCEA, Mabbette Street

ATTENDANCE			
Lare Allen	OCEA Chief Negotiator	Discovery Intermediate School	<input checked="" type="checkbox"/>
Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
John Boyd	Director, District Chief Negotiator	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>
Christy Brittain	Teacher	Sunrise Elementary School	<input checked="" type="checkbox"/>
Lisette Brizendine	Assistant Superintendent	Elementary Education	<input checked="" type="checkbox"/>
Rolando Casado	Assistant Principal	Gateway High School	<input checked="" type="checkbox"/>
Irwin Inwood	Teacher	Poinciana High School	<input checked="" type="checkbox"/>
Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
Edna LaCount	Teacher	Liberty High School	<input checked="" type="checkbox"/>
John LeGrande	Teacher	Liberty High School	<input checked="" type="checkbox"/>
Mark Munas	Assistant Superintendent	School Support Services	<input checked="" type="checkbox"/>
Tammy Otterson	Chief	Human Resources	<input type="checkbox"/>
Matthew Phillips	Principal	Cypress Elementary School	<input checked="" type="checkbox"/>
Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
Todd Seis	Chief	Business & Finance	<input checked="" type="checkbox"/>
Desiree Senter	Media Specialist	Neptune Middle School	<input checked="" type="checkbox"/>
Michelle Smith-Toner	Teacher	Boggy Creek Elementary School	<input checked="" type="checkbox"/>
Michelle VanderLey	Executive Director	OCEA	<input checked="" type="checkbox"/>
Nadia Winston	Principal	Westside K-8	<input checked="" type="checkbox"/>
Jacquelyn Lopez	Recording Secretary / Secretary to John Boyd	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>

**GUEST(S):** Heather Piper, Teacher, Gateway High School.





# Bargaining Leadership Team Meeting Minutes

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**COMMENCED at 4:16PM**

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**Mission Statement:** Rolando Casado  
**Philosophy:** John LeGrande  
**Rationale:** Michelle VanderLey  
**Salary and Fringes:** Apryle Jackson  
**Goals:** John Boyd

**Speaking Order:** Michelle VanderLey

**Time Keeper:** Karen Pruitt

## General Housekeeping: John Boyd

- Legislative Updates
  - John wanted to make sure everyone present was receiving the updates.
- New Members
  - John asked the new members to add their information to the sign in sheet so that we can add them to the district bargaining meeting calendar and emails.
- Bargaining Training
  - Scheduled for BLT & ESP members for February 26, 2014 at 2:30pm, ALCO room 155.
- Reminder for Agenda Items
  - John reminded members to please stay on schedule with due dates to ensure timely delivery of meeting agendas.
    - Agenda items received after the cutoff date will be addressed at the following meeting.
- Timekeeping
  - John reminded everyone to strive to remain on schedule to ensure all agenda items are properly addressed.

**ACTION: N/A**

## Subcommittee Updates: Apryle Jackson/Todd Seis

- More Equitable, Indexed Salary Schedule
  - Todd advised members that the subcommittee is working on a salary schedule to use as a guideline.
- Supplements
  - Todd stated that he would like to review current supplements, including athletic supplements, to see if some reorganization or additions can be done.
  - Ryan Adams and Debbie Fahmie will be considered for feedback on supplements.

**ACTION: N/A**

## Contract Language: Apryle Jackson/ John Boyd

- Annual Contracts

**ACTION: This matter will be added to the agenda for the following meeting.**



# Bargaining Leadership Team Meeting Minutes

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- Auto-Splitting
  - Apryle asked that there be language in the contract detailing when it is appropriate to auto split.
- Thirty Minute Duty Free Lunch
  - Apryle stated that this is being abused and needs to stop.
  - John stated that some flexibility is needed in order to accommodate certain situations.

**ACTION: Subcommittee dates to be set immediately following this meeting.**

## Close Out Letters for Investigations: Apryle Jackson

- Apryle stated that she would like to have language added to the contract stating that this letter is required when closing out a case.

**ACTION: N/A**

## Differentiated Pay: Apryle Jackson

- Apryle stated that per the state audit, Osceola County did not meet the criteria. Apryle added that she would like to form a subcommittee for this agenda item.
- Michael stated that he would like to serve on this committee.

**ACTION: Agenda items to be combined to one subcommittee: dates to be coordinated.**

## Number of Preparations: Apryle Jackson

- Apryle would like to collect data to see how many teachers are affected by this.
- Mark stated that some flexibility is needed with the terms we set. Mark added that the Juvenile Correctional Facility would not have enough teachers if we were to limit the number of preparations.

**ACTION: N/A**

## Civility Notice: Apryle Jackson

- Two handouts were distributed to BLT members.

**ACTION: This matter will be added to the agenda for following meeting.**

## Virtual School Subcommittee: Apryle Jackson

- Apryle stated many teachers are working with students until the last couple of weeks, and are not being paid for it because the students do not complete the class.
- Apryle would like to add specific language in the contract on how and when this is paid out.
- Apryle suggested forming a subcommittee with a representative from each school level. Apryle recommended Richard Bird for this subcommittee.

**ACTION: Michael Allen and Apryle Jackson will work together on establishing this subcommittee.**

## Evaluation Subcommittee Dates: Apryle Jackson



# Bargaining Leadership Team Meeting Minutes

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**ACTION: Dates will be set immediately following this meeting.**

## Dual Enrollment: John LeGrande

- Handout distributed to BLT members.
- John LeGrande stated that the current score required to qualify for dual enrollment is 114. John added that he would like to consider raising the score to 123, which is what colleges require.
  - People who are not qualified are teaching the college courses.
  - The college courses are offered free on the high school level which gives the students the credits they need for college. There is no need to repeat the course at the college level.
- Michelle stated that raising the score would save the district money, benefit students, and save more money for salaries.
- Nadia asked what the impact would be if the score were raised.
- John LeGrande stated that raising the score would limit student participation, but that it would push students to do well in their high school math classes, and be able to take advantage of other college courses.
- John stated that he would like to have some data on the dropout rate.
  - John will check to make certain that the district is not bound to the score by the state.
- Mark stated that Osceola County has the lowest amount of college enrollment.

**ACTION: N/A**

## Notes

- Agenda items to be sent by BLT members as they become available.

**Next Meeting: Thursday, March 13, 2014- 4:15 PM – 6:00 PM, Administrative Center.**

## Agenda Suggestions

- Civility Notice
- Contract Language: Annual Contract

## Pluses

- Thank you for the Legislative Updates!
- White chocolate macadamia nut cookies were delicious!
- Thank you John Boyd & Todd Seis for your support!

## Deltas

**ADJOURNED at 5:00PM**

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# Bargaining Leadership Team Meeting Minutes

**Date:** Thursday, March 13, 2014 4:15PM – 6:00PM

**Location:** Bill Collins Conference Room, Administrative Building

ATTENDANCE			
Lare Allen	OCEA Chief Negotiator	Discovery Intermediate School	<input checked="" type="checkbox"/>
Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
John Boyd	Director, District Chief Negotiator	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>
Christy Brittain	Teacher	Sunrise Elementary School	<input checked="" type="checkbox"/>
Lisette Brizendine	Assistant Superintendent	Elementary Education	<input checked="" type="checkbox"/>
Rolando Casado	Assistant Principal	Gateway High School	<input checked="" type="checkbox"/>
Irwin Inwood	Teacher	Poinciana High School	<input checked="" type="checkbox"/>
Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
Edna LaCount	Teacher	Liberty High School	<input checked="" type="checkbox"/>
John LeGrande	Teacher	Liberty High School	<input checked="" type="checkbox"/>
Mark Munas	Assistant Superintendent	School Support Services	<input checked="" type="checkbox"/>
Tammy Otterson	Chief	Human Resources	<input type="checkbox"/>
Matthew Phillips	Principal	Cypress Elementary School	<input type="checkbox"/>
Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
Todd Seis	Chief	Business & Finance	<input type="checkbox"/>
Desiree Senter	Media Specialist	Neptune Middle School	<input checked="" type="checkbox"/>
Michelle Smith-Toner	Teacher	Boggy Creek Elementary School	<input checked="" type="checkbox"/>
Michelle VanderLey	Executive Director	OCEA	<input checked="" type="checkbox"/>
Nadia Winston	Principal	Westside K-8	<input checked="" type="checkbox"/>
Jacquelyn Lopez	Recording Secretary / Secretary to John Boyd	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>

**GUEST(S):** Jason Hayes, Assistant Principal, Deerwood Elementary



# Bargaining Leadership Team Meeting Minutes

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**COMMENCED at 4:20 PM**

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**Mission Statement:** Lare Allen

**Philosophy:** Christie Brittain

**Rationale:** John LeGrande

**Salary and Fringes:** Edna LaCount

**Goals:** Michael Allen

**Speaking Order:** Michelle VanderLey

**Time Keeper:** Mark Munas

## Subcommittee Updates: Apryle Jackson/Todd Seis/John Boyd

- More Equitable, Indexed Salary Schedule
  - John stated that this subcommittee has met three times, and is currently working on having a salary schedule by June 30, 2014 for the 2014-2015 school year.

**ACTION: Item will be added to the following meeting's agenda.**

- Supplements
  - John stated that this subcommittee met yesterday, and received input from Debbie Fahmie and Ryan Adams.
  - Apryle would like to look at other positions to consider for supplements. Apryle added that she is looking for more teacher and parent participation in our schools.
  - Irwin stated he would like to have supplements considered for the art clubs.
- Evaluation
  - John stated that the first subcommittee meeting was positive. Many great ideas were shared and brainstormed.

**ACTION: N/A**

## Subcommittee Meetings Calendar of Dates: John Boyd

**ACTION: Item completed prior to this meeting.**

## Contract Language: Apryle Jackson/John Boyd

- Annual Contracts
  - Handout distributed to BLT members.
  - Apryle stated that Osceola County is the only major district that does not have language to protect highly qualified teachers from losing their jobs.
  - Michelle stated that principals fear that adding this language will take away their management rights, but we need to address this so that we alleviate the issues.
  - Christy stated that if someone needs to be terminated, he or she would then not be qualified as highly effective, and therefore the language would not apply.
  - Karen asked if there is data of teachers that are leaving to compare with previous years.
  - Lare stated there could be a clause added to contract language to protect management right.



# Bargaining Leadership Team Meeting Minutes

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- Apryle stated that this would not apply during a probationary period. This would only apply to those who do a good job within the year of employment.
- Irwin stated we need to make sure this is not used as vengeance against another that is not personally liked. Administrators could give a low score to a teacher just because they want them out.
- Michelle Smith-Toner stated that teachers need more support, specifically charter school teachers.

**ACTION: Item will be brought back to the following meeting.**

- Duty Free Lunch
  - John stated we have to make sure the added language accommodates special situations.
- Vending Machine Items
  - Apryle does not think it is fair that teachers have to have healthy options only.
  - Mark stated that all we can do is negotiate with vendors. The vendors are the ones who provide what is inside the machine.
  - Mark added that eventually the USDA would be the ones to determine what is in the machine.

**ACTION: Mark to provide USDA healthy choice standards for vending machines at the following meeting.**

- Close Out Letters for Investigations
  - Handout distributed and discussed with BLT members.
  - Michelle stated that she was advised by legal that if there were a letter in the file stating the case was concluded, it would never get to professional practice. We have the ability to stop further investigation if it is not necessary.
- Civility Notice
  - Michelle stated that there are times when two civility notices are given for the same case. There should be one that is given district wide especially if it is for the same issue.
  - John agrees that only one civility notice should be given on a case-by-case basis.
- Coaching Requirements
  - Apryle stated that coaches are being required to take a \$250 course.
  - John stated that he believes this course would be required for new coaches.
  - Apryle stated that this is an “impact & change” for the coaches and therefore must be bargained.

**ACTION: Ryan Adams will clarify item at a future meeting.**

- BYOD issues
  - Michelle stated that there are two big issues with the BYOD system.
    1. Students are videotaping school personnel without consent.
    2. Teachers SDOC computers are flip flopping back and forth from district internet to the BYOD system accidentally. The computers are picking up the BYOD wireless.
  - John suggested checking the settings on the device so that it does not flip flop.



# Bargaining Leadership Team Meeting Minutes

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- Edna stated that she had been having the same issue, and was advised by the technician that there is a problem with the server.
- Michelle stated that this is a big problem as the employee can get into trouble, because of the server flip-flop.

**ACTION: N/A**

## Notes

- Agenda items will be sent by BLT members as they become available.
- Westside K-8 is having a \$17.00 sleeping bag fundraiser. Spread the word!

**Next Meeting: Thursday, April 17, 2014 at 5:15 PM – 6:15 PM, OCEA Office**

## Agenda Suggestions

- More Equitable, Indexed Salary Schedule
- Annual Contracts
- Vending Machine Items
- Coaching Requirements

## Pluses

- Welcome Christie Brittain, Michelle Smith-Toner & Irwin Inwood!
- Great refreshments!
- Meeting was on schedule!
- Congratulations to the new president & treasurer of OCEA!

## Deltas

- Mark's suggestion for vending machine snacks.

**ADJOURNED at 5:07 PM**

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# Bargaining Leadership Team Meeting Minutes

**Date:** Thursday, April 11, 2013

**Location:** Osceola County Education Association Office (OCEA)

ATTENDANCE			
Lare Allen	OCEA Co-Chief Negotiator	Discovery Intermediate School	<input checked="" type="checkbox"/>
Michael Allen	Principal	Narcoossee Middle School	<input checked="" type="checkbox"/>
John Boyd	Director of Student Services & Program Accountability/ Co-Chief Negotiator	School Support Services	<input checked="" type="checkbox"/>
Lisette Brizendine	Assistant Superintendent	Elementary Education	<input checked="" type="checkbox"/>
Rolando Casado	Assistant Principal	Gateway High School	<input checked="" type="checkbox"/>
Tony Donato	Co-Chief Negotiator	Zenith School	<input checked="" type="checkbox"/>
Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
Edna LaCount	Teacher	Liberty High School	<input checked="" type="checkbox"/>
Tom McKenna	Teacher	Zenith	<input checked="" type="checkbox"/>
John Michaud	Teacher	Highlands Elementary School	<input checked="" type="checkbox"/>
Mark Munas	Assistant Superintendent, Co-Chief Negotiator	School Support Services	<input checked="" type="checkbox"/>
Tammy Otterson	Chief Human Resources	Human Resources	<input checked="" type="checkbox"/>
Matthew Phillips	Principal	Cypress Elementary School	<input checked="" type="checkbox"/>
Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
Sandra Rushlow	Teacher	Thacker Avenue Elementary School	<input checked="" type="checkbox"/>
Todd Seis	Chief Business & Finance Officer	Business and Fiscal Services	<input checked="" type="checkbox"/>
Desiree Senter	Media Specialist	Neptune Middle School	<input type="checkbox"/>
Michelle VanderLey	Executive Director	OCEA	<input checked="" type="checkbox"/>
Nadia Winston	Principal	Highlands Elementary School	<input type="checkbox"/>
Jacquelyn Lopez	Recording Secretary/ Secretary to John Boyd	School Support Services	<input checked="" type="checkbox"/>

**GUEST(S):** Adam Ulenski, Reading Coach/Teacher, Koa Elementary; Ken DeBord, Director of Risk & Benefits Management; Angela Marino, Information & Technical CIO & John Le Grande, AP Calculus Teacher, Liberty High School.





# Bargaining Leadership Team Meeting Minutes

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**COMMENCED at 4:15 PM**

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**Mission Statement:** Lare Allen

**Philosophy:** Mark Munas

**Rationale:** Tom McKenna

**Salary and Fringes:** Sandra Rushlow

**Goals:** Tony Donato

**Speaking Order:** Michelle VanderLey

**Time Keeper:** Mark Munas

## **Domestic Partner Benefits: Apryle Jackson / Todd Seis**

- Apryle distributed a handout to BLT members.
- Tammy stated that there is a reference to genetic information in School Board rule 2.70 that could be incorporated into the language on the handout.
- John advised BLT members that the last handout in the packet provided, included the first page of School Board rule 2.7.
- Apryle stated that there is misinformation about how much it will cost to add these benefits.
- Todd stated that based on analysis, if you have one hundred and twenty seven (127) employees, the cost could be up to five hundred thousand dollars (\$500K).
- Apryle stated that if the language on the handout were included in the contract, the terms would be inclusive to all employees of the district regardless of their domestic partner or beliefs.
- Sandra stated that she was concerned with the meaning of the statements that include the words "disability and political" in the language.
- Apryle asked if the language would be acceptable if we add "on the basis of" before "disability and political" to make the language more clear.

**ACTION: Apryle to make appropriate corrections and bring language back to the following BLT meeting**

## **MOU re Supplements for Middle School Girls & Boys Volleyball Coaches: John Boyd & Ryan Adams**

- John advised members that a copy of the MOU included in the packet distributed to BLT members was the same MOU emailed to BLT members previously. John stated that the scope of the MOU explains taking the existing supplement and splitting it where there is a male and female coach.
- Ryan stated that splitting the boys and the girls would allow the students the opportunity to develop properly. The teams were together and it was not working out.
- Tony stated that he did not see the point of having an MOU. Tony added that we did not have to differentiate anything about the supplements as it was already in the contract.
- John asked Ryan if it would make a difference to have the supplement separated for Title 9 purposes.
- Ryan answered that separating it would help greatly.
- Matthew asked if the purpose of the MOU was to add an additional supplement.
- John answered that the MOU's purpose is to split the current supplement.
- John Michaud asked if the numbers were down in regards to the amount of players participating in the co-ed teams.
- Ryan answered that because of the co-ed teams the girls are not trying out.



# Bargaining Leadership Team Meeting Minutes

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- John Michaud stated that many supplements have been added to middle schools, but in elementary schools, they have over forty (40) programs, and there is no supplement for them. John added that the clubs at the elementary schools are well attended and there is no supplement to support that.
- Tony stated that the district determines how many coaches there are so there is no need for the MOU. The district determines that without having to add an additional supplement or split the current one.
- Mike stated that this would open opportunities for other teachers to make some extra money.
- John stated that elementary school teachers have the option to apply for middle and high school coaching positions.
- John Michaud stated that teachers at the elementary school cannot coach at the middle and high school level because of the amount of time spent at their school. None of the elementary school clubs is funded, and it takes a lot of the time of the people currently running it.
- Tony stated that he is not against splitting the supplement; he is against having to do an MOU.
- John stated that the purpose of the MOU was to present a change with clear language for consideration formally.
- Tony asked where the language had been changed.
- John explained that splitting the supplement was the change that was being presented in the MOU.
- Tony advised BLT members that the MOU was not necessary.

## **ACTION: MOU withdrawn**

### **MOU re Computer Use, Security and Network Acceptable Use Policy: John Boyd / Angela Marino**

- John stated that there would be mandatory training that employees would take prior to being allowed computer use, security, or network capabilities.
- Angela stated that after being audited it was concluded that many of the teachers were not trained appropriately. We have been in the process of updating the system for the past six (6) months. We are trying to make everything digital in order to protect staff and students better. For that reason, we need to make sure training for this is mandatory.
- John stated that the training will be online and that the district will have confirmation of training upon completion.
- Tony asked if there would be language stating that if you do not take the appropriate training you could lose your job.
- Michelle stated that she did not understand why an MOU would be necessary when this would be a condition for employment. As a condition for employment, it becomes part of such and at the discretion of the district to enforce.
- Karen stated that this has been a big issue to the techies. There is a lot of misinformation amongst the technical teachers, and because there are so many social networking websites and many new things online that are constantly changing. We should be provided the training so that we know how to use a computer as not everyone is a digital user.
- Mark stated that the terms and conditions would apply to the new hires, but will not necessarily apply to current employees. Having mandatory training is a great thing that will tell employees exactly what they can and cannot do.
- Karen stated that if the training is online, it could be easily updated. It can be in rotation to be updated as needed.
- Tony asked BLT members if they were not against this training being mandatory.
- Michelle answered that they are not against the mandatory training because the employees cannot do what the district says they cannot do anyway.



# Bargaining Leadership Team Meeting Minutes

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- Apryle asked if this would apply to using personal devices as well.
- Angela stated that the Bring Your Own Device or BYOD system is only for students and not for staff. If employees were to use the same system, their personal things then become public record.
- Sandy clarified that in order to be able to have access to a lap top or a computer, you would have to have successfully completed the training.
- Karen stated that there should be language on the contract that states that if you do something inappropriate on your own digital device you could get in trouble. Karen explained a time when she had no other choice but to share her personal number with students while on a trip, as a preventative measure in case any of them were to get lost. This is a concern because if for some reason you were to have charges put against you; the information from your phone could be accessed and could be seen as an infraction where the state would automatically take your certification away. Policy must be in place and stated on the contract so that these types of things do not occur.

**ACTION: MOU to be brought back to the future BLT meeting**

## MOU re Audio Enhancement Pilot: John Boyd / Mel Pace

- John stated that the MOU was revised and asked BLT members to look over the language change.
- Tony asked what the appropriate procedures were.
- John answered that it is the same as currently in place.
- Mark stated that we must answer to a subpoena no matter what.
- Lare asked if in the case of an emergency anyone could see the video. Lare added that he was stuck on the part about who gets to determine the level of investigation or emergency.
- John stated that the language is clear to state that the authorities would be the ones to determine what level of investigation or emergency it was.
- Apryle asked how long the video would be archived, where it would be stored, and how long it would be kept. Apryle added that within the last week there had been many accusations and could see how the tapes could be harmful to use. If there were to be a full panorama of the classroom then, in case of an incident, you would be able to see everything that went on. With the current system, you could only see a portion of the classroom; so if there were to be an issue where the teacher "looks" like they are doing something inappropriate when they really were not, it would negatively affect the teacher.
- Michelle stated that when a teacher is accused, it has become all about a liability issue not caring for the teacher to be able to explain what happened and actually be heard.
- John asked if the language in the MOU were adjusted, would it then be more acceptable.
- Karen stated that she did not feel this would help as some teachers could be forced to do this, and that is not right.
- Lissette stated that the teacher is the only one with the choice to use this system. Lissette added that she knows of many teachers who would welcome this. It would allow them to improve by being able to analyze themselves and see what they may be doing wrong.
- Tony stated that he does agree with the last bullet on the MOU. Tony asked where in the MOU it stated that you have free will.
- Lissette answered that the MOU states that the only person who can consent to this is the teacher.
- Apryle stated that her biggest concern is that the tapes will be out there and could be used. We need to know who would have access to and be the keeper of the tapes.
- Rolando stated that from an instructional and professional development standpoint, once the minor details are worked out, teachers will really appreciate having this.



# Bargaining Leadership Team Meeting Minutes

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- John Michaud stated that teachers do not often have the ability to say no, so administrators would have to be clear to advise teachers that it is up to them if they want to use it. John Michaud also mentioned that he asked some teachers and all of them hated the idea of being filmed.
- Lissette stated that safety and teacher effectiveness is important. We need to have clear guidelines of how long a record should be kept so that we do not create stress due to misconceptions. Should we keep the records for seven days (7), ten days (10), etc.?
- Lare stated that in a violence case, he does not understand how this would work.
- Mark stated that teachers would have to wear something that would start the camera once pressed, and would send a signal to the administrator. The camera can record the length of time the teacher decides to have it on. If the teacher then chooses to get a DVD copy of the video, they would have that option, and by the following day, the video could be deleted. The only person with a hard copy would be the teacher who recorded it.
- Lare stated that if this were based on a professional development standpoint, what would be the difference if you were watched instead of having the camera.
- Mark stated that kids act differently when there is no camera and they will not know that it is there. The teacher has the control and the students will not be aware that the camera is on. The teacher is the one with total control.
- Edna stated that when this was first brought to the table the main purpose was safety, and now we are hearing that it is about professional development. Edna added that she was concerned that it is being put in a way where if you don't do it then you are not a team player and this will certainly not help with school safety at all.
- Tony stated that View Path does not need to be included. Tony then asked if the tapes could become public record.
- Mark stated that student images are not subject to public record.
- Tammy stated that the teacher is the only one who can control the camera so there will not be a time when they do not know it is on unless they press the button accidentally; otherwise, teachers have total control.
- Sandra stated that if the tapes were accessed and the student's images were taken out, there would be no way for people to see what truly happened.
- Mark stated that the cost to redact student images is incredibly costly and that the only time it would be ideal to do this is for a Sandy Hook type of incidence.
- John Michaud stated that he had been videotaped previously and could see how this would be a good resource for personal lesson critique, but does not understand why a system is needed.
- Karen stated that having the camera where it is not visible is great but there are too many unknowns that make it not agreeable to have this.
- Rolando stated that in terms of professional development, there is a lot of value in having this. This is a way for teachers to be protected and no one will be able to question what is going on. This can aid in teacher investigations.
- John advised BLT members that he needed clear direction on language for MOU. View Path is a free bonus that will be lost if it is not used. We can eliminate the last two bullets, but the "in case of emergency" bullet has to be there as it is the law.
- Lissette stated that this is just a pilot and that it is going to be used in eight (8) classrooms with teachers who volunteered to have it. We have not decided whether we will keep it or not. We are just trying to approve a trial.
- Tony asked if this is being used as a professional improvement plan, could teachers be forced to tape their lessons.
- John answered that teachers cannot be forced to use the camera.



# Bargaining Leadership Team Meeting Minutes

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- Tony stated that language clarifying that teachers cannot be forced into using the camera should be added to the MOU.

**ACTION: MOU to be revised and brought back to the future BLT meeting**

## MOU re Supplement for CPR / First Aid Responder: John Boyd

- John stated that the purpose of the supplement is to serve as an incentive so that employees would help others. No one has had the incentive to help others even though they have had the training. We are hoping that if you now have the training and the supplement, more employees would be inclined to help if need be.
- Apryle asked how many people would be required per campus.
- John stated that the idea is to have at least two people there: one main person and a backup.
- Tony stated that between the years 2006-2008, there were over five hundred (500) employees trained. This costs money. Who will train them?
- John stated that the purpose is to have a supplement as an incentive for the training.
- Apryle advised BLT members that it costs about six dollars (\$6.00) per person to train.
- Lare stated that in the past people did not want to perform CPR. Lare asked if there would be a backup.
- John stated that having two people there that are certified seemed like a good starting point.
- Mark stated that a person cannot provide any services that exceed their training level. Many with the training said that they would only assist a family member. Mark added that what you see on TV is not real and once you have given CPR, that is the only way to feel comfortable enough to do it when needed. Mark asked BLT members to get some feedback about this supplement from their fellow co-workers and employees to see if it makes sense to move forward.

**ACTION: MOU withdrawn**

## 2013 Legislative Update/Lobbying Strategies: John Boyd / Apryle Jackson

- BLT members were advised to refer to previously emailed legislative update.
- Apryle discussed two bills, one regarding illegal immigrants who are hired to work and don't get paid and another regarding the FRS wanting to have you manage your own account and have new hires pay 2% with the current hires continuing to pay 3% toward the retirement fund.

**ACTION: N/A**



# Bargaining Leadership Team Meeting Minutes

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## Notes

**Next Meeting: Thursday, May 9, 2013 4:15PM at Administrative Center**

## Agenda Suggestions

- Shifting funds for Elementary and Title 1 schools to cover staff for the required “back to school nights” they attend.
- Teachers being asked to purchase items out of pocket
- Purpose of Marzano
- Sick Leave Bank/ donating your sick days

## Pluses

- Great food!
- John's hard work is very much appreciated!

## Deltas

**ADJOURNED at 5:49PM**

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# Bargaining Leadership Team Meeting Minutes

**Date:** Thursday, April 17, 2014, 5:15PM – 6:15PM

**Location:** OCEA, Mabbette Street

ATTENDANCE			
Lare Allen	OCEA Chief Negotiator	Discovery Intermediate School	<input checked="" type="checkbox"/>
Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
John Boyd	Director, District Chief Negotiator	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>
Christy Brittain	Teacher	Sunrise Elementary School	<input checked="" type="checkbox"/>
Lisette Brizendine	Assistant Superintendent	Elementary Education	<input checked="" type="checkbox"/>
Rolando Casado	Assistant Principal	Gateway High School	<input checked="" type="checkbox"/>
Jose Gonzalez	Director	Budget (B&F)	<input type="checkbox"/>
Irwin Inwood	Teacher	Poinciana High School	<input checked="" type="checkbox"/>
Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
Edna LaCount	Teacher	Liberty High School	<input checked="" type="checkbox"/>
John LeGrande	Teacher	Liberty High School	<input checked="" type="checkbox"/>
Mark Munas	Assistant Superintendent	School Support Services	<input checked="" type="checkbox"/>
Tammy Cope-Otterson	Chief	Human Resources	<input checked="" type="checkbox"/>
Matthew Phillips	Principal	Cypress Elementary School	<input type="checkbox"/>
Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
Todd Seis	Chief	Business & Finance	<input checked="" type="checkbox"/>
Desiree Senter	Media Specialist	Neptune Middle School	<input checked="" type="checkbox"/>
Michelle Smith-Toner	Teacher	Boggy Creek Elementary School	<input checked="" type="checkbox"/>
Michelle VanderLey	Executive Director	OCEA	<input checked="" type="checkbox"/>
Nadia Winston	Principal	Westside K-8	<input type="checkbox"/>
Jacquelyn Lopez	Recording Secretary / Secretary to John Boyd	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>

**GUEST(S):** Ryan Adams, Coordinator of High School Curriculum & Instruction.



# Bargaining Leadership Team Meeting Minutes

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**COMMENCED at 5:26PM**

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**Mission Statement:** -  
**Philosophy:** -  
**Rationale:** -  
**Salary and Fringes:** -  
**Goals:** -

**Speaking Order:** -

**Time Keeper:** -

## **Subcommittee Updates: Apryle Jackson/ Todd Seis/ John Boyd**

- More Equitable, Indexed Salary Schedule.
  - John stated that the subcommittee is making great progress together and would be bringing something specific soon.
  - Larry stated that many things are happening to help get the best schedule out.
- Supplements
  - Todd stated that all supplements are being looked at for all programs.

**ACTION: N/A**

## **MOU re: Guidelines for the Use of Digital content in the 21<sup>st</sup> Century Classroom: John Boyd**

- John asked members if an MOU for this is needed.

**ACTION: This item will be brought back to the following BLT meeting.**

## **Coaching Requirements: John Boyd/ Ryan Adams**

- Ryan stated that as of July 1, 2014, all newly hired coaches would have to obtain their coaching endorsement within 3 years of being employed. The endorsement is only required for newly hired coaches, and not current coaches.
- Apryle stated that she received a letter signed "Concerned coaches of Osceola County."
- Ryan stated that current coaches can opt to obtain this endorsement as well, and are fully supported if they do.
- Apryle mentioned that OCEA has free CPR training for members with a \$25.00 charge for non-members.

**ACTION: N/A**





# Bargaining Leadership Team Meeting Minutes

## Contract Language: Apryle Jackson/John Boyd

- John discussed the proposed language packet distributed to BLT members.
  - The colors signify as follows:
    - Red: OCEA proposed language
    - Blue: Current contract language
    - Purple: SDOC proposed language
  - Add and Delete Protocol was explained as follows:
    - Additions would be underlined; Deletions would contain a strike through
- Letter of No Findings for Investigations
  - Apryle stated that this language would ensure cases are marked closed.
- Automatic Renewal Language for Effective and Highly Effective Teachers with Annual Contracts
  - Michelle stated that she was concerned in a case when a teacher was unjustly accused, and could not be renewed because of what occurred.
  - John stated that this has to be looked into more closely.
  - Desiree suggested that if a teacher is doing great in the classroom, they should be renewed despite their scores.
  - Apryle suggested using prior year VAM scores to classify teacher effectiveness.
  - Michelle stated that when language is specific, it puts pressure on the administrator to make sure all points are met before they can consider renewing an employee.
  - Michelle Smith-Toner stated that she was concerned that the first year teacher would not have the ability to be renewed because they are still developing.
  - John stated that a new teacher could be in developing status for the first three years.
  - Lare stated that many good teachers are leaving, because there is no reason for them to stay.
  - Edna stated that great teachers with ample qualifications leave to another county for better pay.
  - Irwin stated that administrators have their own interpretation of what Marzano really is, and this is not good.
  - Lissette stated that this language is not necessary. Lissette suggested considering other things that would make teachers want to stay.
  - Apryle stated that teachers leave because there is no annual contract language that gives them job security for doing a good job. Apryle added that some good teachers are not being renewed because they are not liked or for no reason.
- Auto-Splitting of Classes
  - John discussed language included in the packet.
  - Apryle stated this information needs to be on file with the district office.
  - Mark stated that language needs to state to whom this is submitted.
  - Apryle stated that this information should be submitted to the Superintendents designee.
  - Tammy suggested keeping this information in a binder in the Human Resources Department.
  - Michelle and Rolando stated that the biggest issue is that schools always run out of substitute money.
- Duty-Free Lunch
  - John discussed language included in the packet.
  - Mark suggested using the Hillsborough County plan.
- Number of Course Assignments per Teacher
  - Apryle suggested giving extra points to those who have more than two preparations.

**ACTION: Item will be brought back to the following BLT meeting.**



# Bargaining Leadership Team Meeting Minutes

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## Notes

- Agenda items to be sent by BLT members as they become available.

***Next Meeting: Thursday, May 8, 2014, 4:15 PM – 6:00 PM, Administrative Center***

## Agenda Suggestions

- Dress Code
- Contract Language
- School Board Rule 5.301
- Health Plan
- Salaries
- Insurance
- 21<sup>st</sup> Century

## Pluses

- 

## Deltas

- 

**ADJOURNED at 6:18PM**\_\_\_\_\_



# Bargaining Leadership Team Meeting Minutes

**Date:** Wednesday, May 8, 2014, 4:15PM – 6:00PM

**Location:** OCEA, Mabbette Street

ATTENDANCE			
Lare Allen	OCEA Chief Negotiator	Discovery Intermediate School	<input checked="" type="checkbox"/>
Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
John Boyd	Director, District Chief Negotiator	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>
Christy Brittain	Teacher	Sunrise Elementary School	<input checked="" type="checkbox"/>
Lisette Brizendine	Assistant Superintendent	Elementary Education	<input type="checkbox"/>
Rolando Casado	Assistant Principal	Gateway High School	<input checked="" type="checkbox"/>
Jose Gonzalez	Director	Budget (B&F)	<input checked="" type="checkbox"/>
Irwin Inwood	Teacher	Poinciana High School	<input type="checkbox"/>
Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
Edna LaCount	Teacher	Liberty High School	<input checked="" type="checkbox"/>
John LeGrande	Teacher	Liberty High School	<input checked="" type="checkbox"/>
Mark Munas	Assistant Superintendent	School Support Services	<input type="checkbox"/>
Tammy Cope-Otterson	Chief	Human Resources	<input checked="" type="checkbox"/>
Matthew Phillips	Principal	Narcoossee Middle School	<input type="checkbox"/>
Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
Todd Seis	Chief	Business & Finance	<input checked="" type="checkbox"/>
Desiree Senter	Media Specialist	Neptune Middle School	<input checked="" type="checkbox"/>
Michelle Smith-Toner	Teacher	Boggy Creek Elementary School	<input checked="" type="checkbox"/>
Michelle VanderLey	Executive Director	OCEA	<input type="checkbox"/>
Nadia Winston	Principal	Westside K-8	<input type="checkbox"/>
Jacquelyn Lopez	Recording Secretary / Secretary to John Boyd	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>

**GUEST(S):** Mel Pace



# Bargaining Leadership Team Meeting Minutes

**COMMENCED at 4:17 PM**

**Mission Statement:** Lare Allen  
**Philosophy:** Apryle Jackson  
**Rationale:** Edna LaCount  
**Salary and Fringes:** Michael Allen  
**Goals:** Christy Brittain

**Speaking Order:** Rolando Casado

**Time Keeper:** Karen Pruitt

## **Demand to Bargain Letter re: School Board Rule 5.301-Student Dignity: John Boyd/ Apryle Jackson**

- John stated that on April 16, 2014, a letter was sent to the School District by OCEA in regards to School Board rule 5.301. John explained that this rule, recommended by the School District attorney, is to protect students who cannot speak or communicate that they are being hurt.
- Apryle made the following points:
  - In some classes, hand signals are used to redirect students.
  - Teachers are concerned that this could be interpreted in a way that causes issues.
  - The intent of the rule is good, but it is too vague.
- John made the following points:
  - School Board Rule 5.301 can be amended.
  - The point of the rule is to prevent harm.
  - John advised members that as courtesy, members will be able to view all School Board Rule changes on the School Board Rules folder on first class, two weeks prior to the Board meeting.

**ACTION: N/A**

## **MOU re: Guidelines for the Use of Digital Content in the 21<sup>st</sup> Century Classroom: John Boyd/ Mel Pace**

- Apryle has a concern that this document was presented with no input from union members. Apryle advised members that this MOU would not be considered until it is presented to a committee for document review.
- Karen stated that this MOU has been around for a long time, and was previously given to media specialists only. Karen explained that this is not something that was shared in a committee.
- Apryle stated that this needs to go before a committee with union members, and approved before it is brought back to bargaining.
- Michael asked what the process was when a document needs to be produced.
- John stated that if it is something that will affect working conditions it needs to first be presented in a committee and later bargained. John referred members to the School Board Rules for clarification of when committees should be established and/or included.

**ACTION: N/A**

## **MOU re: Additional Earning Opportunities for Non-FTE Generating Programs: John Boyd**

- Handouts were distributed to BLT members.



# Bargaining Leadership Team Meeting Minutes

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**ACTION: Following a fist of five, members agreed to approve the MOU.**

## **MOU re: Central Florida Assessment Coalition (CFAC): John Boyd/ Janine Jarvis**

- Handout distributed to BLT members.

**ACTION: Item will be brought back to the following meeting to allow member review.**

## **MOU re: Development of District Assessments: John Boyd/ Janine Jarvis**

- Handouts were distributed to BLT members.

**ACTION: Item will be brought back to the following meeting to allow member review.**

## **MOU re: DA Transfer and Retention Incentive: John Boyd**

- Todd wants to make sure we are covering the intent of the law.
- John stated that this MOU was approved by the Department of Education.

**ACTION: N/A**

## **MOU re: Employee Technology Awareness and Security: John Boyd**

**ACTION: Item will be brought back to the following meeting.**

## **Leave without Pay and Required Doctor's Note: John Boyd**

- John stated that principals would like to know if they are permitted to require a doctor's note for employees who have exhausted their leave. John added that requiring a doctor's note would give credibility to a person who is out of leave.
- Apryle stated that she was concerned in a case of a single parent that is not able to go to the doctor every time the child is ill.
- John stated that allowances would have to be made based on economic hardship.
- Todd suggested requiring a doctor's note per incident.
- Apryle stated that consistency is needed throughout the district. Apryle added that she knows of a case where someone has used 65 days of unpaid leave, and has never been required to provide a doctor's note.
- Michelle Smith-Toner asked what happens to the employee who does not subscribe to modern conventional medicine.
- John stated that we would have to decide on a case by case basis, and accommodate accordingly.

**ACTION: Item will be brought back to the following meeting.**

## **Subcommittee Updates: Apryle Jackson/ Todd Seis/ John Boyd**

- More Equitable, Indexed Salary Schedule
  - Handout was distributed to BLT members.
  - Todd made the following points:
    - In this schedule, the years of experience were changed to a level in order to help accommodate everyone.



# Bargaining Leadership Team Meeting Minutes

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- Everyone would round up \$50.00.
- Example: Current 2 year employee: \$39,682.26, With this schedule: \$39,700
- The new schedule would be retroactive
- Employees would see the new salary amount on the last check of the year.

**ACTION: Following a fist of five, members agreed to approve the salary schedule.**

- Supplements
  - Apryle stated that many additions and changes have been made to supplements.

**ACTION: Item will be brought back to the following meeting.**

- Evaluations
  - Apryle stated that iObservation & TNL did not update their evaluations in time causing many evaluations to be incorrect. Apryle added that because of this many teachers are being non-renewed.
  - John stated that communication was sent to principals regarding this change.

**ACTION: N/A**

## Contract Language: Apryle Jackson/ John Boyd

- Handout was distributed to BLT members.
- Letter of No Findings for Investigations

**ACTION: N/A**

- Automatic Renewal Language for Effective and Highly Effective Teachers with Annual Contracts
  - Apryle stated that the language on the handout was not the same as it was previously.

**ACTION: Item will be reviewed by administration, and brought back to the following BLT meeting.**

- Auto-Splitting of Classes
- Duty-Free Classes
- Number of Course Assignments per Teacher
- Minimum Advance Notice for Personal Leave Days

**ACTION: Items will be brought back to the following BLT meeting.**

- Employee Dress
  - Apryle is concerned that the language could be interpreted in many different ways.
  - Rolando stated that it is a challenge to maintain professionalism between both parents and teachers. Rolando suggested clearly defining the word "professional," in the language.
  - Apryle stated that it is the administrator's responsibility to address this.
  - Tammy stated that principals need to say something, and suggested adding language that states this.



# Bargaining Leadership Team Meeting Minutes

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**ACTION: Members agree to strike "Employee Dress" from contract language.**

- Personal Leave Days Before Paid Holidays
- Attempt at an Informal Resolution Prior to a Formal Grievance
- Minimum Criteria for Formal Grievances
- Class Action Grievances

**ACTION: Items will be brought back to the following BLT meeting.**

## Notes

- Agenda items to be sent by BLT members as they become available.

**Next Meeting: Thursday, June 12, 4:30 PM – 6:00 PM, OCEA Office**

## Agenda Suggestions

- MOU re: Central Florida Assessment Coalition (CFAC)
- MOU re: Development of District Assessments
- MOU re: Employee Technology Awareness and Security
- Leave without Pay and Required Doctor's Note
- Supplements
- Contract Language
  - Automatic Renewal Language for Effective and Highly Effective Teachers with Annual Contracts
  - Auto-Splitting of Classes
  - Duty-Free Classes
  - Number of Course Assignments per Teacher
  - Minimum Advance Notice for Personal Leave Days
  - Personal Leave Days Before Paid Holidays
  - Attempt at an Informal Resolution Prior to a Formal Grievance
  - Minimum Criteria for Formal Grievances
  - Class Actin Grievances

## Pluses

## Deltas

**ADJOURNED at 6:00 PM**

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# Bargaining Leadership Team Meeting Minutes

**Date:** Wednesday, May 14, 2014, 4:15PM – 5:30PM

**Location:** OCEA, Mabbette Street

ATTENDANCE			
Lare Allen	OCEA Chief Negotiator	Discovery Intermediate School	<input checked="" type="checkbox"/>
Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
John Boyd	Director, District Chief Negotiator	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>
Christy Brittain	Teacher	Sunrise Elementary School	<input checked="" type="checkbox"/>
Lisette Brizendine	Assistant Superintendent	Elementary Education	<input type="checkbox"/>
Rolando Casado	Assistant Principal	Gateway High School	<input checked="" type="checkbox"/>
Jose Gonzalez	Director	Budget (B&F)	<input type="checkbox"/>
Irwin Inwood	Teacher	Poinciana High School	<input type="checkbox"/>
Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
Edna LaCount	Teacher	Liberty High School	<input checked="" type="checkbox"/>
John LeGrande	Teacher	Liberty High School	<input checked="" type="checkbox"/>
Mark Munas	Assistant Superintendent	School Support Services	<input type="checkbox"/>
Tammy Cope-Otterson	Chief	Human Resources	<input checked="" type="checkbox"/>
Matthew Phillips	Principal	Narcoossee Middle School	<input type="checkbox"/>
Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
Todd Seis	Chief	Business & Finance	<input type="checkbox"/>
Desiree Senter	Media Specialist	Neptune Middle School	<input checked="" type="checkbox"/>
Michelle Smith-Toner	Teacher	Boggy Creek Elementary School	<input checked="" type="checkbox"/>
Michelle VanderLey	Executive Director	OCEA	<input checked="" type="checkbox"/>
Nadia Winston	Principal	Westside K-8	<input type="checkbox"/>
Jacquelyn Lopez	Recording Secretary / Secretary to John Boyd	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>

**GUEST(S):**

Ken DeBord, Director of Risk & Benefits Management

Lauren Haddox, Employee Benefits Supervisor, Risk & Benefits Management





# Bargaining Leadership Team Meeting Minutes

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**COMMENCED at 4:15 PM** \_\_\_\_\_

**Mission Statement:** Lare Allen  
**Philosophy:** Michelle VanderLey  
**Rationale:** Desiree Senter  
**Salary and Fringes:** Apryle Jackson  
**Goals:** Karen Pruitt

**Speaking Order:** John LeGrande

**Time Keeper:** Karen Pruitt

**MOU re: Central Florida Assessment Coalition (CFAC): John Boyd/ Janine Jarvis**

- John advised members to email him with any questions regarding MOU's.

**ACTION: N/A**

**MOU re: Development of District Assessments: John Boyd/ Janine Jarvis**

**ACTION: N/A**

**MOU re: DA Transfer and Retention Incentive: John Boyd**

**ACTION: Additional research needed on this topic; item will be brought to the following BLT meeting.**

**MOU re: Collaborative Bargaining: John Boyd**

**ACTION: N/A**

**MOU re: Employee Technology Awareness and Security: John Boyd**

**ACTION: N/A**

**Leave Without Pay and Required Doctor's Note: John Boyd**

**ACTION: Item will be brought back to the following BLT meeting.**



# Bargaining Leadership Team Meeting Minutes

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## Contract Language: Apryle Jackson/ John Boyd

- Letter of No Findings for Investigations
  - Michelle, after reviewing the language proposed, stated that the word “insufficient,” from Webster’s dictionary, stands for “not enough,” and is concerned for the cases where there is no findings at all.
  - John stated that the word “insufficient” could be changed to “none.”

**ACTION: Item will be brought back to the following BLT meeting.**

- Automatic Renewal Language for Effective and Highly Effective Teachers with Annual Contracts
- Auto-Splitting of Classes
- Duty-Free Lunch
- Minimum Advance Notice for Personal Leave Days
- Attempt at an Informal Resolution Prior to a Formal Grievance
- Minimum Criteria for Formal Grievances
- Class Action Grievances

**ACTION: Items will be brought back to the following BLT meeting.**

## Health Insurance Plans Update: Ken DeBord

- Handout distributed to BLT members.
- Ken DeBord discussed the handout, and made the following points:
  - Health Insurance and Wellness have been put together
  - Changes must be made or we could be at an eleven million dollar shortfall next year.
  - Amount of claims have gone up
  - The company that would provide the wellness exams would come out to the district to help with specific needs; providing health coaches for guidance and support.
  - Employees will have a list of what will be screened.
  - Vision and Dental will remain the same.
  - Two biggest differences between the new plans and the existing ones are the network and the incorporation of the copays within the deductibles.
  - The doctors on this network have high success rates with cost savings and quality care.
  - Wellness program is required for employees and their spouse, not for their children.
- Lauren Haddox made the following points:
  - All data collected by the private company performing the wellness exams is confidential, and will not be shared with the district.
  - Wellness is important to help combat the cost.
  - You do not have to qualify to be in the wellness program, all you have to do is participate.
  - Cigna will provide a list of doctor’s
  - Pre-existing conditions will be addressed accordingly. The results are immediate, and the employee would be put on a plan to help them with the condition.
  - Pharmacy deductibles do not apply to generics.
  - Prescriptions that are free now will remain free.
- Desiree asked what would be the consequence to those who cannot attend their wellness meetings.
- Lauren Haddox answered that they were still working on those details.



# Bargaining Leadership Team Meeting Minutes

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- Karen asked what the difference was between getting the wellness exam by a physician, and getting it done by the private company.
- Lauren answered that as long as the wellness exam was done within three months of open enrollment, a physician could do it.
- Desiree stated that employees are not able to participate in the wellness program now because their physician will not categorize it as such.
- Ken DeBord asked those who are having this issue call Risk & Benefits.
- John LeGrande asked what was happening with the Cigna Health Savings money.
- Ken answered that this program would not be available as of October 1, 2014.
- Apryle asked if the handout could be used for ratification.
- Ken answered that he would prefer to get together with Apryle to prepare something that better explains the new plans, and is easier to understand.

**ACTION: Following a fist of five vote, BLT members reached tentative agreement on the insurance proposal.**

## Notes

- Agenda items to be sent by BLT members as they become available.

**Next Meeting: Thursday, June 12, 2014, 4:30 PM – 6:00 PM, OCEA Office**

## Agenda Suggestions

- Leave Without Pay and Required Doctor's Note
- Letter of No Findings for Investigations
- Automatic Renewal Language for Effective and Highly Effective Teachers with Annual Contracts
- Auto-Splitting of Classes
- Duty-Free Lunch
- Minimum Advance Notice for Personal Leave Days
- Attempt at an Informal Resolution Prior to a Formal Grievance
- Minimum Criteria for Formal Grievances
- Class Action Grievances

## Pluses

- Thank you Ken DeBord & Lauren Haddox for the awesome presentation!

## Deltas

**ADJOURNED at 5:38PM**

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# Bargaining Leadership Team Meeting Minutes

**Date:** Thursday, June 12, 2014, 4:00PM – 6:00PM

**Location:** OCEA, Mabbette Street

ATTENDANCE			
Lare Allen	OCEA Chief Negotiator	Discovery Intermediate School	<input checked="" type="checkbox"/>
Michael Allen	Assistant Superintendent	Middle School Education	<input type="checkbox"/>
John Boyd	Director, District Chief Negotiator	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>
Christy Brittain	Teacher	Sunrise Elementary School	<input checked="" type="checkbox"/>
Lisette Brizendine	Assistant Superintendent	Elementary Education	<input type="checkbox"/>
Rolando Casado	Assistant Principal	Gateway High School	<input type="checkbox"/>
Jose Gonzalez	Director	Budget (B&F)	<input type="checkbox"/>
Irwin Inwood	Teacher	Poinciana High School	<input type="checkbox"/>
Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
Edna LaCount	Teacher	Liberty High School	<input checked="" type="checkbox"/>
John LeGrande	Teacher	Liberty High School	<input checked="" type="checkbox"/>
Mark Munas	Assistant Superintendent	School Support Services	<input type="checkbox"/>
Tammy Cope-Otterson	Chief	Human Resources	<input checked="" type="checkbox"/>
Matthew Phillips	Principal	Narcoossee Middle School	<input type="checkbox"/>
Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
Todd Seis	Chief	Business & Finance	<input type="checkbox"/>
Desiree Senter	Media Specialist	Neptune Middle School	<input checked="" type="checkbox"/>
Michelle Smith-Toner	Teacher	Boggy Creek Elementary School	<input checked="" type="checkbox"/>
Michelle VanderLey	Executive Director	OCEA	<input checked="" type="checkbox"/>
Nadia Winston	Principal	Westside K-8	<input type="checkbox"/>
Jacquelyn Lopez	Recording Secretary / Secretary to John Boyd	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>

**GUEST(S):** Virginia Costa, Director



# Bargaining Leadership Team Meeting Minutes

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**COMMENCED at 4:05 PM**

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**Mission Statement:** Lare Allen  
**Philosophy:** Desiree Senter  
**Rationale:** Michelle VanderLey  
**Salary and Fringes:** Apryle Jackson  
**Goals:** John LeGrande

**Speaking Order:** John LeGrande

**Time Keeper:** Christy Brittain

## **MOU re: 2013-14 Classroom Instructional Evaluations: John Boyd/Apryle Jackson**

- Handout distributed to BLT members.
- John explained that this MOU was the formal copy of what was previously agreed upon.

**ACTION: Following a fist of five, members agree to approve the MOU.**

## **MOU re: Central Florida Assessment Coalition: John Boyd/ Janine Jarvis**

- Handout distributed to BLT members.
- John asked members if this would be approved as written and explained that this would be for singleton specialized courses.

**ACTION: Following a fist of five, members agree to approve the MOU.**

## **MOU re: Development of District Assessments: John Boyd/ Janine Jarvis**

- John made the following points:
  - MOU is to help recruit and pay for teachers in the District.
  - The Research and Evaluation team determined the rates and criteria.
  - Training cannot be beyond four hours.
  - Employment will occur during the entire year, including the summer.
- Michelle stated that items should be brought to bargaining before they are started and not after.

**ACTION: Following a fist of five, members agree to approve the MOU.**

## **MOU re: Collaborative Bargaining: John Boyd**

- Handout distributed to BLT members.

**ACTION: Following a fist of five, members agree to approve the MOU.**

## **MOU re: DA Transfer and Retention Incentive: John Boyd**

- John stated that there was one additional change that was not in the document:
  - Writing and Language Arts will be merged.

**ACTION: Item will be brought back with corrected language.**



# Bargaining Leadership Team Meeting Minutes

## **MOU re: Employee Technology Awareness and Security: Apryle Jackson**

- Handout distributed to BLT members.
- Karen stated that there was not enough OCEA input in preparation for the MOU.
- Apryle stated that there have been too many things coming out of this department without OCEA input, and later brought to bargaining for immediate approval. Apryle asked that a subcommittee be established.

**ACTION: N/A**

## **Classroom Instructional Employees' Evaluation System: Apryle Jackson/ Virginia Costa/ John Boyd**

- Revisions distributed to BLT members.
- Virginia made the following points:
  - Markups were done at subcommittee
  - Average scoring NOT conjunctive scoring.
  - Key elements were changed (Pages 38-39)
    - No target elements
    - They change each time based on lesson.
    - They are agreed upon by both teacher and principal at the pre-conference.
    - Can only be added by the Principal if there is an area of need, and teachers would have to be advised beforehand.
- Apryle stated that she wanted to ensure that administrators would follow the new procedure. Apryle suggested a subcommittee be developed to discuss the appeals process.

**ACTION: Following a fist of five, members agree to approve this document.**

## **Non-Classroom Instructional Employees' Evaluation System: Apryle Jackson/ Virginia Costa/ John Boyd**

- Revisions distributed to BLT members.
- Virginia made the following points:
  - Calculation was changed to a four-point scale.
- John LeGrande suggested adding the words "unsatisfactory" or "needs improvement."
- Apryle stated that she did not agree with the 2.4 range.
- Karen stated that they would continue to discuss this in subcommittee.
- Michelle stated that the monthly meetings help the media specialist be prepared.
- Karen stated that evaluations should not be affected if you are meeting your job requirements, but cannot help with additional work.
- Desiree stated that there has been a lot of job shifting, so the job descriptions have changed.
- John stated that the appeals committee could address this.
- Members asked if there was a form for when you are pulled away from your current position to do something else.
- Apryle stated that she would create the form, as it would serve for documentation purposes.
- Apryle asked for the following words to be included in the handbook. "Ranges of the scale may change."

**ACTION: Following a fist of five, members agree to approve this document.**



# Bargaining Leadership Team Meeting Minutes

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## Contract Language: Apryle Jackson/John Boyd

- Letter of No Findings for Investigations
  - John stated that to his knowledge there are two letters:
    - No findings letter
    - Exoneration (not guilty) letter
  - Michelle suggested adding language to clarify the types of letters available and which to use.

**ACTION: Item will be brought back to the following meeting.**

- Automatic Renewal Language for Effective and Highly Effective Teachers with Annual Contracts
  - John stated that language would be brought back to administration for review, and that language about the appeals committee would be added.
  - Michelle stated that this would help greatly for performance plans.

**ACTION: Item will be brought back following District administrative review.**

- Auto-Splitting of Classes
  - John stated there should be an expectation that a copy of the plan be submitted to the District office. John added that the word “emergency” should be clearly defined.

**ACTION: Item will be brought back to the following meeting.**

- Duty-Free Lunch
  - Apryle stated that this should not be used to have teachers cover for field day.
  - John stated that this would violate contract language.
  - Members agree to strike red wording with “emergency” language, and add the counter proposal.

**ACTION: Following a fist of five, members agree to approve this language.**

- Minimum Advance Notice for Personal Leave Days
  - Apryle stated that principals are expecting employees to advise them in writing, but we need to clarify that this does not need to be done.
  - Tammy stated that personal leave is approved on the portal and does not require notes given in advance.
  - Apryle stated that she was concerned that OCEA leave was not on the portal.
  - Tammy stated that she would be checking with Ken to see if the OCEA leave could be added.

**ACTION: N/A**





# Bargaining Leadership Team Meeting Minutes

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- Personal Leave Days Before Paid Holidays
  - Members would like data on employees who have been taking days off before a paid holiday.
  - Michelle stated that there should be a reward system for those who don't take off before a paid holiday. Michelle asked the team for reward suggestions.

**ACTION: Item will be brought back to the following BLT meeting.**

- Attempt at an Informal Resolution Prior to a Formal Grievance
- Minimum Criteria for Formal Grievances
- Class Action Grievances

**ACTION: Item will be brought back to the following BLT meeting.**

## ESE Requirements for Certification/Teacher Job Description: Apryle Jackson

**ACTION: Item will be brought back following District administrative review.**

## Wednesday Early Release Day Meetings: Apryle Jackson

- Apryle suggested going back to the old Wednesday schedule where school meetings were on the first and third Wednesday, and the District meetings were on the second and fourth Wednesday; leaving the fifth Wednesday free.

**ACTION: Item will be brought back to the following BLT meeting.**

## Leaving Campus during Lunch and/ or Planning: Apryle Jackson

- Apryle stated that she was concerned that teachers were being denied leave at these times.
- John mentioned that some teachers were taking advantage and leaving for the day.
- Tammy stated that teachers should sign out when they leave the premises, and that the school administrator should be aware.
- Karen suggested signing in and out electronically. Maybe sending an email to your administrator would be more effective.
- Apryle was concerned that administrators might not check their email enough to get the notice.
- Michelle Smith-Toner stated that she was told that she would not be covered by the insurance if you do not sign in and out.
- John stated that there is liability for insurance purposes if employees do not sign in and out.

**ACTION: N/A**

## Planning Periods during Testing: Apryle Jackson

- Apryle suggested providing an incentive of \$10.00-\$20.00 to those teachers who are willing to give up their planning period during testing. Apryle added that once a teacher volunteers, the next time volunteers are needed, administrators are automatically assigning them instead of asking them.
- Karen mentioned that she at times would have to stay until 9pm to get her work done because she was covering during testing.
- Desiree mentioned that on testing days, she had to take her lunch with the students.





# Bargaining Leadership Team Meeting Minutes

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**ACTION: N/A**

## Supplements: Apryle Jackson

- Todd stated that the supplement subcommittee had to meet one more time in order to finalize supplements.

**ACTION: To be brought back to the following BLT meeting.**

## Notes

- Agenda items to be sent by BLT members as they become available.

**Next Meeting: Thursday, August 7, 4:15 PM – 6:00 PM, HRAS**

## Agenda Suggestions

## Pluses

- Fantastic job Virginia!

## Deltas

**ADJOURNED at 6:01 PM**

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# Bargaining Leadership Team Meeting Minutes

**Date:** Thursday, September 11, 2014, 4:15PM – 6:00PM

**Location:** HR Conference Room, Human Resources Administrative Services, Building 3

ATTENDANCE			
Lare Allen	OCEA Chief Negotiator	Discovery Intermediate School	<input checked="" type="checkbox"/>
Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
John Boyd	Director, District Chief Negotiator	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>
Christy Brittain	Teacher	Sunrise Elementary School	<input checked="" type="checkbox"/>
Lisette Brizendine	Assistant Superintendent	Elementary Education	<input checked="" type="checkbox"/>
Rolando Casado	Assistant Principal	Gateway High School	<input checked="" type="checkbox"/>
Jose Gonzalez	Director	Budget (B&F)	<input checked="" type="checkbox"/>
Irwin Inwood	Teacher	Poinciana High School	<input type="checkbox"/>
Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
Edward Jones	Principal	Osceola High School	<input checked="" type="checkbox"/>
Edna LaCount	Teacher	Liberty High School	<input checked="" type="checkbox"/>
John LeGrande	Teacher	Liberty High School	<input checked="" type="checkbox"/>
Tammy Cope-Otterson	Chief	Human Resources	<input checked="" type="checkbox"/>
Matthew Phillips	Principal	Narcoossee Middle School	<input checked="" type="checkbox"/>
Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
Todd Seis	Chief	Business & Finance	<input checked="" type="checkbox"/>
Desiree Senter	Media Specialist	Neptune Middle School	<input type="checkbox"/>
Michelle Smith-Toner	Teacher	Boggy Creek Elementary School	<input checked="" type="checkbox"/>
Michelle VanderLey	Executive Director	OCEA	<input checked="" type="checkbox"/>
Nadia Winston	Principal	Westside K-8	<input checked="" type="checkbox"/>
Jacquelyn Lopez	Recording Secretary / Secretary to John Boyd	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>

**GUEST(S):** Janine Jarvis, Director of Research and Evaluation  
Justin Revell, Teacher, Parkway Middle School  
Jason Hayes, Assistant Principal, Highlands Elementary



# Bargaining Leadership Team Meeting Minutes

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**COMMENCED at 4:18PM**

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**Mission Statement:** Lare Allen  
**Philosophy:** Christy Brittain  
**Rationale:** Michelle VanderLey  
**Salary and Fringes:** John LeGrande  
**Goals:** Edward Jones

**Speaking Order:** Michelle VanderLey  
**Time Keeper:** Karen Pruitt

## Reflection on Our Progress Together: John Boyd

- Introduction of New Bargaining Team Members
  - Edward Jones, Principal, Osceola High School
- MOU's
  - Members reviewed previously executed MOU's
- Contract Language
  - Members reviewed approved contract language.
- Evaluation Systems
  - Janine Jarvis made the following points:
    - Grading will be done after students are tested
    - Grading will depend on how all students do
    - Grading will be calculated similar to FCAT
    - The predicted score is unknown until after the tests are completed
  - Apryle Jackson suggested holding the tests harmless for this school year.
  - John LeGrande stated that he would like to get a copy of the formula that will be used for grading.
  - Rolando Casado suggested looking at the language other districts are using.

**ACTION: Item will be brought back to a future BLT meeting.**

## MOU re: Differentiated Accountability Transfer and Retention Incentive: John Boyd

- Handout with changes to the MOU was distributed to BLT members.

**ACTION: Following a fist of five vote, BLT members agreed to approve this item.**

## MOU re: Central Florida Assessment Coalition: John Boyd

- John Boyd stated that the only change in this MOU is the wording change from "stipend" to "rate of compensation."
- Apryle Jackson requested a list of the teachers on the committee who write the tests.
- Janine Jarvis made the following points:
  - All teachers who apply are contacted unless there is a glitch in the system.
  - In order to qualify as a writer, teachers must have experience teaching the course, or have a degree related to the course.

**ACTION: Following a fist of five vote, BLT members agreed to approve this item.**



# Bargaining Leadership Team Meeting Minutes

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## **MOU re: Differentiated Accountability Transfer and Retention Incentive: John Boyd**

- Handout with changes to the MOU was distributed to BLT members.

**ACTION: Following a fist of five vote, BLT members agreed to approve this item.**

## **MOU re: Battle of the Books: John Boyd**

- John Boyd explained to BLT members that this MOU was presented for introduction purposes only.
- Michelle VanderLey stated that this language was already in the contract, and therefore would not need to be added.

**ACTION: BLT members deemed this item unnecessary, and it was tabled.**

## **MOU re: Employee Technology Awareness and Security: John Boyd**

**ACTION: Item will be discussed at a subcommittee meeting.**

## **Contract Language: Apryle Jackson/John Boyd**

- Clarification of Article 5.02 re: Use of Facilities

**ACTION: Item will be brought back to a future BLT meeting.**

- Letter of No Findings for Investigations
  - Handout distributed to BLT members.
  - Michelle VanderLey stated that the criteria used to determine which letter to use should be clearly defined. Michelle added that teachers who are under investigation are not being hired.
  - Tammy Cope-Otterson stated that the School District would hire a teacher who is under investigation, but would not hire a teacher who is under professional practice review.
  - Lare Allen asked what makes a teacher who is under investigation qualified to be hired.
  - Tammy Cope-Otterson answered that based on the employee explanation, and any other pertinent information provided; the committee then decides whether they should be hired.

**ACTION: Item will be brought back to a future BLT meeting.**

- Automatic Renewal Language for Effective and Highly Effective Teachers with Annual Contracts
  - John Boyd stated that auto renewal would make it more difficult for us to let go of highly effective teachers who get in to trouble.
  - Apryle Jackson explained that we have lost four teachers to Orange County because they felt they did not have job security here.
  - Matthew Phillips stated that he was concerned that the evaluation system is changing faster than we can keep up, and that it is stable enough to depend on for purposes of automatic renewal.
  - Michelle VanderLey stated that an appeal process committee should be considered in order to allow employees the opportunity to ensure that the non-renewal is accredited.
  - Christy Britain stated that she does not feel she has job security, and believes there should be language in the contract stating that she does have job security.



# Bargaining Leadership Team Meeting Minutes

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- Karen Pruitt stated that some new principals will let go of current staff just to bring over the staff they had in their previous school.

**ACTION: Item will be brought back to a future BLT meeting.**

- Auto-Splitting of Classes
  - Apryle Jackson stated that the language was acceptable to her.
  - Nadia Winston explained that sometimes due to all the training that teachers are required to attend, and after all resources have run out, auto-splitting is the only option.

**ACTION: Item will be brought back to a future BLT meeting.**

- ~~• Minimum Advance Notice for Personal Leave Days~~
- ~~• Personal Leave Days Before Paid Holidays~~

## Virtual Education: Apryle Jackson

- Apryle Jackson stated that paying \$500 per course is not equitable when you have 36 students. Apryle suggested payment be based on class size.

**ACTION: Item will be discussed at a subcommittee meeting.**

## Lesson Plans: Apryle Jackson

- Apryle Jackson suggested discussing this matter at subcommittee to make clear what lesson plans are required.
- Lissette Brizendine stated that issues are being handled, and that a focus group is being established to address these issues as well. Dr. Brizendine added that she is not sure that this language belongs in the contract, but does agree that there should be guidelines for which to follow.
- Apryle Jackson stated that because there is nothing in the contract about this, principals are requiring more plans, and therefore affecting teacher-working conditions.
- Christy Britain stated that if too many plans are being required, teachers would be worried about getting those done instead of teaching.

**ACTION: N/A**

## Insurance Consultants: Apryle Jackson

- Apryle Jackson was concerned because when she met with the insurance consultant she felt like she was being sold. Apryle added that this should not have been a sales pitch opportunity.

**ACTION: N/A**

## Leaving School Campus during Lunch: Apryle Jackson

- Apryle Jackson stated that at some schools, teachers have the freedom to leave, but at others, they do not.
- BLT members agree that there needs to be some consistency. Either all schools allow this to happen or no schools allow this to happen.

**ACTION: N/A**



# Bargaining Leadership Team Meeting Minutes

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## New Hire MOU: John Boyd

- John Boyd explained that there were no changes to this MOU, and that it was brought to the bargaining table because it was due for renewal.

**ACTION: Following a fist of five vote, BLT members agreed to approve this item.**

## Notes

- Agenda items must be sent to John Boyd no later than one week prior to the next scheduled meeting.

**Next Meeting: Thursday, October 9, 2014 4:15 PM – 6:00 PM, OCEA Office**

## Agenda Suggestions

## Pluses

- Tammy Cope-Otterson welcomed all members to the new Human Resources facility.
- Welcome to all the new BLT members!

## Deltas

- Matthew Phillips stated that he would like to have data present when items are brought to the bargaining table.

**ADJOURNED at 5:55PM** \_\_\_\_\_



# Bargaining Leadership Team Meeting Minutes

**Date:** Thursday, October 9, 2014, 4:15PM – 6:00PM

**Location:** HR Conference Room, Human Resources Administrative Services, Building 3

<b>ATTENDANCE: OCEA</b>			
Lare Allen	OCEA Chief Negotiator	Discovery Intermediate School	<input checked="" type="checkbox"/>
Christy Brittain	Teacher	Sunrise Elementary School	<input checked="" type="checkbox"/>
Irwin Inwood	Teacher	Poinciana High School	<input type="checkbox"/>
Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
Edna LaCount	Teacher	Liberty High School	<input checked="" type="checkbox"/>
John LeGrande	Teacher	Liberty High School	<input checked="" type="checkbox"/>
Karen Pruitt	Media Specialist	TECO-PATHS	<input type="checkbox"/>
Desiree Senter	Media Specialist	Neptune Middle School	<input type="checkbox"/>
Michelle Smith-Toner	Teacher	Boggy Creek Elementary School	<input checked="" type="checkbox"/>
Michelle VanderLey	Executive Director	OCEA	<input checked="" type="checkbox"/>
<b>ATTENDANCE: District</b>			
Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
John Boyd	District Chief Negotiator/ Director	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>
Lisette Brizendine	Assistant Superintendent	Elementary Education	<input checked="" type="checkbox"/>
Rolando Casado	Assistant Principal	Gateway High School	<input checked="" type="checkbox"/>
Jose Gonzalez	Director	Budget	<input type="checkbox"/>
Edward Jones	Principal	Osceola High School	<input checked="" type="checkbox"/>
Tammy Cope-Ottersen	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
Matthew Phillips	Director	Elementary Education	<input type="checkbox"/>
Todd Seis	Chief Officer	Business & Finance	<input type="checkbox"/>
Nadia Winston	Principal	Westside K-8	<input checked="" type="checkbox"/>
Jacquelyn Lopez	Recording Secretary / Secretary to John Boyd	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>

**GUEST(S):** Justin Revell, Teacher, Parkway Middle School  
Jason Hayes, Assistant Principal, Highlands Elementary  
Tom Rademacher, Assistant Principal, St Cloud Middle School



# Bargaining Leadership Team Meeting Minutes

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**COMMENCED at 4:20PM**

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**Mission Statement:** Lare Allen  
**Philosophy:** Apryle Jackson  
**Rationale:** Michelle VanderLey  
**Salary and Fringes:** Michelle Smith-Toner  
**Goals:** Jason Hayes

**Speaking Order:** Michelle VanderLey  
**Time Keeper:** Christy Brittain

## Reflection on Our Progress Together: John Boyd

- Introduction of Guests
  - Justin Revell, Teacher, Parkway Middle School
  - Tom Rademacher, Assistant Principal, St Cloud Middle School
- MOU's
  - Previously executed and agreed MOU's were emailed to BLT members.

**ACTION: N/A**

## MOU re: Paid Tutoring During Lunch or Planning: John Boyd/ Michael Allen

- Handout distributed to BLT members.
- Michael Allen stated that Mr. Rademacher came up with this proposal.
- Tom Rademacher stated that the purpose of this MOU is to offer some intervention for students during the school day.
- Michael Allen explained that in the case of St Cloud Middle School, teachers have a 45-minute lunch, which equals to one period, that they could switch with their planning period in order to tutor students.
- Apryle Jackson stated that teachers are being forced to use their planning period, and are afraid to say no when asked, because they feel that by saying no they will be non-renewed. Apryle added that adding language that states that if the teacher decides not to do this; it will not affect their renewal.
- Tammy Cope-Otterson wanted to clarify that the intention of using SAI money for tutoring is so that more students could be reached.
- Apryle Jackson clarified that the SAI monies that would be used for tutoring is exclusive to that. Apryle added that this would be used for helping students, not teaching them.
- Michelle VanderLey stated that this proposal was something that should be brought to subcommittee for further review. Michelle added that if teachers have the choice to do this, it would allow them to make some extra money.

**ACTION: Item will be brought back to a future BLT meeting, following subcommittee review.**

## Contract Language: Apryle Jackson/John Boyd

- Clarification of Article 5.02 re: Use of Facilities
  - Handout distributed to BLT members.
  - John Boyd stated that this rule was being reevaluated after the attorney stumbled on this language, which he thought needed clarification.





# Bargaining Leadership Team Meeting Minutes

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- Apryle Jackson stated that in certain high schools the teachers' lounge is locked at the end of the day, not allowing the teachers who stay later, an opportunity to use the facility.
- John Boyd stated that he would be looking into this in order to help find a solution.

## **ACTION: N/A**

- Letter of No Findings for Investigations
  - Handout distributed to BLT members.
  - John Boyd stated that he would like to meet with Michelle VanderLey, Apryle Jackson and law enforcement in order to get clarity on what the process is.
  - Apryle Jackson explained that there was an issue with a certain detective, and wanted to make sure they did not meet with the same person.
  - Both Apryle Jackson and Michelle VanderLey are not agreeable with the Sheriff's Department investigative process. They believe the process needs to be revised.
  - John Boyd stated that he believes meeting with law enforcement will help clarify the process and build trust between all parties.

## **ACTION: N/A**

- Automatic renewal Language for Effective and Highly Effective Teachers with Annual Contracts
  - Handouts distributed to BLT members.
  - John Boyd suggested making a decision following the resolution of the litigation. John added that based on the DOE 2013 exit interview results, the major reason for leaving the district was relocation.
  - Apryle Jackson stated that based on the data provided, many teachers that have been at the district for a long time were non-renewed. Apryle added that she is waiting for the Marzano evaluation data for those teachers, to share with BLT members. Names will remain anonymous.

## **ACTION: N/A**

- Auto-Splitting of Classes
  - Apryle Jackson stated that there are not enough substitutes to cover.
  - Christy Britain explained a case where three out of eight classes had no coverage and had to auto-split.
  - Apryle Jackson explained a case where a school had to auto-split for 14 days.
  - Christy Britain stated that some teachers who are asked to cover have a fear that they will not be able to cover in certain classes where they are not familiar with the curriculum process.
  - Michelle VanderLey stated that this needs to be addressed because it is severely affecting teacher performance.
  - John LeGrande stated that math classes are not being covered. John added that teachers are concerned when they are being pulled out of their own classes to cover for others.
  - Christy Britain stated that teachers are being pulled from the classrooms a lot, and when they return, they have to test the students.

## **ACTION: N/A**



# Bargaining Leadership Team Meeting Minutes

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## Subcommittee Updates: Apryle Jackson/John Boyd

- Meetings were scheduled and the calendar distributed to BLT members.

**ACTION: N/A**

## Teacher Professional Development and Work Day: Apryle Jackson/John Boyd

- Apryle Jackson made the following points:
  - There should be contract language that states:
    - Teachers can select when to go for training, when options are available
    - When grades are due (End of day Friday)
- Rolando Casado suggested scheduling teacher training on Saturdays, half of day.
- Nadia Winston stated that providing options for training and maybe even helping with childcare could be helpful.

**ACTION: N/A**

## Levels for Employees with Out of District Experience: Apryle Jackson

**ACTION: Item will be brought back to a future BLT meeting.**

## Levels for Employees Returning After Retirement: Apryle Jackson

**ACTION: Item will be brought back to a future BLT meeting.**

## Peer Observers: Matthew Phillips

- John Boyd stated that this would give an opportunity for peers to observe and provide non-evaluative feedback.
- Apryle Jackson stated that some schools are doing this already. The program is called TOOTS (Teachers Observing Other Teachers), and has not been welcomed as some teachers are afraid that if they do not participate, they will be non-renewed.
- Nadia Winston believes that affording this type of opportunity empowers the teachers who are doing a great job, and those who need the help.
- Michelle Smith-Toner stated that she is concerned that some will do it for negative reasons.
- Edna LaCount stated that this opportunity needs to remain optional and not mandatory.
- Edward Jones stated that this could be a great way for people to share, and open up with one another.

**ACTION: N/A**

## Positivity Challenge: John Boyd

- BLT members discussed many positive points:
  - Outstanding OCEA involvement
  - Appreciative to OCEA for the positive items that have been implemented
  - District is always available to teachers. They are people not a number.
  - OCEA and District communication is great



# Bargaining Leadership Team Meeting Minutes

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**ACTION: N/A**

## Notes

- Agenda items should be sent to John Boyd no later than one week prior to the next scheduled meeting.

**Next Meeting: Thursday, November 13, 2014 4:15 PM – 6:00 PM,  
Human Resources Administrative Conference Room 3**

## Agenda Suggestions

- Salaries

## Pluses

- Congratulations Nadia Winston!
- Congratulations Lare Allen!

## Deltas

**ADJOURNED at 5:45PM**\_\_\_\_\_



# Bargaining Leadership Team Meeting Minutes

**Date:** Thursday, November 13, 2014, 4:15PM – 6:00PM

**Location:** Human Resources Administrative Services, Conference Room Building 3

OCEA ATTENDANCE			
Lare Allen	OCEA Chief Negotiator	Discovery Intermediate School	<input checked="" type="checkbox"/>
Christy Brittain	Teacher	Sunrise Elementary School	<input checked="" type="checkbox"/>
Irwin Inwood	Teacher	Poinciana High School	<input type="checkbox"/>
Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
Edna LaCount	Teacher	Liberty High School	<input checked="" type="checkbox"/>
John LeGrande	Teacher	Liberty High School	<input type="checkbox"/>
Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
Desiree Senter	Media Specialist	Neptune Middle School	<input checked="" type="checkbox"/>
Michelle Smith-Toner	Teacher	Kissimmee Middle School	<input checked="" type="checkbox"/>
Michelle VanderLey	Executive Director	OCEA	<input checked="" type="checkbox"/>
DISTRICT ATTENDANCE			
Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
John Boyd	District Chief Negotiator/ Director	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>
Lisette Brizendine	Assistant Superintendent	Elementary Education	<input type="checkbox"/>
Rolando Casado	Assistant Principal	Gateway High School	<input checked="" type="checkbox"/>
Jose Gonzalez	Director	Budget	<input type="checkbox"/>
Edward Jones	Principal	Osceola High School	<input checked="" type="checkbox"/>
Scott Knoebel	Principal	Narcoossee Elementary	<input checked="" type="checkbox"/>
Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
Matthew Phillips	Director	Elementary Education	<input type="checkbox"/>
Todd Seis	Chief Officer	Business & Finance	<input type="checkbox"/>
Nadia Winston	Principal	Westside K-8	<input type="checkbox"/>
Jacquelyn Lopez	Recording Secretary / Secretary to John Boyd	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>

**GUEST(S):** Justin Revell, Teacher, Parkway Middle School  
Carol Etter, Supervisor Inst. Technology, MITD  
Mel Pace, Director, MITD  
Michael Meechin, Assistant Principal, Poinciana High School



# Bargaining Leadership Team Meeting Minutes

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**COMMENCED at 4:19PM**

**Mission Statement:** John Boyd  
**Philosophy:** Desire Senter  
**Rationale:** Tammy Cope-Otterson  
**Salary and Fringes:** Christy Britain  
**Goals:** Rolando Casado

**Speaking Order:** Michelle VanderLey  
**Time Keeper:** Karen Pruitt

## Reflection on Our Progress Together: John Boyd

- Introduction of New Bargaining Team Members
  - Scott Knoebel, Principal, Narcoossee Elementary
- Greeted guests
- We must celebrate the many things upon which we have agreed.

## Subcommittee Updates: Apryle Jackson/John Boyd

- Handouts distributed to BLT members.
- Evaluation
  - This subcommittee met and has agreed to meet again to discuss Orange County's hold harmless language and if it should be considered in Osceola County.

## ACTION: N/A

- Lesson Plans
  - Apryle Jackson would like this to be an MOU, as she believes this to be a more effective way for administrators to remember the guidelines. Apryle also asked that this MOU be shared as soon as possible.

**ACTION: Following a fist of five vote, BLT members agreed to approve this item as submitted.**

- Technology
  - Handout distributed was the same one previously emailed to BLT members for review.
  - BLT members agree to strike language on page 3 that would affect the employee working condition.

**ACTION: Following a fist of five vote, BLT members agreed to approve this item pending modifications.**

- Virtual Education

**ACTION: This subcommittee meeting will be rescheduled.**

- Salaries

**ACTION: This subcommittee meeting will be scheduled.**



# Bargaining Leadership Team Meeting Minutes

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## **MOU re: Employee Technology Awareness and Security: Apryle Jackson/ John Boyd**

- Item discussed above.

**ACTION: N/A**

## **MOU re: Supplement for Emergency Work Assignments: Apryle Jackson/ John Boyd**

- Handout distributed to BLT members.
- Michelle VanderLey stated that ESE paraprofessionals have to cover classes without taking their lunch. Michelle added that this supplement would compensate those who are covering until the facility is properly staffed.
- John Boyd stated that documentation is needed for both sides and that this needs to be kept track of. John added that teachers would need to advise their administrator and obtain approval before they decide to give up their planning or lunchtime.
- Tammy Cope-Otterson stated that having a supplement that needs to be approved is a great idea.
- Michelle VanderLey is agreeable to adding language to have proper documentation. Michelle added that she would like to have a meeting with the paraprofessionals to advise them of the proposed MOU.
- Karen Pruitt was concerned about what would happen if the administrator were not available.

**ACTION: Item will be further discussed at a subcommittee meeting.**

## **Auto-Splitting of Classes and Teacher Evaluations: Apryle Jackson**

- Handout distributed to BLT members.
- Apryle Jackson stated that because there are not enough substitute teachers, many classes are being auto-split. Apryle described a case where a teacher's evaluation was not favorable because it was performed when they had two auto-split classes, and the students were a challenge to contain.
- Michelle VanderLey stated that there should be language stating that teachers should not be used as substitutes. Michelle added that a pool should be maintained for when there is a shortage.
- Tammy Cope-Otterson stated that it would take all of us working together to get substitutes on board. A protocol needs to be developed for the many changes happening.
- Larry Allen suggested revisiting the proposal to provide incentives for employees who go to work and do not take off during times when substitutes are needed the most.
- Christy Brittain stated that if substitutes can only work 3 days per week, it could be detrimental to those teachers who count on their classes being covered by substitutes they trust.
- Michael Allen stated that we need to make sure that this item is discussed when revising the evaluation handbook to include that we cannot evaluate someone when they are covering, or during an auto-split.
- Karen Pruitt mentioned a case in her school where because a substitute never showed up, many students who had to be auto-split, were put in a room where they had to sit on the floor.
- John Boyd had data that showed that as of November 21, 2014, out of 157 substitute requests, 40 remained unfilled.

**ACTION: Item will be brought back to a future BLT meeting.**



# Bargaining Leadership Team Meeting Minutes

## **"Hold Harmless" Language for Teacher Evaluations: John Boyd**

- John Boyd made the following points:
  - Orange County's three-year "hold harmless" policy, at face value, does not comply with state law.
  - Noncompliance with state law would make schools ineligible for school recognition money.
  - State law requires that student growth must be part of teacher evaluation systems.
- Michelle VanderLey stated that data is not being collected, and estimates are being used.
- Lare Allen asked if members would agree that it does not make sense for a teacher to be evaluated on something that has never been tested, and if so, suggested that members get together to fight to change this.
- Michael Allen stated that this issue is at the forefront of the Superintendent's agenda and will be addressed with the coalition to discuss with legislature.
- Tammy Cope-Otterson stated the Superintendent is doing everything she can for this to change.
- John Boyd stated that everyone's voice is needed for this change to occur.

**ACTION: Item will be brought back to a future BLT meeting.**

## **Contract Language: Apryle Jackson/John Boyd**

- Clarification of Article 5.02 re: Use of Facilities
  - John Boyd stated that Mr. Larry Brown was concerned that teachers would have the ability to use school property for personal gain. John added that this language would reconcile both school board rule and contract language.

**ACTION: Following a fist of five BLT members agreed to approve this language pending the draft MOU.**

- Letter of No Findings for Investigations

**ACTION: The District currently has a Letter of Exoneration for employees cleared during investigations.**

- Automatic Renewal Language for Effective and Highly Effective Teachers with Annual Contracts

**ACTION: This item does not comply with existing state law and cannot be bargained.**

## **Election Day: Apryle Jackson/ John Boyd**

- Handout distributed to BLT members.
- Apryle Jackson stated that one of the schools held their open house on Election Day. The proposed language states that school activities cannot be scheduled on this day.
- Edward Jones and Apryle Jackson to discuss practices, chorus, drama, and games scheduled for these days.
- Desiree Senter stated that when it comes to teachers and their clubs it should be left up to the teacher to decide if they want to cancel for that day.
- Edward Jones stated that if this language were in the contract, teachers would not have a choice.
- Michelle VanderLey stated that this language could always be tailored to fit our needs.



# Bargaining Leadership Team Meeting Minutes

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**ACTION: Item will be brought back to a future BLT meeting.**

## Assignment of Student Grades: Apryle Jackson

- Handouts were distributed to BLT members.
- Apryle Jackson stated that it does not seem fair that kids who work hard and those who do not work at all have the same consideration.
- John Boyd stated that the Orange County's "50 for zero" policy does not comply with state law.
- Edward Jones stated that if you have a zero, and its half of the year, there is truly no way to bring that up. Having a 50% helps those students who are in the middle. It gives them a chance to bring up their grade.
- Michael Allen stated that the grade given should be based on academic knowledge and skill.
- John Boyd stated that what the teacher does should always be to the benefit of the students.
- Michelle VanderLey stated that if a teacher gives a grade, and administration decides to change that grade without the teacher's consent, it should be documented.
- John Boyd stated that this item needs to be further discussed and parameters set.

**ACTION: Item will be brought back to a future BLT meeting.**

## Notes

- Agenda items will be sent to John Boyd no later than one week prior to the next scheduled meeting.
- BLT members, kindly check agendas upon receipt, and advise.

**Next Meeting: Thursday, December 11, 2014 4:15 PM – 6:00 PM, OCEA Office**

## Agenda Suggestions

- Salaries
- Emergency Supplement
- Election Day Language
- Auto-Splitting
- Assignment of Student Grades

## Pluses

- Thanks for the healthy snacks!
- We are coming together!
- Welcome guests!
- Love the rich discussions!

## Deltas

**ADJOURNED at 5:55PM**

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# Bargaining Leadership Team Meeting Minutes

**Date:** Thursday, November 13, 2014, 4:15PM – 6:00PM

**Location:** Human Resources Administrative Services, Conference Room Building 3

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# Bargaining Leadership Team Meeting Minutes

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**COMMENCED at 4:19PM**

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**Mission Statement:** John Boyd  
**Philosophy:** Desire Senter  
**Rationale:** Tammy Cope-Otterson  
**Salary and Fringes:** Christy Brittain  
**Goals:** Rolando Casado

**Speaking Order:** Michelle VanderLey  
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  - This subcommittee met and has agreed to meet again to discuss Orange County's hold harmless language and if it should be considered in Osceola County.

## ACTION: N/A

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  - Apryle Jackson would like this to be an MOU, as she believes this to be a more effective way for administrators to remember the guidelines. Apryle also asked that this MOU be shared as soon as possible.

**ACTION: Following a fist of five vote, BLT members agreed to approve this item as submitted.**

- Technology
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**ACTION: Following a fist of five vote, BLT members agreed to approve this item pending modifications.**

- Virtual Education

**ACTION: This subcommittee meeting will be rescheduled.**

- Salaries  
[John Boyd stated that OCEA did not submit a written request that "Salaries" be included as an item on this meeting's agenda. John Boyd offered that a subcommittee could be scheduled prior to the next BLT meeting. However, John Boyd stated that Superintendent Melba Luciano and Chief



# Bargaining Leadership Team Meeting Minutes

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Financial Officer Todd Seis shared that no salary increase was included in this school year's budget.]

**ACTION: This subcommittee meeting will be scheduled.**

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- Item discussed above.

**ACTION: N/A**

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# Bargaining Leadership Team Meeting Minutes

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**ACTION: The District currently has a Letter of Exoneration for employees cleared during investigations.**

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# Bargaining Leadership Team Meeting Minutes

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## Notes

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**Next Meeting: Thursday, December 11, 2014 4:15 PM – 6:00 PM, OCEA Office**

## Agenda Suggestions

- Salaries
- Emergency Supplement
- Election Day Language
- Auto-Splitting
- Assignment of Student Grades

## Pluses

- Thanks for the healthy snacks!
- We are coming together!
- Welcome guests!
- Love the rich discussions!

## Deltas

**ADJOURNED at 5:55PM**

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# Bargaining Leadership Team Meeting Minutes

**Date:** Thursday, December 11, 2014, 4:15PM – 6:00PM

**Location:** Conference Room, OCEA, Mabbette Street

OCEA ATTENDANCE			
Lare Allen	OCEA Chief Negotiator	Discovery Intermediate School	<input checked="" type="checkbox"/>
Christy Brittain	Teacher	Sunrise Elementary School	<input checked="" type="checkbox"/>
Irwin Inwood	Teacher	Poinciana High School	<input type="checkbox"/>
Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
Edna LaCount	Teacher	Liberty High School	<input checked="" type="checkbox"/>
John LeGrande	Teacher	Liberty High School	<input checked="" type="checkbox"/>
Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
Desiree Senter	Media Specialist	Neptune Middle School	<input checked="" type="checkbox"/>
Michelle Smith-Toner	Teacher	Kissimmee Middle School	<input checked="" type="checkbox"/>
Peter Walsh	Teacher	Hickory Tree Elementary	<input checked="" type="checkbox"/>
Michelle VanderLey	Executive Director	OCEA	<input checked="" type="checkbox"/>
DISTRICT ATTENDANCE			
Michael Allen	Assistant Superintendent	Middle School Education	<input type="checkbox"/>
John Boyd	District Chief Negotiator/ Director	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>
Lisette Brizendine	Assistant Superintendent	Elementary Education	<input checked="" type="checkbox"/>
Rolando Casado	Assistant Principal	Gateway High School	<input checked="" type="checkbox"/>
Jose Gonzalez	Director	Budget	<input checked="" type="checkbox"/>
Edward Jones	Principal	Osceola High School	<input checked="" type="checkbox"/>
Scott Knoebel	Principal	Narcoossee Elementary	<input checked="" type="checkbox"/>
Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
Matthew Phillips	Director	Elementary Education	<input type="checkbox"/>
Todd Seis	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
Nadia Winston	Principal	Westside K-8	<input checked="" type="checkbox"/>
Jacquelyn Lopez	Recording Secretary / Secretary to John Boyd	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>

**GUEST(S):** Brandon Easton, Assistant Principal, Westside K-8



# Bargaining Leadership Team Meeting Minutes

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**COMMENCED at 4:22PM**

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**Mission Statement:** Lare Allen  
**Philosophy:** Rolando Casado  
**Rationale:** Christy Brittain  
**Salary and Fringes:** Apryle Jackson  
**Goals:** Karen Pruitt & Edna LaCount

**Speaking Order:** Tammy Cope-Otterson  
**Time Keeper:** Karen Pruitt

## Reflection on Our Progress Together: John Boyd

- Introduction of New Bargaining Team Members
  - Resignation by Matthew Phillips
  - Scott Knoebel, New member
- MOU's
- Contract Language

**ACTION: N/A**

## Subcommittee Updates: Apryle Jackson/John Boyd

- Evaluation
- Lesson Plans
- Technology
- Virtual Education

**ACTION: Meeting dates will be scheduled for the aforementioned subcommittees.**

## MOU re: Guidelines for Lesson Plans: Apryle Jackson/John Boyd

- Handout distributed to BLT members.
- John Boyd discussed the minor change in the MOU.
- Apryle Jackson stated that she is concerned for student confidentiality. Apryle added that every time information is submitted the students' names must be redacted.

**ACTION: Following a fist of five vote, BLT members agreed to approve this item.**

## Supplement for Emergency Work Assignments: Apryle Jackson/ John Boyd

- John Boyd stated that in the current case teachers agreed to a settlement.
- Michelle VanderLey stated that in the Pleasant Hill Elementary case, the district knew that students were enrolling, but the school was not properly staffed. Michelle added that principals need to be notified when a teacher is not getting their planning and lunch periods. There will be compensation only after the administrator is notified and has approved it.

**ACTION: Item will be brought back to a future BLT meeting.**





# Bargaining Leadership Team Meeting Minutes

## Auto-Splitting of Classes and Teacher Evaluation: Apryle Jackson

- Handout distributed to BLT members.
- Karen Pruitt asked for the word “assessment” to be changed to the word “observation” in the handout language.
- Jason Hayes stated that some teachers do not care to change the observation date even when they have additional students from auto-splitting in their classrooms. Jason added that communication is key.
- Apryle Jackson described a case where a teacher had a non-favorable observation because some of the additional students in her class were a bit challenging.
- John Boyd suggested that this be discussed in subcommittee to see if language can be added to the evaluation handbook.
- Lissette Brizendine stated that it would have to be the teacher’s choice if they want to reschedule their observation. Teachers are working collaboratively so well that at times you cannot tell that there are additional students in the classroom.
- Jason Hayes stated that in his school, the evaluation is never submitted until after the post conference meeting. The teacher gets to approve the use of the observation before it is submitted.

**ACTION: Item will be brought back after being discussed at a future subcommittee meeting.**

## “Hold Harmless” Language for Teacher Evaluations: John Boyd

- Handout distributed to BLT members.
- John Boyd stated that the School District attorney interpretation of Orange County’s hold harmless language clearly violates statute.
- Apryle Jackson stated that we need to look into certain employee evaluations, like the deans, whose evaluation was based on nothing they do. This makes the deans score poorly.
- Michelle VanderLey stated that beta tests are being used as part of the evaluations for teachers. Michelle hopes this will change by 2015.
- Apryle Jackson made the following points:
  - Some tests are tricky
  - The answers have to be put in from right to left, instead of the norm of left to right.
  - This needs to be taught to the students first.
- John Boyd stated that the Superintendent has been working diligently to contact legislature about this issue with the Florida Association of District School Superintendents. John added that he would be sending members the lobbying guide so that they can contact legislature as well.
- Rolando Casado stated that the Superintendent would be speaking about this issue at the next scheduled SAC meeting to advise parents of what is going on.

**ACTION: Item will be brought back after being discussed at a future subcommittee meeting.**

## Election Day: Apryle Jackson/John Boyd

**ACTION: Item will be brought back to a future BLT meeting.**

## Assignment of Student Grades: Apryle Jackson

- Apryle Jackson stated that some elementary schools are being told what grade can be given.
- Lissette Brizendine stated that there is a disconnect between the grades given in the class and after a test is taken. Mastery of standard should be put in the grade book.





# Bargaining Leadership Team Meeting Minutes

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- John Boyd stated that the most popular question is the number of grades a teacher should have. The language is there-there must be at least two grades. We need to discuss whether we want to have our own minimum.
- Apryle Jackson stated that some teachers do not put a grade because either there is none or they only have one.
- John Boyd stated that this practice would violate the student progression plan.
- Jason Hayes made the following points:
  - One grade per week makes sense
  - One grade only is not a realistic picture of what the student understands
  - Parents need to be updated
  - Progress reports should be done in a timely manner
- Scott Knoebel stated that grading standards should be taken from the mastery of standards. We need to be flexible so it does not cause undue stress on the teacher just because we need a number in there.

**ACTION: Item will be brought back to a future BLT meeting.**

## Salaries: Apryle Jackson

- Handouts distributed to BLT members (e.g., request for information to Business and Fiscal Services and an e-mail response from Jose Gonzalez).
- Michelle VanderLey stated that based on article 16.11 in the contract, a step should be given retroactive to the beginning of the year.
- John Boyd stated that steps are now levels, so the language does not apply because of the change.
- Tammy Cope-Otterson stated that language has not been bargained for new teachers since the change. Tammy added that the current teacher experience level chart is being used until the language is bargained for.
- Michelle VanderLey stated that based on a budget analysis, it shows that there are 499 million dollars that can be used toward salaries. Michelle added that on top of the step increase they are looking for an additional \$1500 for performance pay.
- Todd Seis stated that all monies from the state have to be appropriated. Todd added that there are no available funds, and that at this point we are operating in the red.

**ACTION: Item will be brought back to a future BLT meeting.**

## Notes

- Agenda items will be sent to John Boyd no later than one week prior to the next scheduled meeting.
- A statement made by John Boyd at the November 20, 2014 BLT meeting was requested to be included in that meetings minutes by Karen Pruitt. Salaries, though not included on the agenda, were briefly discussed. "John Boyd stated that Superintendent Melba Luciano and Chief Financial Officer Todd Seis shared that no salary increase was included in this school year's budget."

***Next Meeting: Thursday, January 8, 2015 4:15 PM – 6:00 PM, HRAS***

## Agenda Suggestions

- Election Day
- Language for retired teachers on how we count experience credit
- Salaries



# Bargaining Leadership Team Meeting Minutes

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- Supplements

## Pluses

- Food was great! Thanks Apryle!
- Welcome to all the new BLT members!

## Deltas

- Need more room!

**ADJOURNED at 5:40PM**

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# Bargaining Leadership Team Meeting Minutes

**Date:** Thursday, January 8, 2015, 04:15PM – 06:00PM

**Location:** Human Resources Administrative Services Conference Room Building 3

OCEA ATTENDANCE			
Lare Allen	OCEA Chief Negotiator	Discovery Intermediate School	<input checked="" type="checkbox"/>
Christy Brittain	Teacher	Sunrise Elementary School	<input type="checkbox"/>
Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
Edna LaCount	Teacher	Liberty High School	<input checked="" type="checkbox"/>
John LeGrande	Teacher	Liberty High School	<input checked="" type="checkbox"/>
Karen Pruitt	Media Specialist	TECO-PATHS	<input type="checkbox"/>
Desiree Senter	Media Specialist	Neptune Middle School	<input type="checkbox"/>
Michelle Smith-Toner	Teacher	Kissimmee Middle School	<input type="checkbox"/>
Peter Walsh	Teacher	Hickory Tree Elementary	<input checked="" type="checkbox"/>
Michelle VanderLey	Executive Director	OCEA	<input type="checkbox"/>
DISTRICT ATTENDANCE			
Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
John Boyd	District Chief Negotiator/ Director	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>
Lisette Brizendine	Assistant Superintendent	Elementary Education	<input type="checkbox"/>
Rolando Casado	Assistant Principal	Gateway High School	<input checked="" type="checkbox"/>
Jose Gonzalez	Director	Budget	<input type="checkbox"/>
Edward Jones	Principal	Osceola High School	<input checked="" type="checkbox"/>
Scott Knoebel	Principal	Narcoossee Elementary	<input checked="" type="checkbox"/>
Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
Matthew Phillips	Director	Elementary Education	<input type="checkbox"/>
Todd Seis	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
Nadia Winston	Principal	Westside K-8	<input checked="" type="checkbox"/>
Jacquelyn Lopez	Recording Secretary / Secretary to John Boyd	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>

**GUEST(S):** Justin Revell, Teacher, PWMS  
Amy Flowers, Assistant Principal, PSES  
Libby Raymond, Assistant Principal, CYES



# Bargaining Leadership Team Meeting Minutes

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**COMMENCED at 04:16 PM** \_\_\_\_\_

**Mission Statement:** Lare Allen

**Philosophy:** Edna LaCount

**Rationale:** Tammy Cope-Otterson

**Salary and Fringes:** Apryle Jackson

**Goals:** John LeGrande

**Speaking Order:** Edna LaCount

**Time Keeper:** Tammy Cope-Otterson

## Reflection on Our Progress Together: John Boyd

- Introduction of New Bargaining Team Members
- MOU's
- Contract Language

**ACTION: N/A**

## Subcommittee Updates: Apryle Jackson/John Boyd

- Evaluation
- Lesson Plans
- Technology
- Virtual Education

**ACTION: Subcommittee meetings will be scheduled to discuss these items.**

## Election Day: Apryle Jackson/John Boyd

- Handout distributed to BLT members

**ACTION: Following a fist of five vote, members agreed to approve the proposed language as submitted.**

## Assignment of Student Grades: Apryle Jackson

- Apryle Jackson made the following points:
  - This needs to be discussed at subcommittee
  - Teachers are being told what to teach and how to grade.
  - Students will not be prepared.
  - Teachers need to have input.

**ACTION: This item will be added to the subcommittee list.**



# Bargaining Leadership Team Meeting Minutes

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## Auto-Splitting Language: Apryle Jackson

- Handout distributed to BLT members.
- District counterproposal was presented.
- Lare Allen stated that the words “significantly impacted” are too vague.
- Rolando Casado stated that if a teacher is being evaluated on a different element, the score could be different.
- Apryle Jackson stated that on a day before a holiday, teachers should be notified that they would be observed and given the option to reschedule.
- Peter Walsh stated that before an observation occurs there should be communication between the administrator and the teacher.
- Nadia Winston stated that there should be a discussion prior to doing the evaluation and posting the score.
- John Boyd stated that True North Logic might be able to add this as an option to the evaluation page.
- Apryle Jackson stated that if the evaluation is not favorable, this could affect the employee’s salary, and possibly lead to non-renewal.
- Scott Knoebel stated that we should not do this if it will affect the teacher in a negative way.
- Michael Allen stated that he appreciates this language because it will help the teacher.

**ACTION: Following a fist of five vote, members agree to approve the proposed language as submitted.**

## Years of Experience for Retired Teachers: Apryle Jackson

- Apryle Jackson stated that some retirees are being dishonest. Apryle added that it is not fair that to those who are being honest.
- Tammy Cope-Otterson agreed that a solution is needed, because many retirees come here from other states, and continue to get a retirement check. Tammy added that she would like to be fair to those retirees who are playing by the rules.
- Edward Jones asked if we could look at other districts to see what they are doing.
- Todd Seis asked to be part of this subcommittee.

**ACTION: Subcommittee will be established for this item and meetings will be scheduled.**

## Identifying Critical Shortage Areas Language: Apryle Jackson

- Apryle Jackson stated that language should be reviewed annually due to the yearly changes.

**ACTION: Subcommittee will be established for this item and meetings will be scheduled.**

## Renewal Language: Apryle Jackson

- Apryle Jackson stated that clarification is needed on this language.
- John Boyd stated that due to the ongoing case on this matter, we should wait until it is settled to see what would be the best way to proceed.

**ACTION: Item will be brought back to a future BLT meeting, following the Broward County case decision.**



# Bargaining Leadership Team Meeting Minutes

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## Letter of Investigation: Apryle Jackson

- Apryle Jackson stated that employees should be given a closure letter advising them of the outcome of their investigation.

**ACTION: Tammy Cope-Otterson stated that she would be working on incorporating this letter into the current protocol.**

## Board Leave: Apryle Jackson

- Apryle Jackson stated that consistency is needed.
- John Boyd asked members to advise him of any ongoing issues.

**ACTION: Subcommittee will be established for this item and meetings will be scheduled.**

## Supplements: Apryle Jackson

- Apryle Jackson stated that a lot of work has been done to come up with the best formula possible.
- Todd Seis advised members that this item would first need to be finalized in subcommittee before it is brought to the BLT.
- Apryle Jackson requested adding a principal to the subcommittee.

**ACTION: Item will be brought back to a future meeting, following finalization at subcommittee.**

## Salaries: Apryle Jackson

- Todd Seis received a written request from OCEA via e-mail on December 18, 2014.
- Handouts were distributed to BLT members.
- Todd Seis made the following points:
  - District budget calculations must be updated after each Estimating Conference and reflect Florida Education Finance Program (FEFP) recalculations from the state.
  - At the beginning of the 2014-15 school fiscal year, the District received \$15.5 million from the state, and these funds were appropriated for the following items:
    - Charter schools
    - McKay Scholarships
    - Additional instructional staff
    - Development of state-mandated District End-of-Year assessments
    - Transportation
    - Sustaining salary level increases from the prior school year
    - Technology upgrades
    - Florida Retirement System
  - The District's fund balance continues to operate in the red due to the shortfall of funding from the state.
  - In addition, the third FEFP calculation passes along a \$1.3 million proration by the state to funds available for the District.

**ACTION: Item will be brought back to a future BLT meeting.**



# Bargaining Leadership Team Meeting Minutes

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## Notes

- Agenda items will be sent to John Boyd no later than one week prior to the next scheduled meeting.

***Next Meeting: Thursday, February 12, 2015 04:15 PM – 06:00 PM, OCEA Office***

## Requests

- Request was made by Apryle Jackson to have Bargaining Team training for all new members.

## Agenda Suggestions

- Subcommittee updates
- Renewal Language

## Pluses

- Welcome visitors!

## Deltas

- N/A

**ADJOURNED at 05:38PM**

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# Bargaining Leadership Team Meeting Minutes

**Date:** Thursday, February 12, 2015, 04:15PM – 06:00PM

**Location:** OCEA Mabbette Street Conference Room

OCEA ATTENDANCE			
Lare Allen	OCEA Chief Negotiator	Discovery Intermediate School	<input checked="" type="checkbox"/>
Christy Brittain	Teacher	Sunrise Elementary School	<input checked="" type="checkbox"/>
Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
Edna LaCount	Teacher	Liberty High School	<input checked="" type="checkbox"/>
John LeGrande	Teacher	Liberty High School	<input checked="" type="checkbox"/>
Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
Desiree Senter	Media Specialist	Neptune Middle School	<input type="checkbox"/>
Michelle Smith-Toner	Teacher	Kissimmee Middle School	<input checked="" type="checkbox"/>
Peter Walsh	Teacher	Hickory Tree Elementary	<input checked="" type="checkbox"/>
Michelle VanderLey	Executive Director	OCEA	<input checked="" type="checkbox"/>
DISTRICT ATTENDANCE			
Michael Allen	Assistant Superintendent	Middle School Education	<input type="checkbox"/>
John Boyd	District Chief Negotiator/ Director	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>
Lisette Brizendine	Assistant Superintendent	Elementary Education	<input checked="" type="checkbox"/>
Rolando Casado	Assistant Principal	Gateway High School	<input checked="" type="checkbox"/>
Jose Gonzalez	Director	Budget	<input checked="" type="checkbox"/>
Edward Jones	Principal	Osceola High School	<input checked="" type="checkbox"/>
Scott Knoebel	Principal	Narcoossee Elementary	<input checked="" type="checkbox"/>
Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
Todd Seis	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
Nadia Winston	Principal	Westside K-8	<input type="checkbox"/>
Jacquelyn Lopez	Recording Secretary / Secretary to John Boyd	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>

**GUEST(S):** Sara Wolfe, Assistant Principal, LBHS  
Pauline Waggoner, Assistant Principal, MCES  
Jason Hayes, Assistant Principal, HLES  
Robert Noll, Assistant Principal, TECO  
Betsy Fonfara, Vice President of Sales, Enseio





# Bargaining Leadership Team Meeting Minutes

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**COMMENCED at 04:16 PM**

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**Mission Statement:** Lare Allen

**Philosophy:** Michelle VanderLey

**Rationale:** Apryle Jackson

**Salary and Fringes:** Apryle Jackson

**Goals:** John Boyd

**Speaking Order:** Edna LaCount

**Time Keeper:** Karen Pruitt

## Reflection on Our Progress Together: John Boyd

- Introduction of New Bargaining Team Members
- MOU's
- Contract Language

**ACTION: N/A**

## Subcommittee Updates: Apryle Jackson/John Boyd

- Evaluation
- Supplements
  - Apryle Jackson advised members that the athletic directors were not aware of the supplement consideration, and therefore would be scheduling a meeting with them in order to obtain their feedback.
- Virtual Education

**ACTION: Item will be brought back to a future meeting.**

## Enseo Systems: John Boyd

- Handout distributed to BLT members
- Betsy Fonfara the Vice President of Sales made the following points:
  - Mark Munas was approached about this system, and suggested it be brought to the Bargaining table.
  - This is a location based panic alert system, wearable on a lanyard, which alerts administration that immediate help is needed.
  - Responders need to be assigned in order to respond to the alert
  - There is only one alert sound when the button is pressed.
  - There is a live browser system within the laptop that gets alerts and tracks mobility
  - The live browser system allows person to be found within seconds.
  - The system will not start tracking until the button is pressed.
  - There is a one-time \$500 fee, and estimated \$1000 fee per year per school to get started.
  - Enseo will assist with obtaining grants to pay for the costs.
  - The system comes with everything you need to get started. Wireless/ BLE compatible hardware is included to connect.
  - Enseo is looking for pilot sites in order to obtain feedback for future modifications. System must be in every classroom in order to work.
  - The School District would get a discount if it agrees to pilot the software.

**Prepared by:** Government & Labor Relations --Human Resources **Revised: March 4, 2015**



# Bargaining Leadership Team Meeting Minutes

- There is a possibility of obtaining a state level contract to omit having to do an RFP.
- Surveillance camera connection and recording capabilities are possible.
- Send only Bluetooth signal capabilities.
- Does not compose log reports yet.
- Device has to be set on a station in order for it to reset.

**ACTION: N/A**

## Scheduling Bargaining Training: Apryle Jackson/ John Boyd

**ACTION: Bargaining Leadership Team Training has been scheduled for March 12, 2015.**

## Media Specialists: Apryle Jackson

- It was established that the contact for EOY is Dr. Lissette Brizendine.
- Lissette Brizendine explained the following:
  - The EOY is a blueprint made through the guidance of the REA department.
  - Standards are aligned to what is taught by media specialists.
  - This has no impact on evaluations.

**ACTION: Dr. Brizendine will be sending out a notice to media specialists with clarifications.**

## Assignment of Student Grades: Apryle Jackson

- Apryle Jackson stated that students are only graded on their assessments. Apryle added that teachers are not able to supplement to those who are failing.
- John Boyd stated that he would be looking into getting this fixed.
- Lissette Brizendine stated that she acknowledges the troubles teachers face when grading. Dr. Brizendine added that teachers should be assisting the students in their progress toward the mastery of standards. Educators should be helping the students.
- Apryle Jackson stated that teachers have no academic freedom, because grading based on the standards is being mandated. Apryle added that it is not fair to students that everyone is tested the same.
- Scott Knoebel stated that in his school he asks teachers to team up and come up with creative ways to grade the students, and be able to meet standards.
- Apryle Jackson stated that teachers have different teaching styles and should not be mandated to teach the same way. The teaching style should depend on class and students.
- John Boyd stated that the goal is to provide flexibility for children and teachers.
- Rolando Casado stated that the same standards could be taught in different formats.
- Dr. Brizendine stated she would look into this matter.

**ACTION: Item will be brought back to a future meeting.**

## Years of Experience for Retired Teachers: Apryle Jackson

**ACTION: Apryle Jackson and Tammy Cope-Otterson will schedule a meeting to discuss this item.**



# Bargaining Leadership Team Meeting Minutes

## Identifying Critical Shortage Areas Language: Apryle Jackson

**ACTION: Item will be brought back to a future meeting.**

## Renewal Language: Apryle Jackson

- Apryle Jackson and Michelle VanderLey stated that there was no lawsuit in Broward County. They added that there is a summary judgment that will be coming out soon.
- John Boyd stated that he understood that there was ongoing arbitration and a potential lawsuit to be filed.

**ACTION: Item will be brought back to a future meeting.**

## Board Leave: Apryle Jackson

- Apryle Jackson stated that consistency needs to be established, because everyone is doing his or her own thing.
- Todd Seis stated that no matter what there will always be an issue. Todd added that this item is at the discretion of the administrator.
- John Boyd stated that no one should be given board leave for lunch purposes, as this presents a liability issue.

**ACTION: Item will be brought back to a future meeting.**

## Salaries: Apryle Jackson

- Handout distributed to BLT members.
- Apryle Jackson stated that employees are working harder and being paid less.
- Michelle VanderLey stated that Seminole county spent 8.3 million dollars on raises this year.
- **Break 05:30 to 05:35 PM in order to obtain extra copies of handout**
- Todd Seis made the following points:
  - We are currently operating with a 5.1 million dollar deficit.
  - There is no room for more recurring expenses.
  - OCEA's proposal does not comply with statute.
  - Additional salaries would cause The School District of Osceola County to go further in the red, which would affect future years.
  - The state under projected our student growth. The deficit could be greater than 5.1 million.
- Apryle Jackson stated that \$32 million are in our account and could be used toward raises. Apryle asked members how we could justify to our employees that they are not getting a raise.
- John Boyd stated that he believes everyone deserves a raise, but this year's budget does not include one since costs exceed revenues.
- Apryle Jackson stated that many teachers have left the district because they are frustrated. Teachers will leave and no one will be there to serve our students. Apryle added that salaries should have been budgeted when budget was set.
- Todd Seis stated that salary expenses are too high based on the state funding we are receiving.
- Lare Allen stated that because total FTE monies increased, based on the contract, teachers are entitled to a step increase.
- Todd Seis advised everyone that the fund balance has decreased.



# Bargaining Leadership Team Meeting Minutes

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- Lare Allen stated that the state only requires that we have 3% in savings. Lare added that there is 6% in savings and still teachers are being told that there is no money. This speaks to the School Districts believability. A plan should be developed where OCEA and the School District start a campaign to get the community involved. Teachers feel that they are being lied to, and feel that something needs to be done then just saying that there is no money.
- Michelle VanderLey stated that at the regional meeting she was informed that the Governor would be proposing a significant increase in education. Michelle added that she does not understand how there is not enough money for raises. A public records request will be issued to see where the monies are going, and where the School Districts priorities are.
- Karen Pruitt requests ranking of all sixty-seven (67) counties. It was previous practice to compare salaries with surrounding districts.
- Apryle Jackson will initiate Karen Pruitt's request.
- Todd Seis stated that the raise given by the Governor last year is being funded through the Base Student Allocation (BSA) this year.
- Peter Walsh asked why we could not use some money for salaries out of the 6%.
- Todd Seis answered that the 6% cap is required by the School Board.
- Peter Walsh would like to know where the extra 3% is being used. The figures show there is money but teachers cannot get raises. Peter added that teachers are talking about applying to other counties because they feel they work hard, and are not being noticed.
- John Boyd stated that something needs to be done even if it is non-monetary.
- Tammy Cope-Otterson stated that the community needs to be more involved in our schools. Tammy added that others need to know what is going on, and maybe they will help with this issue.

**ACTION: Item will be brought back to a future meeting.**



# Bargaining Leadership Team Meeting Minutes

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## Notes

- Final agenda items will be sent to John Boyd no later than one week prior to the next scheduled meeting.

*Next Meeting: Thursday, March 12, 2015, 04:15PM-06:00PM HRAS*

*Bargaining Leadership Team Training has been scheduled for:*

- *March 12, 2015, 02:00-04:00 PM*
- *Human Resources Portable B*
- *799 Bill Beck Blvd, Kissimmee, FL 34744.*

## Agenda Suggestions

- Subcommittee Updates
- Renewal Language

## Pluses

- Welcome visitors!

## Deltas

- N/A

**ADJOURNED at 06:14 PM**

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# Bargaining Leadership Team Meeting Minutes

**Date:** Thursday, March 12, 2015, 4:15PM – 6:00PM

**Location:** Human Resources Administrative Services Conference Room Building 3

OCEA ATTENDANCE			
Lare Allen	OCEA Chief Negotiator	Discovery Intermediate School	<input checked="" type="checkbox"/>
Christy Brittain	Teacher	Sunrise Elementary School	<input type="checkbox"/>
Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
Edna LaCount	Teacher	Liberty High School	<input type="checkbox"/>
John LeGrande	Teacher	Liberty High School	<input checked="" type="checkbox"/>
Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
Desiree Senter	Media Specialist	Neptune Middle School	<input type="checkbox"/>
Michelle Smith-Toner	Teacher	Kissimmee Middle School	<input type="checkbox"/>
Peter Walsh	Teacher	Hickory Tree Elementary	<input checked="" type="checkbox"/>
Michelle VanderLey	Executive Director	OCEA	<input checked="" type="checkbox"/>
DISTRICT ATTENDANCE			
Michael Allen	Assistant Superintendent	Middle School Education	<input type="checkbox"/>
John Boyd	District Chief Negotiator/ Director	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>
Lisette Brizendine	Assistant Superintendent	Elementary Education	<input checked="" type="checkbox"/>
Rolando Casado	Assistant Principal	Gateway High School	<input checked="" type="checkbox"/>
Jose Gonzalez	Director	Budget	<input checked="" type="checkbox"/>
Edward Jones	Principal	Osceola High School	<input type="checkbox"/>
Scott Knoebel	Principal	Narcoossee Elementary	<input checked="" type="checkbox"/>
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Todd Seis	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
Nadia Winston	Principal	Westside K-8	<input checked="" type="checkbox"/>
Betty Hittman	Recording Secretary	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>

**GUEST(S):** Jason Hayes



# Bargaining Leadership Team Meeting Minutes

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**COMMENCED at 4:16PM**

**Mission Statement:** Lare Allen

**Philosophy:** John Boyd

**Rationale:**

**Salary and Fringes:** Apryle Jackson

**Goals:** Rolando Casado

**Speaking Order:**

**Time Keeper:** Karen Pruitt

## Reflection on Our Progress Together: John Boyd

- Introduction of New Bargaining Team Members
- MOU's
- Contract Language

**ACTION: N/A**

## Subcommittee Updates: Apryle Jackson/John Boyd

- Evaluation
- Supplements
- Virtual Education

**ACTION: Subcommittee meetings will be scheduled to discuss these items.**

## MOU re 2014-15 Teacher Evaluations: Apryle Jackson/John Boyd

- Apryle Jackson shared the following:
  - FEA is investigating and gathering data and language from other districts including Manatee, Seminole, Jefferson, Highlands, St. Lucie, Putnam, and Orange.
  - Currently, Osceola County has 232 third grade teachers at a disadvantage with the current process.
  - Process has not been tested, normed, nor has had cut scores developed.
  - Negative VAM score evaluation at best is effective, but probably not effective or lower.
- John Boyd shared the following:
  - District agreed on all points.
  - Propose to build "hold harmless" language into the handbook in compliance with law.
  - District's evaluation process received approval.
  - District utilizes STAR in the fall with third grade students.
- Lissette Brizendine noted:
  - Principals are frustrated with the process.
  - Communicate by use of talking points to disseminate information.

**ACTION: Further discussion during subcommittee with consultant from FEA to participate.**



# Bargaining Leadership Team Meeting Minutes

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## Assignment of Student Grades: Apryle Jackson

- Apryle Jackson made the following points:
  - Administration has the right to change student grades per FS 1003.437.
  - Teachers are required to complete and sign documentation for student grade changes.
- Rolando Casado added that EOC as well as compliance with homework and classwork should be included.
- Edna LaCount said it would be fair for administration to follow the same procedures as a classroom teacher. Documented student data is inclusive in the record.
- John Boyd stated the request is fair and will be presented to District Leadership.

**ACTION: The item will be brought back to a future BLT meeting.**

## Years of Experience for Retired Teachers: Apryle Jackson

- Apryle Jackson stated five years of credited experience for Osceola County retirees is not fair or equitable in relationship to the work experience credited to retirees from another state.

**ACTION: Draft language will be prepared and brought back at a future BLT meeting.**

## Identifying Critical Shortage Areas Language: Apryle Jackson

- Apryle Jackson requested an addition to the supplement schedule for reading teachers who are working towards their reading endorsement.
- Peter Walsh stated this is an area of critical need as identified by the State of Florida.
- Todd Seis agreed there is a teacher shortage in many subject areas. He also included the concern that college students are begin advised not to enter the teaching field.

**ACTION: Item will be brought back to a future BLT meeting.**

## Annual Contract Renewal Language: Apryle Jackson

- Apryle Jackson stated there is an employment protection concern for annual contract teachers.
- OCEA conducted member survey regarding their reasons to leave education. (See attachment A.)
  - Out of 268 responses, 200 stated they are considering shortening their teaching career.
  - One-third stated that they have no job security and are going to transfer to Orange and Polk Counties.
  - When asked if they are considering leaving teaching this year: 79 agree, 95 strongly agree, 34 disagree, 9 will remain in the district.
- Michelle Vanderley shared a concern with contract language coming under challenge as evidenced by the arbitration in Broward County.
- Lare Allen expressed the high percentage leaving after five years and the fact that we may overlook the investment in training staff.
- John Boyd stated the District's interpretation in the new salary schedule is levels.

**ACTION: Item will be brought back to a future BLT meeting, following Leadership discussion and the Broward County case decision.**





# Bargaining Leadership Team Meeting Minutes

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## Board Leave: Apryle Jackson

- Apryle Jackson stated that language must be included in the handbook to address granting of Board Leave in an equitable and consistent manner.
- John Boyd agreed with the request.

**ACTION: Item will be brought back to a future BLT meeting.**

## Lunch Time: Apryle Jackson

- Apryle Jackson stated elementary and middle school teachers must not be required to attend "Lunch and Learn" sessions during their thirty minute lunch period.
- Apryle Jackson further stated that contract language should be included to Chapter 6.05 regarding duty-free lunch for teachers.
- John Boyd stated teachers may be offered the option to participate in these events on a voluntary basis with no negative ramifications if they do not attend.
- Karen Pruitt made the following points:
  - Some principals are very aggressive with annual employees regarding training.
  - Staff should not work all day without a lunch break.
- John Boyd made the following points:
  - Lunch and Learn sessions may be beneficial for employees.
  - The District makes every effort to comply with Federal Wage and Hour Laws.
  - The request is fair and will be presented to District Leadership.

**ACTION: No action was taken at this time.**

## Planning Time: Apryle Jackson

- Apryle Jackson stated that teachers' evaluations may be negatively influenced if they do not attend meetings or workshops during planning.
- OCEA conducted member survey regarding the amount of planning time used for meetings and/or other assignments during a normal workweek. (See attachment A.) Responses include:
  - One Day – 79
  - Two Days – 79
  - Three Days – 50
  - Four Days – 19
  - Five Days – 8
  - None – 28
- Nadia Winston shared communication is important. However, staff may feel they need to respond to the administrator's request for attendance when in fact the administrator is working to facilitate a meeting time.
- John Boyd made the following points:
  - Perceptions can be generational.
  - Statistics of a survey may also include relocation to another city as a reason for employment separation.
  - In addition to the data from the survey, working conditions are also be considered.
  - ESE mandates must be considered with planning periods in order to meet the required student IEPs.
- Nadia Winston stated with regard to student IEPs and related legalities; teachers need to be present in the meeting for direct input.



# Bargaining Leadership Team Meeting Minutes

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- Apryle Jackson interjected she has been informed by members that oftentimes coaches are calling and sharing information specific to Domain 4.
- John Boyd stated tattling is inappropriate misuse of Domain 4 and is a tone set by administration, not sole criteria. Instead, 1/3 Marzano, 1/3 performance, and 1/3 professional/ethical behavior.
- Peter Walsh agreed and said what works for some teachers does not work for others under Marzano.
- Jason Hayes stated most administrators want a collaborative relationship and request staff to stop by at their convenience.
- Lare Allen stated that when a supervisor asks for something the employee may interpret the request to mean put all other work aside to complete the task. Consequently, other work may not be completed.
  - Lissette Brizendine indicated that staff who have a high work ethic tend to set their supervisor's requests at a high priority. Additionally, administrators and teachers are both working to become familiar with the new standards.

**ACTION: Item will be brought back to future BLT meeting.**

## **Selection of Grade Level Chairpersons, Team Leaders, and/or Department Chairpersons (Article 5.14): Apryle Jackson**

- Apryle Jackson made the following points:
  - Department chairs are elected at each location with input from department members.
  - Some schools prefer grade level chairs versus department chairs.
  - PLC team leader acts as an advisor.
  - Sites should not create alternative committees serving in same capacity as department or grade level chair.
  - Similar situation takes place with steering committee members.
- Apryle Jackson requested an open discussion to find solutions without favoritism.
- John Boyd noted grade level chairs may also be in a PLC role.

**ACTION: No action was taken at this time.**

## **Salaries: Apryle Jackson**

- John LeGrande shared salary data as released for the Florida Department of Education. (See attachment B.)
- John Boyd shared:
  - School board average salary is the same as Osceola County's starting teacher salary.
  - Osceola County's beginning teacher salary is above Florida state average.
  - The superintendent's salary is based on the number of student in the District.
- Apryle Jackson made the following points:
  - Orange County teachers received a 6.3% raise plus bonus for 2014-2015.
  - Orange County teachers received \$2500 during 2013-2014.
  - Osceola County teachers shared government funding for salary increase with all employee categories during 2013-2014.
  - Osceola County teachers did not receive a salary increase during 2013-2014.
  - Osceola County health costs increased in 2014-2015.
  - Osceola County teachers take home pay is less this year than 2013-2014.
  - Osceola County has teachers on free and reduced lunch in 2014-2015.
  - Superintendent Luciano received an \$8,000 bonus during 2014-2015.



# Bargaining Leadership Team Meeting Minutes

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- Lack of salary increase affects employee morale.
- Todd Seis shared
  - The superintendent is entitled to bonus incentives for attaining certain goals.
  - School Board structured a performance-based contract based on a reduced amount from Dr. Grego.
- John LeGrande added that senior leadership in Osceola County is making more than the state average with principals earning close to the state average.
- Peter Walsh stated he achieved highly effective and met all goals on his evaluation yet has not received a bonus or salary increase.
  
- John Boyd shared the following points:
  - The superintendent expressed concern with receiving a raise when employees would not receive a salary increase.
  - If the superintendent meets the criteria for the bonus, the superintendent would not receive the bonus until the summer.
  - When comparing superintendent's salaries, the comparison should be with like-size counties.
  - Our teacher starting salary is still ranked first, and our median teacher salary is ranked fourth.
  - Working conditions and other benefits included in the employment package are:
    - Early release Wednesday – no student contact time, yet receive regular rate of pay
    - Stipend for master's degree
    - Paid holidays (quantity)
    - Professional Development Training
    - Supplements
    - Health Clinic (proposed)
- Todd Seis shared:
  - State funding is problematic and is passed on to school districts.
  - Current salary is more than the base salary than we had in 2008.
  - Level of funding remains below what was received in 2008.
  - Initiatives to pressure legislature for stronger appropriations are what we need to focus our energy.
- Jason Hayes noted:
  - The average employee cannot afford health/medical care for his or her family.
  - A health clinic for employees is something to propose for future salary discussions.
- Lare Allen stated we are not comparing work responsibilities in the comparisons. While Osceola County recognizes working conditions as part of the employment package, we are short of the average.
- John LeGrande verified the data provided was obtained directly from the State of Florida website. Additionally, a regression analysis does not match other counties.
- Apryle Jackson shared her experience of moving from a ten-month employee to twelve-month position which earned a \$50 increase based upon the same 24 paychecks.
- John Boyd shared his concern with the source of data presented, as it does not match District statistics.
- Todd Seis expanded on the health clinic concept. The clinic would be onsite with walk-in needs addressed and no cost to employee. The clinic is scheduled to be in place in December 2015.
- Todd Seis shared the following:
  - Orange County receives approximately \$100 more per student in FEFP funding.
  - Orange County's has a referendum to increase millage to fund general fund and sales tax for capital.
  - Osceola's starting salary is approximately \$3,000 higher than Orange County.



# Bargaining Leadership Team Meeting Minutes

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- Osceola's goal is to attract good quality teaching staff.
- The cost of living in Osceola County is lower than in Orange County.
- Karen Pruitt agrees with the benefits of early release Wednesday.
- Lare Allen inquired as to whether the District is working on a proposal or if there is no money for raises.
- Todd Seis replied that there are not funds available for salary raises in 2014-2015.
- Apryle Jackson noted the funding for the health clinic will come from the trust fund and not the general fund. Fund 7 is dependent upon Fund 1. The employer contributes \$6,108 for each employee's health insurance. Surplus funds are not returned to Fund 1.
- Lare Allen summarized no funds available for a salary increase for this year.
- Todd Seis stated the District responded in writing on their position.
- John Boyd noted our costs exceed revenues.
- Apryle Jackson responded the health clinic is for next year, not on board for this year.

**ACTION: Item will be brought back to future BLT meeting.**

## Notes

- Final agenda items will be sent to John Boyd no later than one week prior to the next scheduled meeting.

**Next Meeting: Thursday, April 09, 2015, 4:15 PM – 6:00 PM, OCEA Office.**

## Requests

- 

## Agenda Suggestions

- 

## Pluses

- 

## Deltas

- 

**ADJOURNED at 6:11PM**

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**Which of the following best describes your professional role with the School District of Osceola County?**

ESE Teacher	24
Elementary Teacher	149
Middle School Teacher	42
High School Teacher	46
Other Teacher	5

**Approximately, how much time in a typical week do you spend preparing your lesson plans?**

one - five hours	101
six - ten Hours	131
eleven - fifteen Hours	24
More than 15 Hours	7

**Approximately, how much time in a typical week do you spend grading assignments and entering grades**

one - five hours	122
six - ten hours	105
eleven to fifteen hours	21
more than fifteen hours	9

**Approximately, how much time in a typical week do you spend on reading & responding to emails?**

one - five hours	221
six - ten hours	30
eleven - fifteen hours	6
More than fifteen hours	2

**Approximately, how much time in a typical week do you spend designing and modifying curriculum?**

one - five hours	106
six - ten hours	116
eleven - fifteen hours	27
More than fifteen hours	8

**Approximately, how much time in a typical week do you spend on the following activities?**

	none	less than an hour	1 hour	2 hours	3 hours	4 hours
Trainings/Professional Development	16	57	97	50	18	8
Data Chats	39	72	98	30	8	4
PLC	4	31	154	55	7	1
Parent Conferences	13	71	89	59	17	6
Data Entry	12	24	70	70	47	9
Grade Level Meeting	41	36	123	45	5	3
IEP meetings	84	86	63	15	6	1
Other duties	18	18	71	57	25	15

**In a typical work week, about how much time do you spend handling job-related responsibilities beyond your normal work week?**

one - five	67
six - ten	104
eleven - fifteen	50
more than fifteen	38

**Approximately, how much of the school year do you spend administering mandated tests?**

less than 10%	54
10 - 20 %	104
more than 20%	97

**Approximately, how much of the year do you spend preparing students for mandated tests?**

less than 10%	13
10 - 20 %	45
more than 20%	195

**Approximately, how much of the school year are you not teaching because of assessment requirements?**

less than 10 days	38
10 to 20 days	127
more than 20 days	96

**Do you find these assessments helpful in guiding your instruction?**

never or rarely	109
sometimes	142
often	7

**How has the amount of testing in recent years affected students in your school?**

Students are less overwhelmed	5
There has been no change	17
Students are more overwhelmed	236

**Did you participate in Data Chats this school year?**

yes	199
no	57

**Did you find the Data Chats at your school to be beneficial in guiding your instruction?**

Yes	75
No	177



**Have you been sufficiently trained to interpret the data you have?**

Yes	109
No	142

**In a normal work week, about how much of your planning time is used for meetings and other administrative assignments?**

one day	79
two days	79
three days	50
four days	19
five days	8
None	28

Please rate the degree to which you agree with the following statements:

	Disagree	Neutral/Uncertain	Agree
I feel my curriculum has been narrowed to accomodate state and district assessments.	39	42	174
I feel that the required procedures that occupy my time are making me a better teacher.	204	48	5
I am regularly using my lunch time to handle additional responsibilities.	41	26	188
The majority of my planning time is used for actual planning.	192	32	33
Professional Development has a significant impact on improving student achievement.	94	100	59

## How have work-related time demands affected you?

	Strongly disagree	Disagree	No change	Agree	Strongly agree
I am more focused	84	106	35	20	2
My instruction has improved	50	107	54	39	1
Lesson plans are more consistent	53	81	70	43	2
I understand students' academic needs better	39	83	71	52	3
Considered shortening teaching career	9	15	20	91	116
Considered leaving the district	9	34	33	79	95
Negatively impacted physical health	10	16	39	100	84
Negatively impacted mental health	9	9	32	110	89
Professional performance has been negatively impacted	12	28	70	99	40
Doing more work from home	6	4	17	71	150

	Strongly disagree	Disagree	No change	Agree	Strongly agree
Negatively impacted attitude and/or morale					
Loss of time with family/personal time	5	2	16	69	158

**How many years of experience do you have with the School District of Osceola County?**

one - five years	84
six to ten years	73
eleven to fifteen years	41
fifteen to twenty years	28
more than 20 years	28

— **Add analysis components** —

**UPDATE ANALYSIS DISPLAY**

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The salaries of **Teachers** in Osceola School District are \$1,174.00 **below** the state average!

**Source: Florida Department of Education**



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2013-14 School Year, Survey 3 Data (as of September 2014)**

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		Average Salary	Number Employed	Average Salary	Number Employed	Average Salary	Number Employed
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# Bargaining Leadership Team Meeting Minutes

**Date:** Thursday, April 09, 2015, 04:15PM – 06:00PM

**Location:** OCEA Mabbette Street Conference Room

OCEA ATTENDANCE			
Lare Allen	OCEA Chief Negotiator	Discovery Intermediate School	<input checked="" type="checkbox"/>
Christy Brittain	Teacher	Sunrise Elementary School	<input checked="" type="checkbox"/>
Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
Edna LaCount	Teacher	Liberty High School	<input checked="" type="checkbox"/>
John LeGrande	Teacher	Liberty High School	<input checked="" type="checkbox"/>
Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
Desiree Senter	Media Specialist	Neptune Middle School	<input type="checkbox"/>
Michelle Smith-Toner	Teacher	Kissimmee Middle School	<input checked="" type="checkbox"/>
Peter Walsh	Teacher	Hickory Tree Elementary	<input checked="" type="checkbox"/>
Michelle VanderLey	Executive Director	OCEA	<input checked="" type="checkbox"/>
DISTRICT ATTENDANCE			
Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
John Boyd	District Chief Negotiator/ Director	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>
Lisette Brizendine	Assistant Superintendent	Elementary Education	<input type="checkbox"/>
Rolando Casado	Assistant Principal	Gateway High School	<input checked="" type="checkbox"/>
Jose Gonzalez	Director	Budget	<input checked="" type="checkbox"/>
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Todd Seis	Chief Officer	Business & Finance	<input type="checkbox"/>
Nadia Winston	Principal	Westside K-8	<input checked="" type="checkbox"/>
Kim Fowler	Recording Secretary / Secretary to John Boyd	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>

**GUEST(S):** Matthew Phillips





# Bargaining Leadership Team Meeting Minutes

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**COMMENCED at 04:15 PM**

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**Mission Statement:** Apryle Jackson  
**Philosophy:** Michelle VanderLey  
**Rationale:** Kim Fowler  
**Salary and Fringes:**  
**Goals:**

**Speaking Order:** Michelle VanderLey  
**Time Keeper:** Lare Allen

## Reflection on Our Progress Together: John Boyd

- Introductions of New Bargaining Team Members
- MOUs
- Contract Language

## Subcommittee Updates: Apryle Jackson/John Boyd

- Evaluation – to meet Wednesday, May 6, 2015 @ 2:00pm
- Supplements – to meet April 29, 2015 @ 3:30pm – OCEA Office
- Virtual Education – to meet May 6, 2015 @ 4:00pm (subject to Dr. Rentas's schedule)

## MOU – Amendment 2014-15 Instructional Evaluation System: John Boyd

- Grades 03
- Grade 11 ELA
- John Boyd stated that the House of Representatives passed HB 7069.
- John Boyd distributed a draft of the Memorandum of Understanding – Amendment to 2014-15 Instructional Employees' Evaluation System.
- The question was asked how this change would affect a teacher's IPDP. Apryle Jackson responded by stating that teachers will continue to complete their IPDP's.

**ACTION: Item will be brought back to a future meeting**

## Grading Policy: Apryle Jackson/Michael Allen

- Michael Allen suggested consulting with a consultant (Marzano consultant) regarding the best grading practices.
- Karen Pruitt stated some teachers enter all grades, or majority of grades, 48 hours before due.
- Rolando Casado stated that there is an increase in parent calls when there are no grades posted.
- Christy Brittain stated that some type of standardization for posting grades is needed.
- Apryle Jackson stated that principal's should address teachers who do not post grades in a timely manner.
- Michelle VanderLey suggested that data be gathered on all levels (Elementary, Middle, High School, Multi-level, TECO) from principals as to what their expectations are regarding posting grades.

**ACTION: Item will be brought back to a future meeting**



# Bargaining Leadership Team Meeting Minutes

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## Years of Experience for Retired Teachers: Apryle Jackson

**ACTION: Item will be brought back to a future meeting**

## Identifying Critical Shortage Areas Language: Apryle Jackson

- Apryle Jackson stated that Mark Munas looked into critical shortage area language several years ago, Kathy Donato was president of OCEA at the time, and SDOC was tagged in an audit due to no language in contract.

**ACTION: Check minutes from previous meeting to determine outcome**

## Annual Contract Renewal Language: Apryle Jackson

- John distributed a *Decision and Award* document in the matter of arbitration between The School Board of Broward County, FL and The Broward Teachers Union, Local 1975.
- Michelle VanderLey stated that the arbitrator looked at language regarding probationary teachers as a sub category of annual teachers – the arbitrator did not recognize this.
- Apryle Jackson stated that The School District of Osceola County has the worse retention rate of teachers; from 2004-2014, SDOC retained 21% of teachers.
- Apryle Jackson distributed an article from “Data Report - Retention of First-Year Instructional Staff,” August 2013, as well as “Comparison of Teachers Separating from Teaching,” 2011-12 and 2012-13.

**ACTION: Item will be brought back to a future meeting**

## Board Leave: Apryle Jackson

- John Boyd distributed a draft of Proposals and Counter Proposals to Contract Language for Instructional Employees, 2014-15, referencing school board rule 10.11 Board Leave, page 2 of handout.
- John Boyd stated that, “all people should have equal opportunity to obtain the same leave.”
- Nydia Winston stated that there should be guidelines regarding board leave, such as board leave for staff/teachers to attend workshop(s).
- Scott Knoebel gave the following example of how he has/had handled board leave with his employees: all employees at his school receive 8 hours of board leave per year. When employee exhausts 8 hours of board leave, they are charged for the time away from campus.
- David Naylor, guest at BLT Meeting, spoke regarding board leave within a semester.
- Michelle VanderLey spoke, stating that guests are to refrain from comment during BLT Meetings, only members may speak.
- John Boyd referred to Sunshine Law and BLT/ESP protocol regarding guests who attend bargaining meetings.

**ACTION: John Boyd will accept recommendations for guidelines.**



# Bargaining Leadership Team Meeting Minutes

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## **Lunch Times: Apryle Jackson**

- Apryle Jackson referred to page 1, Article 6.05, of the draft “Proposals and Counter-Proposals to Contract Language for Instructional Employees, 2014-15,” and stated blue language is approved, and red language is proposed.
- Apryle Jackson stated that a “Lunch and Learn” is not a required meeting. If a teacher does not attend a lunch n’ learn it cannot be used to non-renew them.
- Rolando Casado stated that teachers should be given enough time to have lunch and not be required to attend meeting/workshop/lunch n’ learn.

**ACTION: Withdraw language from proposal**

## **Years of Experience for Retired Teachers: Apryle Jackson**

- Tammy Cope-Otterson stated that military experience should be granted. The district strives to recruit vocational teachers from private industry, experience should be granted. It is difficult to find vocational teachers.
- Edward Jones stated that he lost an Avionics teacher due to military experience not granted.
- Rolando Casado suggested, “Navy troops to teachers be looked into.”
- Michelle VanderLey suggested if the position is a critical shortage area that the teacher be placed on a different step.

**ACTION: Item will be brought back to a future meeting.**

## **Planning Times: Apryle Jackson**

- Apryle Jackson stated she is concerned that PLC meetings during teachers’ planning periods puts pressure on annual contract teachers to attend. Apryle went on to say that some administrators are not following the contract, and that they cannot require teachers to attend a meeting during their planning period.
- Michelle VanderLey stated that teachers cannot be told that if they attend PLC meeting, or other meeting, during their planning period, that they may leave school when students leave. This is sometimes used as an incentive to entice teachers to attend meetings during planning period.
- Edward Jones stated that administrators who are not following contract should be counseled.

**ACTION: Item will be brought back to a future meeting.**

## **Selection of Grade Level Chairperson, Team Leaders, and/or Department Chairpersons (Article 5.14): Apryle Jackson**

**ACTION: Item will be brought back to a future meeting.**

## **Leave for Personal Reasons: John Boyd**

**ACTION: Item will be brought back to a future meeting.**

## **Response to OCEA Data Analysis: John Boyd**

**ACTION: Item will be brought back to a future meeting.**



# Bargaining Leadership Team Meeting Minutes

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## Salaries: Apryle Jackson

- Apryle Jackson stated that the district is \$5 million short and asked about reducing the unassigned monies.
- Jose Gonzalez stated that the \$5.1 million unassigned is a reserve.
- John Boyd stated that out-of-funds in fund balance could result in reduction in force for some employees.
- Lare Allen stated that we are doing a disservice to Osceola County, we need to retain employees, more money is needed, or we need to cut jobs. He suggested that we "petition the state of Florida for additional funds."
- Apryle Jackson stated that there needs to be an increase in FTE funds since additional teachers are hired due to additional students in the district. Apryle went on to say that salaries should not be an afterthought and that no money has gone into salary increases in 2 years. The governor promised \$2,500 to teachers, and they actually received \$1,400.
- Michelle VanderLey asked the question, "What are the School Board's priorities?" Michelle requested the School Board's priorities at the next meeting.

**ACTION: Item will be brought back to a future meeting.**

## Agenda Items for Next Meeting: Lare Allen/John Boyd

- Final agenda items will be sent to John Boyd no later than one week prior to the next scheduled meeting.

**Next Meeting: Thursday, May 14, 2015, 04:15 PM – 06:00 PM, Human Resources Administrative Services, Building 03, Conference Room 03**

## Pluses

- Michele VanderLey - Thank you for the refreshments.
- John LeGrande - Osceola High School is honoring Apryle Jackson with a scholar award tonight.
- Welcome guests!

## Deltas

- N/A

**ADJOURNED at 06:01 PM**

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# Bargaining Leadership Team Meeting Minutes

**Date:** Thursday, May 14, 2015, 04:15PM – 06:00PM

**Location:** Human Resources Administrative Services, Conference Room 03

OCEA ATTENDANCE			
Lare Allen	OCEA Chief Negotiator	Discovery Intermediate School	<input type="checkbox"/>
Christy Brittain	Teacher	Sunrise Elementary School	<input type="checkbox"/>
Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
Edna LaCount	Teacher	Liberty High School	<input checked="" type="checkbox"/>
John LeGrande	Teacher	Liberty High School	<input checked="" type="checkbox"/>
Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
Desiree Senter	Media Specialist	Neptune Middle School	<input type="checkbox"/>
Michelle Smith-Toner	Teacher	Kissimmee Middle School	<input checked="" type="checkbox"/>
Peter Walsh	Teacher	Hickory Tree Elementary	<input checked="" type="checkbox"/>
Michelle VanderLey	Executive Director	OCEA	<input checked="" type="checkbox"/>
DISTRICT ATTENDANCE			
Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
John Boyd	District Chief Negotiator/ Director	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>
Lisette Brizendine	Assistant Superintendent	Elementary Education	<input checked="" type="checkbox"/>
Rolando Casado	Assistant Principal	Gateway High School	<input checked="" type="checkbox"/>
Jose Gonzalez	Director	Budget	<input type="checkbox"/>
Edward Jones	Principal	Osceola High School	<input checked="" type="checkbox"/>
Scott Knoebel	Principal	Narcoossee Elementary	<input checked="" type="checkbox"/>
Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
Todd Seis	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
Nadia Winston	Principal	Westside K-8	<input checked="" type="checkbox"/>
Kim Fowler	Recording Secretary / Secretary to John Boyd	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>

**GUEST(S):** Carol Etter – Instructional Technology Supervisor, MITD  
DeAnn Miller – Records Management Supervisor, Records/IS  
Jason Hayes – Assistant Principal, Highlands Elementary



# Bargaining Leadership Team Meeting Minutes

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**COMMENCED at 04:17 PM**

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**Mission Statement:** John Boyd  
**Philosophy:** John LeGrande  
**Rationale:** Nadia Winston  
**Salary and Fringes:** Apryle Jackson  
**Goals:** Scott Knoebel

**Speaking Order:** Edna LaCount  
**Time Keeper:** Karen Pruitt

## Reflection on Our Progress Together: John Boyd

- Introductions of New Bargaining Team Members
- MOUs
- Contract Language

## Technology Update: Carol Etter/ DeAnn Miller

- Carol Etter and DeAnn Miller passed out a copy of the *Employee Technology Awareness and Security Handbook*.
- Carol Etter is seeking the following changes to the handbook:
  - Page 4 – revision dates;
  - Page 8 and 9 – *Physical Security for District Computers* – 2<sup>nd</sup> and 3<sup>rd</sup> paragraphs (see strikethroughs and re-wording);
  - Page 17 – *Using Technology with Students* – 2<sup>nd</sup> paragraph additional information added; and
  - Page 20 and 21 – *Using Technology with Students*, sub-paragraph titled, *E-mail Signatures* – additional information added.
- DeAnn Miller stated that the changes requested would include Office365.
- Apryle Jackson asked who was on the committee that requested these changes. Apryle also stated that she will file an unfair labor practice if OCEA is not included on District committees that affect employee working conditions per the contract.

**ACTION: No action was taken at this time.**

## Subcommittee Updates: Apryle Jackson/John Boyd

- Evaluation – Apryle Jackson questioned that the roster verification/ attendance procedures.
- Supplements – Information will be brought back at a future meeting.
- Virtual Education – The meeting will need to be rescheduled, so there is no update at this time.

**ACTION: Item will be brought back to a future meeting.**

## MOU – Amendment 2014-15 Instructional Evaluation System: John Boyd

- Handouts were distributed to BLT members.
- John Boyd shared revisions.

**ACTION: Following a fist of five vote, BLT members agreed to approve this item as submitted.**



# Bargaining Leadership Team Meeting Minutes

## MOU – Child Find: John Boyd

- John Boyd addressed the MOU regarding *Child Find* and that evaluating students in need of ESE services is a federal requirement. *Child Find* would require mandatory training, not voluntary training, and would consist of watching a video and take a test. Employees who have contact with students would be required to complete this training, including clerical staff.
- John Boyd stated that he is not asking for action to be taken tonight.
- Apryle Jackson stated that she spoke to Tom Phelps about this at great length. Apryle would like to wait until the next meeting to vote.
- Karen Pruitt is concerned about the time line to take this training. Karen stated that the first four to six weeks of school is very busy.
- Lissette Brizendine asked if the training could be taken prior to school beginning.
- John Boyd confirmed the training is available to employees now on myPGS and Moodle.
- John Boyd stated that perhaps the first 9 weeks would work better for school administration.

**ACTION: Item will be brought back to a future meeting.**

## Years of Experience for Retired Teachers: Apryle Jackson

- Apryle Jackson referenced retired teachers in DROP (handout) and said to cross out number 1, bottom of page. She stated that DROP teachers would be extended through the end of the school year.
- Tammy Otterson stated that this is the superintendent's decision.
- Apryle Jackson asked how many teachers this would affect.
- Tammy Otterson stated that on page 55 of the contract, it talks about retirement and benefits, but not military experience. She stated that she would like to start with the revision of military experience and propose granting military experience. However, it would depend on the type of military experience.
- Tammy Otterson also stated that Mr. Edward Jones, principal at Osceola High School, lost an Avionics teacher due to no military experience being granted.

**ACTION: Item will be brought back to a future meeting.**

## Identifying Critical Shortage Areas Language: Apryle Jackson

- Apryle Jackson stated that she had no draft to share, but the FLDOE website has information regarding critical shortage areas, and she agreed to withdraw this item at this time.
- Pete Walsh stated that this information changes yearly.

**ACTION: No action was taken at this time.**

## Annual Contract Renewal Language: Apryle Jackson

**ACTION: No action was taken at this time.**





# Bargaining Leadership Team Meeting Minutes

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## Board Leave: Apryle Jackson

- Apryle Jackson stated that board leave should be available to everyone.
- John Boyd stated that board leave should be an equal opportunity to all employees and recommended changes to the draft language presented.
- Apryle Jackson agreed with John Boyd's proposed language.

**ACTION: Following a fist of five vote, BLT members agreed to approve this item as submitted.**

## Planning Times: Apryle Jackson

- Apryle Jackson stated that teachers should be asked first before a meeting is scheduled during their planning periods.
- Edna LaCount stated that whoever should attend the meeting needs to have coverage to attend the meeting.
- Pete Walsh suggested that a form should be created for teachers to complete and send to the meeting if the teacher cannot attend.
- Nadia Winston stated that numerous students could equal many teacher meetings. Teachers need time to teach, especially with multiple students who need IEP meetings.
- Michael Allen stated that they should know the teacher's calendar before scheduling a meeting with the teacher.
- Apryle Jackson also stated that teachers should be emailed requesting they attend a meeting ahead of time, and if they cannot attend, they should let the RCS know so that she can possibly find coverage for the teacher.
- Rolando Casado stated that arrangements should be made ahead of time for coverage so that the teacher can attend.
- Pete Walsh stated that general education teachers seem to have meetings scheduled during their planning times. He questioned about the teachers who have multiple students requiring IEP meetings.
- Scott Knoebel stated that meetings mandated by statute should be notified beforehand and approved by the teacher stating they can attend.

**ACTION: Item will be brought back to a future meeting.**

## Grading: Apryle Jackson

- Apryle Jackson stated that grades should be entered in a timely manner. If the grade needs to be changed, the teacher should be notified because the teacher is the person who is held responsible for the grade. Apryle shared a related anecdote from Osceola High School.
- Lissette Brizendine stated that proper documentation should follow District procedures.

**ACTION: Item will be brought back to a future meeting.**

## Leave for Personal Reasons: John Boyd

- John Boyd requested that this be withdrawn from the agenda

**ACTION: No action was taken at this time.**



# Bargaining Leadership Team Meeting Minutes

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## Salaries: Apryle Jackson

- John Boyd distributed a handout – *SDOC Salary Negotiations Counter-Proposal for Bargaining Leadership Team (BLT) – Instructional Employees*, for the BLT to review.
- The language proposal included:
  - A one-time retention bonus of \$650 for instructional personnel upon their return to work for the 2015-2016 school year;
  - One (1) extra paid holiday for classroom teachers during the post-planning day for the 2014-2015 school year, upon the condition that the classroom teacher completes and turns in student's grades and all required regular paperwork;
  - More and equitable extracurricular supplements;
  - A District health care clinic to open during the 2015-2016 school year; and
  - The proposal would be contingent upon OCEA dropping current arbitration, which would provide cost savings in legal fees to both OCEA members and the District.
- Apryle Jackson stated that employees deserve a raise.
- Michael Allen asked when the retention bonus would be distributed.
- Todd Seis answered the tentative plan was September.
- Edna LaCount asked if the bonus would be paid at one time.
- Todd Seis answered that it would.
- Apryle Jackson requested a ten-minute break from the meeting to discuss the proposal with her team.

## Break: 5:10 – 5:19 PM

- The meeting resumed at 5:19 PM.
- Apryle Jackson stated that OCEA could not make a decision without Lare Allen, OCEA Co-Chief Negotiator being present.
- Apryle Jackson requested that the Bargaining Leadership Team meet next week to continue salary discussions.
- John Boyd and Apryle Jackson agreed upon Thursday, May 21, 2015, 2:00 PM in the Human Resources Administrative Services, Administrative Annex Building 03, Conference Room 03.
- Apryle Jackson stated that BLT members could request coverage for their classrooms, if they are instructional personnel in a classroom, to attend the meeting.

**ACTION: No action was taken at this time.**



# Bargaining Leadership Team Meeting Minutes

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## Agenda Items for Next Meeting: Lare Allen/John Boyd

- Final agenda items will be sent to John Boyd no later than one week prior to the next scheduled meeting.

***Next Meeting: Thursday, May 21, 2015, 02:00 PM – 03:45 PM, Human Resources Administrative Services, Building 03, Conference Room 03***

## Pluses

- N/A

## Deltas

- N/A

**ADJOURNED at 5:24PM**\_\_\_\_\_



# Bargaining Leadership Team Meeting Minutes

**Date:** Thursday, May 21, 2015, 2:00pm – 3:45pm

**Location:** Human Resources Administrative Services, Conference Room 03

OCEA ATTENDANCE			
Lare Allen	OCEA Chief Negotiator	Discovery Intermediate School	<input checked="" type="checkbox"/>
Christy Brittain	Teacher	Sunrise Elementary School	<input checked="" type="checkbox"/>
Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
Edna LaCount	Teacher	Liberty High School	<input checked="" type="checkbox"/>
John LeGrande	Teacher	Liberty High School	<input checked="" type="checkbox"/>
Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
Desiree Senter	Media Specialist	Neptune Middle School	<input type="checkbox"/>
Michelle Smith-Toner	Teacher	Kissimmee Middle School	<input checked="" type="checkbox"/>
Peter Walsh	Teacher	Hickory Tree Elementary	<input checked="" type="checkbox"/>
Michelle VanderLey	Executive Director	OCEA	<input checked="" type="checkbox"/>
DISTRICT ATTENDANCE			
Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
John Boyd	District Chief Negotiator/ Director	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>
Lisette Brizendine	Assistant Superintendent	Elementary Education	<input checked="" type="checkbox"/>
Rolando Casado	Assistant Principal	Gateway High School	<input checked="" type="checkbox"/>
Jose Gonzalez	Director	Budget	<input type="checkbox"/>
Edward Jones	Principal	Osceola High School	<input type="checkbox"/>
Scott Knoebel	Principal	Narcoossee Elementary	<input checked="" type="checkbox"/>
Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
Todd Seis	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
Nadia Winston	Principal	Westside K-8	<input type="checkbox"/>
Kim Fowler	Recording Secretary / Secretary to John Boyd	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>

**GUEST(S):** Clyde Wells, Chief Officer of Facilities  
Jason Hayes, Assistant Principal, Highlands Elementary



# Bargaining Leadership Team Meeting Minutes

**COMMENCED at 2:15 PM**

**Mission Statement:** *Waived*  
**Philosophy:** *Waived*  
**Rationale:** *Waived*  
**Salary and Fringes:** *Waived*  
**Goals:** *Waived*

**Speaking Order:** **Michelle VanderLey**  
**Time Keeper:** **Karen Pruitt**

It was agreed upon by all present to begin discussions regarding salaries and benefits. OCEA presented a salary proposal response, and handouts were distributed.

## Reflection on Our Progress Together: John Boyd

- Introductions of New Bargaining Team Members
- MOUs
- Contract Language

## Salaries and Benefits: Apryle Jackson

- Apryle Jackson stated that an extra paid holiday for classroom teachers does not comply with state law, so it must be used as a teacher workday instead.
- Apryle Jackson stated that somewhere in the 2008 to 2010 minutes, there is language that states steps and levels are interchangeable terms.
- John LeGrande referenced the handout that OCEA presented and stated:
  - The proposed extra paid is not an extra day of pay.
  - The District reported to FLDOE \$46,606 as the average instructional salary and 190 days for the teachers' school year, so \$245.29 is the average pay, not \$306.
  - The Health Care Clinic could reduce District costs, but there is no reimbursement to the individual employee for the savings.
  - The tax rate for the proposed retention bonus is 25% and another 3% for retirement.
  - The District has no commitment to increase salaries for this school year (2014-2015) or next school year (2015-2016).
  - The District has the lowest retention rate of any of the surrounding school districts.
  - OCEA is working *with* administration, not just administration working on issue.
  - The District did not abide by the contract, which is why the arbitration was brought forward.
- Todd Seis stated:
  - \$46,606 is the average teacher salary without including benefits.
  - The Health Care Clinic would could potentially save members \$95 to \$99 based upon the number of visits as well as the \$30 copay per visit.
  - The District understood that the retention bonus was something OCEA wanted for teachers.
  - The Supplements Subcommittee agreed that supplements should be equitable for all eligible employees.
  - The District hoped its proposal would resolve the arbitration.
- John Boyd thanked Apryle Jackson for bringing up the minutes regarding the steps and levels, and asked that Apryle please provide a copy of the minutes she referenced.



# Bargaining Leadership Team Meeting Minutes

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- John Boyd stated that he does read the OCEA Facebook page, was saddened that Apryle had to remind members not to use profane language, and that members' feedback on the proposal was not positive.
- John addressed some of the comments OCEA made regarding the District's counterproposal:
  - The Health Care Clinic could be a potential savings of \$96.50 per employee.
  - The District is not trying to take credit for mutual subcommittee work on supplements and acknowledges it is a joint venture.
- Apryle Jackson stated that allowing teachers to take one of the four workdays or post planning days off as a flex day might be more favorable to her members.
- Apryle further stated that an offer to teachers of \$500 salary increase for 2014-15 and a recurring retention bonus of \$500 each year might also be more favorable by her members. However, she added that a bonus does not count toward retirement.
- John Boyd asked if the offer would be contingent upon OCEA dropping its current arbitration.
- Apryle Jackson stated it would be contingent upon those terms.
- John Boyd stated that he would propose the idea to the superintendent and the school board.
- Lare Allen asked if a percentage for salary increases could be set aside each year.
- John Boyd stated that the School Board would review the budget after the Special Session in June and that July would likely be the earliest the BLT could reconvene to discuss salaries.
- Apryle Jackson stated that she would be available the last few weeks in July.
- Todd Seis stated that there will be a budget workshop in June and reemphasized that the state controls our funding, and one of the goals of our School Board is a balanced budget.
- Lare Allen stated that if salaries are important, then we should have the percentage for a raise in the budget each year.
- Michelle VanderLey stated that an investment in teachers is an investment in the whole community.
- Apryle Jackson stated that if the arbitration is settled in OCEA's favor for \$2.5 million that it would equate to \$714.29 per teacher based on 3400 teachers, but if the District agrees to give a \$500 salary increase to each instructional employee this year, it would save the district a substantial amount of money.
- Todd Seis stated that the District works to ensure that employees receive no decreases in salary and a safe work environment although state funding has not kept pace.
- Apryle Jackson stated that there are now 50 district level administrators, eleven more than in 2012, and that the salaries for these eleven total approximately \$850,000. She added teachers and support staff are watching this increase.
- John Boyd stated that he would share OCEA's requests with the Superintendent and School Board.
- Michelle VanderLey stated that a half-cent sales tax for Osceola County would be beneficial and that OCEA would likely support a tax referendum.
- Apryle Jackson made a motion to adjourn.

**ACTION: No action taken at this time**



# Bargaining Leadership Team Meeting Minutes

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## Agenda Items for Next Meeting: Lare Allen/John Boyd

- Final agenda items will be sent to John Boyd no later than one week prior to the next scheduled meeting.

*Next Meeting: To be determined and announced on a future date*

## Pluses

- Thank you for the food!

## Deltas

- N/A

**ADJOURNED 3:22pm** \_\_\_\_\_





# Bargaining Leadership Team Meeting Minutes

**Date:** Thursday, July 16, 2016, 2:00pm – 3:45pm

**Location:** Human Resources Administrative Services, Building 03, Conference Room 03

OCEA ATTENDANCE			
Lare Allen	OCEA Chief Negotiator	Discovery Intermediate School	<input checked="" type="checkbox"/>
Christy Brittain	Teacher	Sunrise Elementary School	<input checked="" type="checkbox"/>
Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
Edna LaCount	Teacher	Liberty High School	<input checked="" type="checkbox"/>
John LeGrande	Teacher	Liberty High School	<input checked="" type="checkbox"/>
Jessica Priester	Teacher	East Lake Elementary School	<input checked="" type="checkbox"/>
Karen Pruitt	Media Specialist	TECO-PATHS	<input type="checkbox"/>
Michelle Smith-Toner	Teacher	Kissimmee Middle School	<input checked="" type="checkbox"/>
Lori Swaby	Program Specialist	Exceptional Student Education	<input checked="" type="checkbox"/>
Michelle VanderLey	Executive Director	OCEA	<input checked="" type="checkbox"/>
DISTRICT ATTENDANCE			
Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
John Boyd	District Chief Negotiator/ Director	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>
Lisette Brizendine	Assistant Superintendent	Elementary Education	<input checked="" type="checkbox"/>
Rolando Casado	Assistant Principal	Gateway High School	<input type="checkbox"/>
Jose Gonzalez	Director	Budget	<input checked="" type="checkbox"/>
Edward Jones	Principal	Osceola High School	<input type="checkbox"/>
Scott Knoebel	Principal	Narcoossee Elementary	<input checked="" type="checkbox"/>
Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
Todd Seis	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
Nadia Winston	Principal	Westside K-8	<input type="checkbox"/>
Kim Fowler	Recording Secretary / Secretary to John Boyd	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>

**GUEST(S):** N/A



# Bargaining Leadership Team Meeting Minutes

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**COMMENCED at 2:02 PM**

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## Opening:

- **Welcome:** John Boyd
- **Sign-in:** John Boyd
- **Refreshments:** John Boyd
- **Distribution of Materials:** John Boyd
- **Mission Statement:** Lare Allen
- **Philosophy:** Todd Seis
- **Rationale:** Jose Gonzalez
- **Salary and Fringes:** John LeGrande
- **BLT Goals:** John LeGrande
  
- **Speaking Order:** John LeGrande
- **Time Keeper:** Tammy Cope-Otterson

## Reflection on Our Progress Together: John Boyd

- Introductions of New Bargaining Team Members:
  - Jessica Priester, Teacher at East Lake Elementary School
  - Lori Swaby, Program Specialist, Exceptional Student Education
- John Boyd asked that members introduce themselves to all present.
- MOUs
- Contract Language

## Positive Comments: John Boyd/Apryle Jackson

- John Boyd stated that he would like to add positive comments to the BLT meeting agendas, and thanked OCEA for its commitment and outreach to the community, also for the breakfast provided to District Office staff.
- Apryle Jackson thanked Jose Gonzalez for his budget presentation to the School Board.

## Salaries and Benefits: Apryle Jackson

- John Boyd stated the Superintendent and the Executive Board would like to make the following offer:

*Recognizing the need to reward employees for their hard work despite very limited resources, the School Board commits to provide Osceola County instructional employees the following firm offer of incentive and contingency:*

- *Average of \$700 salary increase per employee based upon the requirements of state law and the performance pay salary schedule as previously bargained;*
- *Starting salary level equal to \$40,100 (which exceeds that of surrounding school districts);*
- *Adjustment of the weight of the Student Growth portion of a teachers' evaluation from 50% (one-half) to at least 33.3% (one-third) and the addition of a third measure to be determined in subcommittee and collaboratively bargained during the 2015-16 school year;*
- *More equitable extracurricular supplements schedule that reflects the work of both parties in subcommittee; and*



# Bargaining Leadership Team Meeting Minutes

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- *District health care clinic opening during the 2015-16 school year with an employer contribution benefit of \$290 per employee.*
- *The above firm offer would be contingent upon OCEA dropping current arbitration, which would provide cost savings in legal fees to both OCEA members and the District.*
- Apryle Jackson stated that she appreciated the changes made and has researched information regarding teacher salaries (handout was distributed).
- Michele VanderLey stated that she asked Todd Seis for the matrix for the 2013-2014 and 2014-2015 school years, which gave a list of the number of teachers who had retired and the savings to the school district.
- Apryle Jackson stated:
  - The number of retired teachers during the 2013-14 and 2014-15 school years was a cost savings of \$4.8 million to the school district.
  - She also pointed out that salaries were frozen this past 2014-15 school year.
  - Apryle stated that she calculated that next year the number of teachers retiring would save the district \$2.5 million.
- Michele VanderLey asked for clarification on the health care clinic, specifically how the funds will save employees.
- Todd Seis stated that he divided \$2.0 million by the number of active employees.
- John Boyd stated that the law requires the District to use out current salary schedule to determine salary increases by evaluation ratings and contract type.
- Todd Seis stated that we do not know exactly what the final dollar amount will be until final evaluations are received from the state, and that this is a rough estimate.
- John Boyd stated that this is a long-term commitment and that the School Board postponed a balanced budget at this time for the purpose of the raise. John also stated that the School Board is firm with this offer; they cannot go any higher.
- John LeGrande questioned the \$290 per employee amount regarding the health care clinic and stated the health care clinic is a savings to the District and not the employees.
- John Boyd stated that a savings to the district is a savings to employees indirectly.
- Todd Seis responded to John LeGrande's question:
  - A savings of \$96 to each member is based on what is used per member.
  - The direct benefit to the employees is a free health care clinic, which saves the employee a doctor visit co-pay and also saves the district.
  - The benefit to the employee costs the District approximately \$290 per employee.
- John Boyd stated that the offer on the table is for the 2015-2016 school year. The 2014-2015 school year has concluded.
- Apryle Jackson stated that she cannot make a decision until she sees how many employees departed the district during the 2014-15 school year.
- Todd Seis stated that a resolution needs to take place before the start of the new school year, 2015-2016, and that the supplement schedule should be agreed upon as well.
- Apryle Jackson requested a recess to discuss the school board's proposal with her members.

Break: 2:30pm – 2:49pm



# Bargaining Leadership Team Meeting Minutes

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Meeting resumed at 2:40pm.

- Apryle Jackson asked when this proposal would be effective; stating evaluations are not available.
- John Boyd stated that VAM scores would not be available right away; however, a portion of all funds would be available to teachers now. When evaluations come in, the remainder would be given.
- Apryle passed out an *Index Salary Schedule* (see-attached handout). The handout shows an increase for teachers over a 3-year period with a cost of \$13.0 million to the district.
- Michele VanderLey asked Todd Seis what the total package for instructional with the \$700 equals.
- Todd Seis stated \$2.8 million with benefits.
- Lare Allen asked whether employees would owe the District money if their score(s) go down.
- John Boyd stated no.
- John Boyd stated that the current salary index has not been implemented for the purposes of a salary increase yet; and to say it is too difficult to understand is premature.
- John Boyd also stated that we are not putting a new salary schedule together today and it was not part of the School Board's offer.
- Apryle Jackson stated that she did not feel their offer was collaborative bargaining.
- Apryle stated that the school district is losing teachers due to no protection for their job.
- John Boyd stated this offer is the best offer the School Board can give at this time, and the School Board supports collaborative bargaining with OCEA.
- Tammy Cope-Otterson stated that last year, 13 annual teachers were terminated, and 21 teachers were terminated during their probationary period. She added most are due to certification problems.
- Apryle Jackson stated that she is not referring to those people.
- Lara Allen stated that teachers are shopping around for job security.
- Apryle Jackson asked how can we ratify a new year when last year has not been ratified.
- Michele VanderLey stated she would like to see ratification before the teachers start in August.
- Apryle Jackson asked if an adjustment could be made to include Contract language agreed to last year.
- Todd Seis answered Apryle Jackson stating we have no control over what the state allots the District each year, and salaries account for 90% of the budget. He added that we would review the information Apryle shared.
- Edna LaCount stated job security and pay are the reasons most teachers are looking to move.
- Scott Knoebel stated that of the teachers who have left his school, most wanted to be closer to home or their spouse's job location, not due to pay.
- Apryle Jackson stated that legally the removal of the arbitration could not be included in the proposal.
- John Boyd responded to Apryle that the School Board requested the removal of the arbitration clause in the proposal.
- John Boyd stated that the available data show the greatest reason teachers leave Osceola County was relocation.
- Apryle Jackson stated that Osceola County is the only district in Central Florida that does not have automatic renewal for Annual Contract teachers who are rated "Highly Effective" or "Effective."
- Michele Smith-Toner stated that a new employee (teacher) could be making more than an existing teacher.
- John Boyd answered that is possible.
- Lare Allen asked if the District is operating on a deficit.
- Todd Seis stated that the District is operating at a \$2.0 million deficit for 2015-2016, and the School Board seeks a balanced budget as its goal.
- John Boyd stated he would articulate OCEA's concerns to the School Board.



# Bargaining Leadership Team Meeting Minutes

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**Action: No Action Taken**

**Agenda Items for Next Meeting: Lare Allen/John Boyd**

**Date, Time and Location of Next Meeting:**

Thursday, July 30, 2015  
10:00am – 11:45am  
OCEA Office  
722 Mabbette St  
Kissimmee, FL 34741

## **Pluses**

- Thank you for the food!

## **Deltas**

- N/A

**ADJOURNED** at 3:51pm \_\_\_\_\_



**SDOC Salary Negotiations Counter-Proposal for the 2015-16 School Year for  
Bargaining Leadership Team (BLT) – Instructional Employees**

Recognizing the need to reward employees for their hard work despite very limited resources, the School Board commits to provide Osceola County instructional employees the following firm offer of incentives and contingency:

- **Average of \$700 salary increase per employee** based upon the requirements of state law and the performance pay salary schedule as previously bargained;
- **Starting salary level equal to \$40,100** (which exceeds that of surrounding school districts);
- **Adjustment of the weight of the Student Growth portion of a teacher's evaluation** from 50% (one-half) to at least 33.3% (one-third) and the addition of a third measure to be determined in subcommittee and collaboratively bargained during the 2015-16 school year;
- **More equitable extracurricular supplements schedule** that reflects the work of both parties in subcommittee; and
- **District health care clinic** opening during the 2015-16 school year with an employer contribution benefit of \$290 per employee.

**The above firm offer would be contingent upon OCEA dropping current arbitration, which would provide cost savings in legal fees to both OCEA members and the District.**

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**TENTATIVE APPROVAL**

Date: July 16, 2015

OSCEOLA COUNTY  
SCHOOL BOARD

OSCEOLA COUNTY  
EDUCATION ASSOCIATION

\_\_\_\_\_  
CHIEF NEGOTIATOR FOR OCSB  
John Boyd

\_\_\_\_\_  
OCEA PRESIDENT  
Apyrle Jackson

\_\_\_\_\_  
CHIEF NEGOTIATOR FOR OCEA  
Lare Allen



# Index Salary Schedule

Year Exp	# teach	Salary	Cost	Cost3	Increase	Column1	Column2	Column3
0	264	\$ 39,500.00	\$ 10,428,000.00	\$ 10,560,000.00	\$ 500.00	\$ 10,560,000.00	\$ 132,000.00	3
b				\$ -			\$ -	
c				\$ -		\$ -	\$ -	
1	200	\$ 39,500.00	\$ 7,900,000.00	\$ 8,180,000.00	\$ 1,400.00	\$ 8,180,000.00	\$ 280,000.00	3
b				\$ -		\$ -	\$ -	
c				\$ -		\$ -	\$ -	
2	159	\$ 39,700.00	\$ 6,312,300.00	\$ 6,646,200.00	\$ 2,100.00	\$ 6,646,200.00	\$ 333,900.00	3
b			\$ -	\$ -		\$ -	\$ -	
c			\$ -	\$ -		\$ -	\$ -	
3	190	\$ 39,900.00	\$ 7,581,000.00	\$ 8,113,000.00	\$ 2,800.00	\$ 8,113,000.00	\$ 532,000.00	3
b			\$ -	\$ -		\$ -	\$ -	
c			\$ -	\$ -		\$ -	\$ -	
4	175	\$ 40,200.00	\$ 7,035,000.00	\$ 7,630,000.00	\$ 3,400.00	\$ 7,630,000.00	\$ 595,000.00	3
b			\$ -	\$ -		\$ -	\$ -	
c			\$ -	\$ -		\$ -	\$ -	
5	119	\$ 40,450.00	\$ 4,813,550.00	\$ 5,295,500.00	\$ 4,050.00	\$ 5,295,500.00	\$ 481,950.00	3
b			\$ -	\$ -		\$ -	\$ -	
c			\$ -	\$ -		\$ -	\$ -	
6	102	\$ 40,700.00	\$ 4,151,400.00	\$ 4,630,800.00	\$ 4,700.00	\$ 4,630,800.00	\$ 479,400.00	3
b			\$ -	\$ -		\$ -	\$ -	
c			\$ -	\$ -		\$ -	\$ -	
7	194	\$ 41,000.00	\$ 7,954,000.00	\$ 8,982,200.00	\$ 5,300.00	\$ 8,982,200.00	\$ 1,028,200.00	3
b			\$ -	\$ -		\$ -	\$ -	
c			\$ -	\$ -		\$ -	\$ -	
8	215	\$ 41,750.00	\$ 8,976,250.00	\$ 10,148,000.00	\$ 5,450.00	\$ 10,148,000.00	\$ 1,171,750.00	3
b			\$ -	\$ -		\$ -	\$ -	
c			\$ -	\$ -		\$ -	\$ -	
9	198	\$ 42,400.00	\$ 8,395,200.00	\$ 9,523,800.00	\$ 5,700.00	\$ 9,523,800.00	\$ 1,128,600.00	1
b			\$ -	\$ -		\$ -	\$ -	
c			\$ -	\$ -		\$ -	\$ -	
10	165	\$ 43,050.00	\$ 7,103,250.00	\$ 8,085,000.00	\$ 5,950.00	\$ 8,085,000.00	\$ 981,750.00	1
b			\$ -	\$ -		\$ -	\$ -	
c			\$ -	\$ -		\$ -	\$ -	



11	174	\$ 43,700.00	\$ 7,603,800.00	\$ 8,682,600.00	\$ 6,200.00	\$ 8,682,600.00	\$ 1,078,800.00	1
b		\$	\$	\$	\$	\$	\$	
c		\$	\$	\$	\$	\$	\$	
12	109	\$ 44,400.00	\$ 4,839,600.00	\$ 5,537,200.00	\$ 6,400.00	\$ 5,537,200.00	\$ 697,600.00	1
b		\$	\$	\$	\$	\$	\$	
c		\$	\$	\$	\$	\$	\$	
13	112	\$ 45,100.00	\$ 5,051,200.00	\$ 5,790,400.00	\$ 6,600.00	\$ 5,790,400.00	\$ 739,200.00	1
b		\$	\$	\$	\$	\$	\$	
c		\$	\$	\$	\$	\$	\$	
14	106	\$ 45,800.00	\$ 4,854,800.00	\$ 5,575,600.00	\$ 6,800.00	\$ 5,575,600.00	\$ 720,800.00	1
b		\$	\$	\$	\$	\$	\$	
c		\$	\$	\$	\$	\$	\$	
15	101	\$ 46,550.00	\$ 4,701,550.00	\$ 5,403,500.00	\$ 6,950.00	\$ 5,403,500.00	\$ 701,950.00	1
b		\$	\$	\$	\$	\$	\$	
c		\$	\$	\$	\$	\$	\$	
16	85	\$ 47,450.00	\$ 4,033,250.00	\$ 4,624,000.00	\$ 6,950.00	\$ 4,624,000.00	\$ 590,750.00	1
b		\$	\$	\$	\$	\$	\$	
c		\$	\$	\$	\$	\$	\$	
17	76	\$ 48,250.00	\$ 3,667,000.00	\$ 4,202,800.00	\$ 7,050.00	\$ 4,202,800.00	\$ 535,800.00	1
b		\$	\$	\$	\$	\$	\$	
c		\$	\$	\$	\$	\$	\$	
18	80	\$ 49,400.00	\$ 3,952,000.00	\$ 4,496,000.00	\$ 6,800.00	\$ 4,496,000.00	\$ 544,000.00	2
b		\$	\$	\$	\$	\$	\$	
c		\$	\$	\$	\$	\$	\$	
19	54	\$ 51,250.00	\$ 2,767,500.00	\$ 3,083,400.00	\$ 5,850.00	\$ 3,083,400.00	\$ 315,900.00	2
b		\$	\$	\$	\$	\$	\$	
c		\$	\$	\$	\$	\$	\$	
20	51	\$ 54,000.00	\$ 2,754,000.00	\$ 2,958,000.00	\$ 4,000.00	\$ 2,958,000.00	\$ 204,000.00	2
b		\$	\$	\$	\$	\$	\$	
c		\$	\$	\$	\$	\$	\$	
21	56	\$ 58,350.00	\$ 3,267,600.00	\$ 3,298,400.00	\$ 550.00	\$ 3,298,400.00	\$ 30,800.00	2
b		\$	\$	\$	\$	\$	\$	
c		\$	\$	\$	\$	\$	\$	
22	37	\$ 59,450.00	\$ 2,199,650.00	\$ 2,212,600.00	\$ 350.00	\$ 2,212,600.00	\$ 12,950.00	2
c		\$	\$	\$	\$	\$	\$	
b		\$	\$	\$	\$	\$	\$	
c		\$	\$	\$	\$	\$	\$	



[illegible]



Yrs Exp	# teachers	Schedule	Cost	Yrs Exp2	# teachers2	Schedule3	Cost4	Difference
2013-14				2014-15 Frozen				
0	265	\$ 39,445.26	\$ 10,452,993.90	0	264	\$ 39,500.00	\$ 10,428,000.00	-1
1	178	\$ 39,445.26	\$ 7,021,256.28	1	200	\$ 39,500.00	\$ 7,900,000.00	22
2	190	\$ 39,682.26	\$ 7,539,629.40	2	159	\$ 39,500.00	\$ 6,280,500.00	-31
3	195	\$ 39,884.26	\$ 7,777,430.70	3	190	\$ 39,700.00	\$ 7,543,000.00	-5
4	127	\$ 40,173.26	\$ 5,102,004.02	4	175	\$ 39,900.00	\$ 6,982,500.00	48
5	107	\$ 40,441.26	\$ 4,327,214.82	5	119	\$ 40,200.00	\$ 4,783,800.00	12
6	220	\$ 40,694.26	\$ 8,952,737.20	6	102	\$ 40,450.00	\$ 4,125,900.00	-118
7	233	\$ 41,099.26	\$ 9,576,127.58	7	194	\$ 40,700.00	\$ 7,895,800.00	-39
8	219	\$ 41,709.26	\$ 9,134,327.94	8	215	\$ 41,000.00	\$ 8,815,000.00	-4
9	171	\$ 42,359.26	\$ 7,243,433.46	9	198	\$ 41,750.00	\$ 8,266,500.00	27
10	187	\$ 43,009.26	\$ 8,042,731.62	10	165	\$ 42,400.00	\$ 6,996,000.00	-22
11	117	\$ 43,659.26	\$ 5,108,133.42	11	174	\$ 43,050.00	\$ 7,490,700.00	57
12	123	\$ 44,359.26	\$ 5,456,188.98	12	109	\$ 43,700.00	\$ 4,763,300.00	-14
13	112	\$ 45,059.26	\$ 5,046,637.12	13	112	\$ 44,400.00	\$ 4,972,800.00	0
14	113	\$ 45,759.26	\$ 5,170,796.38	14	106	\$ 45,100.00	\$ 4,780,600.00	-7
15	90	\$ 46,509.26	\$ 4,185,833.40	15	101	\$ 45,800.00	\$ 4,625,800.00	11
16	82	\$ 47,409.26	\$ 3,887,559.32	16	85	\$ 46,550.00	\$ 3,956,750.00	3
17	85	\$ 48,209.26	\$ 4,097,787.10	17	76	\$ 47,450.00	\$ 3,606,200.00	-9
18	59	\$ 49,359.26	\$ 2,912,196.34	18	80	\$ 48,250.00	\$ 3,860,000.00	21
19	50	\$ 51,209.26	\$ 2,560,463.00	19	54	\$ 49,400.00	\$ 2,667,600.00	4
20	61	\$ 53,959.26	\$ 3,291,514.86	20	51	\$ 51,250.00	\$ 2,613,750.00	-10
21	38	\$ 58,344.26	\$ 2,217,081.88	21	56	\$ 54,000.00	\$ 3,024,000.00	18
22	49	\$ 59,409.26	\$ 2,911,053.74	22	37	\$ 58,350.00	\$ 2,158,950.00	-12
23	53	\$ 60,134.26	\$ 3,187,115.78	23	44	\$ 59,450.00	\$ 2,615,800.00	-9
24	50	\$ 60,615.26	\$ 3,030,763.00	24	46	\$ 60,150.00	\$ 2,766,900.00	-4
25	68	\$ 60,615.26	\$ 4,121,837.68	25	48	\$ 60,650.00	\$ 2,911,200.00	-20
26+	316	\$ 62,209.26	\$ 19,658,126.16	26+	338	\$ 62,250.00	\$ 21,040,500.00	22
3558		\$ 162,012,975.08		3498		\$ 157,871,850.00		60

Matrix Numbers are provided by the SDOC

\$ 4,141,125.08

**Schedule Placement Cost**

<b>Schedule Cost</b>	<b>\$ 157,871,850</b>	<b>\$ 162,012,975.08</b>
<b>Sub-total</b>	<b>\$ 157,871,850</b>	<b>\$ 162,012,975.08</b>
FICA: 7.65 %	<b>\$ 12,077,197</b>	<b>\$ 12,393,992.59</b>
FRS: 7.37%	<b>\$ 11,635,155</b>	<b>\$ 11,940,356.26</b>
WC: 1.0%	<b>\$ 1,578,719</b>	<b>\$ 1,620,129.75</b>
<b>TOTAL</b>	<b>\$ 183,162,920</b>	<b>\$ 187,967,453.69</b>

2014-15 Cost	\$ 183,162,920
2013-14 Cost	\$ 187,967,454
	<b>\$ 4,804,533</b>



Column1	Column2	Column3	Column4	Column5	Column6	Column7	Column8	Column9
2013-14				2014-15				
Yrs Exp		Schedule	Cost	Yrs Exp		Schedule	Cost	Difference
0	265	\$ 39,445.26	\$ 10,452,993.90	0	264	\$ 39,500.00	\$ 10,428,000.00	-1
1	178	\$ 39,445.26	\$ 7,021,256.28	1	200	\$ 39,500.00	\$ 7,900,000.00	22
2	190	\$ 39,682.26	\$ 7,539,629.40	2	159	\$ 39,700.00	\$ 6,312,300.00	-31
3	195	\$ 39,884.26	\$ 7,777,430.70	3	190	\$ 39,900.00	\$ 7,581,000.00	-5
4	127	\$ 40,173.26	\$ 5,102,004.02	4	175	\$ 40,200.00	\$ 7,035,000.00	48
5	107	\$ 40,441.26	\$ 4,327,214.82	5	119	\$ 40,450.00	\$ 4,813,550.00	12
6	220	\$ 40,694.26	\$ 8,952,737.20	6	102	\$ 40,700.00	\$ 4,151,400.00	-118
7	233	\$ 41,099.26	\$ 9,576,127.58	7	194	\$ 41,000.00	\$ 7,954,000.00	-39
8	219	\$ 41,709.26	\$ 9,134,327.94	8	215	\$ 41,750.00	\$ 8,976,250.00	-4
9	171	\$ 42,359.26	\$ 7,243,433.46	9	198	\$ 42,400.00	\$ 8,395,200.00	27
10	187	\$ 43,009.26	\$ 8,042,731.62	10	165	\$ 43,050.00	\$ 7,103,250.00	-22
11	117	\$ 43,659.26	\$ 5,108,133.42	11	174	\$ 43,700.00	\$ 7,603,800.00	57
12	123	\$ 44,359.26	\$ 5,456,188.98	12	109	\$ 44,400.00	\$ 4,839,600.00	-14
13	112	\$ 45,059.26	\$ 5,046,637.12	13	112	\$ 45,100.00	\$ 5,051,200.00	0
14	113	\$ 45,759.26	\$ 5,170,796.38	14	106	\$ 45,800.00	\$ 4,854,800.00	-7
15	90	\$ 46,509.26	\$ 4,185,833.40	15	101	\$ 46,550.00	\$ 4,701,550.00	11
16	82	\$ 47,409.26	\$ 3,887,559.32	16	85	\$ 47,450.00	\$ 4,033,250.00	3
17	85	\$ 48,209.26	\$ 4,097,787.10	17	76	\$ 48,250.00	\$ 3,667,000.00	-9
18	59	\$ 49,359.26	\$ 2,912,196.34	18	80	\$ 49,400.00	\$ 3,952,000.00	21
19	50	\$ 51,209.26	\$ 2,560,463.00	19	54	\$ 51,250.00	\$ 2,767,500.00	4
20	61	\$ 53,959.26	\$ 3,291,514.86	20	51	\$ 54,000.00	\$ 2,754,000.00	-10
21	38	\$ 58,344.26	\$ 2,217,081.88	21	56	\$ 58,350.00	\$ 3,267,600.00	18
22	49	\$ 59,409.26	\$ 2,911,053.74	22	37	\$ 59,450.00	\$ 2,199,650.00	-12
23	53	\$ 60,134.26	\$ 3,187,115.78	23	44	\$ 60,150.00	\$ 2,646,600.00	-9
24	50	\$ 60,615.26	\$ 3,030,763.00	24	46	\$ 60,650.00	\$ 2,789,900.00	-4
25	68	\$ 60,615.26	\$ 4,121,837.68	25	48	\$ 62,250.00	\$ 2,988,000.00	-20
26+	316	\$ 62,209.26	\$ 19,658,126.16	26+	338	\$ 62,250.00	\$ 21,040,500.00	22
3558		\$ 162,012,975.08		3498		\$ 159,806,900.00		60
Matrix Numbers are provided by the SDOC							\$ 2,206,075.08	

**Schedule Placement Cost**

<b>Schedule Cost</b>	<b>\$ 159,806,900</b>	\$ 162,012,975.08
<b>Sub-total</b>	<b>\$ 159,806,900</b>	\$ 162,012,975.08
FICA: 7.65 %	\$ 12,225,228	\$ 12,393,992.59
FRS: 7.37%	\$ 11,777,769	\$ 11,940,356.26
WC: 1.0%	\$ 1,598,069	\$ 1,620,129.75
<b>TOTAL</b>	<b>\$ 185,407,965</b>	\$ 187,967,453.69

2014-15 Cost	\$ 185,407,965
2013-14 Cost	\$ 187,967,454
	<b>\$ 2,559,488</b>



# Bargaining Leadership Team Meeting Minutes

**Date:** Thursday, July 30, 2015, 10:00 AM – 12:35 PM

**Location:** OCEA Mabbette Street Conference Room

OCEA ATTENDANCE			
Lare Allen	OCEA Chief Negotiator	Discovery Intermediate School	<input type="checkbox"/>
Christy Brittain	Teacher	Sunrise Elementary School	<input checked="" type="checkbox"/>
Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
Edna LaCount	Teacher	Liberty High School	<input checked="" type="checkbox"/>
John LeGrande	Teacher	Liberty High School	<input type="checkbox"/>
Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
Desiree Senter	Media Specialist	Neptune Middle School	<input type="checkbox"/>
Michelle Smith-Toner	Teacher	Kissimmee Middle School	<input type="checkbox"/>
Peter Walsh	Teacher	Hickory Tree Elementary	<input type="checkbox"/>
Michelle VanderLey	Executive Director	OCEA	<input checked="" type="checkbox"/>
DISTRICT ATTENDANCE			
Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
John Boyd	District Chief Negotiator/ Director	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>
Lisette Brizendine	Assistant Superintendent	Elementary Education	<input type="checkbox"/>
Rolando Casado	Assistant Principal	Gateway High School	<input type="checkbox"/>
Jose Gonzalez	Director	Budget	<input type="checkbox"/>
Edward Jones	Principal	Osceola High School	<input type="checkbox"/>
Scott Knoebel	Principal	Narcoossee Elementary	<input type="checkbox"/>
Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
Todd Seis	Chief Officer	Business & Finance	<input type="checkbox"/>
Nadia Winston	Principal	Westside K-8	<input type="checkbox"/>
Betty Hittman	Recording Secretary / Secretary to John Boyd	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>

**GUEST(S):** Nathan DeRight

**Prepared by:** Government & Labor Relations --Human Resources

*The School District of Osceola County, Florida -- Page 1 of 3*





# Bargaining Leadership Team Meeting Minutes

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**COMMENCED at 10:15 AM**

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**Mission Statement:** Christy Brittain  
**Philosophy:** Tammy Cope-Otterson  
**Rationale:** Mike Allen  
**Salary and Fringes:** Apryle Jackson  
**Goals:** John Boyd  
**Speaking Order:** Michelle VanderLey  
**Time Keeper:** Tammy Cope-Otterson

## Reflection on Our Progress Together: John Boyd

- Introductions of New Bargaining Team Members
- MOUs
- Contract Language

## Subcommittee Updates: Apryle Jackson/John Boyd

- Apryle Jackson recognized the birthdays of Michelle VanderLey and Edna LaCount and acknowledged Tammy Cope-Otterson's twenty-eight (28) years of service to the District.

## Salaries and Benefits: Apryle Jackson/John Boyd

- John Boyd presented a proposal authorized by School Board as a one-time offer. (See the attached document.)
- John Boyd stated that the School Board is not in favor of the automatic contract renewal language for many reasons. However, the School Board offered a compromise as part of the salary and benefits package -- merit-based contract renewal. (See the attached document.)
- John Boyd stated that employees who meet all of the criteria would be renewed, which would offer some job security.
- John Boyd shared an example of how this criteria would be applied.
- John Boyd stated that a review of available data on file revealed that 80% of Annual Contract teachers would earn this benefit, and 20% would not. However, John Boyd stated that this does not mean the employees in the 20% would not be renewed, but they would not earn or receive this new benefit based upon the criteria. Further, John Boyd stated that the principal would still have the option to renew employees who do not earn this new benefit based upon the criteria.
- Michelle VanderLey inquired about the status of the MOUs and changes in contract language that were tentatively agreed upon and approved for 2014-2015.
- John Boyd stated that MOUs and changes in contract language for 2014-15 would be honored and combined with MOUs and changes in contract language for 2015-16 in a new multi-year contract.
- John Boyd clarified that the average of a \$700.00 salary increase in the proposal was intended for the 2015-16 school year.
- Michelle VanderLey asked if the salary schedule could be changed from levels from \$50 increments to thirds instead.
- John Boyd stated that the School Board was not willing to include any changes to the organization and structure of the existing salary schedule in this proposal but agreed to discuss such changes in a subcommittee.
- Following a fist of five vote, the Bargaining Leadership Team tentatively approved the proposal as amended to include the Salary Schedule Subcommittee at 11:20 AM.
- Apryle Jackson stated the ratification process would be conducted after teachers return to school in August.

**Prepared by:** Government & Labor Relations --Human Resources



# Bargaining Leadership Team Meeting Minutes

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**ACTION:** Following a fist of five vote, the Bargaining Leadership Team tentatively approved the proposal as amended at 11:20 AM.

## Agenda Items for Next Meeting: John Boyd

- Final agenda items will be sent to John Boyd no later than one week prior to the next scheduled meeting.

**Next Meeting:** *Thursday, August 13, 2015, 04:15 PM – 06:00 PM,  
Human Resources Administrative Services, Building 03,  
Conference Room 03*

## Pluses

- N/A

## Deltas

- N/A

**ADJOURNED at 12:35 PM**

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**SDOC Salary Negotiations Counter-Proposal for the 2015-16 School Year for  
Bargaining Leadership Team (BLT) – Instructional Employees**

Recognizing the need to reward employees for their hard work despite very limited resources, the School Board commits to provide Osceola County instructional employees the following firm offer of incentives and contingency:

- **Average of \$700 salary increase per instructional employee for 2015-16 school year** based upon the requirements of state law and the performance pay salary schedule as previously bargained;
- **Starting salary level equal to \$40,100** (which exceeds that of surrounding school districts);
- **Revised 2014-15 and 2015-16 Multi-Year Contract** that includes tentatively approved contract language and Memoranda of Understanding for the 2014-15 school year;
- **Salary Schedule subcommittee** for the purpose of reducing the number of levels on the existing salary schedule in an equitable manner;
- **Merit-Based contract renewals for Annual Contract instructional employees** per the terms of the approved contractual language (*This item is a one-time offer on this 07-30-15 counter-proposal only.*);
- **Adjustment of the weight of the Student Growth portion of an instructional employee's evaluation** from 50% (one-half) to at least 33.3% (one-third) and the addition of a third measure to be determined in subcommittee and collaboratively bargained during the 2015-16 school year;
- **More equitable extracurricular supplements schedule** that reflects the work of both parties in subcommittee; and
- **District health care clinic** opening during the 2015-16 school year with an **employer contribution benefit of \$290 per employee.**

**The above firm offer would be contingent upon OCEA accepting the above offer and agreeing to:**

1. **Forego declaring impasse for the 2014-15 school year; and**
2. **Drop the current arbitration, which would provide cost savings in legal fees to both OCEA members and the District.**

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**TENTATIVE APPROVAL**

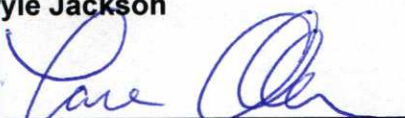
**Date: July 30, 2015**

**OSCEOLA COUNTY  
SCHOOL BOARD**

  
\_\_\_\_\_  
**CHIEF NEGOTIATOR FOR OCSB**  
John Boyd

**OSCEOLA COUNTY  
EDUCATION ASSOCIATION**

  
\_\_\_\_\_  
**OCEA PRESIDENT**  
Apryle Jackson

  
\_\_\_\_\_  
**CHIEF NEGOTIATOR FOR OCEA**  
Lare Allen

## Proposed Changes to Contract Language for Instructional Employees

- **Renewal Language for Effective and Highly Effective Teachers with Annual Contracts**

### OCEA Original Proposal

Any annual contract School District of Osceola County teacher who receives an Effective or Highly Effective score on his/ her Teacher Evaluation Program will be renewed except in the case of budgetary constraints or severe disciplinary action.

### District Counter-Proposal

#### **ARTICLE IV: ASSOCIATION AND TEACHER RIGHTS**

##### **4.43-1 Merit-Based Contract Renewal**

###### **1. Eligibility Criteria**

*An instructional employee on annual contract shall be eligible for renewal of his or her contract for the subsequent school year if all of the following conditions are met:*

- A. The employee receives a rating of “Effective” or “Highly Effective” on all components of the appropriate evaluation system after existing data becomes available for three (3) consecutive school years prior to the subsequent school year;*
  - B. The employee has not engaged in any conduct that results in progressive discipline beyond the initial step (e.g., Informal Contact);*
  - C. The employee meets the objective of any Performance Improvement Plan that may be assigned to the employee;*
  - D. The employee is not under investigation for any complaint or wrongdoing; and*
  - E. The District does not experience reduced enrollment or budgetary constraints, including, but not limited to, reduction or proration of state or federal funds.*
- 2. The eligibility of the employee for this benefit shall be **suspended** if the employee is under investigation, arrested, and/ or charged with breaking a state or federal law.*
  - 3. The eligibility of the employee for this benefit shall be **denied** if the employee is convicted, or if all eligibility criteria are not met.*
  - 4. The eligibility of the employee for this benefit shall be **reinstated** if the employee is exonerated or acquitted, and if all eligibility criteria are met.*

## Examples of Merit-Based Contract Renewal Benefit Eligibility in Action

Year	Effective or Highly Effective	Effective or Highly Effective	Effective or Highly Effective	Effective or Highly Effective	No Professional Improvement Plan With Objectives Unmet?	No Discipline above Informal Contact?	No Ongoing Investigation?	No Decreased or Prorated State Funding?
	Met	Met	Met	Met	Met	Met	Met	Met
	Met	Met	Met	Met	Met	Met	Met	Met
	Met	N/A	Met	Met	Met	Met	Met	Met
Yes								
Eligibility Status for Merit-Based Renewal Benefit for 2015-16	2012-13	2013-14	2014-15					

2013-14	Met	Met	Met				
2014-15	Met	Met	Met				
2015-16	Not Met	N/A	Met	Met	Met	Met	Met
Eligibility Status for Merit-Based Renewal Benefit for 2016-17			No				



**SDOC Salary Negotiations Counter-Proposal for the 2015-16 School Year for  
Bargaining Leadership Team (BLT) – Instructional Employees**

Recognizing the need to reward employees for their hard work despite very limited resources, the School Board commits to provide Osceola County instructional employees the following firm offer of incentives and contingency:

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- **Starting salary level equal to \$40,100** (which exceeds that of surrounding school districts);
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- **Merit-Based contract renewals for Annual Contract instructional employees** per the terms of the approved contractual language (*This item is a one-time offer on this 07-30-15 counter-proposal only.*);
- **Adjustment of the weight of the Student Growth portion of an instructional employee's evaluation** from 50% (one-half) to at least 33.3% (one-third) and the addition of a third measure to be determined in subcommittee and collaboratively bargained during the 2015-16 school year;
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**The above firm offer would be contingent upon OCEA accepting the above offer and agreeing to:**

1. **Forego declaring impasse for the 2014-15 school year; and**
2. **Drop the current arbitration, which would provide cost savings in legal fees to both OCEA members and the District.**

**TENTATIVE APPROVAL**

Date: July 30, 2015

**OSCEOLA COUNTY  
SCHOOL BOARD**



**CHIEF NEGOTIATOR FOR OCSB**  
John Boyd

**OSCEOLA COUNTY  
EDUCATION ASSOCIATION**



**OCEA PRESIDENT**  
Apryle Jackson

**CHIEF NEGOTIATOR FOR OCEA**  
Lare Allen

TA 07/30/15 AB

## Proposed Changes to Contract Language for Instructional Employees

- Renewal Language for Effective and Highly Effective Teachers with Annual Contracts

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  - The employee has not engaged in any conduct that results in progressive discipline beyond the initial step (e.g., Informal Contact);*
  - The employee meets the objective of any Performance Improvement Plan that may be assigned to the employee;*
  - The employee is not under investigation for any complaint or wrongdoing; and*
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- The eligibility of the employee for this benefit shall be **suspended** if the employee is under investigation, arrested, and/ or charged with breaking a state or federal law.*
  - The eligibility of the employee for this benefit shall be **denied** if the employee is convicted, or if all eligibility criteria are not met.*
  - The eligibility of the employee for this benefit shall be **reinstated** if the employee is exonerated or acquitted, and if all eligibility criteria are met.*







# Bargaining Leadership Team Meeting Minutes

**Date:** Thursday, August 13, 2016, 4:15pm – 3:45pm

**Location:** Human Resources Administrative Services, Building 03, Conference Room 03

OCEA ATTENDANCE			
Lare Allen	OCEA Chief Negotiator	Discovery Intermediate School	<input checked="" type="checkbox"/>
Christy Brittain	Teacher	Sunrise Elementary School	<input type="checkbox"/>
Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
Edna LaCount	Teacher	Liberty High School	<input checked="" type="checkbox"/>
John LeGrande	Teacher	Liberty High School	<input checked="" type="checkbox"/>
Jessica Priester	Teacher	East Lake Elementary	<input checked="" type="checkbox"/>
Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
Michelle Smith-Toner	Teacher	Kissimmee Middle School	<input checked="" type="checkbox"/>
Lori Swaby	Resource Compliance Sp.	ESE Department	<input checked="" type="checkbox"/>
Michelle VanderLey	Executive Director	OCEA	<input checked="" type="checkbox"/>
DISTRICT ATTENDANCE			
Michael Allen	Assistant Superintendent	Middle School Education	<input type="checkbox"/>
John Boyd	District Chief Negotiator/ Director	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>
Lisette Brizendine	Assistant Superintendent	Elementary Education	<input checked="" type="checkbox"/>
Rolando Casado	Assistant Principal	Gateway High School	<input checked="" type="checkbox"/>
Jose Gonzalez	Director	Budget	<input type="checkbox"/>
Edward Jones	Principal	Osceola High School	<input type="checkbox"/>
Scott Knoebel	Principal	Narcoossee Elementary	<input checked="" type="checkbox"/>
Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
Todd Seis	Chief Officer	Business & Finance	<input type="checkbox"/>
Nadia Winston	Principal	Westside K-8	<input type="checkbox"/>
Kim Fowler	Recording Secretary / Secretary to John Boyd	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>

**GUEST(S):** Amy Layton, Assistant Principal – Sunrise Elementary  
DeAnn Miller, Supervisor of Records Management



# Bargaining Leadership Team Meeting Minutes

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**COMMENCED at 4:15 PM** \_\_\_\_\_

## Opening:

<b>Welcome</b>	John Boyd
<b>Sign-in</b>	Lara Allen
<b>Refreshments</b>	Lara Allen
<b>Distribution of Materials</b>	Lara Allen
<b>Mission Statement</b>	Lara Allen
<b>Philosophy</b>	John Boyd
<b>Rationale</b>	DeAnn Miller
<b>Salary and Fringes</b>	Apryle Jackson
<b>BLT Goals</b>	John LeGrande
<b>Speaking Order</b>	Edna LaCount
<b>Time keeper</b>	Karen Pruitt

## Reflection on Our Progress Together: John Boyd

- John Boyd and Apryle Jackson thanked all present for their work and support regarding the salary contract.
- John Boyd welcomed guests Amy Layton Assistant Principal of Sunrise Elementary, and DeAnn Miller, Supervisor of Records Management.

## Subcommittee Updates: John Boyd/Apryle Jackson

- John Boyd stated that the Evaluation Subcommittee met yesterday, August 12, 2015, and that a lot was accomplished. The third metric regarding professional and ethical behavior is progressing.
- John Boyd stated that the Salary Schedule Subcommittee is moving forward, and dates would be scheduled.
- Apryle Jackson stated that she is concerned that teacher's Grades 04 through 10 have one set of standards, and teachers in other grades are held to another standard.
- John LeGrande thanked Janine for all her work regarding the models as well as the balance and fairness shown between elementary, middle, and high school teachers.

## Memoranda of Understanding for 2015-16 school year: John Boyd

- John Boyd stated that drafts of proposed MOU's were provided, but no decision regarding the MOU's was required for today's meeting; so, the group can take the information with them and review.
- Apryle Jackson stated that she does not approve anything that she has not read first.



# Bargaining Leadership Team Meeting Minutes

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## Supplement Schedule: Apryle Jackson/John Boyd

- John Boyd presented the group with the proposed new Supplement Schedule and asked for input.
- Apryle Jackson was concerned that the number of students at each of the high schools varies considerably (e.g., Osceola High School versus PATHS).
- Michelle VanderLey stated that the multi-level schools are sometimes overlooked, and that New Beginnings has a different population of students.
- John Boyd asked if the group wanted the proposed new Supplement Schedule to be part of the ratification process.
- Lara Allen asked if the Supplement Schedule was something that the group could revisit and change the numbers.
- John Boyd stated no.
- Apryle Jackson stated the following:
  - Some administrators expect deans to come in a half hour early and then come back to school for evening events.
  - Evening events should be strictly voluntary and that deans should not be required to attend.
  - An administrator told Apryle that if a dean does not come in early, they would move the dean back to the classroom.
  - We need consistency.
- John LeGrande stated the following:
  - He would like to see this schedule approved and out before the school year begins.
  - Per Todd Seis, there are 58 deans in the school district.
  - He thanked John LeGrande for all his work on the proposal.
  - He would like to propose \$1,500 supplement for deans.
- Michele VanderLey stated the following:
  - She is concerned because there is not any language regarding duties for deans across the board.
  - The role of dean is perceived as a stepping stone to an administrative position.
  - Some deans have left the District to go to another county because they felt they would never move into an administrative position.
  - She asked how do we establish consistent perimeters and expectations for deans.
- Apryle Jackson requested a break to discuss with her group.

**BREAK 4:45 PM**

**RESUME 5:00 PM**

- Apryle Jackson asked whether elementary teachers who are sponsoring clubs would be given a supplement.
- John Boyd stated that this should be covered under the Elementary Extracurricular supplement.
- Karen Pruitt asked about teachers who sponsor *Battle of the Books*.
- Apryle Jackson answered and stated that the Elementary Extracurricular supplement would cover that or the literacy coach.
- Karen Pruitt stated she would like to see language regarding *Battle of the Books* sponsor added to the Supplement Schedule.



# Bargaining Leadership Team Meeting Minutes

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- John LeGrande stated the following:
  - The expectations for deans are different from school to school.
  - He would like to see a supplement of \$2,000 for middle school dean and \$2,500 for high school dean.
  - High school deans have more responsibility.
- John Boyd stated that this amount is more than what the school board will approve, he cannot go higher for high school and not middle school.
- Apryle Jackson requested a break to discuss with her group.

**BREAK 5:14 PM**

**RESUME 5:35 PM**

- John LeGrande stated the following:
  - Some schools are more populated than others are.
  - We could use the model used for testing coordinator supplement.
- Michele VanderLey requested that language be added that duties for deans be distributed in a fair and equitable manner.
- Lara Allen stated that there needs to be some type of training or academy for deans to attend.
- John Boyd stated the following:
  - The supplements for deans will be added as follows:

▪ Less than 800 students	\$1450
▪ 801 to 1200	\$1550
▪ 1201 to 1600	\$1650
▪ 1601 to 2000	\$1750
▪ Greater than 2001	\$1850
  - On the last page of the proposed new Supplement Schedule, the following will be stricken: ARC, Cornerstone, and Crossroads.

**ACTION: Following a fist of five vote, the Bargaining Leadership Team tentatively approved this item.**

## Deans

- John Boyd asked for the following approval regarding language:  
“Assignments for academic deans will not be arbitrary and capricious.”

**ACTION: Following a fist of five vote, the Bargaining Leadership Team tentatively approved this item.**



# Bargaining Leadership Team Meeting Minutes

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## Agenda Items for Next Meeting

- Next Meeting: Thursday, September 10, 2015, 4:15pm – 6:00pm  
OCEA Office  
722 Mabbette St  
Kissimmee, FL 34741  
Conference Room

## Pluses

- John LeGrande commented that one of the Association Representatives went to Hickory Tree Elementary and said that Scott Knoebel does an awesome job at his school.
- Tammy Otterson-Cope thanked everyone for approving the new Supplement Schedule and stated that streamlining supplements is a huge help for her Department since it will alleviate a lot of work, and that she is thrilled.
- Apryle Jackson stated that 100% of John LeGrande's students passed the AP Calculus test.
- Lara Allen stated that the food was great.

## Deltas

- N/A

ADJOURNED at 6:07pm \_\_\_\_\_



# Bargaining Leadership Team Meeting Minutes

**Date:** Thursday, September 10, 2015, 4:15pm – 6:00pm

**Location:** OCEA Conference Room, 722 Mabbette St., Kissimmee, FL

OCEA ATTENDANCE			
Lare Allen	OCEA Chief Negotiator	Discovery Intermediate School	☒
Christy Brittain	Teacher	Sunrise Elementary School	☒
Apryle Jackson	President	OCEA	☒
Edna LaCount	Teacher	Liberty High School	☒
John LeGrande	Teacher	Liberty High School	☒
Jessica Priester	Teacher	East Lake Elementary	☒
Karen Pruitt	Media Specialist	TECO-PATHS	☒
Michelle Smith-Toner	Teacher	Kissimmee Middle School	☒
Lori Swaby	Resource Compliance Sp.	ESE Department	☒
Michelle VanderLey	Executive Director	OCEA	☒
DISTRICT ATTENDANCE			
Michael Allen	Assistant Superintendent	Middle School Education	☒
John Boyd	District Chief Negotiator/ Director	Government & Labor Relations (HR)	☒
Lisette Brizendine	Assistant Superintendent	Elementary Education	☒
Rolando Casado	Assistant Principal	Gateway High School	☒
Jose Gonzalez	Director	Budget	☒
Edward Jones	Principal	Osceola High School	☒
Scott Knoebel	Principal	Narcoossee Elementary	☒
Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	☒
Todd Seis	Chief Officer	Business & Finance	☒
Nadia Winston	Principal	Westside K-8	☒
Kim Fowler	Recording Secretary / Secretary to John Boyd	Government & Labor Relations (HR)	☒

**GUEST(S):** N/A





# Bargaining Leadership Team Meeting Minutes

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**COMMENCED at 4:15 PM**

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## Opening:

<b>Welcome</b>	Lara Allen
<b>Sign-in</b>	Lara Allen
<b>Refreshments</b>	Lara Allen
<b>Distribution of Materials</b>	Lara Allen
<b>Mission Statement</b>	Christy Brittain
<b>Philosophy</b>	Todd Seis
<b>Rationale</b>	John Boyd
<b>Salary and Fringes</b>	Apryle Jackson
<b>BLT Goals</b>	Jose Gonzalez
<b>Speaking Order</b>	John LeGrande
<b>Time keeper</b>	Lisette Brizendine

## Reflection on Our Progress Together: John Boyd

- John Boyd stated that the salary schedule was ratified and will be published on the website as soon as feasible.

## Subcommittee Updates: John Boyd/Apryle Jackson

- John Boyd stated that the Evaluation Subcommittee met on September 02, 2015, and will meet again on September 16 to continue with the third metric.
- 

## Memoranda of Understanding for 2015-16 school year: John Boyd

- **MOU re Additional Earning Opportunities for Non-FTE Generating Programs:**
  - John Boyd stated that the only change regarding the memoranda of understanding is the dates.
  - Apryle Jackson stated that she would like to re-evaluate the rates next year; stating that the rates have been the same for 8 years.

**ACTION: Following a fist of five vote, the Bargaining Leadership Team tentatively approved this item.**

- **MOU re Child Find, BLT:**
  - John Boyd stated that this is a federal requirement and that previous discussions had addressed employees taking the required training within the first 9 weeks of this school year.
  - Linda Schroder-King stated that the ESE department has already taken the training.
  - John Boyd stated that it should not take more than an hour to complete the training, and that anyone who has contact with students should take this training.

**ACTION: Following a fist of five vote, the Bargaining Leadership Team tentatively approved this item.**



# Bargaining Leadership Team Meeting Minutes

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- **MOU re Collaborative Bargaining, BLT:**

**ACTION: Following a fist of five vote, the Bargaining Leadership Team tentatively approved this item.**

- **MOU re DA Transfer and Retention Incentive**

**ACTION: Following a fist of five vote, the Bargaining Leadership Team tentatively approved this item.**

- **MOU re Development of District Assessments:**

**ACTION: Following a fist of five vote, the Bargaining Leadership Team tentatively approved this item.**

- **MOU re Employee Technology Awareness and Security:**

- John Boyd asked that members review the handbook.

**ACTION: No action was taken on this item.**

- **MOU re Guiding Principles for Lesson Plans:**

- John Boyd stated that the only changes to the MOU language were the dates.

**ACTION: Following a fist of five vote, the Bargaining Leadership Team tentatively approved this item.**

- **MOU re New Hires with Experience:**

**ACTION: No action was taken on this item.**

## Clarifying Role of Steering Committees: John Boyd

- John Boyd stated that no action was requested, see page 21, 3.01 and 3.02, noting the changes. If teachers at a school vote for a Steering Committee, they must have a Steering Committee.
- Apryle Jackson stated that some new administrators told their staff that they must vote on the Steering Committee each year, and this is incorrect.
- Lissette Brizendine asked whether new teachers get to elect new Steering Committee members at a school with an existing Steering Committee.
- Apryle Jackson stated the following:
  - Some administrators do not like a Steering Committee. If you have a large number of new teachers at a school, no one knows them and will vote for the returning or veteran teachers to be on the Steering Committee.
  - Some teachers are loyal to their administrators.
- Nadia Winston stated that she agrees with Apryle Jackson that there may be groups of teachers who feel they do not have a say so, and other teachers that do.
- Apryle Jackson stated that Osceola High School votes each year on who is part of the Steering Committee.



# Bargaining Leadership Team Meeting Minutes

- Michele VanderLey stated that she could see both sides; if the Steering Committee members are not trained, issues can become very adversarial, and they are not in place to “get someone.” The Steering Committee is in place to assist with resolving issues/problems/trouble before they get out of hand.
- Edward Jones stated that he agrees with what was said and felt that everyone should be involved in the voting process to give all an opportunity.
- Christy Brittain stated that a person is picked per grade level, when problems arise they advise administration, give input, and try to resolve the issue.

## Clarifying Roles of Grade Level/Department Chairs versus Professional Learning Communities (PLC) Facilitators: John Boyd

- John Boyd stated the following:
  - Grade level/ department chairs and PLC facilitators are not interchangeable roles. Grade level chairs are elected. PLC facilitators are not elected and must be trained to facilitate PLCs.
  - John will share this same information with administrators when he meets with them on Tuesday for the administrator’s meeting.
  - He referenced paragraph three of the handout.
- John LeGrande asked if he could be a department chair and a PLC facilitator.
- John Boyd stated yes, he could serve in both roles if his administrator assigned them both to him.

## Clarifying Voluntary Meetings during Planning Times: John Boyd

- John Boyd stated there needs to be clarification to contract language regarding planning time and meetings.
- Apryle Jackson stated the following:
  - She surveyed 200 teachers and found that 49 schools hold meetings during planning time, some are weekly, some are monthly, some are voluntary, and others are not.
  - Some schools take attendance and others go and look for absent teachers.
  - Osceola High School meets once a month.
  - One elementary school had five meetings in one week.
- Michele VanderLey stated that in 2005-06, 2006-07, a grievance was filed with the District, and Jim DiGiacomo resolved it at that time, but the same issue is again a concern.
  - Elementary teachers like to do planning during grade level meetings and typically meet once a week. OCEA did not find anything wrong with that.
  - Over the past several years, meetings have gone from once a week to several times a week.
  - Some schools have implemented a lunch and lean.
  - Instead of changing the contract language, we need to look outside the box and perhaps add ½ day for planning.
- Christy Brittain stated that if she misses a meeting she could get the information from her neighboring teacher or coach and felt that meetings should be voluntary.
- Scott Knoebel stated that he has never mandated a teacher attend a meeting, he has never had teachers refuse to attend, sometimes teachers will state they can’t attend a meeting due to a parent/teacher conference. If they cannot attend, it is not a problem.
- John Boyd distributed a handout, *Central Florida School District Teacher Contract Language*, regarding planning times and stated the following:
  - Administration does not want to abuse planning time.
  - Teachers want to be respected.



# Bargaining Leadership Team Meeting Minutes

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- Todd Seis asked if there is another way to deliver meeting content if a teacher cannot attend a meeting.
- Nadia Winston stated the following:
  - Schools have new teachers, who are overwhelmed and that meetings are important and informative.
  - The vested teachers usually help the new teachers.
  - New teachers who leave often say they felt lost.
  - From an administrative viewpoint, we need to support these teachers, so the question is how do administrators do that without meetings.
- Apryle Jackson stated the following:
  - She is concerned because some schools have celebrations on Wednesday, not meetings, and this takes up teachers time.
  - Some schools like, East Lake Elementary, have no problems.
  - Meetings should be voluntary.
  - Teachers should be given a choice if they want to attend.
- Todd Seis stated that contract language needs to be in place regarding teacher meetings and whether they should be voluntary.
- John Boyd referenced page 26 of the handout regarding recommendations and stated that voluntary meetings should not have a negative impact on a teacher if they chose not to attend.
- John Boyd offered these recommendations as possible contract language.
- Michele VanderLey stated that contract language may not be needed, but Osceola County has a retention issue, and we need to do what we can to retain as many teachers as possible.
- Christy Brittain suggested using Office365 or PowerPoint for veteran teachers who do not need a face-to-face meeting.

## Clarifying Lesson Plans Guidelines: John Boyd

- John Boyd referenced the last page of the *Clarifying Lesson Plans Guidelines* handout, right side in red.
- John Boyd explained his process for reviewing lesson plan templates and whether the templates comply with our related MOU.
- John LeGrande stated that he liked the template and was very appreciative of John Boyd's work.

## ALCO and TECO Teacher Evaluations: Apryle Jackson

- Apryle Jackson requested that discussions be tabled for the next BLT meeting.

## Agenda Items for Next Meeting

- ALCO/ TECO Teacher Evaluations
- Planning Time Subcommittee

### Date, Time, and Location of Next Meeting:

- Thursday, October 8, 2015
- 4:15pm – 6:00pm
- Human Resources Administrative Services;  
Administrative Annex, Building 03; Conference Room 03



# Bargaining Leadership Team Meeting Minutes

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## Pluses

- John Boyd thanked everyone for their support.

## Deltas

- N/A

ADJOURNED at 5:33pm \_\_\_\_\_



# Bargaining Leadership Team Meeting Minutes

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**Date:** Thursday, October 8, 2015, 4:15PM – 6:00PM

**Location:** Human Resources, Administrative Conference Room, Building 3

OCEA ATTENDANCE			
Lare Allen	OCEA Chief Negotiator	Discovery Intermediate School	<input checked="" type="checkbox"/>
Christy Brittain	Teacher	Sunrise Elementary School	<input checked="" type="checkbox"/>
Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
Edna LaCount	Teacher	Liberty High School	<input type="checkbox"/>
John LeGrande	Teacher	Liberty High School	<input checked="" type="checkbox"/>
Jessica Priester	Teacher	East Lake Elementary	<input checked="" type="checkbox"/>
Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
Michelle Smith-Toner	Teacher	Kissimmee Middle School	<input type="checkbox"/>
Lori Swaby	Resource Compliance Sp.	ESE Department	<input checked="" type="checkbox"/>
Michelle VanderLey	Executive Director	OCEA	<input checked="" type="checkbox"/>
DISTRICT ATTENDANCE			
Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
John Boyd	District Chief Negotiator/ Director	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>
Lisette Brizendine	Assistant Superintendent	Elementary Education	<input checked="" type="checkbox"/>
Rolando Casado	Assistant Principal	Gateway High School	<input type="checkbox"/>
Jose Gonzalez	Director	Budget	<input type="checkbox"/>
Edward Jones	Principal	Osceola High School	<input type="checkbox"/>
Scott Knoebel	Principal	Narcoossee Elementary	<input checked="" type="checkbox"/>
Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
Todd Seis	Chief Officer	Business & Finance	<input type="checkbox"/>
Nadia Winston	Principal	Westside K-8	<input checked="" type="checkbox"/>
Betty Hittman	Recording Secretary	Human Resources	<input checked="" type="checkbox"/>

**GUEST(S):** Sandy Davenport, Kelly Rodgers, Connor Gilbert, Christina Harrell

**COMMENCED at 4:00 PM** \_\_\_\_\_



# Bargaining Leadership Team Meeting Minutes

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**Mission Statement:**

Lare Allen

**Philosophy:**

Michelle VanderLey

**Rationale:**

Tammy Cope-Otterson

**Salary and Fringes:**

Apryle Jackson

**Goals:**

John LeGrande

**Speaking Order:**

John LeGrande

**Time Keeper:**

Tammy Cope-Otterson

- John Boyd acknowledged the administrators participating in the Preparing New Principals program who were attending this meeting as guests and reviewed the protocol for guests who attend BLT meetings.

## **MOUs: John Boyd**

- John Boyd noted numerous MOUs have been approved and are posted on the SharePoint website.
- Apryle Jackson noted the site is difficult to access from outside the District, and that end-users must access using Firefox and not Internet Explorer.

## **Contract Language: John Boyd**

- John Boyd shared that drafts have been reviewed and are ready for publication after appropriate signatures are obtained.
- Apryle Jackson agreed.

## **Subcommittee Update: John Boyd/Apryle Jackson**

- John Boyd reviewed calendar of upcoming subcommittee meetings.

## **MOU re: Employee Technology Awareness and Security: John Boyd**

- Apryle Jackson expressed concern regarding teachers of journalism, yearbook, as well as other areas of responsibility who need to use a SIM card, flash drive, and cameras.
- Michelle VanderLey requested addition of training language.
- John Boyd confirmed both concerns would be addressed in the TAST Handbook.

**ACTION: Following a fist of five vote, the Bargaining Leadership Team tentatively approved this item with these two changes.**

## **MOU re: New Hires with Experience: John Boyd**

- John Boyd stated the language of this MOU remains the same as last year with the exception of the use of levels instead of steps.

**ACTION: Following a fist of five vote, the Bargaining Leadership Team tentatively approved this item.**





# Bargaining Leadership Team Meeting Minutes

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## **MOU: Grandfather Supplements: John Boyd**

- John Boyd stated this is a starting conversation topic regarding the need to address grandfather supplements.
- Tammy Otterson shared the changes made to the Supplement Schedule reduced the number of supplement descriptions and the time and labor to process them.
- Apryle Jackson noted that she has not received any complaints about the new Supplement Schedule other than baseball coaches.
- Tammy Otterson shared that adjustments will be made for the number of supplements at the Osceola County School for the Arts since this school does not have athletic programs.
- Apryle Jackson agreed that this would be reasonable and equitable.

**ACTION: Item will be brought back to a future meeting.**

## **Starting Pay for Current Employees: John Boyd**

- Lare Allen stated there is a concern that the salary of returning employees is within \$50 less than the new starting salary for new employees.
- Apryle Jackson shared that Brevard received a cost of living for all employees and a raise in addition, which the state approved.
- John Boyd stated that it was not the BLT's intent to have this occur and that bargaining in in the future should be within a certain dollar amount to avoid this situation from occurring again. John Boyd suggested that the BLT consider an MOU to address this situation.

**ACTION: Item will be brought back to a future meeting.**

## **Clarifications re Elementary & Middle School Supplements: Apryle Jackson/ John Boyd**

- John Boyd shared the concern regarding grade level versus department chairs at the elementary and middle school level.
- Christy Brittain requested to clarify the number of grade level chairs at the elementary school.
- John Boyd suggested that the BLT consider an MOU to address this situation.

**ACTION: Item will be brought back to a future meeting.**

## **ALCO/ TECO Teacher Evaluation**

- Apryle Jackson suggested that the Evaluation Subcommittee could address this concern since students at ALCO/ TECO do not take the FSA, and she requested that the subcommittee find a more equitable solution than using the VAM.
- Mike Allen agreed there would be room to compromise.

**ACTION: None is required at this time.**



# Bargaining Leadership Team Meeting Minutes

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## Planning Time

- John Boyd stated that all BLT members at the table may request to add items to the meeting agenda, so there is no need to send a demand to bargain notice.
- John Boyd noted that Osceola's contract language differs from the contract language in surrounding districts. He also asked that members keep in mind that voluntary instructional training during planning times may be the only time to provide support to some teachers.
- Apryle Jackson shared that many schools are abusing the need for meetings or trainings during teacher planning times and that Brevard County added one-half hour to the workday for training purposes.
- Apryle Jackson indicated that voluntary training is not viewed as voluntary if attendance is taken, and employees believe not attending this training will affect their job evaluation.
- John LeGrande stated the expectation of training during the five days of pre-planning should really be no more than two days.
- Christy Brittain stated that training before or after school would not be feasible due to students being on campus.

**ACTION: Item will be brought back to a future meeting.**

## Notes

- Lare Allen acknowledged Dr. Lissette Brizendine's visitation to the African American Leadership Group event at the Chambers Park.
- Tammy Otterson asked members to consider random acts of kindness to foster generosity in the workplace.
- Apryle Jackson extended her appreciation for the administrative support received.
- Lare Allen noted staff appreciates receipt of recognition rewards such as "High Five."

**Next Meeting: Thursday, November 12, 4:15 PM – 6:00 PM, HRAS**

## Agenda Suggestions

- Salary/After School or Evening Classes – ALCO/TECO
- Virtual Education – New Administration

## Pluses

## Deltas

**ADJOURNED at 5:42 p.m.**



# Bargaining Leadership Team Meeting Minutes

**Date:** Thursday, November 12, 2015, 4:15PM – 6:00PM

**Location:** Human Resources, Administrative Conference Room, Building 3

OCEA ATTENDANCE			
Lare Allen	OCEA Chief Negotiator	Discovery Intermediate School	<input type="checkbox"/>
Christy Brittain	Teacher	Sunrise Elementary School	<input checked="" type="checkbox"/>
Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
Edna LaCount	Teacher	Liberty High School	<input checked="" type="checkbox"/>
John LeGrande	Teacher	Liberty High School	<input checked="" type="checkbox"/>
Jessica Priester	Teacher	East Lake Elementary School	<input checked="" type="checkbox"/>
Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
Lori Swaby	Resource Compliance Spst.	ESE Department	<input checked="" type="checkbox"/>
Michelle VanderLey	Executive Director	OCEA	<input checked="" type="checkbox"/>
DISTRICT ATTENDANCE			
Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
John Boyd	District Chief Negotiator/ Director	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>
Lisette Brizendine	Assistant Superintendent	Elementary Education	<input checked="" type="checkbox"/>
Rolando Casado	Assistant Principal	Gateway High School	<input checked="" type="checkbox"/>
Jose Gonzalez	Director	Budget	<input type="checkbox"/>
Edward Jones	Principal	Osceola High School	<input checked="" type="checkbox"/>
Scott Knoebel	Principal	Narcoossee Elementary	<input checked="" type="checkbox"/>
Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
Todd Seis	Chief Officer	Business & Finance	<input type="checkbox"/>
Nadia Winston	Principal	Westside K-8	<input checked="" type="checkbox"/>
Betty Hittman	Recording Secretary	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>

**GUEST(S):** N/A



# Bargaining Leadership Team Meeting Minutes

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**COMMENCED at 4:20 PM**

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**Mission Statement:**

John Boyd

**Philosophy:**

Lori Swaby

**Rationale:**

Christy Brittain

**Salary and Fringes:**

**Goals:**

Rolando Casado, Tammy Cope-Otterson,  
Jessica Priester, Michelle VanderLey,  
Lissette Brizendine,

**Speaking Order:**

Edna LaCount

**Time Keeper:**

Lissette Brizendine

## **Reflection on Our Progress Together: John Boyd**

- Apryle Jackson noted legal interpretation of approval of minutes is required at each meeting.
- Apryle Jackson recognized temporary lack of secretary in Government & Labor Relations; however, requested timely meeting minutes.
- Apryle Jackson requested permission to conduct audio recording of meeting.
- John Boyd declined audio recording of meeting pending approval from Superintendent's office.
- John Boyd noted meeting minutes are compiled by administration. Additionally, based upon prior union meeting practices as well as legal input, approval of the minutes by the committee is not required.
- There were no guess or new bargaining team members present to introduce at this meeting.

## **Subcommittee Updates: John Boyd**

- Evaluation Subcommittee met and will reconvene to finalize proposed changes to our *Instructional Employees' Evaluation Handbook*.
- Salary Schedule Subcommittee met and will reconvene to continue work on proposed changes to the existing salary schedule.
- Virtual Education Subcommittee met and proposed changes to contract language in Article XVI, Section 16.14, and this document was shared with the BLT.
- Future meetings for these subcommittees will be scheduled soon.

## **MOU re: Supplements: John Boyd**

- John Boyd reviewed the proposed MOU regarding clarifications to the existing Supplements Schedule.
- Michelle VanderLey expressed a concern that the grandfather supplement for employees who have been reassigned pending the outcome of an investigation might be reinstated at the new lower level.
- John Boyd agreed the supplement should not be reduced to the new lower level and the employee would be made whole upon completion of the investigation.
- Tammy Cope-Otterson noted that we do not suspend an employee's supplement during reassignment for an investigation, but that administration reserves the right to terminate the supplement in the event wrongdoing is associated with the supplemented role.
- Apryle Jackson expressed a concern that elementary ESE teachers do not receive a grade level chair supplement.



# Bargaining Leadership Team Meeting Minutes

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- John Boyd stated that ESE teachers already receive a supplement for being an ESE teacher, and administration wants to be fair and equitable to all teachers.
- Lori Swaby requested that District-based equivalent ESE employees be further clarified to include program specialists for compliance.
- Karen Pruitt requested that Academic Competition Sponsor supplement be further clarified to include those employees who coordinate Battle of the Books.

## **MOU re: Starting Pay and Current Employees: John Boyd**

- John Boyd stated this item would be brought back to the next BLT meeting when Todd Seis was able to be present for the discussion.

## **Position Descriptions: Apryle Jackson**

- John LeGrande voiced the need for position descriptions for department chairs so school-based administration and staff are aware of the duties of each position (e.g., literacy coaches, math coaches, science coaches, and athletic directors.)
- Michelle VanderLey requested the clarification that these positions do not have supervisory abilities.
- Tammy Cope-Otterson pointed out the job descriptions are on the District website; however, they are noted alphabetically.

## **Hours of Testing: Apryle Jackson**

- John Boyd shared that Research, Evaluation, and Accountability is working on the District Assessment Calendar and compliance with the new legislation for a 5% cap on student testing.
- Apryle Jackson commented on the large amount of student testing conducted.
- John Boyd stated that state assessments used to measure accountability and district assessments used to measure student growth for the purpose of teacher evaluations must remain priorities.
- Lissette Brizendine stated that she will continue to monitor the number of assessments given at the elementary school level.

## **Notes:**

- John LeGrande inquired whether the ROTC instructors receive pay for their respective college degrees.
- Tammy Cope-Otterson stated the ROTC instructors are not on the instructional salary schedule due to a difference in work days and the program's agreement.

**Next Meeting: Thursday, December 10, 4:15 PM – 6:00 PM, HRAS**



# Bargaining Leadership Team Meeting Minutes

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## Agenda Suggestions

- Evaluation Subcommittee Update
- Starting Pay and Current Employees
- MOU: Supplements (with changes)
- Virtual Education (with clarifications)
- Hours of Testing
- Adjunct Hourly Pay Schedule
- Yearly Experience for New Employees

## Pluses

- Appreciation for the willingness of administrators and OCEA to work together collaboratively
- Mike Allen shared the book entitled "In Praise of American Educators: And How They Can Become Even Better" by Dr. Richard Dufour.

## Deltas

**ADJOURNED at 5:25 p.m.**



# Bargaining Leadership Team Meeting Minutes

**Date:** Thursday, December 10, 2015, 4:15PM – 6:00PM

**Location:** Human Resources, Administrative Conference Room, Building 3

OCEA ATTENDANCE			
Lare Allen	OCEA Chief Negotiator	Discovery Intermediate School	<input checked="" type="checkbox"/>
Christy Brittain	Teacher	Sunrise Elementary School	<input checked="" type="checkbox"/>
Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
Edna LaCount	Teacher	Liberty High School	<input checked="" type="checkbox"/>
John LeGrande	Teacher	Liberty High School	<input checked="" type="checkbox"/>
Jessica Priester	Teacher	East Lake Elementary School	<input checked="" type="checkbox"/>
Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
Lori Swaby	Resource Compliance Specialist	ESE Department	<input checked="" type="checkbox"/>
Michelle VanderLey	Executive Director	OCEA	<input checked="" type="checkbox"/>
DISTRICT ATTENDANCE			
Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
John Boyd	District Chief Negotiator/ Director	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>
Lisette Brizendine	Assistant Superintendent	Elementary Education	<input checked="" type="checkbox"/>
Rolando Casado	Assistant Principal	Liberty High School	<input checked="" type="checkbox"/>
Jose Gonzalez	Director	Budget	<input checked="" type="checkbox"/>
Edward Jones	Principal	Osceola High School	<input checked="" type="checkbox"/>
Scott Knoebel	Principal	Narcoossee Elementary	<input checked="" type="checkbox"/>
Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
Todd Seis	Chief Officer	Business & Finance	<input type="checkbox"/>
Nadia Winston	Principal	Westside K-8	<input checked="" type="checkbox"/>
Martha LeBlanc	Recording Secretary	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>

**GUEST(S):** Kim Manion, Celebration K-8, Preparing New Principal Program





# Bargaining Leadership Team Meeting Minutes

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**COMMENCED at 4:17 PM**

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**Mission Statement:  
Philosophy:**

**John Boyd  
Michelle**

**Vanderley**

**Rationale:  
Salary and Fringes:  
Goals:**

**Michael Allen  
Michelle Vanderley  
John  
LeGrande**

**Speaking Order:  
Time Keeper:**

**Edna LaCount  
Tammy Cope- Otterson**

## **Introduction of New Bargaining Team Members: John Boyd**

- No new BLT Members were introduced.

## **Reflection on Our Progress Together: John Boyd**

- John Boyd stated that the summary of our BLT's achievements this year was sent to members via e-mail, and that he appreciates our collaboration this year.
- John Boyd stated President Obama has signed the "Every Student Succeeds Act," which replaces the No Child left Behind Act. However, there are some pieces of the old law within the new law.

## **Subcommittee Updates: John Boyd**

- John Boyd stated that:
  - The Evaluation Subcommittee approved contract language regarding the third metric, which is also an agenda item for this meeting, and will meet in January to review final revisions to our *2015-16 Instructional Employees' Evaluation Handbook*.
  - The Salary Schedule Subcommittee will meet in January.
  - The Virtual Education Subcommittee will meet in January to create language for full time staff.

## **MOU re: Adjustments to 2015-2016 Salary Levels: John Boyd**

- John Boyd stated that the proposed MOU is intended to resolve the issue was where employees were employed last year would be making less than a new employee. The \$50.00 would close that gap. The MOU is a little wordy but please read the bullets. He opened the floor for discussion.
- Apryle Jackson called to a vote.

**ACTION: Following a fist of five vote, the Bargaining Leadership Team tentatively approved this item.**



# Bargaining Leadership Team Meeting Minutes

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## **MOU re: Clarification of 2015-2016 Supplements Schedule: John Boyd**

- John Boyd reviewed the draft MOU and addressed all concerns that the committee had.
- John Boyd also stated that the language for “Battle of the Books” and ESE Program Specialists was added.
- Michelle Vanderley read the third bullet. She wanted to be sure whether the employee was to receive the full supplement when investigation was over.
- John Boyd stated that once the employee was exonerated, the employee would continue to receive the original/ grandfather supplement.
- Apryle Jackson agreed with John Boyd.

**ACTION: Following a fist of five vote, the Bargaining Leadership Team tentatively approved this item.**

## **MOU re: Third Metric of Instructional Employees’ Evaluation System: John Boyd**

- John Boyd stated that the Evaluation Subcommittee worked hard on the “Third Metric” that replaces Domain 4 of the Marzano Observation/ Evaluation System. The other three domains remain intact.
- Apryle Jackson expressed concern that administrators might mark down a teacher that did not attend an event after contractual hours.
- John Boyd reassured that language was included to prevent that concern.
- Michael Allen stated that common formative assessments should not and cannot count toward teacher evaluations.
- John Boyd stated that schools are different and some flexibility is required for policies specific to each school, but consistency is required for some things across the District.
- Lissette Brizendine stated that in 28 elementary schools there are also different programs that go with each school (e.g., AVID, IB, etc.)
- John Boyd stated that he will add “School Board Rules and collective bargaining agreements” to the language in Compliance (#2) and repeat examples of teacher leadership roles in Ethical Conduct (#3).
- Apryle Jackson stated that this is a working document.

**ACTION: Following a fist of five vote, the Bargaining Leadership Team tentatively approved this item.**

## **Position Descriptions: Apryle Jackson**

- John Legrande shared that position descriptions for the Department Chairs, Math and Science Coaches, Athletic Directors, etc., may need to be reviewed.
- Tammy Cope-Otterson stated that Human Resources reviews certifications and qualifications of candidates for academic coaches, deans, and resource teacher positions.

## **Adjunct Hourly Pay Schedule: Apryle Jackson**

- Apryle Jackson shared a handout entitled “Adjunct Hourly Pay Schedule” and stated that ALCO employees should receive the minimum \$26.60 per hour that other instructional employees receive in order to make it equitable.
- Tammy Cope-Otterson stated it would be good to include Jeannette Eddy in this conversation since Criminal Justice funding is different and fee-based.



# Bargaining Leadership Team Meeting Minutes

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## Hours of Testing: John Boyd, Janine Jarvis

- John Boyd shared a document provided by Research, Evaluation, and Accountability (REA) that lists the hours of testing for students by grade level.
- Apryle Jackson stated that elementary teachers claim the Osceola Writes is now 120 minutes, and the draft states 100 minutes.
- Michael Allen stated that corrections and adjustments will be made to the draft in order to meet the new state requirements for limits on minutes of testing.
- John LeGrande stated REA did an awesome job on this draft.

## Notes

- N/A

**Next Meeting: Thursday, February 11, 2016, 04:15 PM – 06:00 PM, OCEA**

## Agenda Suggestions

- Retirement Language
- Sub-Committee

## Pluses

- Several BLT members thanked Betty and Martha for the refreshments.

## Deltas

- Lare Allen could not read the draft of the hours of testing document.

**ADJOURNED at 5:50 p.m.**



# Bargaining Leadership Team Meeting Minutes

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**Date:** Thursday, February 11, 2016 4:15PM – 6:00PM

**Location:** Human Resources, Administrative Conference Room, Building 3

OCEA ATTENDANCE			
Lare Allen	OCEA Chief Negotiator	Discovery Intermediate School	<input type="checkbox"/>
Christy Brittain	Teacher	Sunrise Elementary School	<input checked="" type="checkbox"/>
Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
Edna LaCount	Teacher	Liberty High School	<input checked="" type="checkbox"/>
John LeGrande	Teacher	Liberty High School	<input checked="" type="checkbox"/>
Jessica Priester	Teacher	East Lake Elementary School	<input checked="" type="checkbox"/>
Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
Lori Swaby	Resource Compliance Spst.	ESE Department	<input checked="" type="checkbox"/>
Michelle VanderLey	Executive Director	OCEA	<input checked="" type="checkbox"/>
DISTRICT ATTENDANCE			
Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
John Boyd	District Chief Negotiator/ Director	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>
Lisette Brizendine	Assistant Superintendent	Elementary Education	<input type="checkbox"/>
Rolando Casado	Assistant Principal	Gateway High School	<input checked="" type="checkbox"/>
Jose Gonzalez	Director	Budget	<input type="checkbox"/>
Edward Jones	Principal	Osceola High School	<input checked="" type="checkbox"/>
Scott Knoebel	Principal	Narcoossee Elementary	<input checked="" type="checkbox"/>
Tammy Cope-Ottersen	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
Nadia Winston	Principal	Westside K-8	<input checked="" type="checkbox"/>
Martha LeBlanc	Recording Secretary	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>

**GUEST(S):**

**COMMENCED at 4:22 PM**\_\_\_\_\_



# Bargaining Leadership Team Meeting Minutes

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**Mission Statement:** John Boyd  
**Philosophy:** Michael Allen  
**Rationale:** Rolando Casado  
**Salary and Fringes:** Apryle Jackson  
**Goals:** Michelle VanderLey

**Speaking Order:** John LeGrande  
**Time Keeper:** Tammy Cope-Otterson

## Reflection on Our Progress Together: John Boyd

- John LeGrande thanked OCEA for bringing over the food for us tonight and thanked Martha LeBlanc for the job she is doing. He also shared about the books that Apryle and Michelle purchased for elementary schools.
- John Boyd also thanked Apryle Jackson and Michelle VanderLey for getting books to the elementary schools.
- Apryle Jackson stated the extra books went to Deerwood Elementary.

## Introduction of New Bargaining Team Members: John Boyd

- N/A

## Subcommittee Updates: Evaluation, John Boyd

- John Boyd stated a subcommittee meeting would need to be scheduled.

## Subcommittee Updates: Salary Schedule, John Boyd

- John Boyd stated a subcommittee meeting would need to be scheduled.

## Subcommittee Updates: Virtual Education, John Boyd

- John Boyd stated that the meeting was very productive and contract language was drafted collaboratively.
- John also stated that the subcommittee recommends this language to the BLT needs for approval.
- Apryle Jackson requested John Boyd to send her an electronic file of the draft language, and he agreed to do so.

**ACTION: Following a fist of five vote, the Bargaining Leadership Team tentatively approved this item.**



# Bargaining Leadership Team Meeting Minutes

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## **Adjunct Hourly Pay Schedule: Apryle Jackson**

- Apryle Jackson shared proposed contract language. She stated that she spoke to Beth Rattie about the hourly rate for her teachers at ALCO & TECO.
- Tammy Cope-Otterson stated that she is in total agreement. She questions the Voc. 7/ FDLE certified at \$22.00.
- Apryle Jackson stated that was an error and it should be \$26.60 and thanked her for noticing this error, and she will make the correction.
- Tammy Cope-Otterson stated that this would help tremendously with OPS contracts.
- John Boyd stated that he had no objections and believes this proposal was very fair.

## **Years of Experience Credit for Employees Who Are Retirees from Other States: Apryle Jackson/ Tammy Otterson**

- Apryle Jackson shared proposed contract language regarding retired educators and DROP.
- Michelle VanderLey wanted to be sure which calendar we were following.
- Tammy Cope-Otterson stated that we follow the fiscal calendar, and she was in agreement with giving credit for the years of experience if the CFO could find the money for the retirees who are returning and getting their experience.
- Tammy Cope-Otterson stated that before Todd left he was working on a new retirement plan to create our own retirement fund, but our contributions for these employees may be at a lower rate.
- John Boyd stated a draft of proposed revisions to existing School Board Rules might be able to go on the next cycle.

## **2016-2017 School Calendar and Benefits: John Boyd/ Apryle Jackson**

- John Boyd stated that he thought a representative from Risk and Benefits Management would be here to go over the proposed contract language and its effects on benefits for certain employees.
- Migdalia Mercado stated that there are 17 contributions during the school year, and the new schedule would only show 16 contributions, so staff would not have paid enough.
- Tammy Cope-Otterson stated that this piece was essential to the employee's benefits.

## **Data Chats: John Boyd/ Michelle VanderLey**

- John Boyd stated that he met with the principals on Tuesday and Assistant Principals on Thursday with the concerns about data chats, and that there was no need to transpose information from existing documents to other forms.
- Michelle VanderLey stated that the teachers are being asked to duplicate existing information unnecessarily and to provide data on short notice.
- Apryle Jackson stated that teachers are being asked to repeat data from existing reports in a new one-page form at some schools.
- Rolando Casado proposed a change in practices to meet student needs.
- John LeGrande stated he felt that common testing is part of the cap in the new state law.
- Christy Brittain stated that data chats take a lot of time, and teachers cannot access programs at home, so it does affect the length of the teacher workday.



# Bargaining Leadership Team Meeting Minutes

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## **2016-2017 School Calendar and Paychecks: John Boyd/ Apryle Jackson**

- Apryle Jackson stated that since teachers return to work on August 3, 2016, that they receive their paycheck on the 15<sup>th</sup> instead of the 30<sup>th</sup> of the month this coming school year.
- Tammy Otterson stated that this issue has been brought to Leadership and that it depends upon the number of days to process paychecks.
- Migdalia Medina stated that there was a discussion on this matter and that the School District might be able to pay on August 19, 2016, pending School Board approval of the schedules.

## **2016-2017 School Calendar and Benefits: John Boyd/ Apryle Jackson**

- John Boyd stated that he thought a representative would be here to go over the proposed contract language and its effect on their benefits. He apologized and stated he would ask Mr. DeBord to come to the next meeting.
- Migdalia Mercado stated that there are 17 contributions during the school year, and the new schedule will only show 16 contributions, so staff would not have paid enough.
- Tammy Cope-Otterson stated that this is a big piece to benefits. We need to have someone from Risk Management to come in and explain this process to us.
- Michelle VanderLey stated that we need to make it very clear about the dates of coverage for the employees.

## **Date of Contract Renewals: John Boyd**

- John Boyd shared proposed revisions to contract language in Article X.
- Apryle recalled that this article was revised recently.
- John Boyd stated he would review and withdraw this proposed change.

*(NOTE: Upon review, John Boyd determined that further clarification to this article is necessary. He sent BLT members a related e-mail on February 12, 2016. Therefore, this item will be brought back to the next meeting.)*

## **Agenda Suggestions**

- Apryle Jackson requested that overpayment and underpayment be added to the next meeting's agenda.
- Michelle VanderLey asked who decides how the overpaid monies are repaid and how can it be worked out with payroll.
- Migdalia Mercado stated that they contact the employee to let them know.
- Apryle Jackson requested that teacher assignment of grades and changing of grades.
- John Boyd shared that the Student Progression Plan language outlines the appropriate process for administrators to follow.
- Michelle VanderLey stated she would like clarification from our School Board Attorney about the removal of a violent ESE student from the classroom.
- John Boyd stated that the IEP Committee ultimately determines the correct placement of the ESE child.
- Apryle Jackson stated that she would like to talk about teachers returning from leave of absence at charter schools.





# Bargaining Leadership Team Meeting Minutes

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## Pluses

- Christy Brittain stated that they had a real fire drill at Sunrise Elementary as someone saw smoke in one of the rooms. She was impressed that staff from the County came out right away.
- Tammy Cope-Otterson stated that she read to a group of Kindergarten students a book on garbage trucks and visited an ASD classroom. She sent thank you notes to the teachers for the great experience.
- Jessica Priester came later to our meeting today because she is tutoring students after school using the new Science Curriculum. Jessica states that she loves the lessons, the great articles, and the hands-on experiences for her students.
- Rolando Casado stated that Liberty was well represented in their after-school math tutoring program. The first day there were 10-15 students, and now, they have 70 students. He hopes that the students will make great strides and the program will make a difference.

## Deltas

N/A

**Next Meeting: Thursday, March 10, 2016, 04:15 PM – 06:00 PM, OCEA**

**ADJOURNED at 5:15 PM**



# Bargaining Leadership Team Meeting Minutes

**Date:** Thursday, April 14, 2016, 04:15 PM – 06:00 PM

**Location:** Human Resources Administrative Services  
Administrative Annex, Building 03, Conference Room 03

OCEA ATTENDANCE			
Lare Allen	OCEA Chief Negotiator	Discovery Intermediate School	<input type="checkbox"/>
Christy Brittain	Teacher	Sunrise Elementary School	<input checked="" type="checkbox"/>
Apryle Jackson	President	OCEA	<input type="checkbox"/>
Edna LaCount	Teacher	Liberty High School	<input type="checkbox"/>
John LeGrande	OCEA Vice President	Liberty High School	<input checked="" type="checkbox"/>
Jessica Priester	Teacher	East Lake Elementary	<input checked="" type="checkbox"/>
Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
Lori Swaby	Resource Compliance SPC	ESE Department	<input checked="" type="checkbox"/>
Michelle VanderLey	Executive Director	OCEA	<input checked="" type="checkbox"/>
DISTRICT ATTENDANCE			
Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
John Boyd	District Chief Negotiator/ Director	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>
Lisette Brizendine	Assistant Superintendent	Elementary Education	<input type="checkbox"/>
Rolando Casado	Assistant Principal	Gateway High School	<input type="checkbox"/>
Jose Gonzalez	Director	Budget	<input checked="" type="checkbox"/>
Sarah Graber	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
Edward Jones	Principal	Osceola High School	<input checked="" type="checkbox"/>
Scott Knoebel	Principal	Narcoossee Elementary	<input checked="" type="checkbox"/>
Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
Sarah Graber	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
Nadia Winston	Principal	Westside K-8	<input checked="" type="checkbox"/>
Martha LeBlanc	Recording Secretary/ Secretary to John Boyd	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>

**GUEST(S):** Ken DeBord, Gregory Gahrns, Migdalia Mercado



# Bargaining Leadership Team Meeting Minutes

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**COMMENCED at 04:14 PM**

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<b>Mission Statement:</b>	John Boyd
<b>Philosophy:</b>	Scott Knoebel
<b>Rationale:</b>	Karen Pruitt
<b>Salary and Fringes:</b>	Christy Brittain
<b>Goals:</b>	Jessica Priester
<b>Speaking Order:</b>	Michelle VanderLey
<b>Time Keeper:</b>	Christy Brittain

## **Introduction of New Bargaining Team Members: John Boyd**

- Gregory Gahris was introduced as a new member beginning the next BLT meeting.

## **Reflection on Our Progress Together: John Boyd**

- John Boyd stated that a summary was sent in the meeting notice e-mail.

## **Subcommittee Updates -- Evaluation: John Boyd**

- John Boyd stated that dates would be scheduled for subcommittee meetings within the next week.

## **Subcommittee Updates -- Salary Schedule: John Boyd**

- John Boyd stated that dates would be scheduled for subcommittee meetings within the next week.

## **Subcommittee Updates -- Virtual Education: John Boyd**

- N/A



# Bargaining Leadership Team Meeting Minutes

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## **MOU re: School Calendar and Paychecks 2016-2017: John Boyd/ Migdalia Mercado**

- John Boyd stated that since teachers are starting earlier this year that the first paycheck would need to be paid on August 19, 2016.
- Migdalia Mercado stated that twelve month employees will still get paid on the fifteenth of the month.
- John Boyd stated that the August 19, 2016, date is for the nine-month and ten-month employees and will submit the new MOU with the corrections at the May meeting.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

## **Overpayment & Underpayment: John Boyd/ Migdalia Mercado**

- John Boyd asked members to review School Board Rule 7.51 in the meeting handouts and be aware that there has been no changes since 2005.
- Michele VanderLey stated that she is concerned with this procedure as outlined, especially in cases when someone is out on a leave of absence, and large amounts of money are taken out.
- Migdalia Mercado stated that she would have a discussion with the payroll supervisor.
- Michele VanderLey asked if Migdalia had objection to the proposed language by OCEA.
- Migdalia Mercado stated that she would need more time to review the proposed contract language before answering.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

## **2016-17 School Calendar and Benefits: John Boyd**

- Ken DeBord stated that we do not collect enough contributions from employees in the 20 pay periods to pay for their benefits. By May 01, we have only collected 16 contributions; the remainder is collected during August and September since our new plan does not start until October 01. The first check in August does not have the added contribution; however, the School District still continues coverage. With the proposed school year calendar, we would be short contributions to the Trust Fund.
- John LeGrande would like to know what the set amount of the contribution is.
- Karen Pruitt stated that OCEA would need to review the proposed language and respond at our next meeting in May.
- John Boyd stated this information was shared with OCEA in February.
- Michele VanderLey stated she was concerned annual contract teachers who are non-renewed will need to know whether their insurance is good until the end of the year.
- Ken DeBord stated that:
  - Terminated employees will end on the last day of school.
  - If a teacher is non-renewed, and he or she obtains another position in the School District after the school year ends, then the teacher is considered a new teacher, and there may be a lapse in benefits.
  - If a teacher is non-renewed, and he or she obtains another position in the School District before the school year ends, then the teacher is considered a transfer, and benefits would continue.
- Michele VanderLey asked whether a one-time only MOU might take into account the months of insurance and the amount of money the employee would need to pay.
- Ken DeBord stated that employees would have the option to obtain COBRA.



# Bargaining Leadership Team Meeting Minutes

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- Michele VanderLey stated that the employee may not have the option to have money for COBRA in these circumstances.
- John Boyd stated that they would look at contract language and an MOU for one year.
- Michele VanderLey asked Ken DeBord if there were other o.
- Ken DeBord stated there are other options. Payment in advance would generate overpayment, and we would have to refund the monies, which would be a long process.
- Ken DeBord stated that this issue does not affect brand new employees, and their benefits go into effect on September 01. Their contribution is taken out on September 15 if they are paying for family coverage.
- John LeGrande asked if the employee can pay the last payment to get through summer.
- Ken DeBord stated it would be a manual process, but it technically could be done.
- Tammy Cope-Otterson stated that we would like employees to resign earlier than the first semester of the new school year because it helps us to fill the position and serve our students better.
- Apryle Jackson stated that before we had this language we had twice as many teachers leaving in the fall each year. Keeping their insurance through summer has reduced that number by more than half.
- John Boyd asked whether OCEA preferred this concern be addressed with an MOU or contract language.
- Apryle Jackson stated that an MOU was preferred at this time.
- Michele VanderLey asked whether Association members could be released during the day to go work on a related subcommittee.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

## Clarification of Date of Contract Renewals: John Boyd

- John Boyd shared the proposed contract language for Article 4.43 and the intent to clarify existing contract language.
- Michele VanderLey asked when the Florida Legislature convenes.
- John Boyd stated that in a regular year, it is usually within the first two weeks in March. This year, the session convened in January, and the timing created a conflict with completing teacher evaluations.
- John LeGrande stated that if we wait until the second week in May, then we might lose good teachers to other school districts.
- John Boyd stated that would you rather have your contract renewal on two semesters of data than one semester
- Christy Brittain asked whether if you have not heard by the second Monday in May, then you could assume you are coming back.
- John Boyd stated that was a fair assumption.
- Tammy Cope-Otterson stated that the School District goes to great lengths to keep and place good employees, such as merit-based contract renewal.
- Apryle Jackson stated that the legislative settles the budget on the first Friday of May, and then school districts receive their appropriations calculations for budgeting purposes.
- Karen Pruitt asked John Boyd for a clean copy of this contract language with the changes included as proposed.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**



# Bargaining Leadership Team Meeting Minutes

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## **iReady Assessments: John Boyd/ Michael Allen**

- John Boyd stated that Dr. Matt Phillips could not attend meeting today to share information regarding iReady.
- Apryle Jackson stated that when she was in Washington, DC, she spoke with others who use iReady, and their reviews were very positive.
- Michael Allen stated that for the last 3 years, our School District has used STAR Program. iReady provides a more teacher-friendly assessments and instructional pathways for students that align with Florida Standards. He stated the School Board has received information on this new program.
- Christy Brittain stated that iReady has one platform from interventions to enrichments to help teachers serve students more easily and effectively.

**ACTION: No action was taken on this item at this time.**

## **Testing Calendar: John Boyd**

- John Boyd stated that District Leadership rejects OCEA's proposed language since it goes beyond the requirements of state law, but the School District certainly supports reducing testing that is not essential and intends to comply with the 5% cap.
- John LeGrande requested an updated list of tests that the School District requires.
- John Boyd stated that he would request one from Janine Jarvis.

**ACTION: No action was taken on this item at this time.**

## **Teacher Removal of Violent ESE Student from Classroom: John Boyd**

- Michelle VanderLey stated that there are concerns over violent students in the ESE classroom, and the teachers and paraprofessionals are battered daily. She shared information she obtained from FEA Legal on procedures to remove a violent ESE student from the classroom.
- Laurie Swaby also shared her concern about this issue.
- John Boyd thanked Michelle VanderLey for the information and stated he would share it with District Leadership.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

## **Adjunct Hourly Pay Schedule: Apryle Jackson**

- John Boyd stated that the School District and OCEA need more time to review the proposed contract language with Tammy Cope-Otterson.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**



# Bargaining Leadership Team Meeting Minutes

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## Years of Experience Credit for Employees Who Are Retirees from Other States: Apryle Jackson/Tammy Otterson

- John Boyd stated that the School District and OCEA need more time to review the proposed contract language to ensure it closes the loophole that OCEA has identified.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

## Agenda Items for Next Meeting

- Final agenda items will be sent to John Boyd no later than one week prior to the next scheduled meeting.

**Next Meeting: Thursday, May 12, 2016, 04:15 – 06:00PM**  
**OCEA Office, 722 Mabbette Street, Kissimmee, FL. 34741**

## Pluses

- Welcome to our new members

## Deltas

- N/A

**ADJOURNED at 05:31 PM**





# Bargaining Leadership Team Meeting Minutes

**Date:** Thursday, May 12, 2016, 04:15 PM – 06:00 PM

**Location:** OCEA Office: 722 Mabbette Street, Kissimmee, FL 34741

OCEA ATTENDANCE			
Lare Allen	OCEA Chief Negotiator	Discovery Intermediate School	<input checked="" type="checkbox"/>
Christy Brittain	Teacher	Sunrise Elementary School	<input checked="" type="checkbox"/>
Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
Edna LaCount	Teacher	Liberty High School	<input type="checkbox"/>
John LeGrande	OCEA Vice President	Liberty High School	<input type="checkbox"/>
Jessica Priester	Teacher	East Lake Elementary	<input checked="" type="checkbox"/>
Karen Pruitt	Media Specialist	TECO-PATHS	<input type="checkbox"/>
Lori Swaby	Resource Compliance SPC	ESE Department	<input checked="" type="checkbox"/>
Michelle VanderLey	Executive Director	OCEA	<input checked="" type="checkbox"/>
Greg Gahris	Teacher	St. Cloud Middle School	<input checked="" type="checkbox"/>
DISTRICT ATTENDANCE			
Michael Allen	Assistant Superintendent	Middle School Education	<input type="checkbox"/>
John Boyd	District Chief Negotiator/ Director	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>
Lisette Brizendine	Assistant Superintendent	Elementary Education	<input checked="" type="checkbox"/>
Rolando Casado	Assistant Principal	Gateway High School	<input checked="" type="checkbox"/>
Jose Gonzalez	Director	Budget	<input checked="" type="checkbox"/>
Sarah Graber	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
Edward Jones	Principal	Osceola High School	<input checked="" type="checkbox"/>
Scott Knoebel	Principal	Narcoossee Elementary	<input checked="" type="checkbox"/>
Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
Sarah Graber	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
Nadia Winston	Principal	Westside K-8	<input checked="" type="checkbox"/>
Martha LeBlanc	Recording Secretary/ Secretary to John Boyd	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>

**GUEST(S):** Ken DeBord, Migdalia Mercado, Andrew Jackson, Virginia Ramie, Paul Klauman

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** June 3, 2016

Page 1 of 7



# Bargaining Leadership Team Meeting Minutes

**COMMENCED at 04:21 PM**

<b>Mission Statement:</b>	Lare Allen
<b>Philosophy:</b>	Jessica Priester
<b>Rationale:</b>	Christy Brittain
<b>Salary and Fringes:</b>	Apryle Jackson
<b>Goals:</b>	Michelle VanderLey
<b>Speaking Order:</b>	Christy Brittain
<b>Time Keeper:</b>	Tammy Cope-Otterson

## **Introduction of New Bargaining Team Members: John Boyd**

- Apryle Jackson introduced Paul Klauman as a new member of the Bargaining Team on behalf of OCEA. She shared that he would replace Christy Brittain.

## **Reflection on Our Progress Together: John Boyd**

- John Boyd stated that a summary of our work together was sent to BLT members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.

## **Subcommittee Updates -- Evaluation: John Boyd/ Apryle Jackson**

- Virginia Ramie distributed copies of the proposed revisions to the 2015-16 and 2016-17 Instructional Employees' Evaluation System/ Handbook and the 2015-16 and 2016-17 Non-Classroom Instructional Employees' Evaluation System/ Handbook. She stated these documents reflect the revisions agreed to by the subcommittee and now recommended to the BLT for approval, and she reviewed the revisions.
- Apryle Jackson spoke in favor of the revised documents.
- John Boyd confirmed that these documents reflect the revisions agreed to by the subcommittee and now recommended to the BLT for approval, and she reviewed the revisions.

**ACTION: Following a fist of five vote, the Bargaining Leadership Team tentatively approved these items.**

## **Subcommittee Updates -- Salary Schedule: John Boyd/ Apryle Jackson**

- John Boyd stated that the subcommittee's recommendations would be discussed under the Salary and Benefits Negotiations agenda item.

## **Subcommittee Updates -- Virtual Education: John Boyd/ Apryle Jackson**

- John Boyd stated the subcommittee did not meet since the BLT tentatively approved revisions to our contract language at a previous meeting.



# Bargaining Leadership Team Meeting Minutes

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## **MOU 2016-17 School Calendar and Paychecks: John Boyd/ Migdalia Mercado**

- John Boyd stated that the language of the proposed MOU is the same language shared at our previous meeting. The MOU reflects the date of the first paycheck for the 2016-17 school year for instructional employees would be August 19, 2016.
- John Boyd requested a vote.

**ACTION: Following a fist of five vote, the Bargaining Leadership Team tentatively approved this item.**

## **Overpayment & Underpayment: John Boyd/ Migdalia Mercado**

- John Boyd stated that we have a School Board Rule that governs the recoupment of overpayment and correction of underpayment of School District employees.
- Apryle Jackson stated that she preferred to bargain revisions to our contract language.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

## **2016-17 School Calendar and Benefits: John Boyd/ Ken DeBord**

- John Boyd introduced Ken DeBord to answer any questions about the effect of our new school year calendar on the payment of benefits. He stated that the proposed revisions to our contract language contain the same language shared at our previous meeting.
- Apryle Jackson asked if the Benefits Guide was going to be printed or only posted to the School District website for the 2016-17 school year.
- Ken DeBord stated that if there are no major changes to the Benefits Guide, the School District would only post it on the School District website. We only print as we go along.
- Michele VanderLey had a concern that some employees do not have digital access or do not know how to obtain the online Benefits Guide.
- Greg Gahriss stated that new employees deserve a hard copy, and too many teachers ignore the Benefits Guide. He stated he did not want to have to print the guide using his supplies.
- Ken DeBord stated that all new employees get a hard copy of the Benefits Guide.
- Tammy Cope-Otterson agreed that sending the Benefits Guide is important. She proposed the School District might consider sending an e-mail link to the Benefits website as a better way to let our employees know where to find it.
- Sarah Graber proposed that we have some on hand and available for employees' requests.
- Apryle Jackson requested copies of the Benefits Guide to give to their Association Representatives.
- John Boyd stated that the School District would not want any employee to print the Benefits Guide using their own resources in order to conserve money and the environment. He requested a vote.

**ACTION: Following a fist of five vote, the Bargaining Leadership Team tentatively approved this item.**



# Bargaining Leadership Team Meeting Minutes

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## **Clarification of Date of Contract Renewals: John Boyd**

- John Boyd stated that the proposed revisions to our contract language contain the same language shared at our previous meeting and that these proposed revisions only affect those employees who are not renewed or who do not return to work for the School District.
- Apryle Jackson stated that she was concerned that some administrators did not notify their employees until Tuesday or Wednesday of the week.
- Lare Allen asked what would happen in those cases where the employee was not notified.
- John Boyd stated that the School District would review each case to see what happened.
- Tammy Cope-Otterson stated that the only way that would happen is because of a certification issue.
- Nadia Winston stated that when a teacher is assigned to instruct a double block, the appropriate certification is a priority.
- Edward Jones stated that it is wrong not to keep with the renewal date.
- Apryle Jackson stated that employees should not be treated this way.
- Greg Gahrns wanted to verify that since the Legislative Session ends and there is a short amount of time for the calendar, were we not notified earlier.
- Apryle Jackson stated that it was always the second Monday after the Legislative Session.
- John Boyd requested a vote.

**ACTION: Following a fist of five vote, the Bargaining Leadership Team tentatively approved this item.**

## **Adjunct Hourly Pay Schedule: Apryle Jackson**

- John Boyd stated that discussions between the School District and OCEA are ongoing on this item.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

## **Years of Experience Credit for Employees Who Are Retirees from other States: Apryle Jackson, Tammy Cope-Otterson**

- John Boyd stated that he reviewed the language that the OCEA proposed and that this item could be brought back to a future meeting.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**



# Bargaining Leadership Team Meeting Minutes

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## **Salary Negotiations: John Boyd/ Sarah Graber/ Apryle Jackson**

- John Boyd introduced Sarah Graber, and she gave an overview of the budget.
- Sarah Garber stated:
  - State growth was 8,527 students from December to April with no additional money allocated this school year.
  - The state has set the School District's Full-Time Equivalency (FTE) funding for next school year.
  - The projected increase for next school year is three per cent, which is approximately 1800 students.
  - Our School District will have 63,000 students with one-half of the projected increase going to Charter Schools.
  - Our School District received a four million dollar line item for capital outlay.
  - State monies are set aside for the 300 lower performing schools, and since there are not any in Osceola County, our School District will not be entitled to any of these monies.
  - The Florida Education Finance Program (FEFP) rolled back the millage rate and tax has increased, but the School District will see state dollars, but no local dollars.
  - The state's increase in funding for Osceola County's students is
    - \$15.5 million;
    - Less than one percent;
    - Half of the \$15.5 million must go to the charter schools.
  - State funding is decreasing.
  - The School District will look to reduce our recurring expenditures by \$1 million.
- Sarah Garber reviewed the hand out on the 2016-17 compensation package.
- John Boyd stated that the School Board's proposal includes additional pieces to the one percent raise that attempt to address specific issues OCEA has raised regarding working conditions.
- Apryle Jackson passed out two handouts in regards to salaries:
  - She shared one handout with the names and salaries of upcoming retirees and stated she could not understand that there is no additional money at this time when the number of retirees continues to rise, and there is a cost savings for the School District.
  - She also shared a comparison matrix from 2007 until 2016 to show salaries then and now, and claimed teachers made more money ten years ago.
- Sarah Graber stated that the School District must budget using actual salaries.
- Apryle Jackson stated that the salary schedule was renegotiated three years ago to comply with changes in state law, but teachers will not reach the highest level in salaries by their retirement.
- John Boyd stated that the School Board's proposal includes a subcommittee to address Teacher Retention specifically and review why teachers are leaving our School District or the profession, regardless of their years of experience.
- Lare Allen stated that he wanted to know what the percentage of the fund balance was.
- Sarah Graber stated that it is at 9.9 percent, and that School Board policy requires at least six percent while state law requires no less than three percent.
- Michelle VanderLey stated that last year the original budget was \$301 million dollars and after the June 30, 2015 report, it showed the School District had only used \$262 million. That was \$39 million savings. She also stated that this year, in September 2015, the amount was \$305 million, which more than last year was.



# Bargaining Leadership Team Meeting Minutes

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- Michelle VanderLey stated that the School District could not keep taking away teachers' planning times.
- John Boyd stated that the School Board's proposal includes protected planning time at least three days per five-day work week.
- Michelle VanderLey stated that that contract does not permit meetings being scheduled during teacher planning times.
- John Boyd stated that he would disagree and read the existing contract language and proposed contract language. He repeated that the Superintendent's and School Board's intent was to offer protected teacher planning times at least three days per five day work week where no meetings would be scheduled.
- Michelle VanderLey stated to Sarah Graber that she would agree to disagree with the figures that were shared tonight.
- Sarah Graber stated she would like Michelle VanderLey to provide the figures she had on hand.
- John Boyd reviewed the remainder of the salary and benefits compensation package, including the adjunct pay schedule.
- Apryle Jackson stated that she did not like the wording for the proposed planning and that the administrator could take two planning times per week for meetings. She stated she would prefer one.
- Apryle Jackson also stated that OCEA would like to take time to review all of the information in the School Board's proposal.
- Lori Swaby spoke about how teachers felt overburdened and unappreciated.
- Lare Allen asked about \$290 per employee cost for the Center for Employee Health.
- Sarah Graber reviewed the meaning of this figure and the School Board's commitment to continue to fund the Center for Employee Health.
- Lare Allen asked why there were different levels stated on the handout for the increase per employee.
- Sarah Garber stated that this was just an estimate based on the current year.
- Michelle VanderLey stated that she appreciated the School District thinking outside the box and stated that maybe we should be looking into a half-cent sale tax to fund education in Osceola County.
- Sarah Graber stated that our School Board is looking into the idea but for capital needs only.
- Greg Gahris stated that the School District needs to try to find more money for our teachers since they are taking second jobs.
- Apryle Jackson stated to Sarah that teacher salary increases need to be part of any proposed sales tax referendum in order to ensure teacher support.
- Sarah Graber stated that she agrees that the School District cannot rely on state funding alone but is doing what it can do with the revenues available.
- Apryle Jackson stated that the School District still needs to look at the salaries of the retirees.
- Sarah Graber stated that she would review it.
- John Boyd stated that the Superintendent's and School Board's hope remains that the BLT would reach a settlement before teachers go home for the summer and have a new contract in August.
- Michelle VanderLey suggested that there should be a full day of bargaining.
- Apryle Jackson stated that if the BLT reaches a tentative agreement over the summer, ratification ballots could be mailed out to the employees, which has been done in the past.



# Bargaining Leadership Team Meeting Minutes

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- Sarah Graber proposed a subcommittee to focus on methods for showing teacher appreciation.
- Apryle Jackson stated that a salary increase matters most to teachers.
- Michelle VanderLey suggested that we go to an eight-hour workday.
- Sarah Graber stated that our budget could not afford to go to an eight-hour workday.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

## Agenda Items for Next Meeting

- Final agenda items should be sent to John Boyd no later than one week prior to the next scheduled meeting.

**Next Meeting: Thursday, June 9, 2016, 04:15 – 06:00PM or TBA  
Human Resource Administrative Services; Administrative Annex,  
Building 03; Conference Room 03**

## Pluses

- Michelle VanderLey stated that she appreciated the thought that went into this proposal.
- Christy Brittain thanked Apryle Jackson for preparing the food.
- John Boyd told Lori Swaby that he appreciated her sharing of her struggle being a teacher.
- Lare Allen stated that he appreciated being able to discuss this salary and benefits package.

## Deltas

- Lare Allen stated that we do not see eye to eye on the salary and benefits package.

**ADJOURNED at 6:03 PM**





# Bargaining Leadership Team Meeting Minutes

**Date:** Thursday, June 9, 2016, 04:15 PM – 06:00 PM

**Location:** Human Resources Administrative Services  
Administrative Annex, Building 03, Conference Room 03

OCEA ATTENDANCE			
Lare Allen	OCEA Chief Negotiator	Discovery Intermediate School	☒
Christy Brittain	Teacher	Sunrise Elementary School	☒
Greg Gahris	Teacher	St. Cloud Middle School	☒
Apryle Jackson	President	OCEA	☒
Paul Klauman	Teacher	Chestnut Elementary	☒
Edna LaCount	Teacher	Liberty High School	☒
John LeGrande	OCEA Vice President	Liberty High School	☒
Jessica Priester	Teacher	East Lake Elementary	☒
Karen Pruitt	Media Specialist	TECO-PATHS	☒
Lori Swaby	Resource Compliance SPC	ESE Department	☒
Michelle VanderLey	Executive Director	OCEA	☒
Greg Gahris	Teacher	St. Cloud Middle School	☒
DISTRICT ATTENDANCE			
Michael Allen	Assistant Superintendent	Middle School Education	☒
John Boyd	District Chief Negotiator/ Director	Government & Labor Relations (HR)	☒
Lisette Brizendine	Assistant Superintendent	Elementary Education	☒
Rolando Casado	Assistant Principal	Gateway High School	☒
Jose Gonzalez	Director	Budget	☒
Sarah Graber	Chief Officer	Business & Finance	☒
Edward Jones	Principal	Osceola High School	☒
Scott Knoebel	Principal	Narcoossee Elementary	☒
Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	☒
Sarah Graber	Chief Officer	Business & Finance	☒
Nadia Winston	Principal	Westside K-8	☒
Martha LeBlanc	Recording Secretary/ Secretary to John Boyd	Government & Labor Relations (Human Resources)	☒

**GUEST(S):** Ken DeBord,

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** June 30, 2016

Page 1 of 7



# Bargaining Leadership Team Meeting Minutes

**COMMENCED at 04:16 PM**

<b>Mission Statement:</b>	Lare Allen
<b>Philosophy:</b>	Greg Gahris
<b>Rationale:</b>	Karen Pruitt
<b>Salary and Fringes:</b>	John LeGrande
<b>Goals:</b>	Paul Klauman
<b>Speaking Order:</b>	Michelle VanderLey
<b>Time Keeper:</b>	Lisette Brizendine

## **Introduction of New Bargaining Team Members: John Boyd**

- N/A

## **Reflection on Our Progress Together: John Boyd**

- John Boyd stated that a summary of our work together was sent to BLT members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.

## **Subcommittee Updates -- Evaluation: John Boyd/Apryle Jackson**

- N/A

## **Subcommittee Updates -- Salary Schedule: John Boyd/Apryle Jackson**

- John Boyd stated that we did not have a meeting and discuss items under Salary and Benefits Negotiations.

## **Subcommittee Updates -- Virtual Education: John Boyd/Apryle Jackson**

- John Boyd introduced the proposed MOU and explained that the state would not give the District credit for FTE until the District submitted data for virtual education students who met specific requirements for completing the course, including taking the End of Course Exam, receiving the score, and using the score as part of the student's final course grade.
- John Boyd stated that compensation could not be paid to teachers until the state receives the information they require and releases the appropriate funds to the District.
- John Boyd asked for a vote on the proposed MOU.
- Apryle Jackson stated she did not get a chance to send this MOU to the teachers in the subcommittee and would like to postpone a vote.
- John Boyd stated that he understood and that Dr. Rentas and Dr. Esposito would continue to communicate with the teachers about their compensation and required test scores.
- Apryle Jackson expressed her concerns regarding how STAR test results are being used for teacher evaluations.
- Lisette Brizendine shared information to address her concern.
- John Boyd reminded the BLT that iReady would replace STAR next year.



# Bargaining Leadership Team Meeting Minutes

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**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

## Review of Health Benefits: John Boyd/Ken DeBord

- John Boyd introduced Ken DeBord.
- Ken DeBord distributed handouts with proposed changes to our Health Benefits Plan.
- Ken DeBord stated there were not any major changes or increase in the Individual premiums since we are meeting our requirements for the 2015-16 fiscal year and since it appears that we will continue to meet our requirements for the 2016-17 fiscal year.
- Ken DeBord stated that however, it appears that we would not meet our requirements for the 2017-18 fiscal year.
- Ken DeBord stated that the proposed changes were recommendations from CIGNA to help our District prepare to meet our future requirements gradually instead of having a major increase to costs for employees within a single year.
- Ken DeBord reviewed the following proposed changes:
  - Remove Walgreens and CVS from the pharmacy list for a savings of \$500,000.
  - Require Step Therapy where employees start with the generic medication first and then work up to the name brand if the other alternatives do not work.
  - Limit specialty medications to only a thirty-day supply.
- John LeGrande asked how many employees were affected with this change.
- Ken DeBord stated that 355 members were affected with this change.
- Apryle Jackson asked what happened if the employee tries all generic medications, and none work.
- Ken DeBord stated that the employee's doctor would need to send a statement to CIGNA to verify that the generic medications did not help the employee.
- Michelle Vanderley asked about limits to employees regarding specialty medications, in particular the new pill for treatment of Hepatitis C.
- Ken DeBord stated that you would only be able to get a thirty-day supply at a time.
- Edna LaCount shared about her experiences in receiving the appropriate migraine medication.
- Ken DeBord stated that based upon the information she shared, it appears unlikely that she should not have to go back and try the generic medications over again.
- Greg Gahrns asked whether the District knew how many employees used Walgreen's or CVS.
- Ken DeBord stated that Walgreen's and CVS are the top two pharmacies used with the highest cost to our plan. Publix is third.
- Greg Gahrns stated that Publix does not carry his prescription.
- John Boyd stated that we are looking for a vote, on the changes that are recommended from the District Health Benefits Committee.
- Michelle VanderLey stated that she would recommend that OCEA have the opportunity to review the proposed changes with OCEA members and receive their input before a vote.
- Apryle Jackson stated that she would post information on Facebook for input from members.
- Lare Allen stated that he could not justify a fist to five vote at this time without sharing and reviewing all information with members.
- Ken DeBord stated that our goal is to get our benefits guide printed, and if we wait until we ratify the proposal, we may not be able to get the guide printed in time.
- Sarah Graber asked how far in advance the District needs to notify CIGNA about the changes.



# Bargaining Leadership Team Meeting Minutes

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- Ken DeBord stated that the biggest concern is the notice and education piece.
- Apryle Jackson stated that we might decide not to ratify this proposal.
- Michelle VanderLey stated that we could not split the ratification with Salaries and Benefits, but we could have an emergency meeting.
- Apryle Jackson stated that OCEA asked to have a time to ratify related changes to the contract, and OCEA would prefer to receive notice of changes in February or March to give OCEA members ten (10) days to review and address the proposals.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

## Salary & Benefits Negotiations/John Boyd, Sarah Graber, Apryle Jackson

- John Boyd yielded to OCEA to hear their counter-proposal to the School Board's original proposal.
- Apryle Jackson stated that OCEA members watched the School Board workshop on the budget and understand that the unrestricted fund was going to receive an increase this year.
- Apryle Jackson stated that OCEA members are not happy that employees were not offered a better raise for the 2016-17 school year.
- Apryle Jackson distributed copies of OCEA's counter-proposal and stated that it was in line with surrounding counties in order to stay competitive.
- Apryle Jackson stated that the total cost of OCEA's counter-proposal is \$6 million dollars and that savings from retirees would cover a large part of the cost.
- Apryle Jackson shared that she has put an exit survey online for OCEA members who leave our District, and one of the questions on the survey is "Are you leaving Osceola County because of salary?"
- Apryle Jackson read the OCEA counter-proposal on contract language related to teacher planning.
- Michelle VanderLey reviewed a related grievance that OCEA filed in 2008.
- John Boyd stated that a copy of the grievance was in the meeting materials folder that BLT members received this evening.
- Michelle VanderLey reviewed the District's grievance response and stated how important it was that teachers have their planning time.
- John Boyd stated that he appreciated the time and effort OCEA gave to this part of their counter-proposal.
- John Boyd referred BLT members to the additional handouts in the meeting materials folder they received.
- John Boyd addressed the data that OCEA shared with the School Board at a public meeting regarding the Superintendent and School Board Members' salaries, and he clarified that state law determines the amount of School Board Members' salaries.
- John Boyd stated that OCEA and the School Board have a mutual issue that the state is not funding education in Florida adequately for growing school districts.
- John Boyd reviewed several data charts with BLT members:
  - Osceola County has more teachers reporting to administrators than many school districts in the state.
  - Osceola County is no longer ranked first on starting salary; however, Polk County and other counties have separate grandfather salary schedules that skew the data in their favor.



# Bargaining Leadership Team Meeting Minutes

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- Osceola County salaries reflect the cost of living within the county when compared to the cost of living in the Central Florida region.
- Apryle Jackson asked if these data reflect the salaries before ratification since some counties have not ratified their contracts.
- John Boyd stated that the data he used was received in April, and his counterpart contact in Polk County gave him their information.
- John LeGrande stated that the School Board's proposal is misleading when only offering .27 cents per hour but what you see in the newspaper is stated in millions.
- John Boyd stated that the District must report the total amount of Salaries and Benefits to the School Board, state, and the public in our District budget by state law.
- John Boyd stated that this fact is not an attempt to mislead anyone despite the perception some employees might have.
- John Boyd stated that the District must work with the revenue received from the state in order to meet its commitments to employees and its obligations to students.
- John Boyd stated that the District would like to offer a larger raise to employees but cannot without having to cut employee pay or lay off employees in the future; therefore, the School Board is taking a conservative approach with their money over time, and their proposal reflects carefulness to meet existing commitments and obligations.
- Apryle Jackson asked John Boyd to send her an electronic copy of all the data sheets that he prepared for their folders.
- Lare Allen stated that he understood that the School Board's philosophy but asked how the District calculated their numbers for the proposal and arrived at one percent for the raise.
- Sarah Graber stated that the percentage was based upon the slight increase in funds received from the state for 2016-2017 fiscal year spread across all employee groups.
- Greg Gahrns stated teachers feel undervalued when the District continues to put monies into a growing fund balance, and we do not see the wide use of the money. We are undervalued.
- Sarah Graber stated that we are growing district, and we look at the percentage of the fund so that we do not drop below the required percentage.
- Greg Gahrns asked what the minimum percentage fund balance was that the state requires our District to maintain each fiscal year.
- Sarah Graber stated that the minimum fund balance is three (3) percent, and our current fund balance is at nine (9) percent at this time.
- Greg Gahrns asked why our District's fund balance is at nine (9) percent if the minimum the state requires is three (3) percent.
- John Boyd clarified that Sarah Graber was talking about the bare minimum state law requires, that School Board policy requires a minimum of six (6) percent.
- John Boyd explained that if the District fund balance approaches or falls under three (3), the state will increase its control over the District's budget and require changes such as pay cuts, layoffs, or reduction in force.
- John Boyd further explained that private auditors recommend a ten (10) percent fund balance to maintain our District's credit rating.
- John Boyd explained that if our District's student enrollment growth continues to grow at a rate greater than state funds received, then the District might have to withdraw funds from our fund balance in order to pay our debts and avoid pay cuts and layoffs.
- Sarah Graber thanked John Boyd for the explanation.
- Lare Allen asked about funding projections and our fund balance.



# Bargaining Leadership Team Meeting Minutes

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- Sarah Graber stated that over the next two years, the total dollar amount of the fund balance will grow, but the percentage will likely go down.
- Sarah Graber stated that future state funding does not look good at all, and the District will need to target and plan for what we need, including a \$1 million reduction in costs.
- Edna LaCount addressed Lare Allen and stated that as the population grows, more money is needed to match that growth, and the District cannot seem to find enough funds for raises.
- John LeGrande stated that he was concerned about capital funds, and that if we keep growing, then the District will need to find a way to put more funds into salaries.
- Sarah Graber stated that the projected decline of the fund balance is part of our School Board's long-range budget plan.
- Michelle VanderLey stated that the District is the county's largest employer, the cost of living is increasing, and salaries must increase to help employees.
- Sarah Graber stated that there is not an acceptable level of state funding for education, and our District is doing the best we can.
- Apryle Jackson stated that so many people are retiring this year, and money is going back into salaries as a result, so OCEA members want to know what happens to these funds.
- John Boyd explained how funds are used when a teacher retires and stated that while one teacher may retire, two teachers may be needed to replace the teacher and to provide for student enrollment growth which is increased cost on top of existing commitments to salaries and benefits.
- John LeGrande stated that the District needs to share its data and educate OCEA in the budget so that OCEA can understand where the monies are being allocated.
- John Boyd stated that the District's budget concerns include the ability to provide future raises and maintain our commitment to existing and newly hired employees.
- John Boyd stated that raises become not only a commitment for one year but also every year going forward.
- Lori Swaby spoke about the teachers' feelings about not being appreciated enough to receive a decent raise.
- John Boyd sincerely thanked Lori Swaby for her feedback about her colleagues' concerns.
- Sarah Graber stated that the District's proposed budget reflects a change in state funding from this school year to next school year in additional salaries.

**ACTION: No action taken on this item at this time, and this item will be brought back to a future meeting.**

## Agenda Items for Next Meeting

- Final agenda items will be sent to John Boyd no later than one week prior to the next scheduled meeting.

**Next Meeting: Thursday, July 14, 2016, 04:15 – 06:00PM**  
**Human Resource Administrative Services; Administrative Annex,**  
**Building 03; Conference Room 03**



# Bargaining Leadership Team Meeting Minutes

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## Pluses

- Apryle Jackson thanked Sarah Graber for finding the funds for additional ESE positions.

## Deltas

- N/A

**ADJOURNED at 5:50 PM**





# Bargaining Leadership Team Meeting Minutes

**Date:** Thursday, July 14, 2016, 04:15 PM – 06:00 PM

**Location:** Human Resources Administrative Services  
Administrative Annex, Building 03, Conference Room 03

OCEA ATTENDANCE			
Lare Allen	OCEA Chief Negotiator	Discovery Intermediate School	<input type="checkbox"/>
Greg Gahris	Teacher	St. Cloud Middle School	<input type="checkbox"/>
Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
Paul Klauman	Teacher	Chestnut Elementary	<input checked="" type="checkbox"/>
Edna LaCount	Teacher	Liberty High School	<input checked="" type="checkbox"/>
John LeGrande	OCEA Vice President	Liberty High School	<input type="checkbox"/>
Jessica Priester	Teacher	East Lake Elementary	<input checked="" type="checkbox"/>
Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
Lori Swaby	Resource Compliance SPC	ESE Department	<input checked="" type="checkbox"/>
Michelle VanderLey	Executive Director	OCEA	<input checked="" type="checkbox"/>
			<input type="checkbox"/>
DISTRICT ATTENDANCE			
Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
John Boyd	District Chief Negotiator/ Director	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>
Lisette Brizendine	Senior Manager	Professional Development	<input checked="" type="checkbox"/>
Rolando Casado	Assistant Principal	Gateway High School	<input type="checkbox"/>
Jose Gonzalez	Director	Budget	<input type="checkbox"/>
Sarah Graber	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
Edward Jones	Principal	Osceola High School	<input type="checkbox"/>
Scott Knoebel	Principal	Narcoossee Elementary	<input type="checkbox"/>
Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
Nadia Winston	Principal	Westside K-8	<input type="checkbox"/>
Martha LeBlanc	Recording Secretary/ Secretary to John Boyd	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
			<input type="checkbox"/>

**GUEST(S):** Ken DeBord

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** December 1, 2016

Page 1 of 6



# Bargaining Leadership Team Meeting Minutes

**COMMENCED at 04:17 PM**

<b>Mission Statement:</b>	John Boyd
<b>Philosophy:</b>	Sarah Graber
<b>Rationale:</b>	Tammy Cope-Otterson
<b>Salary and Fringes:</b>	Apryle Jackson
<b>Goals:</b>	Michael Allen
<b>Speaking Order:</b>	Edna LaCount
<b>Time Keeper:</b>	Tammy Cope-Otterson

## **Introduction of New Bargaining Team Members: John Boyd**

- N/A

## **Reflection on Our Progress Together: John Boyd**

- John Boyd stated that a summary of our work together was sent to BLT members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.
- John Boyd stated that the MOU's for next year would be presented at next month's meeting.

## **Subcommittee Updates -- Evaluation: John Boyd/Apryle Jackson**

- John Boyd passed out a draft of the *MOU re: New Marzano Learning Map and Protocol for Evaluation Purposes*.
- Apryle Jackson stated that Dr. Pace shared the new *Marzano Learning Map and Protocol* with her and the clarified definitions of the ratings "Developing," "Applying," and "Innovating."
- John Boyd stated that the new version contains language that is more teacher-friendly.
- John Boyd stated he would share electronic copies with BLT members via e-mail.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

## **Subcommittee Updates -- Salary Schedule: John Boyd/Apryle Jackson**

- John Boyd stated that we did not have a subcommittee meeting, as we would continue to discuss the salaries under the Salary and Benefits Negotiations.

**ACTION: No action was taken on this item at this time.**



# Bargaining Leadership Team Meeting Minutes

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## Subcommittee Updates -- Virtual Education: John Boyd/Apryle Jackson

- John Boyd stated the MOU that was shared at our prior BLT meeting had a grammatical error that it was corrected in the version shared at this meeting.
- Apryle Jackson asked if the virtual teachers knew about the terms within the MOU.
- John Boyd stated that Enid Rentas had shared the new pending terms with the virtual teachers to ensure they were prepared and successful.
- John Boyd requested a vote on this item.

**ACTION: Following a fist of five vote, the Bargaining Leadership Team tentatively approved this item.**

## Review of Health Benefits: John Boyd/Ken DeBord

- John Boyd introduced Ken DeBord.
- Ken DeBord shared information on the changes to our pharmacy choices.
- Ken DeBord stated he spoke with CIGNA about OCEA's concerns about removing Walgreens and CVS, and CIGNA stated that:
  - A clinic or emergency room would provide a patient with enough medication for the duration until the patient could get their prescription filled at an approved pharmacy; and
  - The number of employee activity during these hours has been small.
- Apryle Jackson stated that if you travel out of state, there could still be an issue filling a prescription.
- Ken DeBord stated that he could talk to CIGNA about exceptions for emergencies, and that an employee could fill the prescription and then seek reimbursement.
- Apryle Jackson stated that CIGNA does not reimburse employees, which can be a hardship.
- Tammy Cope-Otterson stated that she sent in for reimbursement for the medication she had bought out of pocket, and CIGNA has not reimbursed her.
- Ken DeBord stated that he would have to follow up on this concern.
- Edna LaCount stated some of us cannot pay up front for our prescriptions, and our own health clinic does not offer all medications.
- Sarah Graber reminded that these changes would save at least a half million dollars to our trust fund, and that these minor issues could be resolved.
- Apryle Jackson stated that employees that are on narcotic drugs could only receive these prescriptions from CVS and Walgreens.
- Ken DeBord stated that these employees might have to go to a mail order service.
- John Boyd stated that maybe a representative from CIGNA could come and discuss some of these items with us.
- Edna LaCount stated that it appears CIGNA is pushing employees to use Walmart and Publix.
- Michel Allen stated that he wanted to be sure that the projected savings is about half a million dollars.
- Ken DeBord stated that it could go up to a million dollars in savings.
- Ken DeBord stated that he would talk to CIGNA about narcotics prescription and wanted to know if there were any other issues.
- Ken DeBord shared an update on our Center for Employee Health.



# Bargaining Leadership Team Meeting Minutes

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- Apryle Jackson asked about the status on prescriptions for lab work from outside providers was.
- Ken DeBord stated that Florida Hospital was working on a resolution by next week.
- Apryle Jackson stated that many employees see primary care doctors to get their physicals and cannot get an appointment at our Center.
- Edna LaCount stated that there should be more availability after school for teachers.
- Ken DeBord stated that they are trying to accommodate all the employees and additional staff has been brought in to address the demand.
- Ken DeBord stated that the employee demand for physical therapy was great.
- Apryle Jackson asked when our Center could serve Workers' Compensation claims.
- Ken DeBord stated that the target date was August 1 for new cases.
- Tammy Cope-Otterson stated that we plan to send our new employees to our Center for our pre-employment drug testing so that new employees will be able to see the facility.
- Karen Pruitt asked Ken DeBord if he felt like there was enough staff at our Center.
- Ken DeBord stated that Dr. Wiltz will be starting June 26, 2016, Dr. Shaw will start mid-September, part time staff will fill in until she arrives, and our Center has added a Physician Assistant, Nurse Practitioner, Medical Assistant, Phlebotomist, and office staff.
- Tammy Cope-Otterson stated that our Center has become an effective recruiting tool that helps employees choose to work in Osceola County.
- Ken DeBord stated that he has heard the same feedback from school principals, and Erin, from Florida Hospital.
- Sarah Graber stated that our Center goes beyond to show how we invest in our employees.

**No action was taken on this item at this time, and this item will be brought back to a future meeting.**

## **Salary & Benefits Negotiations/John Boyd, Sarah Graber, Apryle Jackson**

- John Boyd introduced Sarah Graber to address this item.
- Sarah Graber shared and reviewed a handout that compares the cost of OCEA's counter-proposal with the School District's original proposal.
- Apryle Jackson asked about the 14.3 percent unassigned fund balance.
- Sarah Graber stated that the fund balance is only 7.7 percent for the 2015-16 school year.
- Michelle VanderLey verified that the fund balance was only 66.4 million.
- Apryle Jackson asked if \$800,000 dollars would be added to the ESP budget.
- Sarah Graber stated that it would be a little less at \$600,000 for next year.
- Sarah Graber stated that the handout demonstrates that the School District cannot afford OCEA's counter-proposal.
- John Boyd stated that out of respect to the OCEA we wanted to compare the numbers.
- Sarah Graber stated that she pulled more data to show salaries for several fiscal years:
  - For the 2014-2015 school year, \$304 M was budgeted, but \$313 M was spent in salaries.
  - For the 2015-2016 school year, \$311.8 M was budgeted, but \$317 M was spent in salaries.
  - For the 2016-2017 school year, \$318.5 M has been budgeted in salaries.
- Michelle VanderLey requested what the salary cost was in the 2011-12 and 2013-14 school years.



# Bargaining Leadership Team Meeting Minutes

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- Sarah Graber stated that:
  - Between 2006 and 2010, our fund balance grew in order to build reserves due to the poor economy.
  - In 2010-2011, our School District had to use the fund balance to sustain our budget and avoid cutting jobs.
  - The outlook for the state education budget next fiscal year is dismal.
- Apryle Jackson stated that the budget document posted on our School District website reports the unassigned balance as 14.1%, and employees will be confused since the minimum required is 6 percent and will not understand why they cannot get a raise.
- Sarah Graber stated that we are not comparing the same numbers.
- Apryle Jackson stated that since the salary schedule was revised to comply with state law, more experienced employees make only \$10,000 dollars more than a beginning teacher.
- Apryle Jackson stated that the School District's proposed \$500 salary increase would not pass a ratification vote and that the prior year proposal barely passed.
- Apryle Jackson stated that teachers do not feel the proposal is an appropriate incentive for their efforts, but the School Board would not accept lower school grades.
- Edna LaCount stated that new teachers are getting increase in salary but do not have the same commitment as a teacher with thirty years of experience.
- Apryle Jackson stated that new teachers come here to get years of teaching experience and then return to their home state.
- Lori Swaby stated that we are losing good ESE teachers because they cannot make it here on a teacher's salary.
- Tammy Cope-Otterson stated that indeed, the millennials have a different work ethic, and our School District is collaborating with the Urban Schools Human Capital Academy for the next three years to work on best practices for increasing teacher retention, etc.
- Lissette Brizendine stated that quality of life is as important to millennials as the paycheck.
- Lori Swaby stated that we are losing a stable employee base due to lower salaries as well.
- John Boyd stated that in Sarasota County, sixty percent of their teachers have advanced degrees, but in Osceola County, only six percent of our teachers have an advanced degree; he explained that perhaps, we should address expanding educational opportunities for Osceola County teachers too.
- Lori Swaby asked if there were any changes to our School Board's original proposal since OCEA's counter-proposal.
- John Boyd stated that the School Board's original proposal regarding salaries still stands at this time, but there is flexibility to negotiate the proposed contract language (e.g., planning times).

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**



# Bargaining Leadership Team Meeting Minutes

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## Agenda Items for Next Meeting

- Final agenda items will be sent to John Boyd no later than one week prior to the next scheduled meeting.

**Next Meeting: Thursday, August 25, 2016, 04:15 – 06:00PM**  
**OCEA Office; 722 Mabbette Street; Kissimmee, FL 34741**

## Pluses

- BLT members complimented and thanked Martha LeBlanc for the refreshments she prepared.

## Deltas

- N/A

**ADJOURNED at 5:35 PM**



# Bargaining Leadership Team Meeting Minutes

**Date:** Thursday, August 25, 2016, 04:15 PM – 06:00 PM

**Location:** OCEA Office: 722 Mabbette Street; Kissimmee, FL. 34741

OCEA ATTENDANCE			
Lare Allen	OCEA Chief Negotiator	Discovery Intermediate School	<input checked="" type="checkbox"/>
Greg Gahris	Teacher	St Cloud Middle School	<input checked="" type="checkbox"/>
Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
Paul Klauman	Teacher	Chestnut Elementary	<input checked="" type="checkbox"/>
Edna LaCount	Teacher	Liberty High School	<input checked="" type="checkbox"/>
John LeGrande	OCEA Vice President	Liberty High School	<input checked="" type="checkbox"/>
Jessica Priester	Teacher	East Lake Elementary	<input checked="" type="checkbox"/>
Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
Lori Swaby	Resource Compliance SPC	ESE Department	<input checked="" type="checkbox"/>
Michelle VanderLey	Executive Director	OCEA	<input type="checkbox"/>
DISTRICT ATTENDANCE			
Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
John Boyd	District Chief Negotiator/ Director	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>
Lisette Brizendine	Senior Manager	Professional Development	<input checked="" type="checkbox"/>
Rolando Casado	Assistant Principal	Gateway High School	<input type="checkbox"/>
Jose Gonzalez	Director	Budget	<input type="checkbox"/>
Sarah Graber	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
Edward Jones	Principal	Osceola High School	<input type="checkbox"/>
Scott Knoebel	Principal	Narcoossee Elementary	<input checked="" type="checkbox"/>
Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
Sarah Graber	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
Nadia Winston	Principal	Westside K-8	<input checked="" type="checkbox"/>
Martha LeBlanc	Recording Secretary/ Secretary to John Boyd	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>

**GUEST(S):** Enid Rentas, Eugenia Rolando

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** December 1, 2016

Page 1 of 8





# Bargaining Leadership Team Meeting Minutes

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**COMMENCED at 04:20 PM** \_\_\_\_\_

<b>Mission Statement:</b>	Lisette Brizendine
<b>Philosophy:</b>	Lori Swaby
<b>Rationale:</b>	Greg Gahris
<b>Salary and Fringes:</b>	Apryle Jackson
<b>Goals:</b>	Lare Allen
<b>Speaking Order:</b>	Edna LaCount
<b>Time Keeper:</b>	John Legrande

## **Introduction of New Bargaining Team Members: John Boyd**

- No new members were introduced.

## **Reflection on Our Progress Together: John Boyd**

- John Boyd stated that a summary of our work together was sent to BLT members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.

## **Subcommittee Updates -- Evaluation: John Boyd**

- John Boyd stated that there were no sub-committee meetings since the prior BLT meeting and that we would schedule dates for these meetings in the future as needed.

## **Subcommittee Updates -- Salary Schedule: John Boyd**

- John Boyd stated that there were no sub-committee meetings since the prior BLT meeting and that we would schedule dates for these meetings in the future as needed.

## **Subcommittee Updates -- Virtual Education: John Boyd**

- John Boyd stated that there were no sub-committee meetings since the prior BLT meeting and that we would schedule dates for these meetings in the future as needed.



# Bargaining Leadership Team Meeting Minutes

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## **MOU re: Additional Earning Opportunities for NON-FTE Generating Programs: John Boyd/ Apryle Jackson**

- John Boyd stated that is the same MOU as last year, and there were no changes other than the school year and date of agreement.
- John Boyd requested a vote.

**ACTION: Following a fist of five vote, the Bargaining Leadership Team tentatively approved this item.**

## **MOU re: Collaborative Bargaining: John Boyd/ Apryle Jackson**

- John Boyd stated that is the same MOU as last year, and there were no changes other than the school year and date of agreement.
- John Boyd stated that the tentative date for Collaborative Bargaining training for new members is scheduled for October 12, from 3:00 PM to 5:00 PM, and meeting details will be sent to BLT members.
- Apryle Jackson urged BLT members to attend.
- John Boyd requested a vote.

**ACTION: Following a fist of five vote, the Bargaining Leadership Team tentatively approved this item.**

## **MOU re: Development of District Assessments: John Boyd/ Apryle Jackson**

- John Boyd stated that is the same MOU as last year, and there were no changes other than the school year and date of agreement.
- Apryle Jackson stated that this MOU is a good one because it gets money to instructional employees who participate.
- John Boyd requested a vote.

**ACTION: Following a fist of five vote, the Bargaining Leadership Team tentatively approved this item.**

## **MOU re: Guiding Principles for Lesson Plans: John Boyd/ Apryle Jackson**

- John Boyd stated that is the same MOU as last year, and there were no changes other than the school year and date of agreement.
- Apryle Jackson stated that schools were violating these requirements, and this MOU is needed to protect our teachers.
- John Boyd requested a vote.

**ACTION: Following a fist of five vote, the Bargaining Leadership Team tentatively approved this item.**



# Bargaining Leadership Team Meeting Minutes

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## MOU re: Districtwide School Choice: John Boyd/ Apryle Jackson

- John Boyd reviewed the points of the proposed MOU, including the statutes regarding controlled open enrollment, class size, and school choice options.
- John Boyd stated that no action was requested at this meeting.
- John Boyd stated the purpose of this MOU is to establish districtwide school choice no later than July 01, 2017, in order to meet the requirements of state law for controlled open enrollment and to provide our School District flexibility for the calculation of class size.
- Apryle Jackson stated that OCEA needs to know which teachers are included in the school average and the maximum number of students that would be in a class.
- Apryle Jackson stated that she heard that our School District would be willing to pay fines if they exceed the Class Size Amendment requirements.
- Apryle Jackson stated some schools have heavy enrollment in fourth grade with twenty-six to twenty-seven student in the class but have low enrollment in Kindergarten with only classes have twelve to fifteen students.
- Scott Knoebel stated that the class sizes in his school should be in compliance.
- Edna LaCount asked if becoming a choice School District meant that the Class Size Amendment does not have to be followed.
- John Boyd stated that state law still applies.
- Apryle Jackson stated that the college ready classes at Gateway High School have fifty to fifty-six students in a class, there are not enough desks, and students are sitting on the floor. She stated that OCEA contacted the school administration and did not receive a response.
- Lare Allen asked about charter schools as a choice option.
- John Boyd stated that although state law lists charter schools as a choice option, our School District does not seek to convert existing schools to charter schools since charter schools assist our School District with growth management.
- Apryle Jackson stated that our School District has the highest percentage of charter schools in the state and eighth highest in the nation.
- John Boyd stated that with this MOU, our School District is seeking to offer choice programs at each school in order to be eligible to calculate class size at the school level, just like charter schools do, instead of the classroom level.
- Paul Klauman stated that Palmetto Elementary is a low performing school in Polk County right over the county line from Chestnut Elementary, and he was concerned that students would seek to enroll in his school.
- John Boyd stated that the law requires our School District to give preference to students who live within Osceola County first, but *if capacity exists*, our School District must permit parents to enroll their children in our schools, and these parents would be required to arrange transportation for their children.
- John Boyd stated that our School District would continue to transport students who live within Osceola County to a School District school where the student was eligible to enroll.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**



# Bargaining Leadership Team Meeting Minutes

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## **MOU re: MyPGS Orientation Tab and Its Contents: John Boyd/ Apryle Jackson**

- John Boyd reviewed the points of the proposed MOU.
- John Boyd stated that the new Orientation tab on MyPGS is currently being developed as a digital tool to ensure essential information and annual training that state law requires is provided to all employees at all worksites in a consistent manner.
- Lissette Brizendine stated that this tool would mean fewer meetings a teacher has to attend and that it would become an access point for one-stop shopping for essential information.
- John LeGrande stated that it has been extremely well received and is a win-win for everyone.
- Apryle Jackson stated that she would like to review the contents with her team.
- John Boyd stated that the contents would be made available to OCEA for review and any changes in content would be brought to OCEA for review prior to their addition.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

## **New Marzano Learning Map and Protocol: John Boyd/ Apryle Jackson**

- John Boyd reminded bargaining team members that the proposed MOU was shared at the July meeting and, once again, reviewed the points of the proposed MOU.
- John Boyd stated that the updated protocol benefits all teachers because it clearly defines each level of the rating scale for each Marzano element and provides additional examples of evidence that teachers can demonstrate in order to meet the criteria for each Marzano element.
- John Boyd requested a vote.
- Apryle Jackson stated that she has not yet had a chance to review all of the documents with her team and could not yet commit to a vote.
- John Boyd stated that our School District would need to request a vote at our September 08, 2016, meeting.
- Lissette Brizendine stated that training for administrators on the updated protocol has been ongoing through the summer.
- John LeGrande stated that the updated protocol was clear and would permit administrators to begin observing teachers in a timely manner.
- Nadia Winston stated that administrators have a tight time line for scheduling classroom observations, especially for probationary teachers, and would like to see this MOU approved as early as possible.
- Apryle Jackson stated the academic coaches are being used incorrectly as evaluators in the schools.
- Nadia Winston stated that academic coaches are not evaluators but may provide feedback in a supportive role only.
- Apryle Jackson stated that academic coaches are writing observation reports and duplicating copies of observation ratings, which crosses the line into a supervisory role.
- John LeGrande stated that when an academic coach tells a new teacher that she or he will be coming to observe them, the new teacher might believe she or he is being observed for their evaluation unless it is made clear in advance, that it is not an evaluation.
- John Boyd stated that he would share OCEA's concerns with School District Leadership.



# Bargaining Leadership Team Meeting Minutes

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- Lisette Brizendine stated that the proposed updated protocol is still the same state-adopted evaluation system from five years ago with the same scales and terminology but with new clarifications to assist the teacher being observed. She asked all bargaining team members to help share this message.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

## Flex Days: Apryle Jackson

- Apryle Jackson gave a brief overview of flex days wherein if a teacher works one day prior to pre-planning, then the teacher could schedule to be off one of the teacher workdays during the school year as long as all work responsibilities are completed.
- Apryle Jackson stated that she would like to add both flex days and sick leave to the agenda for the next meeting.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

## Sick Leave Payout Incentive: Apryle Jackson

- Apryle Jackson gave a brief overview of sick leave payout incentive wherein for every three days an employee earns, the employee would receive one-half in pay. She stated that Dr. Pace asked her to work with Sarah Graber on this idea to see if it was feasible.
- Sarah Graber stated that Todd Seis did some work on this idea wherein the employee would be paid out for a certain amount of sick leave days that the employee earned that same year but not for all of them.
- Tammy Cope-Otterson stated that the employee would need to be required to maintain a minimum reserve of sick leave days so that the incentive would not adversely affect the Sick Leave Bank.
- Lare Allen asked how many sick leave days does an employee need in order to join the Sick Leave Bank.
- Tammy Cope-Otterson stated that an employee needs at least ten (10) days on the books in order to be eligible to join the Sick Leave Bank.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

## Salaries and Benefits Negotiations: John Boyd/ Sarah Graber/ Apryle Jackson

- John Boyd introduced Sarah Graber to address this item.
- Sarah Graber reviewed the Florida Retirement System Benefits Consortium health benefits plan for retirees that our School Board recently approved. She stated that when a retiree reaches the age of sixty-five (65), the retiree is required to move to this plan which provides better coverage and lower premiums and which provides our School District with a cost savings.
- Sarah Graber stated that there were several focus groups conducted for this plan.
- Sarah Graber stated that ten counties are part of the consortium and as new retirees join the plan, the premiums would decrease.



# Bargaining Leadership Team Meeting Minutes

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- Apryle Jackson stated that Dr. Pace said the savings to our School District was roughly \$1.5 million.
- Sarah Graber stated that amount was not accurate since our School District only has thirty (30) people over the age of sixty-five on the district insurance plan, and the cost was \$400,000 last year.
- Sarah Graber stated that our School District will not seek to remove Walgreens or CVS from our pharmacy options within our Health Benefits Plan this year and removes this proposal from the table.
- Sarah Graber stated that the letter from CIGNA to the contrary was sent in error.
- Greg Gahrns stated that CIGNA should be sending out a letter at their own expense.
- Sarah Graber stated that she would look into this idea.
- John LeGrande asked whether he might have data on how much is spent at the Walgreens and CVS pharmacies in regards to the other pharmacies.
- Lare Allen reiterated that all retirees sixty-five and older would go to the Florida Retirement System Benefits Consortium health benefits plan and that Walgreens and CVS were going to stay on our current health benefits plan for all employees.
- John Boyd stated that our School Board withdraws the proposed changes to contract language regarding planning.
- Lare Allen asked whether our School Board could add a one-time bonus.
- Sarah Graber stated that our School Board's current proposal of a one percent salary increase is still on the table at this time.
- Lare Allen asked about the amount of our current and projected fund balance.
- Lare Allen stated that OCEA understands the half-cent sales tax will help with school construction and repairs but it is difficult to tell members that there will be no additional monies for salaries.
- Edna LaCount stated that our salary and benefits package is not collaborative, and teachers feel unappreciated.
- Lori Swaby stated that teachers put in long hours, and OCEA tries to do something for our peers but only gets so far.
- Sarah Graber states that these points are very well received. She stated that our issue remains how our state legislature has funded public education. She stated our School District will receive less than one percent this year, and our School Board would like to offer more but cannot do so responsibly at this time.
- Lare Allen asked whether we had a subcommittee for teacher appreciation in the past.
- John Boyd stated that both parties discussed this idea but never scheduled dates for a subcommittee.
- John LeGrande stated that maybe this idea should be taken back to School District Leadership for their input.
- Greg Gahrns stated that he once worked for a company that went through two bankruptcies, but he received a raise of three percent each year. He stated that our School District is not bankrupt and that our School Board is sending a serious message with their proposal for a one percent raise.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**



# Bargaining Leadership Team Meeting Minutes

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## Agenda Items for Next Meeting

- Final agenda items will be sent to John Boyd no later than one week prior to the next scheduled meeting.

**Next Meeting: Thursday, September 8, 2016, 04:15 – 06:00PM**  
**Human Resources Administrative Services; Administrative Annex**  
**Building 3, Conference Room 03**

## Pluses

- BLT members complimented and thanked OCEA for the refreshments.

## Deltas

- N/A

**ADJOURNED at 05:35 PM**





# Bargaining Leadership Team Meeting Minutes

**Date:** Thursday, September 08, 2016, 04:15 PM – 06:00 PM

**Location:** Human Resources Administrative Services  
Administrative Annex, Building 03, Conference Room 03

OCEA ATTENDANCE			
Lare Allen	OCEA Chief Negotiator	Discovery Intermediate School	<input checked="" type="checkbox"/>
Greg Gahris	Teacher	St. Cloud Middle School	<input checked="" type="checkbox"/>
Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
Paul Klauman	Teacher	Chestnut Elementary	<input checked="" type="checkbox"/>
Edna LaCount	Teacher	Liberty High School	<input checked="" type="checkbox"/>
John LeGrande	OCEA Vice President	Liberty High School	<input checked="" type="checkbox"/>
Jessica Priester	Teacher	East Lake Elementary	<input checked="" type="checkbox"/>
Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
Lori Swaby	Resource Compliance SPC	ESE Department	<input checked="" type="checkbox"/>
Michelle VanderLey	Executive Director	OCEA	<input checked="" type="checkbox"/>
DISTRICT ATTENDANCE			
Michael Allen	Assistant Superintendent	Middle School Education	<input type="checkbox"/>
John Boyd	District Chief Negotiator/ Director	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>
Lisette Brizendine	Senior Manager	Professional Development	<input checked="" type="checkbox"/>
Rolando Casado	Assistant Principal	Gateway High School	<input checked="" type="checkbox"/>
Jose Gonzalez	Director	Budget	<input type="checkbox"/>
Sarah Graber	Chief Officer	Business & Finance	<input type="checkbox"/>
Edward Jones	Principal	Osceola High School	<input type="checkbox"/>
Scott Knoebel	Principal	Narcoossee Elementary	<input type="checkbox"/>
Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
Nadia Winston	Principal	Westside K-8	<input type="checkbox"/>
Martha LeBlanc	Recording Secretary/ Secretary to John Boyd	Government & Labor Relations (Human Resources)	<input type="checkbox"/>

**GUEST(S):** Jason Hayes, Principal

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** December 1, 2016

Page 1 of 8



# Bargaining Leadership Team Meeting Minutes

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**COMMENCED at 04:19 PM**

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<b>Mission Statement:</b>	Lare Allen
<b>Philosophy:</b>	John LeGrande
<b>Rationale:</b>	Michelle VanderLey
<b>Salary and Fringes:</b>	Apryle Jackson
<b>Goals:</b>	Jessica Priester
<b>Speaking Order:</b>	Michelle VanderLey
<b>Time Keeper:</b>	Rolando Casado

## **Introduction of New Bargaining Team Members: John Boyd**

- N/A

## **Reflection on Our Progress Together: John Boyd**

- John Boyd stated that a summary of our work together was sent to BLT members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.

## **Subcommittee Updates -- Evaluation: John Boyd**

- John Boyd stated that the Evaluation Subcommittee met on August 30, 2016, to review the new Marzano Protocol and prepare a recommendation, which was shared under the agenda item for the related MOU.

## **Subcommittee Updates -- Salary Schedule: John Boyd**

- N/A

## **Subcommittee Updates -- Virtual Education: John Boyd**

- N/A



# Bargaining Leadership Team Meeting Minutes

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## **MOU re: Updated Marzano Learning Map and Protocol: John Boyd/ Apryle Jackson**

- John Boyd stated a copy of the revised MOU was sent via e-mail to all BLT members.
- John Boyd reviewed the key points of the MOU that the Evaluation Subcommittee approved to recommend to the BLT.
- John Boyd stated that the updated Marzano Protocol contained clarifying language that was more teacher-friendly and provided better definitions of each level of the rating scale used for scoring teacher performance for each element, especially "Innovating."
- John Boyd stated that the MOU:
  - includes the recommendation from Jessica Priester that the Teaching Map is a voluntary tool for achieving rigor in classroom instruction and
  - provides flexibility for the timeline required for the observation of Category I teachers.
- John LeGrande stated that the MOU is good, but he was concerned that the glossary was not added.
- Apryle Jackson stated that she was concerned that 100% of your students need to perform in order to achieve the score of "Innovating," which she felt was unrealistic in classrooms with high numbers of ESE and ELL students.
- John Boyd clarified that while 100% of the students may not achieve the standard in one lesson, the students can still provide evidence of learning that meets the desired effect for the instructional strategy (or element).
- Apryle Jackson stated that she would like to see 90% instead.
- Lissette Brizendine stated that the desired effect is not defined as 100% of the students being "on task," but instead, as students displaying evidence of learning.
- Apryle Jackson stated that she was still concerned administrators would score a teacher less than "Innovating" if 100% of the students were not "on task."
- Lare Allen asked a BLT member to give him an example of desired effect.
- John LeGrande provided an example from his own classroom instruction.
- Lissette Brizendine wanted to reinforce that all principals and assistant principals will have a three-hour side-by-side coaching on the Marzano Protocol led by the Assistant Superintendents of Curriculum and Instruction and herself.
- Rolando Casado stated that evidence for the desired effect of an element exists when the average student understands the learning goal on which they are working.
- Apryle Jackson stated that she can name principals that purposefully mark down individual teachers and are not following the appropriate procedure.
- John Boyd stated that these concerns are valid but are not part of the MOU being considered.
- John LeGrande stated that OCEA asked for the glossary.
- John Boyd reminded BLT members that the Evaluation Subcommittee reached a consensus to recommend the MOU for approval at this meeting and that the requested glossary will be worked on collaboratively with OCEA during this school year.
- Greg Gahris stated that his administrator could not tell him how to obtain a score of "Innovating."
- Apryle Jackson stated that she still had concerns about the requirement that 100% of the students provide evidence of the desired effect for an element in order for the teacher to achieve the score of "Innovating," and she cited how the number of teachers whose final summative evaluation rating was "Highly Effective" had declined in Orange County.
- John LeGrande stated that it might take a year or so to develop the glossary, and there needs to be an appeals committee to hear teacher concerns about their ratings.
- John Boyd stated that we could not add an appeals committee at this time, and it was not part of the discussion of the MOU in the Evaluation Subcommittee.



# Bargaining Leadership Team Meeting Minutes

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- John Boyd stated that he had discussed this concern with Dr. Fritz, and School District Leadership is committed to avoiding what happened with teacher evaluations in Orange County.
- Apryle Jackson asked if the Glossary could be completed by winter break.
- John Boyd stated that the goal would be to complete the glossary by December and asked for a vote.

**ACTION: Following a fist of five vote, BLT members tentatively agreed to approve this item with the updates and changes**

## **MOU re: MyPGS Orientation Tab and Its Contents: John Boyd/ Apryle Jackson**

- John Boyd reviewed the MOU with the BLT members and clarified the requirements of each component listed; he stated that:
  - The “Customer Service” and “Suicide Awareness and Prevention” modules have not yet been developed but would likely be released mid-year.
  - The “Professional Ethics” and “Bloodborne Pathogens” modules require annual training for all employees from the School District per state law.
  - The “Reporting Child Abuse” module requires annual training of all employees from the Florida Department of Children and Families per state law.
  - The “Child Find” module requires a School District training for new hires per federal law.
  - The remainder of the modules only require the teacher to acknowledge receipt of the information presented on them.
- John Boyd stated that the goal of our School District is to have all employees review and acknowledge receipt of the contents of the Orientation Tab no later than October 1, 2016, and there would be no progressive discipline if the employees could not complete all modules by that date. However, he stated that the requirement for the “Reporting Child Abuse” module should be completed as soon as the Orientation Tab is released to the employees.
- John Boyd stated that the Orientation Tab would reduce the number of meetings for teachers during Pre-Planning and throughout the year to complete the requirements in these modules.
- Apryle Jackson asked whether the state statute would be included in the “Teacher Removal of Students from Classroom” module.
- John Boyd clarified that it would be since it was part of our related School Board Rule.
- Apryle Jackson asked whether the Student Progression Plans would be included.
- John Boyd clarified that these documents would not be included in the Orientation Tab at this time but could be in the future if desired.
- Michelle VanderLey stated that she was not comfortable voting to approve this MOU without seeing the contents of the Customer Service and Suicide Prevention modules.
- Paul Klauman asked whether teachers could complete the Orientation Tab on their Professional Development Day.
- John Boyd stated that the Orientation Tab was set up for on demand delivery of its contents and that teachers could complete the modules at a time and place convenient for them.
- Karen Pruitt asked whether time on early release Wednesdays could be scheduled for teachers to complete the Orientation Tab.
- John Boyd state that each school principal might consider doing so.



# Bargaining Leadership Team Meeting Minutes

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- Tammy Cope-Otterson stated that she would rather see the information shared and training completed for “Reporting Child Abuse” sooner, not later.
- Lissette Brizendine stated that the Orientation Tab was designed for use during Pre-Planning, but it was not released since the MOU re: Updated Marzano Protocol was not approved. She further clarified that the goal was to avoid the need for the teacher to attend meetings during their planning time or early release Wednesdays to complete routine acknowledgments of policy and procedures that School Board Rules or state and federal law might require.
- Jessica Priester asked how teachers will know if a section is not complete.
- Lissette Brizendine stated that there is a tracking system within the programming of the Orientation Tab, and their school administrator would be able to inform them.
- Michelle VanderLey stated that the employee would need to be aware of what they were acknowledging.
- John LeGrande stated that in the past, the information on the Orientation Tab was not always covered by school administrators with employees.
- Lissette Brizendine stated that in the past, school principals went through all of these items and let teachers know which trainings they needed to take.
- Apryle Jackson stated that Michelle VanderLey does not have access to MyPGS and expressed a concern that the contract to develop the Orientation Tab was already in place before the MOU was shared.
- John Boyd clarified that our School District has already had a contract in place for MyPGS for years, and the development of modules like the Orientation Tab was part of it.
- John Boyd stated that the bullets on the MOU for the “Customer Service” and “Suicide Awareness and Prevention” modules could be stricken.
- John Boyd stated he would either attempt to obtain a test account for Michelle VanderLey or review the contents of the Orientation Tab with her through his own account.
- Edna LaCount asked whether modules had separate deadlines required.
- John Boyd stated that the deadline for all modules was October 01, 2016.
- Paul Klauman asked whether the deadline could be extended to the date of the Professional Development Day in October.
- John Boyd counter-proposed the date of November 01, 2016.
- John LeGrande stated that when the Assistant Principal tried to open up the Orientation Tab at his school, the information was not there.
- Michelle VanderLey summarized the recommended revisions and added that OCEA should be able to review and negotiate any additions to the contents of the Orientation Tab.
- Rolando Casado expressed his concern that the Reporting Child Abuse training should be done earlier than November 01, 2016.
- John Boyd clarified that per our MOU, it should be done no later than November 01, 2016, and school administrators could require that it be completed earlier than that date.
- John LeGrande asked whether all of the basic trainings could be listed.
- Apryle Jackson requested the term “required training” be used instead of “basic training.”
- Tammy Cope-Otterson stated that an indicator could be used to designate whether a module includes required training.
- John Boyd requested a vote on the MOU as amended.

**ACTION: Following a fist of five vote, BLT members tentatively agreed to approve this item with the changes**



# Bargaining Leadership Team Meeting Minutes

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## **MOU re: Districtwide School Choice: John Boyd/Apryle Jackson**

- Apryle Jackson stated that she had sent the draft MOU to FEA for legal review and would like to postpone a vote on this MOU until after OCEA receives the results of FEA's legal review.
- John Boyd agreed to this request but stated that the School District would like to have the MOU in place prior to the October FTE count in order to provide schools with the same flexibility as that the annual waiver provides.
- Michelle VanderLey stated that the School District may receive a parent challenge based upon how the School District defines a school as a school of choice.
- Apryle Jackson stated that another meeting could be scheduled prior to the regular October meeting.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

## **Flex Day: Apryle Jackson**

- John Boyd stated that shared this item with School District Leadership, and there was some common ground for further negotiation; however, there were concerns about limiting Professional Learning Communities (PLC's) during pre-planning.
- John Boyd offered to coordinate a meeting for OCEA with the Assistant Superintendents of Curriculum and Instruction to clarify the School District's expectations regarding PLC's.
- Apryle Jackson stated that during pre-planning, some teachers were required to attend full day mandatory meetings.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

## **Sick Leave Payout Incentive: Apryle Jackson**

- Apryle Jackson requested that the discussion of this item be postponed until the next meeting.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

## **Salary and Benefits Negotiations: John Boyd, Apryle Jackson/Sarah Graber**

- Apryle Jackson shared several handouts with BLT members for their review.
- Apryle Jackson shared that 3,042 teachers earn less than \$50,000, and 571 teachers earn more than \$50,000.
- Apryle Jackson stated that OCEA would like to see salary ranges that show the amount that teachers would earn after a certain number of years.
- Michelle VanderLey reviewed a handout with School District revenues and expenditures across several years and stated that OCEA does not understand why the School Board is offering an average raise of \$500 per teacher when the School District fund balance has doubled, and there were cost savings from retirees.
- Apryle Jackson stated that she calculated a cost savings of \$1.8 million due to retirees.





# Bargaining Leadership Team Meeting Minutes

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- John Boyd asked if she included the cost of benefits.
- Michelle VanderLey stated that the projected expenditures for instructional salaries from 2009-2016 were always greater, but the School District spent less each year.
- Apryle Jackson stated that OCEA's counter-proposal is \$1500.00 per instructional employee with part being a supplement since some employees' children qualify for free or reduced lunch and deserve a living wage.
- Michelle VanderLey stated that OCEA voted to support the half-cent sales tax, but OCEA members are also being asked to pay the tax while not receiving a larger raise.
- Lare Allen asked Michelle VanderLey to clarify the amounts of the fund balance for the current and prior school year.
- Michelle VanderLey reviewed the unassigned, assigned, and committed fund balances.
- Lare Allen stated that he noticed that the School District did not have any funds in the restricted fund balance.
- Michelle VanderLey clarified the current amount in the restricted funds.
- John Boyd requested that OCEA e-mail to Sarah Graber electronic copies of the spreadsheets that Apryle Jackson used to calculate the \$1.8 million cost savings.
- John Boyd clarified OCEA's counter-proposal as:
  - Average salary increase of \$500 per instructional employee
  - One-time supplement of \$1,000 per instructional employee
  - Or a combination of the above for a total of \$1500 per instructional employee
- Apryle Jackson confirmed the above summary and stated that there will be a major crisis in state funding next year, so teachers know there will probably not be a great raise offered.
- John Boyd shared the formal revised copy of the Osceola County School Board's Salary and Benefits Negotiations Proposal which includes the withdrawal of the contract language regarding planning.
- Tammy Cope-Otterson stated that Sarah Graber should have the opportunity to explain to OCEA why the fund balance was reduced and what the projected fund balance is for the 2016-17 fiscal year.
- Michelle VanderLey stated that the School Board increased the fund balance at the June 30, 2016, School Board Meeting.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**





# Bargaining Leadership Team Meeting Minutes

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## Agenda Items for Next Meeting

- Final agenda items need be sent to John Boyd no later than one week prior to the next scheduled meeting.

**Next Meeting: Thursday, October 6, 2016, 04:15 – 06:00PM**  
**OCEA Office, 722 Mabbette Street, Kissimmee, FL 34741**

## Pluses

- BLT members complimented and thanked OCEA for the refreshments.

## Deltas

- N/A

**ADJOURNED at 6:00 PM**



# Bargaining Leadership Team Meeting Minutes

**Date:** Thursday, September 28, 2016, 03:00 PM – 04:00 PM

**Location:** OCEA Office; 722 Mabbette Street; Kissimmee, FL 34741

OCEA ATTENDANCE			
Lare Allen	OCEA Chief Negotiator	Discovery Intermediate School	<input type="checkbox"/>
Greg Gahris	Teacher	St. Cloud Middle School	<input checked="" type="checkbox"/>
Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
Paul Klauman	Teacher	Chestnut Elementary	<input type="checkbox"/>
Edna LaCount	Teacher	Liberty High School	<input checked="" type="checkbox"/>
John LeGrande	OCEA Vice President	Liberty High School	<input checked="" type="checkbox"/>
Jessica Priester	Teacher	East Lake Elementary	<input checked="" type="checkbox"/>
Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
Lori Swaby	Resource Compliance SPC	ESE Department	<input checked="" type="checkbox"/>
Michelle VanderLey	Executive Director	OCEA	<input checked="" type="checkbox"/>
DISTRICT ATTENDANCE			
Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
John Boyd	District Chief Negotiator/ Director	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>
Lisette Brizendine	Senior Manager	Professional Development	<input checked="" type="checkbox"/>
Rolando Casado	Assistant Principal	Gateway High School	<input checked="" type="checkbox"/>
Jose Gonzalez	Director	Budget	<input checked="" type="checkbox"/>
Sarah Graber	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
Edward Jones	Principal	Osceola High School	<input type="checkbox"/>
Scott Knoebel	Principal	Narcoossee Elementary	<input type="checkbox"/>
Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
Nadia Winston	Principal	Westside K-8	<input type="checkbox"/>
Martha LeBlanc	Recording Secretary/ Secretary to John Boyd	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>

**GUEST(S):**



# Bargaining Leadership Team Meeting Minutes

**COMMENCED at 03:03 PM**

<b>Mission Statement:</b>	N/A
<b>Philosophy:</b>	N/A
<b>Rationale:</b>	N/A
<b>Salary and Fringes:</b>	N/A
<b>Goals:</b>	N/A
<b>Speaking Order:</b>	N/A
<b>Time Keeper:</b>	N/A

## Reflection on Our Progress Together: John Boyd

- John Boyd requested that bargaining team members waive the routine protocol items on the agenda in order to focus the time on discussion of the MOU.
- Hearing no objections, John Boyd proceeded and stated that Dr. Pace provided a copy of the book *Cultures Built to Last* for each OCEA member of the bargaining team. He distributed the copies to members at the table and gave the remainder to Apryle Jackson.

## MOU re: Districtwide School Choice: John Boyd/Apryle Jackson

- John Boyd reviewed the terms of the proposed MOU and highlighted the changes made in response to OCEA's requests:
  - While state law permits eligible school districts to pursue a waiver that would increase the schoolwide class size average up to five (5) students, the School District requests the flexibility of up to three (3) students instead.
  - Schools that receive a School Accountability Grade of "D" or "F" would revert to the maximum class size at the classroom level in state statute.
- John Boyd stated that the School District's intent was to calculate the maximum class size for ESE and ELL classrooms at the classroom level per statute where feasible, and ESE and ELL classrooms would be affected only as a last resort.
- Apryle Jackson stated that she had sent the MOU to FEA for legal review, FEA had forwarded the MOU to Attorney Ron Meyer in Tallahassee for his legal review, and FEA advised OCEA to wait on Mr. Meyer's decision before proceeding.
- Sarah Graber asked Apryle Jackson what OCEA's concerns with the MOU were.
- Apryle Jackson stated that FEA was not comfortable with the wording of the MOU.
- Michelle VanderLey stated that FEA was concerned with the precedent the MOU would set across the state.
- John Boyd stated that if we do not sign the MOU today, then we miss the opportunity to reduce the workload of teachers and administrators preparing for the October FTE Count.
- John Boyd stated that regardless, school choice becomes the law for the 2017-18 school year, and our MOU would permit us to negotiate the impact during the current school year.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**



# Bargaining Leadership Team Meeting Minutes

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## Agenda Items for Next Meeting

- Final agenda items need be sent to John Boyd no later than one week prior to the next scheduled meeting.

**Next Meeting:**            **Thursday, October 6, 2016, 04:15 – 06:00PM**  
                                 **Human Resources Administrative Services**  
                                 **Administrative Annex, Building 03, Conference Room 03**

## Pluses

- BLT members complimented and thanked OCEA for the refreshments.

## Deltas

- N/A

**ADJOURNED at 3:13 PM**



# Bargaining Leadership Team Meeting Minutes

**Date:** Thursday, November 10, 2016, 04:15 PM – 06:00 PM

**Location:** Human Resources Administrative Services  
Administrative Annex, Building 03, Conference Room 03

OCEA ATTENDANCE			
Lare Allen	OCEA Chief Negotiator	Discovery Intermediate School	<input checked="" type="checkbox"/>
Greg Gahris	Teacher	St. Cloud Middle School	<input checked="" type="checkbox"/>
Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
Paul Klauman	Teacher	Chestnut Elementary	<input checked="" type="checkbox"/>
Edna LaCount	Teacher	Liberty High School	<input checked="" type="checkbox"/>
John LeGrande	OCEA Vice President	Liberty High School	<input checked="" type="checkbox"/>
Jessica Priester	Teacher	East Lake Elementary	<input checked="" type="checkbox"/>
Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
Lori Swaby	Resource Compliance SPC	ESE Department	<input checked="" type="checkbox"/>
Michelle VanderLey	Executive Director	OCEA	<input checked="" type="checkbox"/>
DISTRICT ATTENDANCE			
Michael Allen	Assistant Superintendent	Middle School Education	<input type="checkbox"/>
John Boyd	District Chief Negotiator/ Director	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
Lisette Brizendine	Senior Manager	Professional Development	<input checked="" type="checkbox"/>
Rolando Casado	Assistant Principal	Gateway High School	<input checked="" type="checkbox"/>
Jose Gonzalez	Director	Budget	<input type="checkbox"/>
Sarah Graber	Chief Officer	Business & Finance	<input type="checkbox"/>
Edward Jones	Principal	Osceola High School	<input checked="" type="checkbox"/>
Scott Knoebel	Principal	Narcoossee Elementary	<input type="checkbox"/>
Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
Nadia Winston	Principal	Westside K-8	<input checked="" type="checkbox"/>
Martha LeBlanc	Recording Secretary/ Secretary to John Boyd	Government & Labor Relations (Human Resources)	<input type="checkbox"/>

**GUEST(S):** Jason Hayes, Principal



# Bargaining Leadership Team Meeting Minutes

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**COMMENCED at 04:15 PM**

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<b>Mission Statement:</b>	Tammy Cope-Otterson
<b>Philosophy:</b>	John Scott Knoebel
<b>Rationale:</b>	John LeGrande
<b>Salary and Fringes:</b>	Greg Gahriss
<b>Goals:</b>	Greg Gahriss
<b>Speaking Order:</b>	Edna LaCount
<b>Time Keeper:</b>	Tammy Cope-Otterson

## **Introduction of New Bargaining Team Members: John Boyd**

- N/A

## **Reflection on Our Progress Together: John Boyd**

- John Boyd stated that a summary of our work together was sent to BLT members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.

## **Subcommittee Updates -- Evaluation: John Boyd**

- N/A

## **Subcommittee Updates -- Salary Schedule: John Boyd**

- N/A

## **Subcommittee Updates -- Virtual Education: John Boyd**

- N/A

## **Flex Days: Apryle Jackson**

- John LeGrande requested to postpone this item until our next meeting and stated that OCEA would have more information at our December meeting.
- John Boyd stated waiting would give him more time to speak with Leadership in regards to this proposal.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

## **Sick Leave Payout Incentive; Apryle Jackson**

- Michele VanderLey spoke and presented to the BLT members a proposal for Sick Leave Payout incentive to reduce the number of teachers who use all of their available sick time before the end of the school year. OCEA cited Article XVI Section 16.15 for this proposal

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** December 1, 2016

Page 2 of 4



# Bargaining Leadership Team Meeting Minutes

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and created a draft signature page. OCEA proposes that the maximum amount of \$2000.00.

- Tammy Cope-Otterson stated that she is concerned with those employees that are members of the Sick Leave Bank and questioned whether it would be fair for employees to sell all of their days and then participate in the Sick Leave Bank.
- Lare Allen asked Tammy how many days an employee needs to join the Sick Leave Bank.
- Tammy Cope-Otterson stated that an employee needs ten (10) days in order to apply to be a member of the Sick Leave Bank.
- John LeGrande stated that there is no payout for accumulated sick leave until thirteen (13) years.
- Tammy Cope-Otterson stated that the minimum is six (6) years but not at 100% of the amount of the employee's daily rate of pay.
- Greg Gahrns asked what percentage of people are in the Sick Leave Bank and that OCEA is open to other ideas to keep teachers in the classroom.
- John Boyd thanked Michelle for stating that the provision will not exceed \$2000.00 and stated that he would provide the information to Sarah Graber.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

## Salary and Benefits Negotiations: John Boyd/Apryle Jackson/Sarah Graber

- John Boyd handed out the updated Salary and Benefits Negotiations Proposal to the BLT members.
- John Boyd explained that this counterproposal includes a "Retention Supplement" with the compensation ranging from \$150.00 to \$250.00 depending on your evaluation and contract status per state law.
- John Boyd stated that in addition, the Osceola County School Board (OCSB) added \$3 million to the Health Benefits Trust Fund.
- John LeGrande asked if this retention supplement takes the place of the performance pay in salaries.
- John Boyd stated that it did not take the place of performance pay and that it would be an adjustment to the employee's pay handled in a similar manner.
- Greg Gahrns asked why the Professional Service Contract teachers get less money even if they are "Highly Effective?"
- John Boyd stated that state law requires these differences in performance pay.
- Karen Pruitt asked why the salary negotiations package includes everything and not just the salary and benefits.
- John Boyd stated that Dr. Pace requested that the package be assembled together similar to the procedure in Brevard County.
- Karen Pruitt asked if this package was all or nothing.
- John Boyd stated that no, the salary negotiations and contract language could be considered separately.
- Michelle VanderLey stated that she liked the OCSB counterproposal but requested that we keep the salary and contract language pieces separate.
- John LeGrande stated that Apryle Jackson is out of state and that OCEA would need to wait so that she can review the counterproposal.
- Greg Gahrns asked what the overall percentage of this package was.





# Bargaining Leadership Team Meeting Minutes

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- John Boyd stated that with benefits it is about three (3) percent for employees. Other counties have offered less.
- Lare Allen asked if we could have a breakdown of the three (3) percent.
- John Boyd stated that he would request that information from Sarah Graber.
- Karen Pruitt asked if we had the data on salary increases in other counties.
- John Boyd stated that he would research what was available.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

## Agenda Items for Next Meeting

- Final agenda items will be sent to John Boyd no later than one week prior to the next scheduled meeting.

**Next Meeting: Thursday, December 08, 2016, 04:15 – 06:00PM**  
**OCEA Office, 722 Mabbette Street, Kissimmee, FL. 34741**

## Pluses

- BLT members complimented and thanked Martha Leblanc for the refreshments.
- OCEA stated that the OCSB counter-proposal was nice to see.

## Deltas

- N/A

**ADJOURNED at 4:55 PM**



# Bargaining Leadership Team Meeting Minutes

**Date:** Thursday, December 08, 2016, 04:15 PM – 06:00 PM

**Location:** Human Resources Administrative Services  
Administrative Annex, Building 03, Conference Room 03

OCEA ATTENDANCE			
Lare Allen	OCEA Chief Negotiator	Discovery Intermediate School	<input checked="" type="checkbox"/>
Greg Gahris	Teacher	St. Cloud Middle School	<input checked="" type="checkbox"/>
Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
Paul Klauman	Teacher	Chestnut Elementary	<input checked="" type="checkbox"/>
Edna LaCount	Teacher	Liberty High School	<input checked="" type="checkbox"/>
John LeGrande	OCEA Vice President	Liberty High School	<input checked="" type="checkbox"/>
Jessica Priester	Teacher	East Lake Elementary	<input checked="" type="checkbox"/>
Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
Lori Swaby	Resource Compliance SPC	ESE Department	<input checked="" type="checkbox"/>
Michelle VanderLey	Executive Director	OCEA	<input checked="" type="checkbox"/>
DISTRICT ATTENDANCE			
Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
John Boyd	District Chief Negotiator/ Director	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>
Lisette Brizendine	Assistant Superintendent	Elementary Education	<input checked="" type="checkbox"/>
Rolando Casado	Assistant Principal	Gateway High School	<input checked="" type="checkbox"/>
Jose Gonzalez	Director	Budget	<input type="checkbox"/>
Sarah Graber	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
Edward Jones	Principal	Osceola High School	<input checked="" type="checkbox"/>
Scott Knoebel	Principal	Narcoossee Elementary	<input checked="" type="checkbox"/>
Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
Nadia Winston	Principal	Westside K-8	<input checked="" type="checkbox"/>
Martha LeBlanc	Recording Secretary/ Secretary to John Boyd	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>

**GUEST(S):** Laura Portorreal, Glen Becker, Sue Madewell, Adrienne Taylor, Kristin Madewell, Karen Williams, Karen Trudeau, Denise D'Amarou

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** January 4, 2017

Page 1 of 4



# Bargaining Leadership Team Meeting Minutes

**COMMENCED at 04:15 PM**

<b>Mission Statement:</b>	Lare Allen
<b>Philosophy:</b>	Greg Gahris
<b>Rationale:</b>	John LeGrande
<b>Salary and Fringes:</b>	Apryle Jackson
<b>Goals:</b>	John Boyd
<b>Speaking Order:</b>	Michelle VanderLey
<b>Time Keeper:</b>	Rolando Casado

## **Introduction of New Bargaining Team Members: John Boyd**

- N/A

## **Reflection on Our Progress Together: John Boyd**

- John Boyd stated that a summary of our work together was sent to BLT members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.

## **Subcommittee Updates -- Evaluation: John Boyd**

- John Boyd stated that there was not a Subcommittee meeting last month.
- Apryle Jackson requested to schedule a meeting for the Teacher Evaluation Subcommittee.
- John Boyd stated that it would have to be scheduled after January 2017.

## **Subcommittee Updates -- Salary Schedule: John Boyd**

- N/A

## **Subcommittee Updates -- Virtual Education: John Boyd**

- N/A

## **Flex Days: Apryle Jackson**

- John Boyd stated that he spoke to Superintendent Pace briefly about this proposal, and she would like us to take more time to review this item in more detail.
- Apryle Jackson stated that the idea was to reduce teacher absences.
- John Boyd thanked OCEA for thinking about creative solutions to this ongoing problem.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**



# Bargaining Leadership Team Meeting Minutes

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## **Sick Leave Payout Incentive: Apryle Jackson**

- John Boyd stated that he spoke to Sarah Graber briefly about this proposal, and she would like us to take more time to review this item in more detail.
- Sarah Graber stated that she would have to see what research Todd did on the Incentive proposal in the past and look at other school districts to see what policies they have in place.
- Apryle Jackson stated that she spoke to Dr. Pace about this incentive, and we could consider payouts in smaller increments.
- Sarah Graber stated that Dr. Pace is interested in this proposal, and she would look into it.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

## **Salary and Benefits Negotiations: John Boyd/ Apryle Jackson/ Sarah Graber**

- John Boyd reviewed the updated Salary and Benefits Negotiations Proposal handout and explained that this handout has additional information than what was shared in the past.
- Apryle Jackson stated that OCEA has no new counter-proposal and was asking for a salary increase of \$1250.00 for its members. She stated that OCEA was taking directions from their members in order to keep our teachers since our School District does not have the leading compensation package in Central Florida. She stated that when a teacher who has been here for ten years is only making \$1000 dollars more than an Annual Contract teacher with zero to four years' experience, we need to give them more.
- Apryle Jackson asked for clarification on the retention dollar amount in regards to "Highly Effective" teachers.
- John Boyd referred BLT members present to the specific section of the handout and explained that the amount was changed from the previous proposal to be the same for teachers regardless of their contract type.
- Apryle Jackson asked Sarah Graber about the \$290.00 Employee Health Contribution and stated that she does not remember this discussion in the Insurance Committee meeting for the \$290 dollars to be a benefit for this year, but it was for last year.
- Sarah Graber stated that the \$290 dollars was intended to be a one-time expense for last year, but unfortunately, it was needed this year to avoid an increase in insurance premiums.
- Laura Swaby asked why the non-work days for Hurricane Matthew were part of the package.
- Sarah Graber stated we did not have to make up these workdays, so it has a monetary value.
- John LeGrande asked how the School District came up with the \$540 dollar value for these days.
- Sarah Graber stated that the dollar value is based upon the 196 teacher workday calendar.
- John LeGrande stated the majority of teachers received an "Effective" and would be getting a \$400 dollar pay raise.
- Sarah Graber stated that we did not have the number of teachers for each rating at this time.
- Apryle Jackson asked Lissette Brizendine if the final evaluations were completed.
- Lissette Brizendine stated that the School District had just finalized the evaluations.
- John LeGrande stated teachers are not happy with the 27 cent per hour increase they would be earning based upon the School District's proposal. He asked how the School District could report an average when teachers earn different amounts.
- Sarah Graber asked John LeGrande to send her the report he referenced so that she could understand his question.



# Bargaining Leadership Team Meeting Minutes

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- Lare Allen asked whether the state determined that the School District did not have to make up the two non-workdays due to Hurricane Matthew.
- John Boyd stated that these workdays were built into the original School District work calendar and that all School District employees would have had to make up these workdays unless we had received the waiver from the Florida Department of Education.
- Lare Allen asked whether the School District could have required employees to work these days after receiving the waiver from FLDOE.
- Sarah Graber stated that it is each school district's decision as to whether to require employees to work these days/ use their leave time or to pay them.
- John Boyd noted that if we deduct the additional Health Benefits Trust Fund Contribution from the proposal, each instructional employee would still receive an average of a three (3) percent salary and benefits increase.
- Michelle VanderLey stated that the School District nor the state gave employees two days for Hurricane Matthew. She added that OCEA supported the half-cent sales tax for school capital needs, and the School Board needed to take care of its employees who will pay this new tax.
- Greg Gahris stated teachers supported the sales tax increase and deserve a better raise.
- Lare Allen asked whether we had advisors to review our records for cost savings that could be used for salary increases for employees.
- John Boyd stated that the School District actually goes through audits constantly, and we are now looking to cut one million dollars in expenses from our budget since the state revenues and funding outlook is bleak.
- Apryle Jackson stated that she had also read the state's FEFP report and that we will not reach an agreement in salary negotiations.
- Apryle Jackson stated that OCEA had received direction for their members to declare impasse in order to obtain outside mediation by a third party.
- Michelle VanderLey stated that OCEA would send the appropriate letter to the Public Employee Relations Committee (PERC) on Friday, December 09, 2016.
- John Boyd stated the meeting was therefore adjourned.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

## Agenda Items for Next Meeting

- Final agenda items shall be sent to John Boyd no later than one week prior to the next scheduled meeting.

**Next Meeting: Thursday, January 12, 2017, 04:15 – 06:00PM**  
**OCEA Office, 722 Mabbette Street, Kissimmee, FL. 34741**

## Pluses

- N/A

## Deltas

- N/A

**ADJOURNED at 4:58 PM**



# Bargaining Leadership Team Meeting Minutes

**Date:** Thursday, March 09, 2017, 04:15 PM – 06:00 PM

**Location:** Human Resources Administrative Services  
Administrative Annex, Building 03, Conference Room 03

OCEA ATTENDANCE			
Lare Allen	OCEA Chief Negotiator	Discovery Intermediate School	<input checked="" type="checkbox"/>
Greg Gahris	Teacher	St. Cloud Middle School	<input checked="" type="checkbox"/>
Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
Paul Klauman	Teacher	Chestnut Elementary	<input checked="" type="checkbox"/>
Edna LaCount	Teacher	Liberty High School	<input checked="" type="checkbox"/>
Jessica Priester	Teacher	East Lake Elementary	<input checked="" type="checkbox"/>
Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
Lori Swaby	Resource Compliance SPC	ESE Department	<input checked="" type="checkbox"/>
Michelle VanderLey	Executive Director	OCEA	<input type="checkbox"/>
Vacant			<input type="checkbox"/>
DISTRICT ATTENDANCE			
Michael Allen	Assistant Superintendent	Middle School Education	<input type="checkbox"/>
John Boyd	District Chief Negotiator/ Director	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>
Lisette Brizendine	Assistant Superintendent	Elementary Education	<input checked="" type="checkbox"/>
Rolando Casado	Assistant Principal	Gateway High School	<input checked="" type="checkbox"/>
Jose Gonzalez	Director	Budget	<input checked="" type="checkbox"/>
Sarah Graber	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
Edward Jones	Principal	Osceola High School	<input type="checkbox"/>
Scott Knoebel	Principal	Narcoossee Elementary	<input checked="" type="checkbox"/>
Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
Nadia Winston	Principal	Westside K-8	<input checked="" type="checkbox"/>
Martha LeBlanc	Recording Secretary/ Secretary to John Boyd	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>

**GUEST(S):** Jason Hayes, Principal; Patricia Cummins, Assistant Principal; Sue Putman, FMCS; Sharon Hahn, Principal; Rene Clayton, Director

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** April 19, 2017

Page 1 of 4



# Bargaining Leadership Team Meeting Minutes

**COMMENCED at 04:18 PM**

<b>Mission Statement:</b>	Lare Allen
<b>Philosophy:</b>	Rolando Casado
<b>Rationale:</b>	Scott Knoebel
<b>Salary and Fringes:</b>	Jessica Priester
<b>Goals:</b>	Lissette Brizendine, Greg Gahris
<b>Speaking Order:</b>	Nadia Winston
<b>Time Keeper:</b>	Tammy Cope-Otterson

## **Introduction of New Bargaining Team Members: John Boyd**

- N/A

## **Reflection on Our Progress Together: John Boyd**

- John Boyd stated that a summary of our work together was sent to BLT members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.

## **MOU re: School Improvement Grant 1003(g) Cohort 4 (SIG4): John Boyd**

- John Boyd shared the MOU document and stated that it reflects input received from OCEA.
- John Boyd reviewed the list of assurances for the instructional employees who would be hired at Central Avenue Elementary School. He stated that if any of these assurances might change due to direction from the Florida Department of Education, then the impact of the changes would be brought to OCEA for bargaining.
- Apryle Jackson stated that OCEA should have been brought into the grant writing process sooner and that OCEA demands that if any further grants that come, OCEA must have the opportunity to review the grant first and bargain for the its members.
- Paul Klauman asked who at the school level would be part of the interview committee for the Assistant Principals along with the principal.
- John Boyd referred to Question 11 on the Questions and Answers document.
- Paul Klauman clarified that he meant Question 3.
- John Boyd stated that since CAES is being transformed, Principal Hahn would lead a team that would include School District administrators in the selection of the Assistant Principals.
- Apryle Jackson stated that the staff at CAES had to submit questions to Dr. Pace by a certain time, and that Dr. Pace answered the questions that were submitted.
- Michelle VanderLey asked about the second bullet on page one of the MOU in regards to Professional Service Contract (PSC) teachers.
- John Boyd clarified that "good standing" as defined in this bullet refers to Annual Contract teachers.





# Bargaining Leadership Team Meeting Minutes

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**The meeting was suspended at 04:35 PM in order for OCEA BLT members to caucus about this MOU.**

**The meeting resumed at 04:47 PM.**

- Apryle Jackson stated that OCEA requests that the MOU clarify:
  - “Good standing” only applies to Annual Contract teachers.
  - Bonuses would be paid as supplements so that it counts toward the employee’s retirement.
  - PSC instructional employees who earn a final summative evaluation rating of “Needs Improvement” may transfer to another school from CAES with a Professional Improvement Plan.
  - How often collaborative planning during the teacher’s planning time would occur.
- Tammy Cope-Otterson and Sarah Graber both stated that how supplements are paid may not be at the discretion of the School District.
- John Boyd stated that the School District would like to see collaborative planning occur every day and asked Rene Clayton for her input regarding collaborative planning only once per week.

**The meeting was suspended at 04:53 PM in order for School District BLT members to caucus about this MOU.**

**The meeting resumed at 05:22 PM.**

- John Boyd stated that the MOU would state that:
  - “Good standing” as defined in the MOU would only apply to Annual Contract teachers.
  - Bonuses shall be paid as supplements for retirement purposes where permissible within the terms of the grant.
  - PSC instructional employees who earn a final summative evaluation rating of “Needs Improvement” may transfer to another school from CAES with a Professional Improvement Plan.
  - Collaborative planning for the purpose of high quality standards-based instruction shall occur twice per week with opportunities for additional voluntary collaborative planning, and support from instructional coaches may occur during these times.

**ACTION: Following a fist of five vote, BLT members tentatively agreed to approve this item as amended.**

## Salary and Benefits Negotiations: John Boyd

- John Boyd shared and reviewed the School District’s counterproposal for a two (2) year package offer:
  - The School Board would extend the amount of the salary increase in the original proposal into the 2017-2018 school year.
  - The amount of the salary increase would be 1% for the 2016-17 school year and 1% for the 2017-18 school year for a final total of 2% across both school years.
  - If there were an increase in the School District’s per student funding greater than 1%, then both parties would agree to come back to the table to discuss salaries.
- Sarah Graber stated that nothing has changed in the original proposal and that the new offer added a 1% for the 2017-2018 school year.



# Bargaining Leadership Team Meeting Minutes

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- Apryle Jackson stated that OCEA finds it offensive that you have included the hurricane days as part of our salary package. We did not ask for those days off. The state gave them to us, and we would have worked.
- John Boyd stated that we would eliminate the hurricane days.
- Tammy Cope-Otterson asked if this offer would prevent us from negotiating additional supplements.
- John Boyd stated that we could still bargain additional supplements as the School District budget permits.
- Apryle Jackson asked whether the beginning teacher salary would stay the same.
- John Boyd stated that in our School Board's original proposal, this raise is added to the base so that the new starting salary is \$40,500.
- Apryle Jackson stated that increasing the starting salary does not help existing OCEA members although it would be more competitive with Polk County.
- Tammy Cope-Otterson stated that we kept giving raises and the lower steps in the salary schedules were not moving up.
- Tammy Cope-Otterson stated that we have to wait for evaluations to be completed.
- John Boyd stated that once conditions are in place, and evaluations are completed, the payment could be retroactive as it has always been in the past.
- Sarah Graber asked whether the School District could pay the base amount, and when the evaluations are in, pay the difference.
- Tammy Cope-Otterson stated that it might be breaking the law to pay it in that fashion.
- Apryle Jackson stated that we have 118 teachers with ratings of "Needs Improvement" or "Unsatisfactory."
- Apryle Jackson asked whether we could tentatively meet after spring break.
- Both parties agreed to meet on Friday, March 10, 2017, 03:00 PM.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

## Agenda Items for Next Meeting

- John Boyd shared Federal Register information regarding the Teacher and School Leader (TSL) grant and explained that the School District is pursuing this grant is to fund supplements for teachers who receive National Board Certification and who serve as mentors.

**Next Meeting: Friday, March 10, 2017, 03:00 – 04:45 PM**  
**Human Resources Administrative Services; Administrative Annex**  
**Building 3, Conference Room 03**

## Pluses

- John Boyd stated that he appreciated the collaborative and creative problem solving
- BLT members complimented and thanked Martha Leblanc for the refreshments.

## Deltas

- N/A

**ADJOURNED at 05:54 PM**



# Bargaining Leadership Team Meeting Minutes

**Date:** Friday March 10, 2017, 03:00 PM – 06:00 PM

**Location:** Human Resources Administrative Services  
Administrative Annex, Building 03, Conference Room 03

OCEA ATTENDANCE			
Lare Allen	OCEA Chief Negotiator	Discovery Intermediate School	<input checked="" type="checkbox"/>
Greg Gahris	Teacher	St. Cloud Middle School	<input checked="" type="checkbox"/>
Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
Paul Klauman	Teacher	Chestnut Elementary	<input checked="" type="checkbox"/>
Edna LaCount	Teacher	Liberty High School	<input checked="" type="checkbox"/>
Jessica Priester	Teacher	East Lake Elementary	<input checked="" type="checkbox"/>
Karen Pruitt	Media Specialist	TECO-PATHS	<input type="checkbox"/>
Lori Swaby	Resource Compliance SPC	ESE Department	<input checked="" type="checkbox"/>
Michelle VanderLey	Executive Director	OCEA	<input checked="" type="checkbox"/>
DISTRICT ATTENDANCE			
Michael Allen	Assistant Superintendent	Middle School Education	<input type="checkbox"/>
John Boyd	District Chief Negotiator/ Director	Government & Labor Relations (HR)	<input checked="" type="checkbox"/>
Lisette Brizendine	Assistant Superintendent	Elementary Education	<input checked="" type="checkbox"/>
Rolando Casado	Assistant Principal	Gateway High School	<input checked="" type="checkbox"/>
Jose Gonzalez	Director	Budget	<input checked="" type="checkbox"/>
Sarah Graber	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
Edward Jones	Principal	Osceola High School	<input type="checkbox"/>
Scott Knoebel	Principal	Narcoossee Elementary	<input type="checkbox"/>
Tammy Cope-Ottersen	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
Nadia Winston	Principal	Westside K-8	<input type="checkbox"/>
Martha LeBlanc	Recording Secretary/ Secretary to John Boyd	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>

**GUEST(S):** Suzette Putman, Federal Mediation and Conciliation Services (FMCS)

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** March 24, 2017

Page 1 of 5



# Bargaining Leadership Team Meeting Minutes

**COMMENCED at 03:03 PM**

<b>Mission Statement:</b>	(Waived in the interest of time)
<b>Philosophy:</b>	(Waived in the interest of time)
<b>Rationale:</b>	(Waived in the interest of time)
<b>Salary and Fringes:</b>	(Waived in the interest of time)
<b>Goals:</b>	(Waived in the interest of time)
<b>Speaking Order:</b>	(Waived in the interest of time)
<b>Time Keeper:</b>	(Waived in the interest of time)

## **Introduction of New Bargaining Team Members: John Boyd**

- N/A

## **Reflection on Our Progress Together: John Boyd**

- John Boyd stated that a summary of our work together was sent to BLT members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.
- John Boyd requested to waive the usual format of the agenda for the meeting today so that the BLT could focus upon salaries and benefits.
- John Boyd shared an updated copy of the School Board's salary and benefits counterproposal to reflect minor changes in the language that OCEA requested at the prior meeting.
- John Boyd yielded the discussion to OCEA.

## **Salary and Benefits Negotiations: John Boyd**

- Apryle Jackson stated that OCEA shared the two-year offer in a Facebook post, and the responses were not realistic but were unfavorable. Apryle Jackson stated that OCEA school representatives informally polled OCEA members in the schools, and there were more "no" votes than "yes" votes. Apryle Jackson stated that based upon these results, unfortunately, both parties will have to go to the impasse hearing.
- John Boyd stated that the School District applauds OCEA's candor, honesty, and extra step of having OCEA school representatives poll OCEA members. John Boyd stated that the School Board's one-time two-year offer would be an opportunity for all teachers. John Boyd stated that if OCEA decided today to support a tentative agreement of this proposal, the School District would work to have the money in instructional employees' paychecks by April 30, 2017. John Boyd stated that if a tentative agreement was not reached today, then the statutory process for impasse could require about seventy days before instructional employees could receive their monies in their paychecks. John Boyd stated that in addition, if both parties have to go to impasse, then the two-year offer is void, and the monies that instructional employees receive in their paychecks shall be for one year only. John Boyd requested that OCEA please articulate this information to OCEA members.
- Sarah Graber stated that both parties are aware of the state financial situation and that school districts are not expecting more than a 1% increase within next year's state budget.

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** March 24, 2017

Page 2 of 5



# Bargaining Leadership Team Meeting Minutes

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- Michelle VanderLey stated that *Article 2.04* of our *Contract* states one party goes to mediation that the other party cannot say no. She requested that Dr. Debra Pace be informed of this point.

Note: Article 2.04 of our Contract states: "Should impasse occur during negotiations, the impasse procedure in Chapter 447, Florida Statutes, shall apply. Neither party shall reject mediation if requested by the other providing that a reasonable period of negotiations has transpired."

- Apryle Jackson stated that both parties have gone to impasse only once in thirty-four (34) years.
- Greg Gahriss stated that OCEA is trying to help to get money into the hands of our teachers but does not appreciate the negative comments coming from some School Board Members.
- Apryle Jackson stated that she has heard reports from her members about several comments some School Board Members have made and was disappointed.
- Apryle Jackson stated that Ken DeBord canceled another Insurance Subcommittee meeting in regards to changes in our insurance plan. Apryle Jackson requested that Sarah Graber address this with Ken DeBord so that in the future proposed changes can be addressed sooner and not later in order to avoid the same situation as last year and the current year.
- Greg Gahriss stated that employees need to know what insurance benefits employees are going to have so that employees can plan for changes in future years ahead of time.
- Sarah Graber stated that she is in touch with the Superintendent on this concern, and the School District does have a timeline.
- Lissette Brizendine asked when the salary increases within the two-year offer would be applied.
- Sarah Garber stated that the two-year offer would be an additional cost of \$3 million.
- Greg Gahriss asked which employees Sarah Graber included in that amount.
- Sarah Graber stated the \$3 million additional cost includes ESP and Teamsters employees and that instructional employees would account for \$1.8 million of that \$3 million additional cost.
- Apryle Jackson stated that her sources show a 2.5% to 3% increase in state funding.
- Sarah Graber requested to know the sources of that information.
- John Boyd stated that his additional sources in Tallahassee were not expecting more than 1% in state funding.
- Michelle VanderLey asked whether the School District had the ability to pay another year's worth given the current estimate of state funding.
- Sarah Graber stated that the School District would still be able to pay the second year's salary increase given the current estimate of state funding.
- Sarah Graber asked whether we could pay the salary increase for the second year before the end of this year (e.g., one check one month and another before the end of the school year)
- Tammy Cope-Otterson stated that the School District has done this in the past, but the School District would need to review whether we could do that this year.
- Paul Klauman asked whether employees could get two \$500.00 checks this year.
- Edna LaCount asked whether the cost would be \$1.8 million each one of the two years.
- Michelle VanderLey asked why employees could not have the whole \$1000.00 this year.



# Bargaining Leadership Team Meeting Minutes

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- Lare Allen asked whether there was anything that bargaining team members had not brought to the table or wanted to state for the record.
- John Boyd stated that the School District also desires that the Florida Legislature appropriate more revenue for school districts. However, the House chamber of the Florida Legislature states that Florida has a spending problem, not a revenue problem.
- John Boyd stated that a 3% fund balance is never where any School District wants to be since that threshold triggers state oversight. John Boyd stated that in order to avoid that occurrence, our School Board has set a 6% fund balance as the School District's standard. John Boyd stated that since our School District's debt service is high, our auditors' recommendation is that the School Board maintain a 9% fund balance to receive a higher bond rating for the purpose of securing additional loans that might be need to pay for school construction, etc.
- Apryle Jackson stated that Dr. Michael Grego, former Superintendent, added \$10 million to the unrestricted fund balance, but OCEA was told that there was still not enough money to give a raise. Apryle Jackson stated that money had to be taken out of the fund balance only one year in the past.
- John Boyd stated that 2008 was an election year, and the recession hit hardest in 2009. The School Board's strategy was to build the fund balance in anticipation of the leanest years of the recession in terms of available state and local funding. Even when the School District received stimulus money through American Recovery and Reinvestment Act (ARRA), state authorities warned school districts not to spend all of the money at once since it was non-recurring and intended to ameliorate the effects of the recession on critical operations.
- Apryle Jackson stated that in the past, there was a fund balance increase, OCEA had been told there was not enough money to give a raise, and it was a lie.
- Michelle Vanderley stated that at the same time that the fund balance increased, the salaries of the Osceola employees did not. Michelle VanderLey stated that OCEA supported a half-cent sales tax increase, and members are angry that the raise was not more.
- Greg Gahris stated that teachers are like elephants and remember everything. Greg Gahris stated that teachers look at the salary schedule, and some fear that they may not be able to retire.
- John Boyd stated that in the future, the School District will continue to pursue grant opportunities for additional monies and may consider career ladders.
- Apryle Jackson stated that there is a career ladder already in place, and it was developed in order to complete the Race to the Top application.
- John Boyd stated that he would review his records of this grant since he did not recall a career ladder with compensation attached to it.
- Apryle Jackson stated that she would review her records too.
- Greg Gahris stated that a career ladder might be a good starting point for future salary negotiations.

Note: The official Race to the Top grant period expired on June 30, 2014. Upon review of the original Scope of Work and supporting documents, it appears no compensation was attached to the Career Ladder mentioned above. The School District remains open to collaborative bargaining of a new career ladder with compensation for instructional employees in future years where funding permits.





# Bargaining Leadership Team Meeting Minutes

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- John Boyd stated that both parties are limited by the state budgetary constraints that the Florida Legislature approves.
- Lare Allen stated that he was pleasantly surprised to see the specific details of the SIG4 grant for Central Avenue Elementary.
- John Boyd stated that Dr. Debra Pace, Apryle Jackson, and I worked together to write the Questions and Answers document to help communicate the specific details for employees and to ensure that the

**Per the direction of Susette Putman, Federal Mediator, the meeting was suspended at 03:35 PM in order for School District and OCEA BLT members to caucus with her separately about salary negotiations.**

**The meeting resumed at 04:15 PM.**

- Both parties agreed to consider the ideas discussed during this meeting and schedule additional bargaining meetings if needed.

## Agenda Items for Next Meeting

- John Boyd reminded OCEA that the School District is pursuing the Teacher and School Leader (TSL) grant to fund supplements for teachers who receive National Board Certification and who serve as mentors.

**Next Meeting: Thursday, April 13, 2017, 04:15 – 06:00PM  
OCEA Office, 722 Mabbette Street, Kissimmee, FL. 34741**

## Pluses

- N/A

## Deltas

- N/A

**ADJOURNED at 04:15 PM**





# Bargaining Leadership Team Meeting Minutes

**Date:** Thursday, April 20, 2017, 04:00 PM – 05:00 PM

**Location:** OCEA Office: 722 Mabbette Street, Kissimmee, FL 34741

OCEA ATTENDANCE				
1	Lare Allen	OCEA Chief Negotiator	Discovery Intermediate School	<input type="checkbox"/>
2	Greg Gahris	Teacher	St. Cloud Middle School	<input type="checkbox"/>
3	Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
4	Paul Klauman	Teacher	Chestnut Elementary School	<input type="checkbox"/>
5	Edna LaCount	Teacher	Liberty High School	<input checked="" type="checkbox"/>
6	Jessica Priester	Teacher	East Lake Elementary School	<input checked="" type="checkbox"/>
7	Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
8	Lori Swaby	Resource Compliance SPC	ESE Department	<input checked="" type="checkbox"/>
9	Michelle VanderLey	Executive Director	OCEA	<input checked="" type="checkbox"/>
10	VACANT			<input type="checkbox"/>
DISTRICT ATTENDANCE				
1	Michael Allen	Assistant Superintendent	Middle School Education	<input type="checkbox"/>
2	John Boyd	District Chief Negotiator/ Director	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Lisette Brizendine	Assistant Superintendent	Elementary Education	<input checked="" type="checkbox"/>
4	Rolando Casado	Assistant Principal	Gateway High School	<input checked="" type="checkbox"/>
5	Jose Gonzalez	Director	Budget	<input checked="" type="checkbox"/>
6	Sarah Graber	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
7	Edward Jones	Principal	Osceola High School	<input type="checkbox"/>
8	Scott Knoebel	Principal	Narcoossee Elementary School	<input checked="" type="checkbox"/>
9	Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
10	Nadia Winston	Principal	Westside K-8 School	<input checked="" type="checkbox"/>
N/A	Martha LeBlanc	Recording Secretary/ Secretary to John Boyd	Government & Labor Relations (Human Resources)	<input type="checkbox"/>

**GUEST(S):** Jason Hayes, Principal, Deerwood Elementary School; Richard Grady, Florida Education Association (FEA); Adrienne Taylor, Teacher, Poinciana High School; Migdalia Gonzalez, Finance; Henry Santiago, Assistant Principal, Parkway Middle School; Amy Collin, Assistant Principal, Parkway Middle School



# Bargaining Leadership Team Meeting Minutes

**COMMENCED at 04:00 PM**

Meeting Protocol	
Mission Statement:	Lare Allen
Philosophy:	John Boyd
Rationale:	Sarah Graber
Salary and Fringes:	Apryle Jackson
Goals:	Greg Gahris
Guest Protocol:	N/A
Speaking Order:	Michelle VanderLey
Time Keeper:	Scott Knoebel

## Introduction of New Bargaining Team Members: John Boyd

- N/A

## Reflection on Our Progress Together: John Boyd

- John Boyd stated that a summary of our work together was sent to BLT members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.
- John Boyd thanked Jessica and Lori for their poise and professionalism in answering the questions at the recent impasse hearing.

## Salary and Benefits Negotiations: John Boyd

- John Boyd stated that both parties meeting with the Special Magistrate at the impasse hearing, and that the School District has prepared a careful counter-proposal that is a two-year offer and the best offer for instructional employees that the School District can afford.
- John Boyd stated that the counter-proposal keeps the same offer of a 1% salary increase and \$200 non-recurring retention supplement for the current 2016-17 school year but provides a 1.5% salary increase for the 2017-18 school year. He added that the School Board shall approve moving \$3 million to the Health Trust Fund so that there was no increase in the insurance premium for each individual employee.
- John Boyd stated that next year's statewide education funding situation was uncertain and that Dr. Pace wanted to ensure teachers were paid prior to the end of the school year if both parties reach tentative agreement today at this meeting and ratify this proposal next month.
- John Boyd stated that if both parties could not reach tentative agreement, then both parties shall have to continue with the impasse hearing, and the School Board could likely impose the original proposal for the 2016-17 school year.
- Apryle Jackson asked what would happen if the School District received additional funding more than projected for next school year.
- Sarah Graber stated that we would return to the bargaining table to negotiate salaries for teachers.
- Apryle Jackson stated that she would like that statement added to the School District's proposal for ratification purposes.

**The meeting recessed at 04:10 PM to permit OCEA BLT members to caucus and discuss the School District's counter-proposal. The meeting resumed at 04:23 PM.**



# Bargaining Leadership Team Meeting Minutes

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- Apryle Jackson stated that OCEA requested some minor changes.
  - OCEA would like a statement that this counter-proposal shall be applied to the appropriate salary schedules.
  - OCEA is not comfortable with beginning teachers receiving the same increase to their salary.
- John Boyd asked for clarification.
- Apryle Jackson stated that she would like to see beginning teachers receive a \$200.00 salary increase.
- John Boyd stated that in the School Board's current counter-proposal, the starting teacher salary would remain the same for two school years and that both parties could renegotiate the starting salary for the 2017-18 school year.
- Greg Gahris stated that starting salaries affect our ability to recruit new teachers.
- Tammy Cope-Otterson stated that returning teachers were unhappy when their pay is the same as beginning teachers.
- Apryle Jackson stated that if the funding for the 2017-18 school year is more than 1.5% that we need to be able to bring both BLT and ESP back to the bargaining table.
- Sarah Graber asked if OCEA was looking at per student funding or total district funding.
- Sarah Graber stated that the House has increased their proposed state education budget to .49% for next school year.
- John Boyd stated that the School Board was still offering a 1.5% salary increase for the next school year.
- Lare Allen stated that both parties could work this out and come back to the bargaining table to discuss salaries.
- John Boyd stated that salaries are a mandatory topic of bargaining and if there were additional dollars next school year, both parties are agreeing to come back to the bargaining table to discuss salaries.
- Michelle VanderLey stated that we have two perceptions of new dollars.
- Michelle VanderLey stated that appropriations will increase for the 2017-18 school year but that may not be true for FTE funds. She clarified that the School District may receive an increase to funding for the budget that is not tied to FTE funds.
- Sarah Graber stated that the Florida Legislature earmarks appropriations to go to specific funds for charters, categoricals, etc., and the total increase may not be available for salaries.
- Michelle VanderLey asked about unrestricted funds.
- Sarah Graber stated that unrestricted funds would not go to charters and asked whether OCEA was talking about the fund balance or appropriations.
- Michelle VanderLey stated that OCEA was talking about appropriations and not necessarily FEFP dollars.
- Rich Grady stated that the total appropriations would increase between 2.5% to 3%. He stated that Sarah Graber is right that charters take about 95% of new FTE funds and 5% goes to other areas in the School District budget. He stated that it would be difficult to separate the two types of funding to determine whether both parties should return to the bargaining table to discuss salaries.
- Apryle Jackson asked for Susette Putman's assistance.
- Susette Putman asked John Boyd whether she could see the School District's current counter-proposal. He provided her a copy.

**Per the direction of Susette Putman, Federal Mediator, the meeting recessed at 04:33 PM to permit OCEA BLT members to caucus and discuss the School District's counter-proposal. The meeting resumed at 04:46 PM.**



# Bargaining Leadership Team Meeting Minutes

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- Susan Putman stated that her suggestion would be for the counter-proposal language to state “unrestricted funding” instead of “per student funding.”
- Sarah Graber stated that if state funding for the 2017-18 school year exceeds 1.5% in unrestricted funding or unrestricted appropriations, then the 1.5% would not be accurate.
- Sarah Graber stated that she understood we reached consensus that at any point during the 2017-18 school year both parties would come back to the bargaining table to discuss salaries.
- Apryle Jackson stated that both parties would need to show instructional employees that the School District’s budget comes from the state.
- Sarah Graber states that the School District projects a 3% increase in student enrollment for the next school year but that it depends on growth.
- Rick Grady stated that FEA projects an increase of 1,800 students for Osceola County for the next school year, or 2.899%.
- Apryle Jackson stated that 1.5% is a significant increase, and OCEA would need to watch whether the budget does increase.
- Susan Putman stated that the counter-proposal language was plain enough for a vote.
- Rick Grady stated that OCEA and District Leadership should return in September 2017 to look at the budget and determine whether there is a need to discuss salaries.
- Apryle Jackson asked whether the language could state “significant” increase in funding.
- Susan Putman stated that the problem with “significant” is that it is open to interpretation.
- Apryle Jackson asked whether the language could state “higher than expected” increase in funding.
- John Boyd completed a draft of the newly proposed language and read it aloud.
- John Boyd asked for a recess to call Dr. Pace regarding the newly proposed language

**The meeting recessed at 04:54 PM to permit School District Leadership to contact Dr. Pace for guidance and direction regarding OCEA’s counter-proposal. The meeting resumed at 05:08 PM.**

- John Boyd stated that to facilitate efficiently the progress of the meeting, visitors would not be allowed to speak during the remainder of the meeting per our meeting protocol.
- John Boyd stated that he had spoken with Dr. Pace, and she reminded the BLT that if both parties do not agree on this proposal tonight, then retiring, resigning, and grant-funded teachers would not receive a salary increase.
- Sarah Graber stated that if both parties did not reach a tentative agreement on this counter-proposal tonight, then employees would not receive any salary increase until the beginning of next year.
- John Boyd stated that in addition, the impasse process and legal costs would continue.
- John Boyd stated that Dr. Pace shared that the School Board would not agree on the newly proposed language unless it stated “per student.”
- Sarah Graber shared that the Florida House is considering only a 0.49% increase in per student funding for Osceola County next school year, which includes about \$15 million in FEFP funding. She stated that after state-earmarked appropriations are subtracted, Osceola would receive less than \$1 million in unrestricted funding. She stated that the current counter-proposal already stretches our budget next school year.

**The meeting recessed at 05:13 PM to permit School District BLT members to caucus and discuss OCEA’s counter-proposal. The meeting resumed at 05:16 PM.**



# Bargaining Leadership Team Meeting Minutes

- Apryle Jackson stated that OCEA agreed to strike the newly proposed language altogether. She stated that OCEA and School District Leadership would come back to the bargaining table to discuss salaries.
- John Boyd stated that per our past practice, he would add OCEA's requested agenda items for the next scheduled BLT meeting.
- John Boyd requested a vote on the School Board's counter-proposal of a two-year salary and benefits package for instructional employees for the 2016-17 and 2017-18 school years.

**ACTION: Following a fist of five vote, BLT members tentatively agreed to approve this item.**

## Contract Language re: Planning: John Boyd

- John Boyd reviewed the proposed contract language regarding collaborative planning and professional learning communities (PLC's).
- John Boyd stated that the intent of the proposed contract language was to continue to honor and respect teacher planning times.
- Lori Swaby stated that she appreciated the School District's proposed changes to contract language regarding meetings during teacher planning times, and she shared how she schedules IEP meetings with teacher input in advance and prior to contacting parents.
- Apryle Jackson stated that teachers need to be contacted in advance before they schedule meetings with the parents.
- John Boyd stated that he agreed since Management would like to ensure teachers are present at the parent meetings.
- Paul Klauman asked why the word "guardian" was deleted from the proposed contract language.
- John Boyd stated that for consistency with School Board Rules and *Section 1000.21 – Systemwide Definitions, Florida Statutes*, which defines "parent" as "(5) 'Parent' is either or both parents of a student, any guardian of a student, any person in a parental relationship to a student, or any person exercising supervisory authority over a student in place of the parent."
- Apryle Jackson stated that we have teachers would rather meet as a team after school for a half hour for collaborative planning, and some meet after school every day.
- John Boyd stated that both collaborative and individual planning should occur during the contractual workday.
- Apryle Jackson asked what happens when testing starts.
- John Boyd stated that is possible that there would not be any planning time scheduled during state or district testing.
- Apryle Jackson stated that it would be unfair for one group of teachers not to get planning due to testing in the mornings when others have planning in the afternoon.
- Scott Knoebel stated that his school designates two Tuesdays per month for collaborative planning, and different grade levels may choose what time they would like to schedule collaborative planning during those workdays.
- Apryle Jackson stated that schools take every Wednesday all year long.
- Paul Klauman stated collaborative planning should occur once per week on early release Wednesdays, it is up to the School District to provide the time, and teachers should not have to give up individual planning times.
- Apryle Jackson stated that she was uncomfortable with what Scott stated and that half of Narcoossee Elementary teachers complained that they do not receive planning times.
- Michelle VanderLey stated that if OCEA agrees to the proposed contract language it changes the contract. She stated that planning is an individual teacher's choice, and OCEA would be giving away teacher rights.



# Bargaining Leadership Team Meeting Minutes

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- Scott Knoebel stated that collaborative planning is a way for teachers to work together as a team, and the demands of teaching today require that teachers cannot work alone any longer.
- Lori Swaby stated that with our ESE meetings we try not to pull the same teacher twice in one week depending upon the grade level.
- John Boyd stated that we honor OCEA's feedback, and that the proposed contract language is an attempt to reach an agreement in order to save money and time for both parties due to the Unfair Labor Practice OCEA has filed against the School District with PERC.
- Apryle Jackson stated that the School District needs to use early release Wednesdays more efficiently.
- Paul Klauman stated that some administrators "invite" annual contract teachers to "non-mandatory" meetings and trainings, but it is intimidating when the administrator is the teacher's evaluator. He also stated that some ESE staff wait until the same day to notify a teacher about an IEP meeting.
- Lissette Brizendine stated that the School District did designate another early release Wednesday for the schools, which is a total of three (3) for school and teacher use.
- Lissette Brizendine stated that collaborative planning is a survival skill for teachers today which especially helps to support the success of beginning teachers.
- Nadia Winston stated that the real focus of our work is children and student achievement, not meetings. She stated that individual teachers and groups of teachers need more support to understand state standards and differentiate instruction for students to meet them. She stated that collaborative planning is a strategy that can provide teachers that support.
- Apryle Jackson asked John Boyd to bring this item back as an MOU, and she stated that our OCEA representatives express planning as an issue at every meeting.
- John Boyd stated that when he was a teacher at Horizon Middle School, collaborative planning was an understood expectation and part of the school culture, and it worked well.
- Greg Gahris stated that school culture is important and that our School District needs to see what works and copy that throughout the district. He stated that unfortunately, some administrators do not communicate the value of the PLC.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

## Contract Language re: Period of Insurance Coverage: John Boyd

- John Boyd shared a handout that summarized all tentatively approved revisions to existing contract language since the prior ratification.
- John Boyd reviewed the proposed revision regarding the period of coverage for employee benefits.
- John Boyd clarified that Management was proposing to return to the original language so that the employee is covered until the date prior to the beginning of the subsequent school year.
- John Boyd explained that this revision would be in the best interest of instructional employees.
- John Boyd requested a vote.

**ACTION: Following a fist of five vote, BLT members tentatively agreed to approve this item.**





# Bargaining Leadership Team Meeting Minutes

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## Agenda Items for Next Meeting

- Final agenda items shall be sent to John Boyd no later than one week prior to the next scheduled meeting.

**Next Meeting:**            **Thursday, May 11, 2017 4:15PM – 6:00 PM**  
**Human Resources Administrative Services, Administrative Annex**  
**Building 3, Conference Room 03**  
**799 Bill Beck Blvd., Kissimmee, FL 34744**

## Pluses

- John Boyd stated that he appreciates BLT members' collaboration and creative problem solving and stated that it was a pleasure working with BLT members.
- BLT members complimented and thanked OCEA for the refreshments.

## Deltas

- N/A

**ADJOURNED at 05:56 PM**





# Bargaining Leadership Team Meeting Minutes

**Date:** Thursday, May 11, 2017, 04:15 PM – 06:00 PM

**Location:** Human Resource Administrative Services  
Administrative Annex, Building 03; Conference Room 03  
799 Bill Beck Blvd., Kissimmee, FL 34744

OCEA ATTENDANCE				
1	Lare Allen	OCEA Chief Negotiator	Discovery Intermediate School	<input type="checkbox"/>
2	Greg Gahris	Teacher	St. Cloud Middle School	<input checked="" type="checkbox"/>
3	Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
4	Paul Klauman	Teacher	Chestnut Elementary School	<input checked="" type="checkbox"/>
5	Edna LaCount	Teacher	Liberty High School	<input checked="" type="checkbox"/>
6	Jessica Priester	Teacher	East Lake Elementary School	<input checked="" type="checkbox"/>
7	Karen Pruitt	Media Specialist	TECO-PATHS	<input type="checkbox"/>
8	Lori Swaby	Resource Compliance SPC	ESE Department	<input checked="" type="checkbox"/>
9	Michelle VanderLey	Executive Director	OCEA	<input checked="" type="checkbox"/>
10	VACANT			<input type="checkbox"/>
DISTRICT ATTENDANCE				
1	Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
2	John Boyd	District Chief Negotiator/ Director	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Lisette Brizendine	Senior Manager	Elementary Education	<input checked="" type="checkbox"/>
4	Rolando Casado	Assistant Principal	Liberty High School	<input checked="" type="checkbox"/>
5	Jose Gonzalez	Director	Budget	<input checked="" type="checkbox"/>
6	Sarah Graber	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
7	Edward Jones	Principal	Osceola High School	<input type="checkbox"/>
8	Scott Knoebel	Principal	Narcoossee Elementary School	<input checked="" type="checkbox"/>
9	Tammy Cope- Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
10	Nadia Winston	Principal	Westside K-8 School	<input type="checkbox"/>
N/A	Martha LeBlanc	Recording Secretary/ Secretary to John Boyd	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>

**GUEST(S):** Anne Calandrino, OCEA Uni-Serv Director; Adrienne Taylor, Teacher, Poinciana High School

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** June 6, 2017

Page 1 of 5



# Bargaining Leadership Team Meeting Minutes

**COMMENCED at 04:21 PM**

Meeting Protocol	
Mission Statement:	Scott Knoebel
Philosophy:	Lissette Brizendine
Rationale:	Tammy Cope-Otterson
Salary and Fringes:	Apryle Jackson
Goals:	Rolando Casado
Guest Protocol:	Michelle VanderLey
Speaking Order:	Rolando Casado
Time Keeper:	Scott Knoebel

## Introduction of New Bargaining Team Members: John Boyd

- N/A

## Reflection on Our Progress Together: John Boyd

- John Boyd stated that a summary of our work together was sent to BLT members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.
- John Boyd congratulated OCEA on the 72% majority vote of their members in favor of ratification of our new Contract.

## MOU re: Collaborative Planning and Professional Learning Communities (PLCs): John Boyd

- John Boyd stated that Leadership recognized OCEA's concerns regarding the proposed contract language shared at the prior meeting and has prepared an MOU that reflects flexibility to address those concerns.
- John Boyd shared and reviewed the terms of the draft MOU. He stated that:
  - Management respects the five (5) individual planning times during a regular workweek as the acceptable standard with specific limited exceptions;
  - Early release Wednesdays could indeed be designated for PLC's;
  - Classroom teachers would receive individual planning time on early release Wednesdays to compensate for any individual planning time affected beyond the exceptions listed in our existing Contract or the MOU.
  - Management was not requesting action at this meeting.
- Apryle Jackson stated that she would like time for her team to review this MOU carefully and come back next month to review or question any items in this document.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**



# Bargaining Leadership Team Meeting Minutes

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## Sick Leave: Apryle Jackson/ John Boyd

- John Boyd asked OCEA to share their proposed language for sick leave buyback.
- Apryle Jackson shared and reviewed the handout with OCEA's proposed language.
- Sarah Graber stated that she is reviewing the proposed language that Todd Seis had worked on before and researching what other school districts' policies were in regard to sick leave buyback programs.
- Apryle Jackson stated that instructional employees who "earn and burn" sick leave and who go on leave without pay are concerns that led to OCEA's proposal.
- Tammy Cope-Otterson shared that teacher absenteeism has been very high on Fridays this spring.
- Edna LaCount stated that employees need to know that the balance of their leave days may be eligible to be taken to other Florida school districts.
- Michael Allen asked if the days accumulated from prior years would be paid out on their daily rate of pay for the current year.
- Apryle Jackson confirmed that OCEA's intent of their proposed language would be that the employees would be paid for sick leave buyback at their daily rate of pay for the current year.
- Sarah Graber clarified that under the proposed language of the buyback program, there would be no buyback for leave accumulated in prior years, only for leave accumulated during the current year.
- Sarah Graber asked what OCEA's rationale for the 100% buyback percentage was.
- Michelle VanderLey stated that she had used 100% because she thought it would be fair.
- Tammy Cope-Otterson reviewed the rates for terminal sick leave pay under existing School Board policy.
- Sarah Graber verified that *School Board Rule 6.912 -- Terminal Sick Leave Pay* requires the following percentages of terminal sick leave pay by years of service:
  - Three years: 35%
  - Next Three Years: 35%
  - Next Three Years: 45%
  - Next Three Years: 50%
  - Thirteen Years: 100%
- Apryle Jackson stated that the School District has tried attendance incentive programs for employees in the past with varying rates of success.
- John Boyd stated that he welcomed any ideas for teacher retention incentives that might work.
- Tammy Cope-Otterson stated that gathering these ideas were part of the Strategic Plan and a related survey would come to employees soon.
- John Boyd requested input from OCEA on how to address the issue of employees taking consecutive personal leave days for vacations.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**



# Bargaining Leadership Team Meeting Minutes

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## Flex Days: Apryle Jackson

- Apryle Jackson shared that the rationale for this proposal was to permit teachers who come into school the week before pre-planning to work in their classroom to take one teacher workday off during the school year. She stated administrators would have to verify who worked the date before pre-planning.
- Michael Allen asked why we would approve this flex day.
- Apryle Jackson stated that the flex day would show appreciation for teachers who come in before pre-planning to set up their classroom for the school year.
- Edna LaCount shared that Dade County does have a flex day.
- Apryle Jackson stated that OCEA would be asking for only one (1) flex day per year.
- Scott Knoebel stated that he liked the flex day being taken during the year, but not during pre-planning or post-planning.
- Lissette Brizendine shared the same concern.
- Apryle Jackson stated that pre-planning is not included for the flex day.
- Sarah Graber stated that we might need some restrictions regarding a flex day during post-planning.
- Edna LaCount stated that Dade County's restrictions were clearly communicated in advance and posting grades on a timely basis was one of them.
- Apryle Jackson stated that the flex day would be on teacher workdays.
- Rolando Casado asked for further clarification.
- Michelle VanderLey stated that if a teacher comes in one week prior to pre-planning and set up classroom, then the teacher would be able to take off one of the teacher workdays but not a professional development day.
- Tammy Cope-Otterson asked whether the employee who earns a flex day and leaves the district would be paid for that day.
- Apryle Jackson stated that the employee would not receive money, and it would be handled the same way as sick days received in advance, which are not paid if not used.
- Sarah Graber stated that this day would not be tracked through payroll, and administrators would have to keep track of the employees who worked the date before pre-planning.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**



# Bargaining Leadership Team Meeting Minutes

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## Agenda Items for Next Meeting

**Next Meeting: Thursday, June 8, 2017, 4:15PM – 6:00 PM**  
**OCEA Office; 722 Mabbette Street; Kissimmee, FL 34747**

## Pluses

- Lori Swaby thanked everyone for her birthday wishes and cake.
- Michael Allen acknowledged the OCEA BLT members who were retiring and let them know it was a pleasure working with all of you. He wished all instructional employees a very happy Teacher's Appreciation Week.
- Lissette Brizendine thanked everyone for a successful year of collaborating even during the difficult times.
- Apryle Jackson shared that Lori Swaby will be the new OCEA BLT Chief Negotiator, and Michael Glassburn from GHS would join her team.

## Deltas

- N/A

**ADJOURNED at 04:58 PM**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Thursday, June 8, 2017, 04:15 PM – 06:00 PM

**Location:** Human Resource Administrative Services  
Administrative Annex, Building 03; Conference Room 03  
799 Bill Beck Blvd., Kissimmee, FL 34744

OCEA ATTENDANCE				
1	Lare Allen	OCEA Chief Negotiator	Discovery Intermediate School	<input checked="" type="checkbox"/>
2	Greg Gahris	Teacher	St. Cloud Middle School	<input checked="" type="checkbox"/>
3	Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
4	Paul Klauman	Teacher	Chestnut Elementary School	<input checked="" type="checkbox"/>
5	Edna LaCount	Teacher	Liberty High School	<input checked="" type="checkbox"/>
6	Jessica Priester	Teacher	East Lake Elementary School	<input checked="" type="checkbox"/>
7	Karen Pruitt	Media Specialist	TECO-PATHS	<input type="checkbox"/>
8	Lori Swaby	Resource Compliance SPC	ESE Department	<input checked="" type="checkbox"/>
9	Michelle VanderLey	Executive Director	OCEA	<input checked="" type="checkbox"/>
10	VACANT			<input type="checkbox"/>
DISTRICT ATTENDANCE				
1	Michael Allen	Assistant Superintendent	Middle School Education	<input type="checkbox"/>
2	John Boyd	District Chief Negotiator/ Director	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Lisette Brizendine	Senior Manager	Elementary Education	<input type="checkbox"/>
4	Rolando Casado	Assistant Principal	Liberty High School	<input checked="" type="checkbox"/>
5	Jose Gonzalez	Director	Budget	<input checked="" type="checkbox"/>
6	Sarah Graber	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
7	Edward Jones	Principal	Osceola High School	<input type="checkbox"/>
8	Scott Knoebel	Principal	Narcoossee Elementary School	<input checked="" type="checkbox"/>
9	Tammy Cope- Otterson	Chief Officer	Human Resources & Personnel	<input type="checkbox"/>
10	Nadia Winston	Principal	Westside K-8 School	<input type="checkbox"/>
N/A	Martha LeBlanc	Recording Secretary/ Secretary to John Boyd	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>

**GUEST(S):** Joan Connolly, AP, Horizon Middle School, Russell Gould, AP Horizon Middle School, Christ Carelock, OCEA Organizer, Anne Calandrino, OCEA UniServ Director



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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**COMMENCED at 04:18 PM**

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Meeting Protocol	
Mission Statement:	John Boyd
Philosophy:	Lori Swaby
Rationale:	Jessica Pruitt
Salary and Fringes:	Apryle Jackson
Goals:	Michelle VanderLey
Guest Protocol:	John Boyd
Speaking Order:	Edna LaCount
Time Keeper:	Rolando Casado

## Introduction of New Bargaining Team Members: John Boyd

- Apryle Jackson introduced Chris Carelock as a new employee of Osceola County Education Association (OCEA).

## Reflection on Our Progress Together: John Boyd

- John Boyd stated that a summary of our work together was sent to BLT members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.

## Subcommittee Updates: Evaluation John Boyd/Apryle Jackson

- John Boyd stated the Evaluation Subcommittee successfully met to discuss initial information for the revised Marzano Observation/ Evaluation System.
- Apryle Jackson stated that the new Marzano Observation/ Evaluation System permits classroom teachers the opportunity to provide documentation to school administrators after an observation has occurred that can be considered in the final score. She stated that the new system would not be implemented until the 2018-19 school year so that administrators and classroom teachers can be trained.
- Lare Allen asked whether the new system provided examples of evidence that would be helpful for the non-classroom teachers.
- Apryle Jackson stated that the new system addressed classroom teachers only.





## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

### MOU re: Collaborative Planning and Professional Learning Communities (PLCs): John Boyd/ Apryle Jackson

- John Boyd stated that the School District had prepared a revised version of the MOU based upon feedback from OCEA, but he wanted to give OCEA the courtesy to present their counter-proposed changes to the MOU first.
- Michelle VanderLey shared a copy of OCEA's revised version of the MOU and reviewed the changes.
- Michelle VanderLey stated that OCEA's attorney advised that "voluntary" should be clearly defined.
- Michelle VanderLey stated that OCEA's version deletes paragraph five (5) in the School District's original version of the MOU since state and federal mandates cannot be bargained, and grants that affect the employees' terms and conditions of employment must be impact bargained.
- Michelle VanderLey stated that OCEA's paragraph four (4) is similar to paragraph three (3) in the School District's original version of the MOU but requires compensatory individual teacher planning time on early release Wednesdays in exchange for two (2) collaborative planning times per month during individual teacher planning times.
- Apryle Jackson stated that OCEA was concerned whether teachers might receive discipline for not attending a PLC when they are scheduled to attend required other student meetings or become ill.
- Apryle Jackson stated that OCEA is concerned that teachers do not receive individual teacher planning time at all during state or School District testing, especially ESE teachers who must provide testing accommodations to ESE students.
- Lori Swaby stated that ESE teachers are missing time with their students and that this could become a legal issue for our School District.
- John Boyd stated that the School District had prepared a revised version of the MOU based upon feedback from OCEA. He reviewed the proposed changes highlighted in yellow throughout the document.
- John Boyd stated that as part of an agreement on the proposed MOU tonight, the School District requested that OCEA withdraw their Unfair Labor Practice.
- Apryle Jackson asked whether minutes are required to be taken and turned in to administrators for PLCs.
- John Boyd stated that no minutes would be required.
- Apryle Jackson asked whether the Media Specialist PLC would be only online and not in person.
- John Boyd stated that PLCs for Media Specialists could be in either format and be part of their monthly meetings.
- Michelle VanderLey stated that the proposed MOU would take away two (2) individual teacher planning periods per month from teachers and she asked what kind of evidence teachers would need to provide to document PLCs.
- John Boyd stated that teacher planning would still occur during collaborative planning times and that possible examples of evidence were listed within the parentheses.
- Michelle VanderLey stated that paragraph five (5) in the School District's original version of the MOU would require OCEA to lose contractual rights when the terms and conditions of future grants are unknown.
- John Boyd asked if OCEA would like to strike out this language and develop an MOU for each grant that comes in the future.
- Lare Allen referred to paragraph three (3), bullet 1, in the School District's original version of the MOU and stated that he was concerned with the phrase teachers "may choose."
- John Boyd stated that the language provided flexibility for both parties.
- Lare Allen asked what constitutes good or bad evidence of collaborative planning.
- John Boyd asked whether "deliverable" would be a better term for the items listed.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Jessica Priester asked whether professional development could be considered as evidence of collaborative planning or PLCs.
- John Boyd stated that part of collaborative time could certainly be used for professional development.
- Apryle Jackson stated that OCES was concerned about giving up every early release Wednesday and two (2) individual teacher planning times being per month. She asked whether teachers could have the fifth Wednesday in months that have five (5) Wednesdays to work in their classrooms.
- John Boyd stated that fifth Wednesdays were a possible point of flexibility.
- Rolando Casado stated that evidence of collaborative planning should be actionable, and creating unit plans and formative assessments in PLCs saves teachers a lot of time and effort.
- Lare Allen stated that he was concerned with paragraph seven in the School District's original version of the MOU.
- John Boyd stated that OCEA has filed a ULP and the School District was requesting OCEA to withdraw the ULP if both parties reach agreement on the MOU.
- Paul Klauman asked what mechanism would be in place if school-based administrators do not follow the MOU.
- John Boyd stated that if OCEA encounters a situation where an administrator is not following the MOU, both parties could work to resolve it informally before it becomes a grievance.
- John Boyd stated that the word "input" in paragraph two (2) meant teachers could choose to accept or decline meeting invites through Outlook Calendar.
- Apryle Jackson stated that not all teachers know how to respond to the Calendar requests in the Outlook System.
- John Boyd stated that the School District could not agree to meetings being "solely determined" by the teacher.
- Michelle VanderLey stated that the School District would be taking away the right of the teacher to schedule meetings.
- John Boyd stated that some meetings are required by law for our students.
- Michelle VanderLey asked whether number three (3) on OCEA's counter-proposal could be added to the School District's counter-proposed MOU in regards to their work location for collaborative planning.
- John Boyd stated that we could agree to add it as a separate bullet so that the teachers could choose their meeting location when they report their dates to their administration.
- Paul Klauman asked to revisit "solely determined by the teachers" because some resource specialists schedule meetings without asking whether teachers are available to attend.
- John Boyd stated that the phrase "mutually agreed upon time" should remedy that concern.
- Apryle Jackson stated that in the elementary schools, ESE teachers schedule back-to-back meetings for at least three (3) weeks and teachers cannot decline to meet.
- John Boyd stated that if the teacher's attendance is necessary for the meeting, then the scheduling should be at a mutually agreed upon time.
- Apryle Jackson stated that the District Resource Compliance Specialist (RCS) has already told the school based RCS to schedule the IEP's only during individual teacher planning times.
- Lori Swaby stated that at one time, the School District had RCS assistants who could cover a class, but now, teachers have to auto-split and that just upsets the day for the students, so IEP meetings were requested during individual teacher planning times.
- John Boyd stated that per the terms of our proposed MOU, teachers could still agree to schedule IEP meetings during individual planning times, but if IEP meetings are only scheduled during individual planning times that that could be a problem.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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**The meeting recessed at 05:06 PM to permit SDOC BLT members to caucus and contact the Superintendent regarding OCEA's proposed revisions to the MOU. The meeting resumed at 05:26 PM.**

- John Boyd stated that the School District still awaits the Superintendent's input on a few items, but the School District could agree to the following items at this time:
  - In paragraph two (2) of the School District's counter-proposal, strike "with input from the classroom teacher," and add "at a mutually agreed upon time" instead.
  - In paragraph three (3), bullet three (3), of the School District's counter-proposal, strike "evidence," and add "deliverable" instead.
  - In paragraph three (3), bullet three (3), of the School District's counter-proposal, add "professional development" as a deliverable.
  - Strike paragraph five (5) of the School District's counter-proposal.
  - Add paragraph three (3) of the OCEA's counter-proposal to the School District's counter-proposal.
  - Add paragraph to the School District's counter-proposal that states: "Disciplinary action related to the terms and conditions of this MOU shall not be administered to an instructional employee unless the employee has a pattern of multiple absences from or avoidance of collaborative planning or Professional Learning Communities (PLCs)."
- John Boyd stated that the Superintendent would have to approve reserving the fifth early release Wednesday in a month for individual teacher planning time.
- Edna LaCount stated that media specialists could submit their collaborative planning dates in advance because they always have their schedule of meetings available at the beginning of the year.
- Michelle VanderLey asked how many fifth early release Wednesdays were available for teachers to recoup their individual teacher planning time.
- Lori Swaby stated that there are four (4) months with a fifth early release Wednesday for the 2017-18 school year.
- Jessica Pruitt stated that some teachers are already voluntarily planning together, but now the MOU would be telling them to plan together some more.
- Apryle Jackson stated that teachers were already planning together.
- John Boyd stated that in those cases, teachers could submit the dates that they were already scheduling for collaborative planning through their grade-level/ department chairpersons or PLC Leads and fulfill the requirement in the MOU. He clarified that the requirements of the MOU are inclusive of the collaborative planning that teachers were already doing and are not in addition to it, and only the submission of dates to document it was the extra step.

**The meeting recessed at 05:54 PM to permit SDOC BLT members to caucus and contact the Superintendent regarding OCEA's proposed revisions to the MOU. The meeting resumed at 06:02 PM.**

- John Boyd stated that the School District agreed to the proposed revisions.
- Apryle asked to caucus with the OCEA BLT members.

**The meeting recessed at 06:02 PM to permit SDOC BLT members to caucus and contact the Superintendent regarding OCEA's proposed revisions to the MOU. The meeting resumed at 06:08 PM.**

- Greg Gahris asked what the consequences would be for teachers who do not collaborate with their peers during collaborative planning times.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Edna LaCount asked whether a teacher could be excused from collaborative planning on an early release Wednesday if the teacher submitted deliverables from voluntary collaborative planning on other dates.
- John Boyd stated that teachers would need to submit dates and deliverables to school administrators who would need to agree to change the dates from the ones that the grade-level/ department chairpersons or PLC Leads had already submitted.
- Apryle Jackson asked the School District to address Greg Gahris's point about teachers not working with their peers during collaborative planning times.
- Scott Knoebel stated that when teachers on a team do not work together, this situation becomes an administrative issue, and school administrators may need to attend collaborative planning times and/or PLCs. He added that working with co-workers is part of our jobs, and teachers may have to work with someone they do not like.
- Lori Swaby wanted to verify that teachers could pick their two (2) collaborative planning times per month.
- John Boyd stated that teachers would be able to select two (2) collaborative planning times per month, but teachers through their grade-level/ department chairpersons or PLC Leads would have to notify their school administrators of those dates in advance.
- John Boyd confirmed that the Superintendent agreed to provide the fifth early release Wednesday in a month with five (5) Wednesdays for individual teacher planning time.
- Paul Klauman what recourse the PLC Lead would have if one teacher in a PLC does not cooperate with the teacher's peers and the school administrator does not resolve the issue.
- John Boyd stated that it would be the school administrator's responsibility to resolve the issue first, but if the school administrator did not manage the issue effectively, then OCEA and the School District would work together to resolve the issue informally, and if that attempt was not successful, then the grievance process in our Contract would apply.
- Apryle Jackson asked whether guidelines could be developed with expectations for collaborative planning.
- John Boyd stated that both parties could meet in a subcommittee to define terms, conditions, and expectations for collaborative planning and PLCs.
- John Boyd stated that the Assistant Superintendents of Curriculum and Instruction already have documents that they shared with school administrators that the subcommittee could use for its foundation to work together on assurances.
- Lare Allen asked if the Superintendent has designated every early release Wednesday for PLCs, then why are two (2) more individual teacher planning times being taken away.
- John Boyd stated two (2) individual teacher planning times were not being taken away but were being reserved for collaborative planning times with peers.
- Lare Allen stated that having every early release Wednesday designated for PLCs is not valuable to him personally.
- Apryle Jackson stated that there is no expectation for how long the meetings must be.
- John Boyd clarified that the School District's expectation for the 2016-17 school year has been one (1) hour per week for PLCs, but some PLCs might meet longer in order to be effective, and some PLCs might meet less and still be effective if the PLC is high functioning.
- Jessica Pruitt stated that she would like to see paragraph three (3) in the School District's counter-proposal revised to reduce confusion.
- Scott Knoebel clarified the definition of PLCs versus collaborative planning.
- John Boyd stated that for clarity, the School District would strike "professional learning communities (PLCs)" from paragraph three (3) in the School District's counter-proposal but maintain the focus upon collaborative planning.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Scott Knoebel stated that some teacher teams/ PLCs take minutes so that they can remember what was discussed previously. He requested that the language “Minutes shall not be required.” be added to paragraph three (3), bullet three (3), to permit taking minutes to be optional.
- Lori Swaby stated that schools still have faculty meetings scheduled on Wednesdays.
- John Boyd stated that the Superintendent stated that many agenda items for faculty meetings could be handled in an e-mail, or a faculty meeting might include collaborative planning time on the agenda.
- Lare Allen asked why the School District thinks teachers need to have two (2) extra meetings per month.
- John Boyd stated that the time would be reserved for collaborative planning with peers.
- Greg Gahrts asked about mandated trainings scheduled on early release Wednesdays.
- John Boyd stated that professional development and trainings could be built into PLC meetings.
- Apryle Jackson stated that originally, the first and third early release Wednesdays in a month were reserved for School District meetings, and the second and fourth early release Wednesdays were reserved for school-based meetings.
- Apryle Jackson stated that the original intent of early release Wednesdays was for professional development, not for individual teacher planning time.
- Lare Allen stated that he questioned whether the two (2) collaborative planning times per month in addition to the early release Wednesdays were needed.
- John Boyd stated that the additional two (2) collaborative planning times per month would provide more flexibility and time for teachers to collaborate.
- Lare Allen stated that he did not think the additional two (2) collaborative planning times per month would make a difference.
- Apryle Jackson stated that OCEA is concerned about the possible abuse of individual teacher planning times by an administrator, and annual contract teachers would feel compelled to attend meetings with administrators during individual teacher planning times.
- Lori Swaby asked whether a school principal would still schedule other meetings during individual teacher planning times beyond the two (2) collaborative planning times.
- John Boyd stated that if an administrator did schedule meetings other than those exceptions listed in our proposed MOU, then the administrator would have to compensate teachers with individual teacher planning time on an early release Wednesday per the terms of our proposed MOU.
- Paul Klauman stated that administrators should not to “invite” teachers to come to meetings beyond the exceptions in our MOU because annual teachers would fear for their jobs and feel compelled to attend.
- John Boyd stated that the expectation of our MOU is that teachers should not feel coerced to attend meetings during planning beyond those listed as exceptions in our MOU.
- Lare Allen asked whether we are keeping paragraph seven.
- John Boyd stated that if OCEA agreed to the terms of the MOU, then the School District was asking OCEA to withdraw the Unfair Labor Practice (ULP) as part of the MOU.
- Michelle VanderLey stated that if the School District violates the MOU, then the ULP could be filed again immediately.

**The meeting recessed at 06:40 PM to permit OCEA BLT members to caucus and discuss the negotiated language and the ULP. The meeting resumed at 06:43 PM.**

- John Boyd requested a vote on the MOU as amended.

**ACTION: Following a fist of five vote, BLT members tentatively agreed to approve this item as amended.**





## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### Health Insurance Benefits: John Boyd/Sarah Graber

- John Boyd stated that the School District understands the concerns on this issue, does not request any decision tonight, and seeks to continue to work together with OCEA concerning employee health benefits.
- John Boyd stated that salary and benefits are usually bargained together but were handled separately this year in order to resolve the impasse over salaries.
- Apryle Jackson reviewed the posting requirements of the ratification process.
- John Boyd stated that if Governor Scott signs House Bill 7069 into law, then both parties would have to bargain the impact of the teacher bonuses included in that bill and could bargain changes to the health benefits plan at the same time.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Tentative Zenith Fee-Based Child Care Services for Employees: John Boyd/Sarah Graber

- John Boyd shared preliminary information on the tentative fee-based child care services at Zenith that is being researched and planned.
- Apryle Jackson stated that if this service does occur, and more employees sign up their children than available seats, OCEA would like to see a lottery system in place.
- Apryle Jackson stated that if one sibling is enrolled, then the other sibling should be able to attend same program.
- Greg Gahris asked whether the program could be income-based, instead of a lottery, and priority given to employees who are single parents.
- Apryle Jackson stated that she liked the income-based idea, but too many people could be dishonest about their income.
- John Boyd stated that he was not sure how feasible it would be to verify all of an employee's income, especially if the employee works outside the district.
- Jessica Pruitt asked whether the payments could be payroll-deducted.
- Sarah Graber stated that she would look into this request.
- John Boyd stated that the fees being considered are based upon market value in order to avoid the program from becoming a taxable employee benefit.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### Flex Days: John Boyd/Sarah Graber/Apryle Jackson

- John Boyd stated that since both parties reached tentative agreement on the MOU regarding planning, and OCEA has agreed to withdraw their Unfair Labor Practice (ULP), the School District would like to provide counter-proposals for flex days and the sick leave buyback program.
- John Boyd shared and reviewed a copy of the proposed MOU for flex days with BLT members.
- Sarah Graber stated that the School District's counter-proposal limits the flex day to the last day of post-planning and does not include other teacher workdays since we receive feedback from teachers that they do not have enough time to complete their work.
- Apryle Jackson stated that teachers would still be required to complete all regular requirements such as turning in their grades before taking the flex day.
- Lare Allen asked how many flex days are being considered.
- Apryle Jackson stated that it was only one day for this first year of implementation.
- John Boyd requested a vote on the MOU.

**ACTION: Following a fist of five vote, BLT members tentatively agreed to approve this item.**

### Sick Leave Buyback Incentive : John Boyd/Sarah Graber/Apryle Jackson

- John Boyd shared and reviewed a copy of the proposed MOU for the sick leave buyback program with BLT members.
- John Boyd stated that employees would have to maintain a balance of fifteen (15) sick leave days and use only three (3) days during the school year in order to be eligible for this program.
- Sarah Graber stated that she reviewed the policies of other school districts in order to prepare the counter-proposal.
- Sarah Graber stated that payout would be at the end of the school year in order to reduce the need for substitute funds and unused substitute funds could be used to fund the sick leave buyback program.
- Apryle Jackson stated that Temporary Duty Elsewhere does not count toward the three (3) sick leave days that employees could take and still be eligible.
- Greg Gahrts asked how personal days counted.
- John Boyd stated that personal days are charged to sick leave.
- Greg Gahrts recommended that the language of the MOU include sick or personal leave.
- Lare Allen asked why the payout was at 80% and not 100%.
- Sarah Graber stated that state law limits the percentage of the payout.
- John Boyd requested a vote on the MOU as amended.

**ACTION: Following a fist of five vote, BLT members tentatively agreed to approve this item.**





## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### Agenda Items for Next Meeting

**Next Meeting: Thursday, September 14, 2017, 4:15PM – 6:00 PM**  
**OCEA Office; 722 Mabbette Street; Kissimmee, FL 34747**

### Pluses

- BLT members complimented and thanked OCEA for the refreshments.

### Deltas

- N/A

**ADJOURNED at 07:00 PM**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Thursday, September 26, 2017, 04:15 PM – 06:00 PM

**Location:** OCEA Office  
722 Mabbette Street  
Kissimmee, FL 34747

OCEA ATTENDANCE				
1	Lare Allen	Teacher	Discovery Intermediate School	<input checked="" type="checkbox"/>
2	Greg Gahris	Teacher	St. Cloud Middle School	<input checked="" type="checkbox"/>
3	Michael Glassburn	Dean of Students	Gateway High School	<input checked="" type="checkbox"/>
4	Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
5	Paul Klauman	Teacher	Chestnut Elementary School	<input checked="" type="checkbox"/>
6	Jessica Priester	Teacher	East Lake Elementary School	<input checked="" type="checkbox"/>
7	Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
8	Latrece "Trae" Simpson	Teacher	Denn John Middle School	<input checked="" type="checkbox"/>
9	Lori Swaby	OCEA Chief Negotiator	ESE Department	<input checked="" type="checkbox"/>
10	VACANT			<input type="checkbox"/>
DISTRICT ATTENDANCE				
1	Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
2	John Boyd	District Chief Negotiator/ Director	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Lisette Brizendine	Senior Manager	Elementary Education	<input checked="" type="checkbox"/>
4	Rolando Casado	Assistant Principal	Liberty High School	<input type="checkbox"/>
5	Jose Gonzalez	Director	Budget	<input checked="" type="checkbox"/>
6	Sarah Graber	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
7	Scott Knoebel	Principal	Narcoossee Elementary School	<input checked="" type="checkbox"/>
8	Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
9	Jeff Umbaugh	Continuous Improvement Director	Curriculum & Instruction	<input checked="" type="checkbox"/>
10	Nadia Winston	Principal	Westside K-8 School	<input type="checkbox"/>
N/A	Martha LeBlanc	Recording Secretary/ Secretary to John Boyd	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>

**GUEST(S):** Joyce Graham, Assistant Principal, Westside K-8

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** October 18, 2017

Page 1 of 5



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 04:22 PM**

Meeting Protocol	
Mission Statement:	John Boyd
Philosophy:	Jeff Umbaugh
Rationale:	Michael Glassburn
Salary and Fringes:	Apryle Jackson
Goals:	Greg Gahris
Guest Protocol:	John Boyd
Speaking Order:	Michael Allen
Time Keeper:	Scott Knoebel

## Introduction of New Bargaining Team Members: John Boyd

- Apryle Jackson introduced new BLT members Michael Glassburn, Gateway High School, and Latricia "Trae" Simpson, Denn John Middle School. She stated that Kelsie Smit, Central Avenue Elementary School, would join the BLT in October.
- John Boyd introduced new BLT member Jeff Umbaugh, SDOC Continuous Improvement Director.

## Reflection on Our Progress Together: John Boyd/ Apryle Jackson

- John Boyd stated that a summary of our work together was sent to BLT members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.

## Subcommittee Updates: John Boyd/ Apryle Jackson

- John Boyd stated the Collaborative Bargaining training was held on August 31, 2017 and thanked those BLT members who attended.

## Memoranda of Understanding/Collaborative Bargaining: John Boyd/Apryle Jackson

- John Boyd shared the draft MOU and asked for the BLT's consideration since only the dates had changed from the MOU approved for the prior school year.
- Apryle Jackson stated that OCEA would likely not approve the MOU next year if it does not become part of our Contract.
- John Boyd stated that both parties should reach out to School Board Members to share about the merits of the collaborative bargaining process.
- Tammy Cope-Otterson stated that while she was at a recent conference, she noticed other school districts do not have the collaboration between management and unions that Osceola does and that she is grateful that Osceola does.

**ACTION: Following a fist of five vote, BLT members tentatively agreed to approve this item.**



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### Memoranda of Understanding/Guiding Principles for Lesson Plans: John Boyd/ Apryle Jackson

- John Boyd shared the draft MOU and asked for the BLT's consideration since only the dates had changed from the MOU approved for the prior school year.
- Apryle Jackson stated that she concerned that some administrators are asking teachers to include more information in their lesson plans.
- Lori Swaby stated that she is concerned that Academic Coaches are evaluating the lesson plans and directing teachers to revise and resubmit lesson plans.
- Apryle Jackson stated that in 1983, OCEA filed grievance, and it was determined that only administrators can evaluate teacher lesson plans.
- John Boyd stated he would address specific concerns with administrators at schools where OCEA identifies this issue has occurred.

**ACTION: Following a fist of five vote, BLT members tentatively agreed to approve this item.**

### Memoranda of Understanding/Additional Earning Opportunities for Non-Generating Programs: John Boyd/ Apryle Jackson

- John Boyd shared the draft MOU and asked for the BLT's consideration since only the dates had changed from the MOU approved for the prior school year.

**ACTION: Following a fist of five vote, BLT members tentatively agreed to approve this item.**

### Health Insurance Benefits: John Boyd/ Apryle Jackson

- John Boyd stated that there would be a concentrated effort to improve communication with OCEA regarding proposed changes to employee health insurance benefits.
- Sarah Graber stated that there was an Insurance Committee meeting scheduled for Wednesday, September 27, 2017, and more information would be shared with the BLT at our next meeting.
- Sarah Graber stated that the Insurance Committee would have to consider some tough choices because the School Board has added funds to the Health Insurance Trust Fund for the last three years but expenses have exceeded the budget each of the last three years.
- John Boyd stated that Health Insurance Benefits would be on the agenda for each meeting.
- Apryle Jackson stated that she has spoken to the head of the Insurance Committee and requested that information be shared in advanced so we can meet contractual deadlines.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### Supplements: John Boyd/ Apryle Jackson

- John Boyd shared and reviewed the draft for proposed additional supplements.
- Apryle Jackson shared concerns about the requirements for Athletic Trainers and the amount of their supplement being less than other school districts.
- John Boyd asked whether OCEA could provide a comparison of other districts.
- Apryle Jackson asked for supplements for Battle of the Books and for Academic Coaches.
- Karen Pruitt stated that Battle of the Books needed to have its own separate supplement.
- John Boyd stated that he would share OCEA's requests with School District Leadership.
- Paul Klauman stated that there should be a supplement for PLC (Professional Learning Community) Leads because they often are required to do more than a Grade Level Chair.
- John Boyd asked whether OCEA would consider a vote on this item tonight.
- Apryle Jackson requested that the item be postponed until the next meeting.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Online Trainer Rate of Pay: John Boyd

- John Boyd stated that the role of the online trainer has evolved with changes in technology.
- John Boyd shared that:
  - The standard trainer rate of pay remains \$33.33 per hour.
  - In the past, course facilitators of online endorsement courses were paid for thirty (30) hours only with the previous understanding that the demands were less than a face-to-face format.
  - Going forward, course facilitators of online endorsement courses shall be paid for sixty (60) hours to recognize the changing demands for online or hybrid courses.
  - Therefore, all course facilitators of endorsement courses in face-to-face, online, or hybrid formats shall now be paid for the same amount of time (e.g., 60 hours).

**ACTION: No action was required or taken on this item.**

### Customer Service Course: John Boyd/ Apryle Jackson

- Apryle Jackson stated that several of her members were told to complete the Customer Service online course by a certain deadline that had not been bargained.
- John Boyd shared the requirements of the Red Carpet Award and clarified the purpose of the online course within the award requirements.
- John Boyd stated that the course would be bargained prior to adding it to the Orientation Tab.
- John Boyd clarified that no employees would be required to complete the course outside their contractual day.
- Various BLT members discussed concerns regarding the Orientation Tab that were not relevant to this agenda item.

**ACTION: No action was required or taken on this item.**



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### Years of Experience: John Boyd/Apryle Jackson

- Apryle Jackson stated that the School District also has difficulty recruiting and hiring retirees because we do not give them credit for their years of experience.
- Tammy Cope-Otterson stated that she agrees with Apryle.
- Apryle Jackson asked how many teacher vacancies we have currently.
- Tammy Cope-Otterson stated that they have approximately sixty (60) teacher vacancies.
- Sarah Graber asked what the history of this practice was and whether it could be overturned.
- Apryle Jackson stated that former Superintendent Grego would not extend DROP for any employee unless their salary level was returned to the same amount as the starting salary.
- Various BLT members discussed the current salary schedule and how it is not based upon years of experience per recent changes to state law.
- Apryle Jackson stated that OCEA has concerns with the one-year time limit to verify years of experience since some counties do not send the information.
- Tammy Cope-Otterson stated that Human Resources now has a designated e-mail box so that employees can send all information electronically.
- Tammy Cope-Otterson stated that the School District also has difficulty recruiting and hiring Professional Career & Technical teachers since they have different credentials and can only get ten (10) years of experience.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Agenda Items for Next Meeting

- N/A

**Next Meeting: Thursday, October 12, 2017, 04:15 PM – 06:00 PM**  
**Human Resource Administrative Services**  
**Administrative Annex, Building 03, Conference Room 03**

### Pluses

- BLT members complimented and thanked OCEA for the refreshments.
- Mike Allen expressed that he was happy to see the new members around the table and stated that it is an honor for him to work and collaborate with the OCEA.

### Deltas

- N/A

**ADJOURNED at 05:40 PM**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Thursday, October 12, 2017 04:15 PM – 06:00 PM

**Location:** Human Resource Administrative Services  
Administrative Annex, Building 03; Conference Room 03  
799 Bill Beck Blvd., Kissimmee, FL 34744

OCEA ATTENDANCE				
1	Lare Allen	Teacher	Discovery Intermediate School	<input checked="" type="checkbox"/>
2	Greg Gahris	Teacher	St. Cloud Middle School	<input checked="" type="checkbox"/>
3	Michael Glassburn	Teacher	Gateway High School	<input checked="" type="checkbox"/>
4	Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
5	Paul Klauman	Teacher	Chestnut Elementary School	<input checked="" type="checkbox"/>
6	Jessica Priester	Teacher	Central Avenue Elementary	<input type="checkbox"/>
7	Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
8	Latrece "Trae" Simpson	Teacher	Denn John Middle School	<input checked="" type="checkbox"/>
9	Kelsey Smit	Teacher	Central Avenue Elementary	<input type="checkbox"/>
10	Lori Swaby	OCEA Chief Negotiator	ESE Department	<input checked="" type="checkbox"/>
DISTRICT ATTENDANCE				
1	Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
2	John Boyd	District Chief Negotiator/ Director	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Lisette Brizendine	Senior Manager	Elementary Education	<input checked="" type="checkbox"/>
4	Rolando Casado	Assistant Principal	Liberty High School	<input checked="" type="checkbox"/>
5	Jose Gonzalez	Director	Budget	<input checked="" type="checkbox"/>
6	Sarah Graber	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
7	Scott Knoebel	Principal	Narcoossee Elementary School	<input checked="" type="checkbox"/>
8	Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
9	Jeff Umbaugh	Continuous Improvement Director	Curriculum & Instruction	<input checked="" type="checkbox"/>
10	Nadia Winston	Principal	Westside K-8 School	<input type="checkbox"/>
N/A	Martha LeBlanc	Recording Secretary/ Secretary to John Boyd	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>

**GUEST(S):** Gidget Archambeau, Literacy Coach, East Lake Elem, Suguily Dolhon, AP, Denn John Middle, Lastenia Penaloza, AP, KOA Elem., Jeanette Long, AP, OCSA, Chris Carelock, OCEA, Anne Calandrino, OCEA

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** October 18, 2017

Page 1 of 4





# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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**COMMENCED at 04:22 PM**

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Meeting Protocol	
Mission Statement:	John Boyd
Philosophy:	Lisette Brizendine
Rationale:	Rolando Casado
Salary and Fringes:	Apryle Jackson
Goals:	Lare Allen
Guest Protocol:	John Boyd
Speaking Order:	Tammy Cope-Otterson
Time Keeper:	Scott Knoebel

## Introduction of New Bargaining Team Members: John Boyd

- N/A

## Reflection on Our Progress Together: John Boyd

- John Boyd stated that a summary of our work together was sent to BLT members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.

## Subcommittee Updates -- Evaluation: John Boyd/ Apryle Jackson

- John Boyd stated that both parties would schedule meeting dates for this subcommittee in the future as needed.

## Subcommittee Updates -- Collaborative Planning and Professional Learning Communities: John Boyd/ Apryle Jackson

- John Boyd stated that both parties would schedule meeting dates for this subcommittee in the future as needed.

## Subcommittee Updates -- Teacher Retention: John Boyd/ Apryle Jackson

- John Boyd stated that both parties would schedule meeting dates for this subcommittee in the future as needed.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### Health Insurance Benefits: John Boyd/ Apryle Jackson

- Sarah Graber stated an Insurance Committee meeting was held last month and the consultants from Gallagher gave a presentation on possible proposals. The Insurance Committee asked that the consultants prepare other potential plan designs for review at the next monthly meeting.
- Sarah Graber stated that Health Insurance expenses exceed what has been budgeted each month, and the School District will need to review other options.
- Apryle Jackson stated that she is sharing information with OCEA members so that they understand that the School District budget is in a shortfall and that there may be increases in costs for benefits.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Supplements: John Boyd/ Apryle Jackson

- John Boyd shared and reviewed the draft for proposed additional supplements.
- Apryle Jackson shared and reviewed OCEA's draft for proposed additional supplements in addition to those discussed at the September meeting.
- John Boyd stated that supplements cost the School District \$2.4 million last school year.
- Apryle Jackson asked how many positions are there for Assistant Athletic Directors.
- John Boyd stated that this supplement is for high schools only.
- Apryle Jackson shared OCEA's concerns about the workload being equitable if some high schools have a smaller enrollment.
- Apryle Jackson stated OCEA's concerns about the supplement amount for Athletic Trainers compared to other school districts.
- John Boyd asked whether OCEA would consider voting on the supplements that the School District had proposed so that employees could be paid at the end of October.
- Apryle Jackson requested that academics not be overlooked for future proposed supplements.

**ACTION: Following a fist of five vote, BLT members tentatively agreed to approve this item.**

### Years of Experience: Apryle Jackson

- Apryle Jackson shared and reviewed OCEA's draft for proposed contract language for retirees to have their years of experience adjusted beginning August 03, 2017 and to strike the previous contract language.
- Tammy Cope-Otterson stated that if OCEA would like the School District to start this school year, then teachers could submit verification forms to receive credit from 2009 to the present.
- Apryle Jackson asked Tammy Cope-Otterson how many employees were in this category.
- Tammy Cope-Otterson stated that she would have to verify the number.
- Sarah Garber stated the School District would have to wait for the verification of teachers' years of experience in order to see what the fiscal impact would be.
- John Boyd stated that he would share OCEA's proposed contract language with School District Leadership.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### Agenda Items for Next Meeting

- Apyrle Jackson stated that OCEA would like to negotiate contract language to protect teachers from having to share information with ICE on which students are here illegally.
- John Boyd stated that he would share OCEA's concerns with School District Leadership.

**Next Meeting: Thursday, November 9, 2017, 4:15PM – 6:00 PM**  
**OCEA Office; 722 Mabbette Street; Kissimmee, FL 34747**

### Pluses

- BLT members complimented and thanked Martha LeBlanc for the refreshments.

### Deltas

- N/A

**ADJOURNED at 04:45PM**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Thursday, November 09, 2017 04:15 PM – 06:00 PM

**Location:** Human Resource Administrative Services  
Administrative Annex, Building 03; Conference Room 03  
799 Bill Beck Blvd., Kissimmee, FL 34744

OCEA ATTENDANCE				
1	Lare Allen	Teacher	Discovery Intermediate School	<input checked="" type="checkbox"/>
2	Greg Gahris	Teacher	St. Cloud Middle School	<input checked="" type="checkbox"/>
3	Michael Glassburn	Teacher	Gateway High School	<input checked="" type="checkbox"/>
4	Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
5	Paul Klauman	Teacher	Chestnut Elementary School	<input type="checkbox"/>
6	Jessica Priester	Teacher	Central Avenue Elementary	<input checked="" type="checkbox"/>
7	Karen Pruitt	Media Specialist	TECO-PATHS	<input type="checkbox"/>
8	Latrechia Simpson	Teacher	Denn John Middle School	<input checked="" type="checkbox"/>
9	Kelsey Smit	Teacher	Central Avenue Elementary	<input checked="" type="checkbox"/>
10	Lori Swaby	OCEA Chief Negotiator	ESE Department	<input checked="" type="checkbox"/>
DISTRICT ATTENDANCE				
1	Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
2	John Boyd	District Chief Negotiator/ Director	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Lisette Brizendine	Senior Manager	Elementary Education	<input checked="" type="checkbox"/>
4	Rolando Casado	Assistant Principal	Liberty High School	<input checked="" type="checkbox"/>
5	Jose Gonzalez	Director	Budget	<input checked="" type="checkbox"/>
6	Sarah Graber	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
7	Scott Knoebel	Principal	Narcoossee Elementary School	<input checked="" type="checkbox"/>
8	Tammy Cope- Otterson	Chief Officer	Human Resources & Personnel	<input type="checkbox"/>
9	Jeff Umbaugh	Continuous Improvement Director	Curriculum & Instruction	<input checked="" type="checkbox"/>
10	Nadia Winston	Principal	Westside K-8 School	<input type="checkbox"/>
N/A	Martha LeBlanc	Recording Secretary/ Secretary to John Boyd	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>

**GUEST(S):** Chris Carelock, OCEA, Anne Calandrino, OCEA

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** November 29, 2017

Page 1 of 4



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 04:15 PM**

Meeting Protocol	
Mission Statement:	Scott Knoebel
Philosophy:	Jose Gonzalez
Rationale:	Latrechia Simpson
Salary and Fringes:	Apryle Jackson
Goals:	Greg Gahris
Guest Protocol:	John Boyd
Speaking Order:	Lare Allen
Time Keeper:	Scott Knoebel

## Introduction of New Bargaining Team Members: John Boyd

- N/A

## Reflection on Our Progress Together: John Boyd

- John Boyd stated that a summary of our work together was sent to BLT members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.

## Subcommittee Update – Evaluation: John Boyd/ Apryle Jackson

- John Boyd stated that both parties would schedule meeting dates for this subcommittee in the future as needed.
- Apryle Jackson stated that she was concerned with the how the rating scales within our Evaluation System compared to other school districts and would like to schedule a meeting soon.

## Subcommittee Update – Collaborative Planning and Professional Learning Communities: John Boyd/ Apryle Jackson

- John Boyd stated that both parties would schedule meeting dates for this subcommittee in the future as needed.

## Subcommittee Update – Teacher Retention: John Boyd/ Apryle Jackson

- John Boyd stated that both parties would schedule meeting dates for this subcommittee in the future as needed.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

### Payment Schedule of SIG4 Bonuses: John Boyd/ Apryle Jackson

- John Boyd reviewed the proposed Memorandum of Understanding (MOU) with the BLT members to clarify the proposed changes in terms with regard to bonuses being paid to employees at Central Avenue Elementary School (CAES) for the School Improvement Grant 1003(g) Cohort 4 (SIG4) grant program.
- When the BLT negotiated the original MOU, the BLT did not anticipate employees who might transfer out of CAES after receiving the initial signing bonus of \$2500.00.
- John Boyd stated that one of the proposed changes would be to divide Year 01 to 05 Bonuses into quarterly installments and pay the bonus according the District Supplement Payment Schedule.
- John Boyd stated that the goal is to be good stewards of grant funds so that signing bonuses could be paid to employees who are hired after the beginning of the current 2017-18 school year at CAES during the remainder of the 2017-18 school year.
- Lare Allen asked whether the word “quarterly” could be deleted to eliminate any confusion regarding the remainder of the installments for the school year.
- John Boyd agreed to make this revision to the MOU.
- Apryle Jackson stated that John and she had discussed their mutual concern about the payment of the bonuses for newly hired teachers at CAES.
- Jeff Umbaugh asked whether the language in the last bullet of this MOU could be adjusted to permit the return of teachers who transfer from CAES with the understanding that these teachers would not receive a second signing bonus.
- John Boyd agreed to make this revision to the MOU.
- Jessica Priester asked whether newly hired teachers would be eligible for the signing bonus.
- John Boyd stated the new employees would be eligible to receive the signing bonus.
- John Boyd clarified that if a teacher was hired after the first quarter, then the employee would not receive that portion of the bonus but would still be eligible for a prorated amount for the remaining quarters of the school year.
- Kelsey Smit asked whether teachers who were hired in September would be eligible for the first quarter bonus.
- John Boyd stated that teachers hired prior to November 01, 2017, would be eligible for the full bonus.
- Jessica Priester asked how the four installments at the end of each quarter would be paid.
- Sarah Graber stated that the monies would be paid according to the District Supplement Payment Schedule.
- Apryle Jackson stated that the prorated quarterly payments would help keep money in the grant funds to pay bonuses to newly hired employees who replace any employee that transfers or resigns.
- John Boyd stated Management is working to ensure teachers want to remain at CAES and not leave after they receive bonuses.
- Apryle Jackson stated that teachers who started in August received their full payment of their signing bonus in their first paycheck, but the MOU serve as a notice that in the future, bonuses would be paid on a quarterly basis.
- Jeff Umbaugh stated that CAES is adding more allocations since one hundred new students have enrolled since the beginning of the current school year.
- Sarah Graber reviewed the School District Supplement Payment Schedule and confirmed for the BLT that October 31, 2017, was the first scheduled payment.
- Apryle Jackson stated she would like to see the next prorated bonus payment made in January since some CAES teachers might decide to leave during Winter Break.
- Sarah Graber stated that December was the end of the second quarter for the current school year and it would be difficult to change the payment schedule for one quarter.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Michael Glassburn asked whether a newly hired employee who completed the second quarter would receive payment for that quarter.
- John Boyd stated that a newly hired employee would be eligible to receive payment for each quarter the employee worked at CAES.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Health Insurance Benefits: John Boyd/ Sarah Graber/ Apryle Jackson

- Sarah Graber stated that since our last BLT Meeting, the Insurance Committee met, and its main goal is to reduce health care costs.
- Sarah Graber stated that she did not have a detailed report for the BLT this month, and she shared that the School Board has directed Gallagher, the School District's consultant, to prepare different cost effective plans.
- Sarah Graber stated that the Insurance Committee will meet again on Wednesday, November 15, 2017, and she was hopeful that the Committee would be able to share its recommendations with the BLT at our next meeting.
- Apryle Jackson stated that when she visits schools, she has advised OCEA members that there will be a change in our insurance, and she is following up the same message in OCEA newsletters.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Years of Experience: John Boyd/ Tammy Otterson/ Apryle Jackson

- John Boyd stated that Tammy Cope-Otterson is still working on an analysis of how OCEA's proposal might affect the School District and would address it at a future meeting.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Agenda Items for Next Meeting

- Apryle Jackson would like to talk about bonuses for non-classroom teachers.

**Next Meeting: Thursday, December 14, 2017, 4:15PM – 6:00 PM  
OCEA Office; 722 Mabbette Street; Kissimmee, FL 34747**

### Pluses

- BLT members complimented and thanked Martha LeBlanc for the refreshments.
- John Boyd was pleased how positive the BLT's discussion was in regards to the proposed MOU.

### Deltas

- N/A

**ADJOURNED at 04:45PM**





# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Thursday, December 14, 2017 04:15 PM – 06:00 PM

**Location:** Human Resource Administrative Services  
Administrative Annex, Building 03; Conference Room 03  
799 Bill Beck Blvd., Kissimmee, FL 34744

OCEA ATTENDANCE				
1	Lare Allen	Teacher	Discovery Intermediate School	<input checked="" type="checkbox"/>
2	Greg Gahris	Teacher	St. Cloud Middle School	<input checked="" type="checkbox"/>
3	Michael Glassburn	Teacher	Gateway High School	<input type="checkbox"/>
4	Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
5	Paul Klauman	Teacher	Chestnut Elementary School	<input checked="" type="checkbox"/>
6	Jessica Priester	Teacher	Central Avenue Elementary	<input checked="" type="checkbox"/>
7	Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
8	Latrechia Simpson	Teacher	Denn John Middle School	<input checked="" type="checkbox"/>
9	Kelsey Smit	Teacher	Central Avenue Elementary	<input type="checkbox"/>
10	Lori Swaby	OCEA Chief Negotiator	ESE Department	<input checked="" type="checkbox"/>
DISTRICT ATTENDANCE				
1	Michael Allen	Assistant Superintendent	Middle School Education	<input type="checkbox"/>
2	John Boyd	District Chief Negotiator/ Director	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Lissette Brizendine	Senior Manager	Elementary Education	<input type="checkbox"/>
4	Rolando Casado	Assistant Principal	Liberty High School	<input checked="" type="checkbox"/>
5	Jose Gonzalez	Director	Budget	<input checked="" type="checkbox"/>
6	Sarah Graber	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
7	Scott Knoebel	Principal	Narcoossee Elementary School	<input checked="" type="checkbox"/>
8	Tammy Cope- Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
9	Jeff Umbaugh	Continuous Improvement Director	Curriculum & Instruction	<input checked="" type="checkbox"/>
10	Nadia Winston	Principal	Westside K-8 School	<input type="checkbox"/>
N/A	Martha LeBlanc	Recording Secretary/ Secretary to John Boyd	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>

**GUEST(S):** Den DeBord, Director Risk & Benefits, Anne Calandrino, Director OCEA

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** December 22, 2017

Page 1 of 6



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 04:21 PM**

Meeting Protocol	
Mission Statement:	John Boyd
Philosophy:	Rolando Casado
Rationale:	Scott Knoebel
Salary and Fringes:	Apryle Jackson
Goals:	Jeff Umbaugh
Guest Protocol:	Lare Allen
Speaking Order:	Latrechia Simpson
Time Keeper:	Rolando Casado

## Introduction of New Bargaining Team Members: John Boyd

- N/A

## Reflection on Our Progress Together: John Boyd

- John Boyd stated that a summary of our work together was sent to BLT members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.

## Subcommittee Updates--Evaluation: John Boyd/Apryle Jackson

- John Boyd stated that dates for this subcommittee are being planned for after Winter Break.

## Subcommittee Updates—Collaborative Planning and Professional Learning Communities: John Boyd/Apryle Jackson

- John Boyd stated that dates for this subcommittee are being planned for after Winter Break.

## Subcommittee Updates—Teacher Retention: John Boyd/Apryle Jackson

- John Boyd stated that dates for this subcommittee are being planned for after Winter Break.



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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## Payment Schedule of SIG4 Bonuses: John Boyd/Apryle Jackson

- John Boyd reviewed the MOU with the BLT members to clarify the changes in regards to bonuses being paid to staff that at Central Avenue Elementary (CAES).
- Latrecia Simpson asked if CAES was the only school related to this grant.
- John Boyd stated that yes, CAES was the only school at this time, and if any other school was added to the SIG4 grant in the future, then Management would bring this MOU back to the bargaining table.
- John Boyd asked the BLT members for a vote.

**ACTION: Following a fist of five vote, BLT members tentatively agreed to approve this item as submitted.**

## Center for Employee Health No-Show Procedures: John Boyd/ Apryle Jackson

- John Boyd reviewed the MOU with the BLT members and let them know that the ESP had already approved this MOU for their bargaining unit because no shows were taking available appointment times their members.
- Apryle Jackson asked Ken DeBord how many no shows occurred this month.
- Ken DeBord stated that it was approximately 234 no shows in a four week period.
- Apryle Jackson stated that Center for Employee Health is now sending e-mails to employees at the e-mail address the School District has on file. The Center will also send phone calls and text messages.
- Lare Allen wanted to verify that after the third occurrence that the suspension would begin the day of their missed appointment.
- John Boyd confirmed that the suspension would begin on the date of the last missed appointment.
- Karen Pruitt asked whether the School District would be tracking the no shows and would share the data with OCEA.
- John Boyd confirmed that the School District would share summary data with OCEA.
- Jessica Priester asked the effective date.
- Ken DeBord confirmed that the procedures would begin in January, 2018.
- Greg Gahris was concerned whether the employee would be penalized if a family member/ dependent missed a scheduled appointment especially in the situation of a divorce.
- Sarah Graber stated that the Health Insurance Committee has not talked about this situation.
- Tammy Cope-Otterson stated that she had the same concern that family members/ dependents who miss appointments take them from other employees.
- Ken DeBord stated that the intent was that even if a family member/ dependent did not cancel appointment, the employee would be charged.
- Rolando Casado asked whether data exists to measure this specific kind of impact.
- Ken DeBord confirmed that Risk Management would monitor the available data.
- Lare Allen asked whether a family member/ dependent who missed an appointment three times would block the employee from going to the Center.
- Ken DeBord stated that Risk Management would look at each situation case by case and give the employee the benefit of the doubt where it is warranted and feasible.
- Apryle Jackson asked if we could add language about family members/ dependents to the MOU.
- John Boyd stated that would require us to take a revised MOU back to the ESP bargaining unit.
- John Boyd stated that Management might consider ending privileges to use the Center for family members/ dependents who do not keep appointments.
- Tammy Cope-Otterson stated that employees or family members/ dependents who are blocked could still go to any primary care physician, but not the Center.

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** December 22, 2017

Page 3 of 6



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Tammy Cope-Otterson stated that doctors' offices have no show policies and charge late fees whether or not it is a family member/ dependent.
- Lori Swaby stated that she agreed with Tammy Cope-Otterson's statement.
- John Boyd stated that the minutes would reflect that Risk Management would monitor family members/ dependents who miss appointments and would look at each situation case by case and give the employee the benefit of the doubt where it is warranted and feasible.
- Sarah Graber clarified that employees remain responsible for family members/ dependents keeping appointments.
- Latrecia Simpson asked whether an emergency that arises would still count as no show.
- John Boyd confirmed that Risk Management would look at each situation case by case and give the employee the benefit of the doubt where it is warranted and feasible.
- Karen Pruitt asked if calling in at 8:00 AM on the day of the appointment would constitute a no show.
- John Boyd confirmed that the MOU requires the employee to cancel at least twenty-four (24) hours prior to the appointment.
- Karen Pruitt asked whether there would be documentation on attempts to call and cancel appointment.
- John Boyd confirmed that Risk Management would monitor the available data.
- Latrecia Simpson asked whether there could be a form for an employee to remove a family member/ dependent from Center privileges.
- Sarah Graber stated that if an employee does not want to have a family member/ dependent on their insurance benefits, including the Center, the employee would have to make that changes during the open enrollment period.
- Ked DeBord stated that there must be a qualifying event in order to make changes to the employee's insurance benefits.
- John Boyd asked the BLT members for a vote.

**ACTION: Following a fist of five vote, BLT members tentatively agreed to approve this item as submitted.**



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### Health Insurance Benefits: John Boyd/Apryle Jackson

- Apryle Jackson stated that she asked the Insurance Committee to share proposed recommendations for changes to our health insurance plan with our January 2018 meeting.
- Sarah Graber stated that for tonight's meeting, the Insurance Committee brought only the proposed recommendations for changes to the School District's health insurance prescription program.
- Ken DeBord stated that other Florida school districts already have in place prescription programs like the one proposed, which has a potential savings of \$625,000 to the current health insurance plan.
- Ken DeBord reviewed the proposed recommendations for changes:
  - Step therapy with generic drugs
  - Cigna 90 Now pharmacy program which provides ninety (90) day prescriptions
  - Exclusion of two classes of over the counter drugs (e.g., acid reflux and allergy medication)
- Apryle Jackson stated that OCEA would like some time to review the proposed changes and requested them to be brought back in the form of an MOU in a future meeting.
- Paul Klauman asked whether this savings could be used for teacher salary increases.
- Apryle Jackson clarified that savings could only be used for the health insurance trust fund.
- Lare Allen asked if the employee is going to pay more out of pocket for prescriptions.
- Ken DeBord stated that most plans will have an impact, but the lowest co-pay would be for using generic medications.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Years of Experience/Retirees: John Boyd/ Apryle Jackson

- Apryle Jackson asked whether Tammy Cope-Otterson brought any proposed changes to contract language in regards to years of experience.
- Tammy Cope-Otterson stated that she still needs to analyze with Business and Fiscal Services what the financial impact that OCEA's proposal would have on our district.
- Tammy Cope-Otterson stated that Management seeks a policy that treats employees with experience fairly and consider their private sector work experience for employees who have non-teaching degrees including, but not limited to, career and technical fields, speech pathologists, librarians, military, etc.
- Apryle Jackson stated that we have been working on this issue for over two years.
- Karen Pruitt stated that we need something in place soon because we need teachers badly.
- Tammy Cope Otterson stated that the School District is growing our own and encouraging our paraprofessionals to become teachers.
- Tammy Cope-Otterson stated that Polk County credits the paraprofessionals that become teachers with one year of experience.
- Greg Gahris asked for clarification since salary schedules are no longer based upon years of experience by state law.
- Apryle Jackson stated that the consideration of years of experience is for the employee's initial placement on the salary schedule.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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## Academic Coaches: Apryle Jackson

- Apryle Jackson stated Academic Coaches used to receive a former supplement but have not since the Supplement Schedule was revised to include supplements for Grade-Level/ Department Chairs.
- Apryle Jackson stated Academic Coaches should be considered for their own supplement since most are required to attend events after work hours.
- Paul Klauman stated that Academic Coaches are still considered teachers by contract and are not required to stay beyond their contractual workday.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

## Athletic Trainers: Apryle Jackson

- Apryle Jackson shared OCEA's proposal to increase the supplement for athletic trainers.
- Apryle Jackson stated that athletic directors are not required to go to all the events, but athletic trainers are.
- Apryle Jackson stated that other Central Florida school districts pay their athletic trainers more than Osceola County, and that Osceola is losing our athletic trainers to these school districts.
- Tammy Cope Otterson suggested that the school principals flex the schedules for athletic trainers.
- Apryle Jackson stated that the schools already flex the schedules for athletic trainers.
- Tammy Cope Otterson stated that some athletic trainers only teach one class.
- Apryle Jackson stated that some athletic trainers treat students during the student lunch period.
- Rolando Casado stated that Liberty High School athletic trainers come in at 12:30 PM, teach two class periods, and then go to practice or events.
- Apryle Jackson stated that athletic trainers still put in a lot of extra time and are required to go to events over the Thanksgiving and Winter breaks.
- Apryle Jackson stated that Orange County pays athletic trainers a little less than OCEA's proposal but Polk pays more (e.g., \$8500.00).

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

## Agenda Items for Next Meeting

- 9.03-3 Student Discipline, Teacher Contract (Referrals)

**Next Meeting: Thursday, January 11, 2017, 4:15PM – 6:00 PM**  
**OCEA Office; 722 Mabbette Street; Kissimmee, FL 34747**

## Pluses

- John Boyd complimented and thanked Apryle Jackson for the refreshments.

## Deltas

- N/A

**ADJOURNED at 05:40PM**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Thursday, January 11, 2018 04:15 PM – 06:00 PM

**Location:** OCEA Office; 722 Mabbette Street; Kissimmee, FL 34747

OCEA ATTENDANCE				
1	Lare Allen	Teacher	Discovery Intermediate School	<input checked="" type="checkbox"/>
2	Greg Gahris	Teacher	St. Cloud Middle School	<input checked="" type="checkbox"/>
3	Michael Glassburn	Teacher	Gateway High School	<input checked="" type="checkbox"/>
4	Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
5	Paul Klauman	Teacher	Chestnut Elementary School	<input checked="" type="checkbox"/>
6	Jessica Priester	Teacher	Central Avenue Elementary	<input checked="" type="checkbox"/>
7	Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
8	Latrechia Simpson	Teacher	Denn John Middle School	<input checked="" type="checkbox"/>
9	Lori Swaby	OCEA Chief Negotiator	ESE Department	<input checked="" type="checkbox"/>
10	VACANT	Teacher	VACANT	<input type="checkbox"/>
DISTRICT ATTENDANCE				
1	Michael Allen	Assistant Superintendent	Middle School Education	<input type="checkbox"/>
2	John Boyd	District Chief Negotiator/ Director	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Lisette Brizendine	Senior Manager	Elementary Education	<input checked="" type="checkbox"/>
4	Rolando Casado	Assistant Principal	Liberty High School	<input type="checkbox"/>
5	Jose Gonzalez	Director	Budget	<input checked="" type="checkbox"/>
6	Sarah Graber	Chief Officer	Business & Finance	<input type="checkbox"/>
7	Scott Knoebel	Principal	Narcoossee Elementary School	<input checked="" type="checkbox"/>
8	Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input type="checkbox"/>
9	Jeff Umbaugh	Continuous Improvement Director	Curriculum & Instruction	<input checked="" type="checkbox"/>
10	Nadia Winston	Principal	Westside K-8 School	<input checked="" type="checkbox"/>
N/A	Martha LeBlanc	Recording Secretary/ Secretary to John Boyd	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>

**GUEST(S):** Ken DeBord, Director Risk & Benefits





# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 04:22 PM**

Meeting Protocol	
Mission Statement:	John Boyd
Philosophy:	Greg Gahris
Rationale:	Jose Gonzalez
Salary and Fringes:	Apryle Jackson
Goals:	Michael Glassburn, Lissette Brizendine, Jeff Umbaugh, Jessica Priester
Guest Protocol:	N/A
Speaking Order:	Latrechia Simpson
Time Keeper:	Lissette Brizendine

## Introduction of New Bargaining Team Members: John Boyd

- N/A

## Reflection on Our Progress Together: John Boyd

- John Boyd stated that a summary of our work together was sent to BLT members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.

## Subcommittee Updates – Evaluation: John Boyd/Apryle Jackson

- John Boyd stated the next meeting date for this subcommittee is Tuesday, January 30, 2018.
- John Boyd stated that this meeting would be on the *Evaluation System and Handbook* for the 2018-2019 school year, not this current school year.

## Subcommittee Updates – Collaborative Planning and Professional Learning Communities: John Boyd/Apryle Jackson

- John Boyd stated that the next meeting date for this subcommittee is Wednesday, February 7, 2018, pending confirmation from Assistant Superintendent Michael Allen.

## Subcommittee Updates – Teacher Retention: John Boyd/Apryle Jackson

- John Boyd stated that next meeting date for this subcommittee is January 24, 2018.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

### Memorandum of Understanding re: CIGNA Health Insurance Pharmacy Plan: John Boyd/ Apryle Jackson

- John Boyd shared and reviewed the related MOU.
- Apryle Jackson asked whether the word “Mandatory” could be removed from the Generic Medications section since 90% of our employees already use generic medications.
- Greg Gahrts asked whether the word “Recommended” could be used instead.
- Paul Klauman stated that the wording should stay the same to require the other 10% of employees to use generic medication unless a doctor states they need to use the name brand in order to save the employee’s money.
- Ken DeBord stated that the Heath Center already distributes generic medications.
- Apryle Jackson stated that she does not have an issue if the word “Mandatory” remains.
- Apryle Jackson asked whether employees who had completed Step Therapy would have to repeat it.
- Ken DeBord stated the employee’s doctor could provide a statement to verify it.
- John Boyd requested a vote on this MOU.

**ACTION: Following a fist of five vote, BLT members tentatively agreed to approve this item.**

### Health Insurance Benefits: John Boyd/ Sarah Graber

- John Boyd introduced Ken DeBord
- Ken DeBord presented an overview of how the School District’s self-insured Health Insurance Benefits Plan works and the proposed changes to this Plan.
- Ken DeBord asked the BLT members to review the handout he provided that included the proposed changes.
- Ken DeBord stated that the School District Insurance Committee has worked for one and half years on the proposed changes, reviewed many different versions of proposed changes, and determined that the proposed changes were the best benefits that the School District could provide our employees given our fiscal constraints.
- Apryle Jackson stated that based upon available data, very few employees have met the \$500 dollar deductible in the past.
- Michael Glassburn asked why there was a Pharmacy deductible.
- Ken DeBord stated the Pharmacy deductible would be waived if employees use generic medications.
- Apryle Jackson stated that data was collected from other counties, our premiums are still lower, and she would provide a spreadsheet at our next meeting for review.
- Ken DeBord stated that we are one of three districts that still offer a plan at no cost to employees.
- John Boyd asked whether the same doctors would be in the Plan’s network.
- Ken DeBord stated yes, there would be no changes.
- Apryle Jackson stated that our Health Clinic has nothing to do with the shortage of our Trust, and the costs are due to employees with serious health issues.
- John Boyd stated that this item would return next month for a vote in order to provide time for BLT members to review the proposed changes and ask questions prior to our next meeting.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### Years of Experience/Retirees: John Boyd/ Apryle Jackson

- John Boyd stated that Tammy Cope-Otterson and Sarah Graber are still working on cost analysis of OCEA's proposal.
- John Boyd shared and reviewed information from several Florida school districts regarding caps on credit for employee's years of experience.
- Apryle Jackson stated that OCEA has requested action on this issue for three years in a row and is frustrated that it has not been addressed.
- John Boyd stated that he would share OCEA's concern with School District Leadership.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Academic Coaches: John Boyd/ Apryle Jackson

- John Boyd stated that Management would like to postpone discussion on this item until during salary negotiations.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Athletic Trainers: John Boyd/ Apryle Jackson

- John Boyd stated that Management would like to postpone discussion on this item until during salary negotiations.
- John Boyd stated that Management is concerned that if Athletic Trainers have a flex schedule and receive additional pay that it could become double dipping.
- Apryle Jackson stated that she heard from her members that Athletic Trainers were going to get OPS contracts for working on Saturdays but that she needed to confirm it.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### The Florida Best and Brightest Teacher Scholarship Program: Apryle Jackson

- John Boyd shared and reviewed a copy of *Section 1012.731 -- The Florida Best and Brightest Teacher Scholarship Program, Florida Statutes*, which limits both bonus programs to "classroom teachers."
- Apryle Jackson stated that:
  - The School District employs 3,712 instructional employees.
  - 3,333 teachers in Osceola County received Teacher Classroom Supply Assistance Program (TCSAP) checks; 379 are not eligible.
  - Of these 379, 364 are non-classroom instructional employees who were rated either "Highly Effective" or "Effective."
  - The estimated cost of providing \$1200 and \$800 bonuses to these employees respectively would be \$327,600.
- Apryle Jackson stated that if the School District would provide these bonuses to these ineligible employees, then it would boost morale and decrease their frustration.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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## Agenda Items for Next Meeting

**Next Meeting: Thursday, February 08, 2018, 4:15PM – 6:00 PM**  
**Human Resource Administrative Services, Administrative Annex**  
**Building 03; Conference Room 03; 799 Bill Beck Blvd, Kissimmee, FL 34744**

## Pluses

- BLT members complimented and thanked OCEA for their refreshments.

## Deltas

- N/A

**ADJOURNED at 05:20PM**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Thursday, February 8, 2018 04:15 PM – 06:00 PM

**Location:** Human Resource Administrative Services  
Administrative Annex, Building 03; Conference Room 03  
799 Bill Beck Blvd., Kissimmee, FL 34744

OCEA ATTENDANCE				
1	Lare Allen	Teacher	Discovery Intermediate School	<input type="checkbox"/>
2	Greg Gahris	Teacher	St. Cloud Middle School	<input checked="" type="checkbox"/>
3	Michael Glassburn	Teacher	Gateway High School	<input checked="" type="checkbox"/>
4	Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
5	Paul Klauman	Teacher	Chestnut Elementary School	<input checked="" type="checkbox"/>
6	Jessica Priester	Teacher	Central Avenue Elementary	<input checked="" type="checkbox"/>
7	Karen Pruitt	Media Specialist	TECO-PATHS	<input type="checkbox"/>
8	Latrechia Simpson	Teacher	Denn John Middle School	<input type="checkbox"/>
9	Lori Swaby	OCEA Chief Negotiator	ESE Department	<input checked="" type="checkbox"/>
10				<input type="checkbox"/>
DISTRICT ATTENDANCE				
1	Michael Allen	Assistant Superintendent	Middle School Education	<input type="checkbox"/>
2	John Boyd	District Chief Negotiator/ Director	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Lisette Brizendine	Senior Manager	Elementary Education	<input checked="" type="checkbox"/>
4	Rolando Casado	Assistant Principal	Liberty High School	<input checked="" type="checkbox"/>
5	Jose Gonzalez	Director	Budget	<input checked="" type="checkbox"/>
6	Sarah Graber	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
7	Scott Knoebel	Principal	Narcoossee Elementary School	<input checked="" type="checkbox"/>
8	Tammy Cope- Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
9	Jeff Umbaugh	Continuous Improvement Director	Curriculum & Instruction	<input checked="" type="checkbox"/>
10	Nadia Winston	Principal	Westside K-8 School	<input type="checkbox"/>
N/A	Martha LeBlanc	Recording Secretary/ Secretary to John Boyd	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>

**GUEST(S):** Den DeBord, Director Risk & Benefits, Anne Calandrino, Director OCEA

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** March 1, 2018



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 04:20 PM**

Meeting Protocol	
Mission Statement:	Lisette Brizendine
Philosophy:	Greg Gharis
Rationale:	Lori Swaby
Salary and Fringes:	Apryle Jackson
Goals:	Tammy Cope-Otterson
Guest Protocol:	N/A
Speaking Order:	Tammy Cope-Otterson
Time Keeper:	Rolando Casado

## Introduction of New Bargaining Team Members: John Boyd

- N/A

## Reflection on Our Progress Together: John Boyd

- John Boyd stated that a summary of our work together was sent to BLT members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.

## Subcommittee Updates -- Teacher Retention: John Boyd/ Apryle Jackson

- John Boyd stated that the Teacher Retention Subcommittee met on Wednesday, January 24, 2018.
- John Boyd stated that there have been multiple topics discussed and there have been no decisions.
- Apryle Jackson stated that she is taking and sharing minutes from the subcommittee meetings with her members.

## Subcommittee Updates -- Evaluation: John Boyd/ Apryle Jackson

- John Boyd stated that the Evaluation Subcommittee met on January 30, 2018.
- John Boyd stated that the New Marzano Focused Observation/ Evaluation system is still on track to be implemented as agreed to in subcommittee.
- Apryle Jackson stated that a proposal for the BLT's consideration will be forthcoming.

## Subcommittee Updates -- Collaborative Planning and Professional Learning Communities: John Boyd/ Apryle Jackson

- John Boyd stated that the Collaborative Planning/ PLC Subcommittee met on Wednesday, February 7, 2018.
- John Boyd stated that both parties have not yet met in the middle, but we still seek some common ground.
- Lori Swaby stated that she agreed with John, and that it was a good start with honest dialogue.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### Health Insurance Benefits: John Boyd/Apryle Jackson

- John Boyd asked the OCEA members to review the Health Insurance Plan design changes submitted at the prior month's meeting.
- John Boyd offered the OCEA for the opportunity for any feedback and asked if there would be a vote on these changes tonight.
- Apryle Jackson stated that she has been visiting schools and sharing the proposal and still needs time to get to all of them to receive feedback prior to a vote.
- Apryle Jackson also stated that she is waiting to see what the state budget outlook will be.
- Apryle Jackson stated the employees have indicated that they would approve the proposal if the proposed raise offset the Employee & Children and Employee & Family rates.
- John Boyd asked what questions were being asked about the proposal.
- Apryle Jackson stated that she is encouraging employees to use the Kid Care program to insure their children to help save money.
- Apryle Jackson stated that Orange County health insurance premiums are a lot less than Osceola County's proposed premiums.
- Sarah Graber asked where Apryle Jackson had received her information.
- Apryle Jackson stated that she reviewed this information on the Orange County website.
- Greg Gahris tries to let employees know that the cost is the same with one child or multiple children.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Years of Experience/Retirees: John Boyd/Apryle Jackson

- Tammy Cope-Otterson stated that she reviewed the number of instructional employees hired since the state law changed regarding teacher performance pay.
- Tammy Cope-Otterson stated that if the School District increased the salary of those teachers who retired from another school district based upon their years of experience, then the estimated cost would be \$20,000 per teacher.
- Tammy Cope-Otterson stated that she has developed a survey for around 200 teachers for whom it was not certain whether these teachers had retired from another school district with years of experience.
- Tammy Cope-Otterson asked Apryle to review the questions for the survey.
- Tammy Cope-Otterson stated that Orange County retirees with more than ten years of experience receive only 12% of the base teacher pay of \$44,912.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**





# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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## The Florida Best & Brightest Teacher Scholarship Program: John Boyd/Apryle Jackson

- John Boyd stated that Management reviewed OCEA's proposal for bonus money for the non-classroom teachers.
- John Boyd stated that the language of the specific state law limits eligibility to classroom teachers only.
- John Boyd stated that both parties might revisit this information again during salary negotiations.
- Apryle Jackson asked whether state funds for these bonuses had been released to the School District.
- Sarah Graber stated that yes, the states funds had been released in the amounts of \$800 before taxes for "Effective" classroom teachers and \$1200.00 before taxes for "Highly Effective" classroom teachers.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

## Request for Change in Administrator for Evaluations: Apryle Jackson

- John Boyd reviewed the proposed language for this proposal.
- Apryle Jackson stated OCEA met and discussed in depth the original rule and asking for a few changes to this proposal.
- Apryle Jackson stated that they would like replace "administration" and add "principal."
- John Boyd sated that he feels that the request is reasonable and will take the proposal to the District Leadership team.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

## Agenda Items for Next Meeting

**Next Meeting: Thursday, March 8, 2018, 4:15PM – 6:00 PM**  
**OCEA Office; 722 Mabbette Street; Kissimmee, FL 34747**

## Pluses

- BLT members complimented and thanked Martha LeBlanc for the refreshments.

## Deltas

- N/A

**ADJOURNED at 04:42PM**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Thursday, March 8, 2018 04:15 PM – 06:00 PM

**Location:** OCEA Office; 722 Mabbette Street; Kissimmee, FL 34741

OCEA ATTENDANCE				
1	Lare Allen	Teacher	Discovery Intermediate School	<input checked="" type="checkbox"/>
2	Greg Gahris	Teacher	St. Cloud Middle School	<input type="checkbox"/>
3	Michael Glassburn	Teacher	Gateway High School	<input type="checkbox"/>
4	Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
5	Paul Klauman	Teacher	Chestnut Elementary School	<input checked="" type="checkbox"/>
6	Jessica Priester	Teacher	Central Avenue Elementary	<input type="checkbox"/>
7	Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
8	Latrechia Simpson	Teacher	Denn John Middle School	<input type="checkbox"/>
9	Lori Swaby	OCEA Chief Negotiator	ESE Department	<input checked="" type="checkbox"/>
10				<input type="checkbox"/>
DISTRICT ATTENDANCE				
1	Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
2	John Boyd	District Chief Negotiator/ Director	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Lissette Brizendine	Senior Manager	Elementary Education	<input checked="" type="checkbox"/>
4	Rolando Casado	Assistant Principal	Liberty High School	<input checked="" type="checkbox"/>
5	Jose Gonzalez	Director	Budget	<input checked="" type="checkbox"/>
6	Sarah Graber	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
7	Scott Knoebel	Principal	Narcoossee Elementary School	<input checked="" type="checkbox"/>
8	Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
9	Jeff Umbaugh	Continuous Improvement Director	Curriculum & Instruction	<input checked="" type="checkbox"/>
10	Nadia Winston	Principal	Westside K-8 School	<input checked="" type="checkbox"/>
N/A	Martha LeBlanc	Recording Secretary/ Secretary to John Boyd	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>

**GUEST(S):** Mackenzie Bertram, Coordinator New Teachers, Lisa Martin, Teacher, Lisa Tindall, Assistant Principal, Ventura, Misty Cruz, Assistant Principal Liberty High School, Maggie Cundiff, Assistant Principal, Paths, Katie Adams Assistant Principal, Pleasant Hill, Dorota Micale, Assistant Principal Harmony Community, Melanie Cleveland, Assistant Principal, Osceola High School

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** April 5, 2018

Page 1 of 5



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 04:15 PM**

Meeting Protocol	
Mission Statement:	John Boyd
Philosophy:	Lori Swaby
Rationale:	Tammy Cope-Otterson
Salary and Fringes:	Apryle Jackson
Goals:	Lare Allen
Guest Protocol:	John Boyd
Speaking Order:	Tammy Cope-Otterson
Time Keeper:	Rolando Casado

## Introduction of New Bargaining Team Members: John Boyd

- N/A

## Reflection on Our Progress Together: John Boyd

- John Boyd stated that a summary of our work together was sent to BLT members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.

## Subcommittee Updates--Evaluation: John Boyd/Apryle Jackson

- John Boyd stated the subcommittee met on March 29, 2018 discussing the new Marzano Focused Observation/ Evaluation system and continues working toward a proposed document for tentative agreement at a future BLT meeting.

## Subcommittee Updates -- Collaborative Planning and Professional Learning Communities: John Boyd/Apryle Jackson

- John Boyd stated the Collaborative Planning/PLC Subcommittee would meet on Tuesday, March 13, 2018. Both parties are moving forward to come to an agreement.

## Subcommittee Updates—Teacher Retention: John Boyd/Apryle Jackson

- John Boyd stated the Teacher Retention Subcommittee met on Wednesday February 28, 2018. The committee had a great brain storming session; however, we are still working on finding the right solution for our District.
- Apryle Jackson stated that teachers are asking to be recognized. Just a simple thank you for a good job done.
- Tammy Cope-Otterson stated that just a simple sticky note, saying awesome job. It would only take a minute to write a message.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

### Memorandum of Understanding: Teacher and School Leaders (TSL): John Boyd/Mackenzie Bertram

- John Boyd shared copies of the proposed MOU with BLT members and introduced Mackenzie Bertram who provided information about the Teacher and School Leaders (TSL) grant.
- Mackenzie Bertram shared that a year ago Apryle Jackson submitted a letter to the US Department of Education in support of Osceola's grant application.
- Mackenzie Bertram stated that the purpose of the grant is to provide mentors and support for new teachers and to improve their retention rate within our School District.
- Mackenzie Bertram stated the grant provides reimbursement for teachers who complete the National Board Certification process.
- Apryle Jackson stated that she is happy that the School District's grant recognizes National Board Certified Teachers again but that she was upset that the amount of compensation has not increased.
- John Boyd stated that Management would request a vote on the proposed MOU at our next scheduled meeting.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Years of Experience/Retirees: John Boyd/Apryle Jackson

- John Boyd stated that Tammy Cope-Otterson had information to share on this item.
- Tammy Cope-Otterson stated that at our last meeting, Management shared that the cost of compensating sixteen teachers for all of their experience is about \$350,000. After discussion of the cost among the School District Leadership Team, Management is respectfully tabling this discussion for another time.
- Apryle Jackson stated that she understood, but the School District needs experienced teachers, and other school districts give them their years of experience.
- Michael Allen asked whether retirees have to wait a year to reapply after retiring and whether such retirees receive a beginning salary if they return.
- Tammy Cope-Otterson stated that a retiree could earn five (5) years of experience if they are in DROP and not drawing a retirement and up to eight (8) years if granted an extension.
- Apryle Jackson stated that if the retiree did not enter the DROP program, then the retiree's starting salary would be the beginning teacher salary.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Salaries and Benefits: John Boyd/Sarah Graber

- John Boyd shared and reviewed all handouts related to the School Board's Salary and Benefits package proposal for instructional employees.
- John Boyd stated that the School Board and the Superintendent recognized that this has been a very difficult year with the influx of students from Puerto Rico plus the normal growth of the School District.
- John Boyd asked BLT members to review the summary sheet with the breakdown of salaries and notice that each group has an average of a 2% salary increase for the 2018-2019 school year.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- John Boyd stated while the Best and Brightest program excludes all but classroom teachers, the proposed \$1000.00 non-recurring supplement was for all instructional employees and has been approved to be paid by May 29, 2018.
- John Boyd stated the starting salary for new employee would be raised to \$41,000 to be competitive with other school districts.
- John Boyd stated that this contingent package includes the proposed Health Insurance Plan design changes previously shared with the BLT.
- John Boyd stated that this contingent package also includes the same language of our current MOU for Collaborative Planning/ Professional Learning Communities (PLCs) as proposed contract language.
- Apryle Jackson stated that OCEA cannot make a decision on this proposal at tonight's meeting and asked Sarah Graber whether the state had shared the new budget information with the School District.
- Sarah Graber stated yes, the new budget is now ready.
- Apryle Jackson stated she visited every school in St. Cloud and cannot guarantee that OCEA members will ratify this proposal due to the proposed Health Insurance design plan changes.
- Apryle Jackson stated OCEA realizes the School District Health Insurance Trust Fund is \$6.5 million dollars short and that changes are required, but the School District is asking employees to pay \$700 dollars a month for insurance.
- Apryle Jackson stated that the proposed Health Insurance design changes would likely affect professional support staff employees more than teachers, resulting in some owing the School District more money than their paycheck from the School District.
- Apryle Jackson stated that OCEA members feel the School District needs to take another look at the numbers and adjust the proposal.
- Apryle Jackson stated the third quarter FTE was \$13 million, and the School District's unrestricted fund balance is very high while OCEA acknowledges that Health Insurance design plan changes are required.
- Lori Swaby asked what would the cost of insurance would be if our School District were not self-insured.
- Sarah Graber stated that cost would be more if the School District was not self-insured.
- Lare Allen asked whether Hillsborough County was self-insured.
- Sarah Graber stated that no one wants the insurance costs to increase but costs have increased that require Health Insurance design plan changes.
- Sarah Grader stated that if no changes were made, then it would affect the funds available to offer possible salary increases.
- Apryle Jackson stated that in the proposed raise schedule, annual effective teachers are getting more than Continuing Contract or Professional Service Contract teachers, who would not accept this difference.
- Apryle Jackson stated she has concerns with the additional two (2) planning times reserved for collaborative planning/ PLCs per month since other required student meetings are still being scheduled during other planning times.
- Paul Klauman stated that required student meetings should be scheduled in advance, and teachers should be provided coverage for these required student meetings.
- Michael Allen stated that the two (2) planning periods per month reserved for collaborative planning/ PLCs versus the required student meetings are apples and oranges.
- Michael Allen stated that if more required student meetings are scheduled during other teacher planning times, then Management would review and address this concern.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Apryle Jackson stated that if administrators call a meeting “voluntary,” then an administrator should not be call or reprimand teachers for not attending.
- Paul Klauman stated that Wednesdays are for the purpose of PLC meetings, but those times have not been used for PLC meetings in over a month.
- Michael Allen asked whether it was due to required state testing.
- Paul Klauman stated no that it was not for required state testing.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Agenda Items for Next Meeting

Apryle Jackson shared two new contract language proposals: Changing K-8 Schools to Middle Schools; and Arming Teachers with Guns.

Apryle Jackson stated that OCEA requests contract language so that teachers would be automatically transferred to a middle school when a K-8 school converts to a middle school.

Michael Allen stated that teachers at Harmony Community have the option to transfer to the new middle school or any other school of their choice and that Principal Davenport has shared this option with Harmony Community School employees.

Lare Allen asked what was the School District's position on arming teachers with guns.

John Boyd stated that it is not the School District's intention at this time to arm teachers with guns and that the School District prefers to hire additional School Resource Officers.

However, John Boyd stated that both the School District and OCEA would have to comply with any state laws that are passed and cannot bargain anything that would contradict state law.

***NOTE: Senate Bill 7026 was passed and signed by Governor Scott on March 09, 2018. This bill authorizes County Sheriffs to train and arm school staff that are not classroom teachers. School Boards and Superintendents are not authorized to do so.***

**Next Meeting: Thursday, April 12, 2018, 4:15PM – 6:00 PM  
Human Resource Administrative Services, Administrative Annex  
Building 03; Conference Room 03; 799 Bill Beck Blvd, Kissimmee, FL 34744**

### Pluses

- BLT members complimented and thanked OCEA for the refreshments.

### Deltas

- N/A

**ADJOURNED at 05:15PM**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Tuesday, March 27, 2018, 04:15 PM – 06:00 PM

**Location:** Human Resource Administrative Services, Administrative Annex Building 03;  
Conference Room 03; 799 Bill Beck Blvd, Kissimmee, FL 34744

OCEA ATTENDANCE				
1	Lare Allen	Teacher	Discovery Intermediate School	<input checked="" type="checkbox"/>
2	Greg Gahris	Teacher	St. Cloud Middle School	<input checked="" type="checkbox"/>
3	Michael Glassburn	Teacher	Gateway High School	<input type="checkbox"/>
4	Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
5	Paul Klauman	Teacher	Chestnut Elementary School	<input checked="" type="checkbox"/>
6	Jessica Priester	Teacher	Central Avenue Elementary	<input checked="" type="checkbox"/>
7	Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
8	Latrechia Simpson	Teacher	Denn John Middle School	<input checked="" type="checkbox"/>
9	Lori Swaby	OCEA Chief Negotiator	ESE Department	<input checked="" type="checkbox"/>
10				<input type="checkbox"/>
DISTRICT ATTENDANCE				
1	Michael Allen	Assistant Superintendent	Middle School Education	<input type="checkbox"/>
2	John Boyd	District Chief Negotiator/ Director	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Lisette Brizendine	Senior Manager	Elementary Education	<input type="checkbox"/>
4	Rolando Casado	Assistant Principal	Liberty High School	<input type="checkbox"/>
5	Jose Gonzalez	Director	Budget	<input checked="" type="checkbox"/>
6	Sarah Graber	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
7	Scott Knoebel	Principal	Narcoossee Elementary School	<input checked="" type="checkbox"/>
8	Tammy Cope- Otterson	Chief Officer	Human Resources & Personnel	<input type="checkbox"/>
9	Jeff Umbaugh	Continuous Improvement Director	Curriculum & Instruction	<input checked="" type="checkbox"/>
10	Nadia Winston	Principal	Westside K-8 School	<input type="checkbox"/>
N/A	Martha LeBlanc	Recording Secretary/ Secretary to John Boyd	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>

**GUEST(S):** Janice Francheschi, Director of Professional Development; Shannon Mahoney, Assistant Principal Neptune Elementary





# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 04:23 PM**

Meeting Protocol	
Mission Statement:	Greg Gahris
Philosophy:	Karen Pruitt
Rationale:	Lare Allen
Salary and Fringes:	Apryle Jackson
Goals:	Lori Swaby
Guest Protocol:	John Boyd
Speaking Order:	Jessica Priester
Time Keeper:	Scott Knoebel

## Introduction of New Bargaining Team Members: John Boyd

- N/A

## Reflection on Our Progress Together: John Boyd

- John Boyd stated that a summary of our work together was sent to BLT members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.

## Subcommittee Updates--Evaluation: John Boyd/Apryle Jackson

- John Boyd stated the next subcommittee meeting would be held on Thursday, March 29, 2018.

## Subcommittee Updates—Collaborative Planning and Professional Learning Communities: John Boyd/Apryle Jackson

- John Boyd stated that both parties have found common ground, OCEA recognizes that Professional Learning Communities (PLC's) have value, but OCEA feels that when PLC's are combined with other meetings during teacher planning times, teachers struggle to manage other work duties.
- John Boyd stated that Management commits to making a concentrated effort to schedule meetings that have a minimal impact to the teacher planning times.
- Lori Swaby stated that she agrees with John, and that during our most recent subcommittee meeting, we discovered issues beyond PLC's that contribute toward teachers' frustrations about planning times.

## Subcommittee Updates—Teacher Retention: John Boyd/Apryle Jackson

- John Boyd stated that OCEA expressed that administrators can show teachers appreciation and thank them for a job well done with great expense, and that Management shall make a more deliberate and concentrated communication effort toward teacher appreciation.



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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## Memorandum of Understanding: Teacher and School Leaders (TSL): John Boyd/Apryle Jackson

- John Boyd shared and reviewed copies of the proposed MOU with BLT members and highlighted one change, an additional supplement for District-Level Instructional Mentors.
- John Boyd requested that OCEA members review the revised proposed MOU and consider a vote at tonight's meeting.
- Apryle Jackson asked why Instructional Mentors might need to work an additional twenty-five (25) hours.
- Janice Franceschi stated that New Teacher Orientation/ Induction occurs during summer break, and that Instructional Mentors would be asked to meet and greet new teachers who would be assigned to them to mentor.
- Janice Franceschi stated that the first training for Instructional Mentors would also be scheduled in conjunction with New Teacher Orientation/ Induction.
- Apryle Jackson asked whether Instructional Mentors would receive an Other Professional Services (OPS) contract if they go over the twenty-five (25) hours.
- Janice Franceschi stated that Instructional Mentors would receive an OPS contract in those cases, but the grant is specific about meetings and trainings being scheduled during regular contractual hours.
- Paul Klauman asked whether Instructional Mentors would get new laptops or would their schools have to provide them laptops.
- Janice Franceschi stated that each mentor would get a new laptop, and the laptops have been purchased and are ready to assign to the new Instructional Mentors.
- Karen Pruitt asked whether Resource Teachers or TECO teachers would benefit from this program.
- Janice Franceschi stated the grant is specific to schools with a high turnover of teachers, but more schools could be added in the future.
- Greg Gahris asked what rationale was used to select eligible schools.
- Janice Franceschi stated that the grant considers school grade, demographics, teacher turnover, and other criteria.
- Latrecia Simpson asked whether new teachers would have Instructional Mentors available after school hours.
- Janice Franceschi stated that the Instructional Mentors would be available for one half of the school day to support new teachers and one half of the school day for their own assigned students.
- Janice Franceschi stated that Instructional Mentors would spend at least one (1) hour minimum per day to support teachers to whom the mentor is assigned.
- Latrecia Simpson asked whether Instructional Mentors would be assigned to only one school or several schools.
- Janice Franceschi stated that each Instructional Mentor would be assigned to only one school.
- Janice Franceschi stated school principals would have discretion to decide where to place the mentor for the half-day of student instruction.
- Greg Gahris asked how the forty (40) Instructional Mentors would be assigned across twenty-two (22) schools and how would turnover be managed during the course of the school year.
- Janice Franceschi stated that the assignment of Instructional Mentors would depend upon the number of new teachers hired, and Management would handle turnover as it occurs.
- Janice Franceschi stated that the School District is excited about the partnership with the New Teacher Center.
- Janice Franceschi stated that our grant is five (5) years with a possible extension for two (2) more years.
- Paul Klauman asked whether the Instructional Mentor who teaches one half day would have a homeroom.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Janice Franceschi stated that yes, the Instructional Mentor would have a homeroom.
- Paul Klauman asked what would happen to the other half of the Instructional Mentor's class.
- Greg Gahrns stated that he understood that the students would be assigned to another teacher during that time.
- Apryle Jackson stated that the Instructional Mentors should not be pulled for test administration.
- Janice Franceschi stated that the grant specifies that the Instructional Mentors have certain responsibilities, especially supporting new teachers.
- Lare Allen asked whether school principals would choose which teachers would be on which Career Ladders in the grant.
- John Boyd clarified that Career Ladder places every teacher on Step 1 and teachers who become Instructional Mentors on Step 2.
- John Boyd clarified that the grant includes a job description for the Instructional Mentors.
- Latrecia Simpson asked about evaluations for Instructional Mentors.
- Apryle Jackson clarified that Instructional Mentors and teachers would not share evaluation ratings.
- John Boyd requested a vote on the proposed MOU.

**ACTION: Following a fist of five vote, BLT members tentatively agreed to approve this item.**

### **SDOC Counter-Proposals to OCEA Contract Language Proposals: John Boyd**

- John Boyd shared and reviewed the School District's counter-proposal to OCEA's proposed changes to existing contract language.
  - **Teachers at K-8 Schools Re-Configured to Middle Schools**
    - John Boyd stated that Management holds that the existing contract language for transfers supports teachers in this situation, and additional contract language is not necessary.
    - Apryle Jackson stated that OCEA is fine with existing contract language and maintains the right to grieve.
  - **9.03-3 – Discipline**
    - Scott Knoebel stated that there is not a paper copy to return to teachers.
    - John Boyd stated that administrators would follow the School District's Code of Student Conduct and related procedures for entering disciplinary referrals into the student information system (SIS) and communicating electronically with the teacher.
    - Apryle Jackson stated that OCEA was concerned that some Elementary School administrators were removing disciplinary referrals for Exceptional Student Education (ESE) students from the SIS.
    - Scott Knoebel stated that a teacher needs to be sure that a disciplinary referral truly reflects the situation and follows the Matrix in the Code of Student Conduct.
    - Apryle Jackson stated that if there is no record of violent behavior in the SIS, then the teacher cannot press charges.
    - Paul Klauman states that it shows the integrity of an administrator when the disciplinary referral is still in the SIS.
    - John Boyd states that the Matrix is very clear and all infractions of the Code of Student Conduct must remain in the SIS.
    - Lare Allen stated that the problems are with school administrators who remove disciplinary referrals from the SIS and do not communicate with the teachers.
    - John Boyd stated that the School District could provide more training for school administrators.



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Apryle Jackson stated teachers could make copies but have no access to a copier and that even with training some school administrators would remove referrals from the SIS.
- Paul Klauman stated that a School District workshop on student discipline would help.
- Scott Knoebel wanted clarification on what procedure OCEA wanted if a school administrator removed a disciplinary referral from the SIS.
- Apryle Jackson stated if a school administrator removes a disciplinary referral from the SIS, then the school administrator should send an e-mail to the teacher explaining why it was removed.
- **Evaluations**
  - John Boyd stated that the classroom teacher and the school administrator would have the opportunity to select mutually another trained observer to provide an observation that would count toward the classroom teacher's final summative evaluation rating.
  - Karen Pruitt asked about the non-classroom teacher's request for a review of their portfolio.
  - John Boyd stated that the non-classroom teacher and the school administrator would have the opportunity to select mutually another trained observer to provide a review of the non-classroom teacher's portfolio that would count toward the non-classroom teacher's final summative evaluation rating.
- **Credit for Years of Experience**
  - John Boyd stated that Tammy Cope-Otterson addressed this concern at our last meeting and explained that the potential cost would significantly affect funds available for salary increases for all employees and that Management respectfully requests to table discussion of this item.
- **Best and Brightest Scholarship Program**
  - John Boyd stated that state law defines eligible recipients as "classroom teachers."
  - Apryle Jackson stated that Academic Coaches are returning to the classroom because there is no financial incentive.
  - Karen Pruitt wanted to clarify whether Media Specialist who teach are eligible for this program.
  - John Boyd stated that if the Media Specialist had students rostered to them and taught for half of the instructional day or more, then the Media Specialist would be eligible and that he had confirmed this information with Deputy Superintendent Tom Phelps.
  - Greg Gahrns stated he understands the statute, but it is not fair or equitable.
- **Proposed Supplements for Instructional Employees**
  - John Boyd stated that Management has reserved available funds toward the 2018-19 Salary and Benefits package.
- **MOU re: Arming Instructional Personnel**
  - John Boyd stated that he fully appreciates OCEA for taking this issue seriously and proposing this MOU, but Management does not see an MOU as necessary at this time.
  - John Boyd stated that the new state legislation authorizes the County Sheriff to establish the guardian program and that school districts could choose whether to participate.
  - John Boyd stated that Osceola County Sheriff Gibson has publicly opposed the guardian program and stated that he would not establish one.
  - John Boyd stated that the School Board, the Superintendent, and the Sheriff are working together to recruit and hire more School Resource Officers.
  - Lare Allen asked if OCEA could have a copy of this counter-proposal for all employees to see.
  - John Boyd stated that this document is public record, and he would send electronic copies to all BLT members to share.
  - Apryle Jackson stated she would e-mail this information to all OCEA members.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### ○ Evaluation

- John Boyd stated that the Evaluation Subcommittee continues to meet and work on improvements for the evaluation system.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Salaries and Benefits: John Boyd/ Apryle Jackson

- John Boyd shared and reviewed copies of the School Board's Salary and Benefits Proposal and clarified that the documents were the same as those from our prior meeting on March 8, 2018.
- Apryle Jackson shared and reviewed OCEA handouts with BLT members.
- Apryle Jackson stated that the proposed salary increase for Grandfathered teachers who are rated "Effective" was less than the proposed salary increase for Performance Pay teachers who are rated "Effective," and it was an insult.
- Apryle Jackson stated that this proposed salary increase would also cause Grandfathered teachers to lose their Professional Service Contract (PSC) or Continuing Contract (CC) status.
- John Boyd clarified that contract status was not affected.
- John Boyd asked whether OCEA wanted the proposed salary increase for Grandfathered teachers who are rated "Effective" to be the same as the one for Performance Pay teachers who are rated "Effective."
- Apryle Jackson confirmed that OCEA wanted these two proposed salary increases to be the same amount.
- Paul Klauman stated that veteran teachers are concerned about the proposed increase to the starting salary because veteran teachers would not earn much more than a new teacher.
- Apryle Jackson stated that even with the proposed salary increase, instructional employees who pay for spouse or family insurance coverages would make less.
- Sarah Graber stated that the proposed premium increases for spouse or family coverages only affect a small amount of employees.
- Apryle Jackson stated that teachers were very upset about the proposed changes in our Health Insurance plans.
- Lare Allen stated that the School District was not to blame for costs going up.
- Sarah Graber stated nationwide, health insurance costs are increasing.
- Sarah Graber asked Apryle if OCEA had a counter-proposal for health insurance.
- Apryle Jackson stated there should have been small increases in costs to employees over the last five years, and that employees should not have to take on such a large increase at one time.
- John Boyd stated the Insurance Committee has met over the past five years and shared information about increased health insurance costs.
- Apryle Jackson stated that every November, she asks if there are any proposed changes in the Health Insurance Plan and OCEA would like to have them by March.
- John Boyd stated he reviews OCEA's Facebook page and appreciates how OCEA has answered the questions.
- John Boyd stated that the School Board cannot keep transferring funds into the Health Insurance Trust Fund and increasing salaries because available funds are too limited to do both.
- John Boyd stated that both parties would have to work to inform employees about this trade off more carefully.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- John Boyd asked whether OCEA would share a counter-proposal for health insurance at our next meeting.
- Apryle Jackson asked Sarah Graber if the Health Trust Fund balance was \$6.5 million.
- Sarah Graber stated that she was not certain about this amount, but even with the increase, the School District would not have enough to meet the required minimum state standard for this fund balance.
- Lare Allen asked whether other school districts faced the same predicament.
- Apryle Jackson stated that Osceola County has many costs for catastrophic illness.
- Lare Allen asked whether employees were taking preventive measures.
- Sarah Graber stated that was the intention of wellness programs at the Center, but substantial savings will not appear for several years.
- Apryle Jackson stated that OCEA is comfortable with the Enhanced Local Plus deductible.
- Apryle Jackson asked whether the proposed changes to health insurance could be phased in over two years.
- John Boyd stated although some employees are vocal about proposed changes, we have a large group that we do not hear from, and one idea is to see how employees react to them is to send it to a ratification vote.
- Apryle Jackson stated that if both parties reach impasse, then she will request mediation first, and the School District cannot refuse per contract.
- Sarah Graber stated another option is to apply the funds from the proposed salary increase and supplement to the Health Insurance Trust Fund.
- Apryle Jackson asked whether reducing the spouse and family coverage premiums by half and waiving the non-recurring bonus would affect the Health Trust Fund.
- Sarah Graber asked again to confirm that OCEA was asking to lower spouse and family coverage premiums by half and deleting the \$1,000 non-recurring supplement.
- Apryle Jackson stated that the two items might balance out and give at least \$3.6 million dollars to the Health Insurance Trust Fund.
- Apryle Jackson stated that OCEA is still promoting Kid Care to OCEA members and is still looking for outside insurance policies to help employees who are members.
- Lare Allen asked what was the School District's motivation for a \$1,000 non-recurring supplement.
- John Boyd stated that it was a reward for employees working with the influx of students and families from Puerto Rico due to Hurricane Maria.
- Apryle Jackson stated that OCEA would not take less on the raise.
- Paul Klauman stated employees need to break even somehow.
- John Boyd stated that he would share OCEA's feedback with District Leadership and that District Leadership is asking us bargaining teams to meet weekly or bi-weekly to reach a settlement.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**





# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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## Agenda Items for Next Meeting

- Salaries and Benefits
- Contract Language

**Next Meeting:**            **Thursday, April 05, 2018, 4:15PM – 6:00 PM**  
**Human Resource Administrative Services, Administrative Annex,**  
**Building 03; Conference Room 03; 799 Bill Beck Blvd, Kissimmee, FL 34744**

## Pluses

- BLT members complimented and thanked Martha Leblanc for the refreshments.
- John Boyd stated that he is pleased both parties have reached some common ground.

## Deltas

- N/A

**ADJOURNED at 06:00PM**





# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Thursday, April 05, 2018, 04:15 PM – 06:00 PM

**Location:** Human Resource Administrative Services, Administrative Annex Building 03;  
Conference Room 03; 799 Bill Beck Blvd, Kissimmee, FL 34744

OCEA ATTENDANCE				
1	Lare Allen	Teacher	Discovery Intermediate School	<input checked="" type="checkbox"/>
2	Greg Gahris	Teacher	St. Cloud Middle School	<input checked="" type="checkbox"/>
3	Michael Glassburn	Teacher	Gateway High School	<input checked="" type="checkbox"/>
4	Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
5	Paul Klauman	Teacher	Chestnut Elementary School	<input checked="" type="checkbox"/>
6	Jessica Priester	Teacher	Central Avenue Elementary	<input checked="" type="checkbox"/>
7	Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
8	Latrechia Simpson	Teacher	Denn John Middle School	<input checked="" type="checkbox"/>
9	Lori Swaby	OCEA Chief Negotiator	ESE Department	<input checked="" type="checkbox"/>
10				<input type="checkbox"/>
DISTRICT ATTENDANCE				
1	Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
2	John Boyd	District Chief Negotiator/ Director	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Lisette Brizendine	Senior Manager	Elementary Education	<input checked="" type="checkbox"/>
4	Rolando Casado	Assistant Principal	Liberty High School	<input type="checkbox"/>
5	Jose Gonzalez	Director	Budget	<input checked="" type="checkbox"/>
6	Sarah Graber	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
7	Scott Knoebel	Principal	Narcoossee Elementary School	<input checked="" type="checkbox"/>
8	Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
9	Jeff Umbaugh	Continuous Improvement Director	Curriculum & Instruction	<input checked="" type="checkbox"/>
10	Nadia Winston	Principal	Westside K-8 School	<input type="checkbox"/>
N/A	Martha LeBlanc	Recording Secretary/ Secretary to John Boyd	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>

**GUEST(S):** Ken DeBord, Director Risk and Benefits Management; Gay Dunn, Assistant Principal, Discovery Intermediate; Danae Hill, Teacher, Ventura Elementary; Stephen Bundy, Teacher, Ventura Elementary; Janet Moody, Teacher, Narcoossee Elementary

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** April 15, 2018

Page 1 of 6



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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**COMMENCED at 04:43 PM**

Meeting Protocol	
Mission Statement:	John Boyd
Philosophy:	Lare Allen
Rationale:	Lisette Brizendine
Salary and Fringes:	Apryle Jackson
Goals:	Tammy Otterson
Guest Protocol:	John Boyd
Speaking Order:	Tammy Otterson
Time Keeper:	Scott Knoebel

## Introduction of New Bargaining Team Members: John Boyd

- N/A

## Reflection on Our Progress Together: John Boyd

- John Boyd stated that a summary of our work together was sent to BLT members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.

## Subcommittee Updates--Evaluation: John Boyd/Apryle Jackson

- John Boyd stated the subcommittee has met, their work is still ongoing, and future meetings may be scheduled as needed.

## Subcommittee Updates—Collaborative Planning and Professional Learning Communities: John Boyd/Apryle Jackson

- N/A

## Subcommittee Updates—Teacher Retention: John Boyd/Apryle Jackson

- N/A



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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## Salaries and Benefits: John Boyd/Apryle Jackson

- John Boyd stated that Dr. Pace would like me to address several statements that were made at the
- School Board meeting on April 03, 2018, and to clarify some misunderstandings shared during the meeting.
- John Boyd stated that Management would share more information on the Health Insurance Trust Fund at this meeting.
- John Boyd stated that Management requests OCEA to submit a formal written counter-proposal.
- John Boyd stated that the School Board stated that the stories were compelling and that the School District does care since the proposed changes to our Health Insurance Plan will affect all of us.
- John Boyd shared and reviewed several handouts in a folder provided to all BLT members.
- John Boyd stated that School Board Members receive the annual salary determined by state law.
- Apryle Jackson stated that OCEA agrees the information some OCEA members shared at the School Board meeting was inaccurate.
- John Boyd stated the companion handout shows the statewide ranks for the salaries for constitutional officers of all Florida counties.
- John Boyd stated that the Florida Public School Administrative and Instructional Employees handout shows statewide data from Final Survey 2 (October 2017) and ratios of administrators to teachers, and Osceola's ratio is 17 teachers to 1 administrator, which aligns with our student enrollment size.
- Tammy Otterson stated that Deans are considered Administrators by the state, which increases the number of administrators in this data to more than we actually have.
- John Boyd stated that while the data used did include Deans, it was consistent across all school districts and showed that Osceola County was not "top heavy."
- John Boyd stated that even with excluding Deans/ Curriculum Coordinators to adjust the total administrators, Osceola County's ratio is still 18 teachers to 1 administrator.
- Tammy Otterson stated that the salaries listed were the base, that ours was an appointed, not elected, superintendent, and that School Board Members negotiate her contract and salary.
- Apryle Jackson stated School Board Members do not make \$115,000 per year in salaries and cannot vote themselves a raise.
- Sarah Graber stated that the chart that Chairman Booth shared at the meeting already includes the \$5 million dollars in FTE funds that were questioned.
- John Boyd stated that the School Board and Dr. Pace take the proposed changes seriously and understands the proposed changes would affect some employees more than others.
- John Boyd stated that the School District's self-insured status would be in danger of being lost if we do not make some changes to our Health Insurance Benefits.
- John Boyd stated that the School Board would not let the School District lose its self-insured status.
- John Boyd stated that per Article II of our Contract, the School Board would need a formal written counter-proposal for both Salaries and Benefits.
- John Boyd stated our School Board would like to know which direction OCEA would like to propose, such as withdrawing the proposed supplements and applying the funds to the Health Insurance Trust Fund, limit available pharmacies, etc.
- John Boyd stated that the School Board needs the formal written counter-proposal to cost out the items being requested.
- Apryle Jackson stated that she has a formal written counter-proposal, but there were typographical errors that she would like to correct before sharing the document.
- Apryle Jackson stated that OCEA would send the corrected formal written counter-proposal on Friday, April 06, 2017, by e-mail to John Boyd.
- Apryle Jackson reviewed the contents of OCEA's counter-proposal with BLT members.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Sarah Graber requested OCEA to send their counter-proposal even with the errors so that our consultants at Gallagher could begin to analyze costs.
- Lare Allen asked what the consequences were if the Health Insurance Trust Fund dropped below the amount state law requires.
- Sarah Garber stated the State would allow the District one year to go below the minimum, but a second year below the minimum would cause the District to become fully insured which will cost employees more, and more money would go to the private Insurance Company.
- John Boyd asked Sarah Graber to clarify what costs for employees would increase.
- Sarah Garber stated that premiums would increase.
- Apryle Jackson asked how our other regional and local governments have lower premiums and deductibles than Osceola County.
- Sarah Graber stated that it was not an accurate comparison since our rates were based upon our claims, and in January 2018, our claims were 119% over revenues.
- Sarah Graber explained that insurance companies would not offer lower rates for insurance coverage with our percentage, and that while we might obtain a low bid for one year, the costs to the employee would increase the following year.
- Apryle Jackson added that OCEA would like to have all Professional Services Contract and Continuing Contract instructional employees who are rated "Highly Effective" or "Effective" to receive \$1150.
- Sarah Graber shared and reviewed a handout regarding the issues facing our Health Insurance Trust Fund where expenditures exceed revenues.
- Sarah Graber stated that while one plan design change was implemented in 2014, another is needed to replace revenues in the Health Insurance Trust Fund.
- Lare Allen asked what our Health Insurance Trust Fund balance was at present.
- Sarah Garber stated that the balance was close to \$10 million, but we have incurred \$50 million in claims.
- Sarah Graber stated that if both parties consider changing our premiums, then funds would have to come out of proposed salaries.
- Sarah Graber stated that the School Board contributions for all employees, even those who opt out of our health insurance, are the same cost.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### **SDOC Counter-Proposals to OCEA Contract Language Proposals: John Boyd/Apryle Jackson**

- John Boyd shared and reviewed related handouts and noted the inclusion of counter-proposals for both instructional and professional support staff employees.
- John Boyd highlighted the proposed changes to Article XX of our Contract would replace our MOU as OCEA had requested.
- Apryle Jackson asked that "calendar year" be changed to "fiscal year."
- John Boyd stated that request was reasonable and would cause no issue for Management.
- **Teachers at K-8 Schools Re-Configured to Middle Schools**
  - John Boyd stated that Management holds that the existing contract language for transfers supports teachers in this situation, and additional contract language is not necessary.
  - Apryle Jackson stated that OCEA is fine with existing contract language and maintains the right to grieve.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Apryle Jackson stated that however, if we have a different Superintendent, and a Reduction in Force (RIF) occurred, then OCEA's concern might become an issue again.
- John Boyd stated that both parties could agree that the School Board would permit teachers at a reconfigured school to transfer to another school where a vacancy exists according to existing contract language, and the minutes shall reflect this agreement.

**ACTION: Following a fist of five vote, BLT members tentatively agreed to approve this item.**

### ○ **Disciplinary Referrals**

- John Boyd shared and reviewed proposed contract language that was revised per the discussion at the previous BLT meeting.
- Apryle Jackson still expressed concerns regarding referrals being removed and that training would not fully address OCEA's concern.
- Scott Knoebel expressed concerns regarding referrals submitted by non-instructional staff.
- Jeff Umbaugh asked whether "shall" could be changed to "may."
- John Boyd stated that he would consider what was discussed, revise the proposed contract language where feasible, and bring it back to the BLT at the next meeting.

### ○ **Evaluations**

- John Boyd stated that proposed revisions to this contract language would be addressed at our next Evaluation Subcommittee meeting and brought back to the BLT for a vote at a later BLT meeting.

### ○ **Credit for Years of Experience**

- John Boyd stated that both parties respectfully agreed to table discussion of this item at the previous BLT meeting.

### ○ **Best and Brightest Scholarship Program**

- John Boyd stated that the School Board sought to address OCEA's concern about the Florida Legislature's Best and Brightest Scholarship Program with the non-recurring supplement for all instructional employees in their original salaries and benefits package proposal.
- Apryle Jackson stated that other school districts have agreed to pay non-classroom instructional employees an equal supplement.
- John Boyd stated that the Florida Legislature, not the School Board, created this issue, and the Florida Legislature should be held accountable for an appropriate solution, not the School Board.

### ○ **Proposed New Supplements**

- John Boyd stated that Management provides Athletic Trainers with flexible schedules to address OCEA's concern.
- Apryle Jackson stated that OCEA feels the Athletic Trainers are overworked.

### ○ **MOU re: Arming Instructional Personnel**

- Apryle Jackson stated that OCEA is fine with the School District's counter-proposal that was shared at the previous BLT meeting.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- **Evaluation**

- John Boyd stated that proposed revisions to this contract language would be addressed at our next Evaluation Subcommittee meeting and brought back to the BLT for a vote at a later date.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Agenda Items for Next Meeting

- Salaries and Benefits
- Contract Language

**Next Meeting: Monday, April 16, 2018, 04:15 PM – 06:00 PM**  
**OCEA Office, 799 Mabbette Street, Kissimmee, FL 34744**

### Pluses

- BLT members complimented and thanked Martha Leblanc for the refreshments.
- John Boyd stated that he is pleased both parties have reached some common ground.

### Deltas

- N/A

**ADJOURNED at 05:43PM**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Monday, April 16, 2018, 2018 04:15 PM – 06:00 PM

**Location:** Human Resource Administrative Services, Administrative Annex Building 03;  
Conference Room 03; 799 Bill Beck Blvd, Kissimmee, FL 34744

OCEA ATTENDANCE				
1	Lare Allen	Teacher	Discovery Intermediate School	<input checked="" type="checkbox"/>
2	Greg Gahris	Teacher	St. Cloud Middle School	<input checked="" type="checkbox"/>
3	Michael Glassburn	Teacher	Gateway High School	<input checked="" type="checkbox"/>
4	Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
5	Paul Klauman	Teacher	Chestnut Elementary School	<input checked="" type="checkbox"/>
6	Jessica Priester	Teacher	Central Avenue Elementary	<input checked="" type="checkbox"/>
7	Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
8	Latrece Simpson	Teacher	Denn John Middle School	<input type="checkbox"/>
9	Lori Swaby	OCEA Chief Negotiator	ESE Department	<input checked="" type="checkbox"/>
10	VACANT			<input type="checkbox"/>
DISTRICT ATTENDANCE				
1	Michael Allen	Assistant Superintendent	Middle School Education	<input type="checkbox"/>
2	John Boyd	District Chief Negotiator/ Director	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Lisette Brizendine	Senior Manager	Elementary Education	<input checked="" type="checkbox"/>
4	Rolando Casado	Assistant Principal	Liberty High School	<input type="checkbox"/>
5	Jose Gonzalez	Director	Budget	<input checked="" type="checkbox"/>
6	Sarah Graber	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
7	Scott Knoebel	Principal	Narcoossee Elementary School	<input checked="" type="checkbox"/>
8	Tammy Cope- Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
9	Jeff Umbaugh	Continuous Improvement Director	Curriculum & Instruction	<input type="checkbox"/>
10	Nadia Winston	Principal	Westside K-8 School	<input checked="" type="checkbox"/>
N/A	Martha LeBlanc	Recording Secretary/ Secretary to John Boyd	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>

**GUEST(S):** Ken DeBord, Director Risk & Benefits Management; Hank Groton, FMCS Commissioner;  
Calena Clemons, Teacher, Bellalago Academy

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** April 27, 2018

Page 1 of 5





# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 04:15 PM**

Meeting Protocol	
Mission Statement:	John Boyd
Philosophy:	Lare Allen
Rationale:	Rolando Casado
Salary and Fringes:	Apryle Jackson
Goals:	Sarah Graber
Guest Protocol:	John Boyd
Speaking Order:	Tammy Otterson
Time Keeper:	Rolando Casado

## Introduction of New Bargaining Team Members: John Boyd

- N/A

## Reflection on Our Progress Together: John Boyd

- John Boyd stated that a summary of our work together was sent to BLT members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.
- John Boyd asked meeting guests to introduce themselves.

## Subcommittee Updates – Evaluation: John Boyd/ Apryle Jackson

- John Boyd stated that subcommittee meetings would be scheduled as needed.

## Subcommittee Updates – Collaborative Planning and Professional Learning Communities: John Boyd/ Apryle Jackson

- N/A

## Subcommittee Updates – Teacher Retention: John Boyd/ Apryle Jackson

- N/A

## Salaries and Benefits: John Boyd/ Apryle Jackson

- John Boyd shared and reviewed the School Board's Salary and Benefits Negotiations Package counter-proposal.
- John Boyd stated he shared OCEA's counter-proposal with Management, and Management accepted OCEA's counter-proposal of \$1150 for the Grandfathered employees.
- John Boyd stated that Management adjusted the amount of proposed insurance premiums decreasing them to about one half of the premium that Management originally proposed.
- John Boyd stated that Management cannot afford to reduce the amount of premiums any further.
- John Boyd stated that Management is adding a Flexible Spending Account Match of \$250 for the employee's \$750 in order to help employees meet deductibles for Spouse and Family coverage.
- John Boyd asked Sarah Graber to explain the FSA program.

Prepared by: John Boyd, Director of Government & Labor Relations, Department of Human Resources

Revised: April 27, 2018



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Sarah Graber stated that employees can contribute the amount of their choice to their FSA as tax-free and would be able to use these funds beginning October 1<sup>st</sup> each year.
- John Boyd stated that if an employee adds \$750 to the employee's FSA card, then the School Board would match that amount with an additional \$250.
- Karen Pruitt asked how much money employees could rollover each year.
- Sarah Graber stated that employees could rollover \$500 dollars per year by law.
- Apryle Jackson stated that both of OCEA's bargaining teams would be meeting on Wednesday, April 18, 2018, to discuss all the School Board's counter-proposals.
- John Boyd asked bargaining team members had any additional comments on this item.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### SDOC Counter-Proposals to OCEA Contract Language Proposals: John Boyd/Apryle Jackson

- John Boyd stated reviewed the School District's counter-proposal to OCEA's proposed changes to existing contract language.
  - **Teachers at K-8 Schools Re-Configured to Middle Schools**
    - John Boyd stated at our last OCEA meeting we agreed that additional contract language was not necessary for this item.
  - **9.03-3 Record of Student Disciplinary Referrals**
    - John Boyd stated he prepared additional proposed revisions based upon OCEA's feedback.
    - Apryle Jackson stated that OCEA is still concerned that referrals are being removed from the student information system, especially for ESE students.
    - John Boyd stated that the proposed revisions would include all students.
    - Michael Glassburn stated schools may disagree about what is a major or minor infraction.
    - John Boyd stated that if a student infraction is not listed in the Code of Student Conduct Matrix, then the referral should not be entered.
    - Michael Glassburn stated that interpretations are not consistent among schools.
    - John Boyd asked OCEA to provide the proposed language they preferred.
    - Nadia Winston stated distinguishing between minor and major infractions and removing a referral are two separate problems.
    - Paul Klauman stated that many teachers do not know when to write an office referral and that there should be a distinction between Level 1 and 2 versus Level 3 and 4 student infractions.
    - Paul Klauman stated that he understood that Management wants to reduce the number of referrals.
    - Michael Glassburn stated it would be helpful for a teacher to receive an e-mail if a referral is removed from the student information system.
    - Rolando Casado stated that recording minor infractions in student documentation would allow administrators to focus on referrals for major infractions.
    - Paul Klauman stated that training administrators would be helpful too.
    - John Boyd stated he would work on further revisions with Apryle Jackson and bring them to the next meeting.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- **12.07-1 Evaluations**

- Apryle Jackson stated she believed OCEA agrees with this proposed language and requested that the term “portfolio” be replaced with “documentation.”
- John Boyd requested a vote on this item.

**ACTION: Following a fist of five vote, BLT members tentatively agreed to approve this item.**

- **Credit for Years of Experience**

- John Boyd stated that both parties agreed to table this item at present.

- **Best and Brightest Scholarship Program**

- John Boyd stated that Management recognizes that OCEA requests a supplement; however, Management seeks to reserve all available funds for the 2018-19 Salaries and Benefits Package counter-proposal.

- **MOU re: Arming Instructional Personnel**

- John Boyd stated that at our previous meeting, OCEA agreed to withdraw their original proposal and accepted the School District’s counter-proposal.

- **Evaluation**

- John Boyd stated that the Evaluation Subcommittee continues to meet and work on improvements for the evaluation system.

- **Article XX: Term of Contract**

- John Boyd reviewed the proposed contract language and requested a vote on this item.

**ACTION: Following a fist of five vote, BLT members tentatively agreed to approve this item.**

- **Health Insurance Data and Information Reports**

- John Boyd asked Ken DeBord to explain the provided health insurance data and information to bargaining team members.
- Ken DeBord reviewed the quarterly report and highlighted that the Spouse category is the most expensive coverage even when we exclude catastrophic case data.
- Ken DeBord reviewed the information on the Center for Employee Health.
- Apryle Jackson stated that some employees were told that the Center would not call to remind employees of their appointments.
- Sarah Graber clarified that reminder calls are required, and Ken would follow up on this issue.
- Ken DeBord stated we have sent letters to those employees who missed their first appointment to their home address, and we have not had to charge any employee for a second missed appointment.



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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## Agenda Items for Next Meeting

- Salaries and Benefits
- Contract Language

**Next Meeting:**            **Thursday, April 26, 2018, 4:15PM – 6:00 PM**  
**Human Resource Administrative Services, Administrative Annex**  
**Building 03; Conference Room 03**  
**799 Bill Beck Blvd, Kissimmee, FL 34744**

## Pluses

- John Boyd complimented and thanked OCEA for the refreshments.
- John Boyd was pleased that both parties agreed on two (2) items of contract language and appeared to proceed toward a settlement.

## Deltas

- N/A

**ADJOURNED at 05:03PM**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Thursday, April 19 2018, 2018 04:15 PM – 06:00 PM

**Location:** Human Resource Administrative Services, Administrative Annex Building 03;  
Conference Room 03; 799 Bill Beck Blvd, Kissimmee, FL 34744

OCEA ATTENDANCE				
1	Lare Allen	Teacher	Discovery Intermediate School	<input checked="" type="checkbox"/>
2	Greg Gahris	Teacher	St. Cloud Middle School	<input checked="" type="checkbox"/>
3	Michael Glassburn	Teacher	Gateway High School	<input checked="" type="checkbox"/>
4	Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
5	Paul Klauman	Teacher	Chestnut Elementary School	<input checked="" type="checkbox"/>
6	Jessica Priester	Teacher	Central Avenue Elementary	<input checked="" type="checkbox"/>
7	Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
8	Latrechia Simpson	Teacher	Denn John Middle School	<input checked="" type="checkbox"/>
9	Lori Swaby	OCEA Chief Negotiator	ESE Department	<input checked="" type="checkbox"/>
10	VACANT			<input type="checkbox"/>
DISTRICT ATTENDANCE				
1	Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
2	John Boyd	District Chief Negotiator/ Director	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Lissette Brizendine	Senior Manager	Elementary Education	<input checked="" type="checkbox"/>
4	Rolando Casado	Assistant Principal	Liberty High School	<input type="checkbox"/>
5	Jose Gonzalez	Director	Budget	<input checked="" type="checkbox"/>
6	Sarah Graber	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
7	Scott Knoebel	Principal	Narcoossee Elementary School	<input checked="" type="checkbox"/>
8	Tammy Cope- Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
9	Jeff Umbaugh	Continuous Improvement Director	Curriculum & Instruction	<input checked="" type="checkbox"/>
10	Nadia Winston	Principal	Westside K-8 School	<input checked="" type="checkbox"/>
N/A	Martha LeBlanc	Recording Secretary/ Secretary to John Boyd	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>

**GUEST(S):** Ken DeBord, Director Risk & Benefits Management; Anne Calandrino, Uni-Serv Director, OCEA; Hank Groton, FMCS Mediator

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** April 27, 2018

Page 1 of 5



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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**COMMENCED at 04:24PM**

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Meeting Protocol	
Mission Statement:	John Boyd
Philosophy:	Lisette Brizendine
Rationale:	Scott Knoebel
Salary and Fringes:	Apryle Jackson
Goals:	Lori Swaby
Guest Protocol:	N/A
Speaking Order:	Tammy Otterson
Time Keeper:	Lisette Brizendine

## Introduction of New Bargaining Team Members: John Boyd

- N/A

## Reflection on Our Progress Together: John Boyd

- John Boyd stated that a summary of our work together was sent to BLT members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.

## Subcommittee Updates – Evaluation: John Boyd/ Apryle Jackson

- John Boyd stated the subcommittee has met, their work is still ongoing, and future meetings may be scheduled as needed.
- Apryle Jackson stated OCEA would like subcommittees to continue to meet regardless of the outcome of today's meeting.

## Subcommittee Updates – Collaborative Planning and Professional Learning Communities: John Boyd/Apryle Jackson

- N/A

## Subcommittee Updates – Teacher Retention: John Boyd/ Apryle Jackson

- NA



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

## SDOC Counter-Proposals to OCEA Contract Language Proposals: John Boyd/ Apryle Jackson

- John Boyd reviewed the *Summary of Tentatively Approved Changes to BLT Contract Language* with the OCEA members.
- John Boyd stated in the *Summary* includes three (3) MOU's that were approved after the prior contract ratification that would need to go to ratification this year.
- John Boyd stated the *Summary* also includes some contract language that was previously agreed upon this year.
- **Record of Student Disciplinary Referrals**
  - John Boyd reviewed the proposal and stated there was one major change.
  - John Boyd stated that Level 1 and 2 student infractions would require referrals, but Level 3 and Level 4 infractions would not be eligible for referrals and would be documented under "Student Documentation" in FOCUS, the School District's student information system.
  - John Boyd thanked Paul Klauman for the recommendation for this language at our last meeting.
  - John Boyd stated that he verified that only an administrator or teacher could edit documentation.
  - John Boyd stated that if an administrator deletes or edits a referral or student documentation, then the administrator must notify the teacher.
  - John Boyd stated that if teacher enters or edits student documentation, then the teacher must notify the administrator.
  - John Boyd requested a vote on this contract language.

**ACTION: Following a fist of five vote, BLT members tentatively agreed to approve this item.**

- **Article XII: Teacher Evaluation**
  - John Boyd stated the intent was to show an updated date on this contract language.
  - Apryle Jackson stated that she shared a copy of the proposed language with OCEA BLT members who would review it for discussion at our next Evaluation Subcommittee meeting.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

- **Request for Additional Trained Observer/Reviewer for Evaluations**
  - John Boyd stated OCEA voted and approved the contract language at our prior meeting.
  - John Boyd stated this approved contract language would supersede language within the draft of Article XII previously shared.
- **Collaborative Bargaining**
  - John Boyd stated OCEA voted and approved the contract language at our prior meeting.
- **Credit for Years of Experience**
  - Apryle Jackson asked whether the School District would consider keeping a retired teacher who has a DROP extension at the retired teacher's same salary prior to the DROP extension.
  - Apryle Jackson asked Tammy Otterson how many employees have asked for a DROP extension.
  - Tammy Otterson stated there is only one employee who has asked for an extension at this time.
  - Apryle Jackson stated that since there are so few of these employees, OCEA requests that the teacher be paid the teacher's current salary instead of the current beginning salary.
  - Apryle Jackson stated that OCEA requests that when a retired teacher returns to work in the classroom that the retired teacher's salary begins at Level 10, which is only a difference of \$1500.





## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Tammy Otterson asked Apryle for clarification on the DROP extensions that end mid-school year.
- Apryle Jackson stated that OCEA requests no change in salary for any instructional employee who extends DROP.
- Tammy Otterson stated that the School District could hire more teachers for less cost than a retired teacher with ten years of experience.
- Apryle Jackson stated that there are very few DROP extensions.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### ○ Supplements

- Apryle Jackson stated District continues to add athletic but not academic, supplements, and Management needs to consider one for Instructional Coaches.
- John Boyd stated that OCEA tentatively approved the only supplements added this year in October, and these supplements included both athletic supplements and an arts supplement.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Salaries and Benefits: John Boyd/ Apryle Jackson

- John Boyd shared the School Board's Salary and Benefits Negotiations Package counter-proposal.
- Apryle Jackson shared and reviewed OCEA's most current counter-proposal.
- Apryle Jackson stated that OCEA requests a starting salary \$40,900 for instructional employees.
- Apryle Jackson stated that veteran instructional employees should be recognized and make more than a beginning teacher.
- Apryle Jackson stated that OCEA is comfortable with the School Board's salary counter-proposal.
- Apryle Jackson asked whether the Salary and Benefits package could be separated.
- John Boyd stated that the Bargaining Team could review and approve each item separately for the minutes; however, the final vote would be taken on the School Board's package proposal in its entirety.
- Sarah Garber stated that our direction from Dr. Pace was to vote on the whole package proposal.
- Apryle Jackson requested John Boyd to contact Dr. Pace to ask whether the package proposal could be separated.
- Apryle Jackson stated OCEA is concerned with a package proposal.
- Both John Boyd and Sarah Graber stated that salaries and benefits were both monetary items that could not be separated.
- Apryle Jackson stated that our past practice has been that the bargaining team has voted on salaries and benefits as two separate proposals.
- John Boyd stated that Management is not comfortable in separating this package proposal.
- Apryle Jackson stated that OCEA withdraws the request.
- Apryle Jackson stated that OCEA requests that deductibles still be lowered on the Local Plus, Enhanced Local Plus, and OAP insurance coverages.
- Sarah Graber stated that our School District contracts with a consultant (A. J. Gallagher) whose actuaries assist with computing the dynamic costs of proposed changes to the Health Insurance Plan design over time, not just static numbers on a spreadsheet.
- Apryle Jackson stated she reviewed last year's numbers and the numbers in OCEA's counter-proposal come very close.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Sarah Graber stated that changing deductibles on several plans would also mean changing the benefits of these plans, which could result in more benefits on one plan than the other.

**The meeting was suspended at 4:54PM in order for School District BLT member to caucus about the package proposal.**

**The meeting resumed 5:14PM**

- John Boyd asked whether OCEA would consider tentative approval of the School Board's package counter-proposal as is so that it could proceed to a ratification vote, as Management could not commit to any more funds toward this Salary and Benefits Negotiations Proposal for 2018-19.
- Apryle Jackson stated that OCEA is not willing to accept the Salary and Benefits proposal at this time.
- John Boyd stated that since the School District could not wait any longer, Management must declare impasse and agrees to go to mediation.
- Apryle Jackson asked whether both parties could meet next week.
- John Boyd stated that Management agrees to meet next week for mediation.
- John Boyd thanked OCEA for tentative agreement on the items of contract language shared at tonight's meeting.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Agenda Items for Next Meeting

**Next Meeting: Mediation**  
**Thursday, April 26, 2018, 1:00 -4:00 PM**  
**Human Resource Administrative Services, Administrative Annex**  
**Building 03, Conference Room 03; Portable B**  
**799 Bill Beck Blvd, Kissimmee, FL 34744**

### Pluses

- N/A

### Deltas

- N/A

**ADJOURNED at 05:19PM**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Thursday, June 14, 2018 04:15 PM – 06:00 PM

**Location:** Human Resource Administrative Services, Administrative Annex Building 03;  
Conference Room 03; 799 Bill Beck Blvd, Kissimmee, FL 34744

OCEA ATTENDANCE				
1	Lare Allen	Teacher	Discovery Intermediate School	<input type="checkbox"/>
2	Greg Gahris	Teacher	St. Cloud Middle School	<input type="checkbox"/>
3	Michael Glassburn	Teacher	Gateway High School	<input checked="" type="checkbox"/>
4	Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
5	Paul Klauman	Teacher	Chestnut Elementary School	<input checked="" type="checkbox"/>
6	Jessica Priester	Teacher	Central Avenue Elementary	<input checked="" type="checkbox"/>
7	Karen Pruitt	Media Specialist	TECO-PATHS	<input type="checkbox"/>
8	Latrechia Simpson	Teacher	Denn John Middle School	<input checked="" type="checkbox"/>
9	Lori Swaby	OCEA Chief Negotiator	ESE Department	<input checked="" type="checkbox"/>
10				<input type="checkbox"/>
DISTRICT ATTENDANCE				
1	Michael Allen	Assistant Superintendent	Middle School Education	<input type="checkbox"/>
2	John Boyd	District Chief Negotiator/ Director	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Lisette Brizendine	Senior Manager	Elementary Education	<input type="checkbox"/>
4	Rolando Casado	Assistant Principal	Liberty High School	<input type="checkbox"/>
5	Jose Gonzalez	Director	Budget	<input type="checkbox"/>
6	Sarah Graber	Chief Officer	Business & Finance	<input type="checkbox"/>
7	Scott Knoebel	Principal	Narcoossee Elementary School	<input type="checkbox"/>
8	Tammy Cope- Otterson	Chief Officer	Human Resources & Personnel	<input type="checkbox"/>
9	Jeff Umbaugh	Continuous Improvement Director	Curriculum & Instruction	<input checked="" type="checkbox"/>
10	Nadia Winston	Principal	Westside K-8 School	<input type="checkbox"/>
N/A	Martha LeBlanc	Recording Secretary/ Secretary to John Boyd	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>

**GUEST(S):** Anne Calandrino, Uni-Serv, OCEA; Hank Groton, FMCS Mediator; Ashton Terry, Assistant Principal, PAFA



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 04:13 PM**

Meeting Protocol	
Mission Statement:	N/A
Philosophy:	N/A
Rationale:	N/A
Salary and Fringes:	N/A
Goals:	N/A
Guest Protocol:	N/A
Speaking Order:	N/A
Time Keeper:	N/A

- John Boyd waived the Meeting Protocol.

## Introduction of New Bargaining Team Members: John Boyd

- N/A

## Reflection on Our Progress Together: John Boyd

- John Boyd stated that a summary of our work together was sent to BLT members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.

## Subcommittee Updates--Evaluation: John Boyd/Apryle Jackson

- N/A

## Subcommittee Updates—Collaborative Planning and Professional Learning Communities: John Boyd/Apryle Jackson

- N/A

## Subcommittee Updates—Teacher Retention: John Boyd/Apryle Jackson

- N/A

## Evaluation Systems and Handbooks: John Boyd/Apryle Jackson

- John Boyd stated that the recommended revisions to the Classroom Instructional Employees' Evaluation System and Handbook (IEES) and the Non-Classroom Instructional Personnel System and Handbook (NCIPE) were sent to BLT members as PDF files by e-mail for review prior to this meeting.
- John Boyd stated that the Evaluation Subcommittee recommended the proposed revisions to the IEES and NCIPE to the BLT for their consideration for approval.
- Apryle Jackson thanked Paul Klauman for his assistance with reviewing the draft handbooks.
- Apryle Jackson requested that the new Evaluation System be reviewed with teachers during Pre-Planning.
- John Boyd stated that administrators would review the changes to the IEES with classroom teachers.

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** July 12, 2018



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- John Boyd stated that the only change to the NCIPÉ was the year on the cover.
- John Boyd requested a vote on this item.

**ACTION: Following a fist of five vote, BLT member agreed to approve this item.**

### MOU re: Post-Planning Flex Day: John Boyd/ Apryle Jackson

- John Boyd shared and reviewed the related MOU with BLT members and asked whether there were any questions.
- Apryle Jackson stated that some school administrators are notifying classroom teachers on the last day of school for students that the classroom teachers' assigned classrooms were changing.
- Apryle Jackson stated that classroom teachers need to be informed about changes to classroom assignments before the last day of school for students.
- John Boyd stated that he agreed the request was reasonable unless unforeseen circumstances did not permit it, and that he would share this concern with School District Leaders.
- Apryle Jackson stated that when teachers find out their teaching assignments five (5) days before the end of the school year, teachers should be told their room assignments too.
- Apryle Jackson shared data regarding teacher evaluations, and she stated that Osceola County only had 17.9% of their teachers rated as "Highly Effective."
- John Boyd stated that the changes to the evaluation system would provide more opportunities for teacher growth that would help teachers to improve their evaluation scores.
- John Boyd stated that both parties would monitor related teacher evaluation data.
- Jessica Priester asked whether teachers who start school earlier than August 03, 2018, could still participate.
- John Boyd stated that the principle for Management to follow would be that if Pre-Planning were extended one or more days before the original start date, then the day immediately preceding the new start date would be the day that teachers who choose to participate in this benefit would work.
- Jeff Umbaugh shared an example of Central Elementary School's advance start date.
- John Boyd stated that only a few teachers participated in Post-Planning Flex Day benefit during the prior school year.
- John Boyd requested a vote on this item.

**ACTION: Following a fist of five vote, BLT member agreed to approve this item.**

### MOU re: Collaborative Planning/ PLC's: John Boyd/ Apryle Jackson

- John Boyd shared and reviewed the related MOU.
- John Boyd stated that the MOU was the same as the prior school year with four (4) concessions on the part of Management.
- John Boyd stated that Assistant Superintendents of Curriculum and Instruction and school principals agreed to:
  - continue to monitor meetings scheduled during the classroom teachers' planning time to ensure efficiency and lessen the impact on classroom teacher planning time;
  - continue to monitor periodically the implementation of PLC's in order to ensure that time is used effectively and to evaluate which PLC's are higher-functioning;
  - provide opportunities to classroom teachers for the purpose of re-training and clarifying the role and functions of higher-functioning PLC's throughout the school year; and
  - survey classroom teachers regarding collaborative planning and PLC's at least once per school year and share the results with OCEA.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Apryle Jackson stated the elementary teachers who have ESE students are willing to go to the meetings when RCS's do not schedule the meetings at the last minute.
- Apryle Jackson stated that school principals need to hire a substitute for the day to cover teachers' classes so that teachers are not pulled out of their planning periods.
- Lori Swaby asked whether PLC training would be done during Pre-Planning to refresh teachers and introduce new teachers to collaborative planning.
- John Boyd stated that he would share OCEA's request for this training with School District Leaders.
- Michael Glassburn asked what a PLC higher-functioning means.
- John Boyd stated that the survey being used to monitor PLC's asks teachers to self-rank themselves using the rubric in this meeting's handouts and that this rubric defines levels of functioning.
- John Boyd stated that the survey results would be shared with OCEA.
- Latrecia Simpson suggested that a two-week notice be sent to teachers for any IEP or LEP meetings required so that teachers could accept or decline the meeting based upon their calendars.
- John Boyd requested a vote on this item.

**ACTION: Following a fist of five vote, BLT member agreed to approve this item.**

### **MOU re: School Improvement Grant 1003(g) Cohort 4 (SIG4): John Boyd/ Apryle Jackson**

- John Boyd shared and reviewed the related MOU.
- John Boyd stated there is an addition on page two pertaining to Central Avenue instructional employees signing a pre-employment letter of commitment for grant compliance.
- John Boyd identified the language addressing an additional fourteen (14) hours per contract year beyond regular contractual hours for the purpose of required professional development, meetings, and family/ community involvement activities.
- John Boyd stated that as noted on page three of the MOU, instructional employees would receive regular contract pay for required meetings scheduled beyond the contract day and beyond the initial commitment of fourteen (14) hours.
- Apryle Jackson stated that requiring professional development would be too much.
- Apryle Jackson stated that childcare is an issue for some teachers.
- Jessica Priester stated that incoming new Principal Winston has planned a six-week rotation and four Saturdays for professional development.
- Jeff Umbaugh stated that per the terms of the proposed MOU, Ms. Winston could only require up to fourteen (14) hours.
- Apryle Jackson stated OCEA has no concerns with evening family/ community involvement activities.
- John Boyd stated that the MOU does not prevent the principal from offering Board leave as well.
- John Boyd stated that both parties agree to strike through "required professional development" on pages two and three.
- John Boyd stated that if the Florida Department of Education does not approve quarterly payments, Sarah Graber has committed to quarterly payments until additional bargaining could occur to make any changes to the payment schedule that FLDOE might require.
- John Boyd requested a vote on this item.

**ACTION: Following a fist of five vote, BLT member agreed to approve this item.**



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### Agenda Items for Next Meeting

- TBA

Upon completion, 2018-2019 Bargaining Meetings calendar will be shared via email.

### Pluses

- N/A

### Deltas

- N/A

**ADJOURNED at 05:19PM**





# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Thursday, August 23, 2018 04:15 PM – 06:00 PM

**Location:** Human Resource Administrative Services, Administrative Annex Building 03;  
Conference Room 03; 799 Bill Beck Blvd, Kissimmee, FL 34744

OCEA ATTENDANCE				
1	Lare Allen	Teacher	Discovery Intermediate School	<input checked="" type="checkbox"/>
2	Greg Gahris	Teacher	St. Cloud Middle School	<input checked="" type="checkbox"/>
3	Michael Glassburn	Teacher	Gateway High School	<input checked="" type="checkbox"/>
4	Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
5	Paul Klauman	Teacher	Chestnut Elementary School	<input type="checkbox"/>
6	Jessica Priester	Teacher	Central Avenue Elementary	<input checked="" type="checkbox"/>
7	Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
8	Latrece Simpson	Teacher	Denn John Middle School	<input checked="" type="checkbox"/>
9	Lori Swaby	OCEA Chief Negotiator	ESE Department	<input checked="" type="checkbox"/>
10	VACANT			<input type="checkbox"/>
DISTRICT ATTENDANCE				
1	Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
2	John Boyd	District Chief Negotiator/ Director	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Rolando Casado	Assistant Principal	Liberty High School	<input checked="" type="checkbox"/>
4	Jose Gonzalez	Director	Budget	<input checked="" type="checkbox"/>
5	Sarah Graber	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
6	Scott Knoebel	Principal	Narcoossee Elementary School	<input checked="" type="checkbox"/>
7	Tammy Cope- Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
8	Jeff Umbaugh	Continuous Improvement Director	Curriculum & Instruction	<input checked="" type="checkbox"/>
9	Nadia Winston	Principal	Westside K-8 School	<input checked="" type="checkbox"/>
10	VACANT			<input type="checkbox"/>
N/A	Martha LeBlanc	Recording Secretary/ Secretary to John Boyd	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>

**GUEST(S):** Anne Calandrino, Uni-Serv OCEA,



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 04:18 PM**

Meeting Protocol	
Mission Statement:	John Boyd
Philosophy:	Sarah Graber
Rationale:	Jose Gonzalez
Salary and Fringes:	Apryle Jackson
Goals:	Lori Swaby
Guest Protocol:	N/A
Speaking Order:	Latrechia Simpson
Time Keeper:	Tammy Otterson

## Introduction of New Bargaining Team Members: John Boyd

- N/A

## Reflection on Our Progress Together: John Boyd

- John Boyd stated that a summary of our work together was sent to BLT members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.

## Approval of Salaries and Benefits Package Settlement/John Boyd

- John Boyd distributed the document *School District of Osceola County Salaries and Benefits Package Settlement Packet* to the OCEA members.
- Apryle Jackson requested to discuss the results of the recent OCEA survey of their members.
- Apryle Jackson distributed and reviewed the results of the recent OCEA survey.
- Apryle Jackson stated that respondents expressed concerns about the increase of teacher starting salaries to \$41,000 since many veteran teachers with more experience would not be making much more.
- Apryle Jackson stated that respondents also expressed major concerns about the increases in insurance premiums.
- Apryle Jackson stated that if there were some minor changes to the prescription plans, then her members would be more comfortable with the changes in insurance premiums.
- Apryle Jackson stated that she estimated the cost of these minor changes to the School District would be about \$300,000.
- Apryle Jackson stated that survey respondents expressed concerns about the new classroom evaluation system.
- Apryle Jackson stated that if a teacher does not receive scores on all twenty- three elements, then the teacher would receive negative scores on any elements that might be missing through no fault of the teacher.
- Apryle Jackson stated that she contacted Mr. Tom Gonzalez, the School District's labor relations attorney.
- Apryle Jackson alleged that he was uncivil to her and called her "stupid."
- Apryle Jackson stated that she never raised her voice and ended the conversation.

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** August 24, 2018

Page 2 of 6



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Apryle Jackson stated that she contacted the Florida Education Association (FEA) about her conversation with Mr. Gonzalez.
- Apryle Jackson stated that FEA shared that Mr. Gonzalez acts this way unless he is recorded or videotaped.
- Apryle Jackson stated that based upon her alleged treatment by Mr. Gonzalez, she was concerned that the School District would retain Mr. Gonzalez as their labor relations attorney.
- Tammy Otterson stated that OCEA's attorney has been uncivil to her in the past and that this behavior is unacceptable.
- Apryle Jackson stated that this attorney is no longer the attorney for OCEA.
- Lori Swaby stated if you watch the video on the Orientation Tab, there is no excuse for anyone in the School District to act in an uncivil way to anyone.
- John Boyd agreed and stated that employees need to complete the Orientation Tab.
- Latrecia Simpson stated that Mr. Gonzalez might not be aware of his actions and needs to be informed of our School District's civility policy.
- John Boyd stated that he had carefully prepared some statements to made on behalf of the School Board and the Superintendent.
- John Boyd made the following statements:
  - *The document before you is presented as the salaries and benefits package settlement and includes the same items that both parties worked on together during the last school year, including the 2% salary increase, the Health Insurance Benefits Plan, all of the MOU's, and all of the contract language, presented as a package.*
  - *Dr. Pace apologizes for the typo in the email that she sent to employees earlier this week that stated \$1200 and \$800 for performance pay, instead of \$1200 and \$900.*
  - *Please know that the School Board's salary offer has not changed.*
  - *We acknowledge that there is a misunderstanding among employees (and between the parties) regarding the outcome of the School Board hearing to resolve the impasse and what the School Board has imposed concerning salaries and benefits.*
  - *The clear intent of the School Board is within the document we shared at the impasse and the document both parties signed at the School Board hearing to resolve the impasse.*
  - *Within both documents, the summary of changes to the Plan Design for Health Insurance Benefits clearly shows both premiums and deductibles as interdependent parts of the whole Plan. Both premiums and deductibles coexist. One cannot be effectively implemented without the other and still keep our Health Insurance Benefits Trust Fund solvent and serving our employees' medical needs in current and future years.*
  - *However, our School Board remains committed and is not willing to risk delaying taking the steps necessary to maintain fiscal solvency for the Health Insurance Benefits Trust Fund as well as for our School District Budget over a misunderstanding.*
  - *Thus, within the salaries and benefits package settlement document, you will see items upon which both parties have previously reached tentative agreement as well as the design changes to the Health Insurance Benefits Plan that we believe were the subject of the impasse hearing.*



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Last week, our Education Support Professionals employees voted strongly in favor of ratification of the salaries and benefits package proposal. Our ESP employees along with employees in other represented and non-represented employee groups will see the 2% increase in their paychecks on September 28, 2018, and the School Board is eager to provide this same recognition of hard work and commitment to our teachers.
- Although the Florida Education Association contended at the Public Hearing that our fund balance is recurring revenue, state law, School Board policy, Fitch and Moody bond raters, and Government Finance Officer Association best practices all require that our fund balance be maintained at a significant level so that our financial obligations, including employee salaries and benefits, can still be met in the event of unforeseen economic events.
- Once non-recurring funds are spent, then these funds are gone, and there are no available revenues to replace these same funds because they are non-recurring in the first place.
- The majority of economists now predict the United States is very likely to face a recession in 2020.
- With the recent federal tax cuts and steeply rising US deficit, it is unlikely that the level of federal funds would be available for the size of a stimulus package that could shield local and state governments, including public schools, from any budget shortfalls as it did in 2008 during the Great Recession (e.g., American Recovery and Reinvestment Act of 2009, Race to the Top, etc.).
  - Fortune Magazine  
<http://fortune.com/2018/06/04/recession-2020-trump-trade/>
  - Wall Street Journal  
<https://www.wsj.com/articles/economists-think-the-next-u-s-recession-could-begin-in-2020-1525961127>
  - Guggenheim Investments  
<https://www.guggenheiminvestments.com/perspectives/macroeconomic-research/forecasting-the-next-recession>
- Our fund balance is our first defense against economic uncertainty, and the current condition of our Health Insurance Benefits Trust Fund balance is projected to fall below the state-required minimum by next June 2019. This condition is not sustainable.
- Our School Board remains committed to maintain fiscal solvency for the Health Insurance Benefits Trust Fund as well as for our School District Budget to avoid potential reductions in pay or benefits for our employees and/ or a reduction in force.
- Our School Board commends the hard work and commitment of our employees and desires ratification of the proposed salary increase tonight in order to get those dollars into the pockets of all of our employees as soon as possible.
- We now call for a vote for approval of the salaries and benefits package settlement as presented and the expedited scheduling of a second ratification vote for bargaining unit members.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- *If OCEA can present a positive ratification vote to the School Board at the September 11, 2018, meeting, then we will commit to processing raises for each instructional employee's September 28, 2018, paycheck*
- Apryle Jackson stated that Mr. Tom Gonzalez received a cease and desist order today from FEA Legal.
- Apryle Jackson stated that OCEA could not take any action on the insurance benefit.
- Apryle Jackson stated that while visiting schools, teachers approached her and stated they were upset about the e-mail sent in regards to benefits being "imposed" by the School Board.
- Lare Allen asked to verify the date requested for ratification.
- John Boyd confirmed September 11, 2018.
- Apryle Jackson requested that the School District not make proposals as a package so that each item could be voted on separately at the bargaining table, and tentative agreement could be reached.
- John Boyd made the following statements:
  - Based upon your response, you leave us no choice but to declare impasse and request the scheduling of a hearing before the School Board next Wednesday, August 29, 2018, at 08:30 AM.
  - We first proposed a salary increase for instructional employees last March with the intent of having raises reflected in each instructional employee's first paycheck for this school year. This salary increase would be the largest raise instructional employees have received in the past five (5) years.
  - We believe that OCEA has deliberately delayed this process, and it is time to move forward.
  - Will OCEA meet next Wednesday before the School Board for the impasse hearing?
- Apryle Jackson stated she could not agree to 8:30 AM since many teachers would take personal leave to attend the hearing.
- John Boyd asked again if OCEA would be willing to meet on Wednesday, August 29, 2018.
- Apryle Jackson stated that OCEA will meet, but 8:30 AM is not a good time for this hearing.
- Apryle Jackson asked whether the BLT could vote tonight on proposed language that would permit Central Avenue Elementary School teachers to receive payment of their first quarterly installment of their SIG4 grant Year 02 retention supplement on August 31, 2018.
- John Boyd agreed and asked for a vote on the first bullet only of OCEA's proposed document.

**ACTION: Following a fist of five vote, BLT members tentatively agreed to approve this item.**

- Jeff Umbaugh corrected that it should be stated as the last paragraph only.
- John Boyd agreed and asked for a second vote to clarify the intended language.

**ACTION: Following a fist of five vote, BLT members tentatively agreed to approve this item.**

- John Boyd stated that he would inform OCEA in advance if there was a change to the meeting time for the August 31, 2018 Impasse hearing.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### Agenda Items for Next Meeting

- N/A

### Pluses

- Thank you to Martha LeBlanc for the refreshments.

### Deltas

- N/A

**ADJOURNED at 04:45 PM**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Thursday, September 13, 2018 04:15 PM – 06:00 PM

**Location:** Human Resource Administrative Services, Administrative Annex Building 03;  
Conference Room 03; 799 Bill Beck Blvd, Kissimmee, FL 34744

OCEA ATTENDANCE				
1	Lare Allen	Teacher	Discovery Intermediate School	<input checked="" type="checkbox"/>
2	Greg Gahris	Teacher	St. Cloud Middle School	<input checked="" type="checkbox"/>
3	Michael Glassburn	Teacher	Gateway High School	<input checked="" type="checkbox"/>
4	Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
5	Paul Klauman	Teacher	Chestnut Elementary School	<input checked="" type="checkbox"/>
6	Jessica Priester	Teacher	Central Avenue Elementary	<input checked="" type="checkbox"/>
7	Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
8	Latrechia Simpson	Teacher	Denn John Middle School	<input checked="" type="checkbox"/>
9	Lori Swaby	OCEA Chief Negotiator	ESE Department	<input checked="" type="checkbox"/>
10				<input type="checkbox"/>
DISTRICT ATTENDANCE				
1	Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
2	John Boyd	District Chief Negotiator/ Director	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Rolando Casado	Assistant Principal	Horizon Middle School	<input checked="" type="checkbox"/>
4	Jose Gonzalez	Director	Budget	<input checked="" type="checkbox"/>
5	Sarah Graber	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
6	Jim Hickey	Principal	Harmony High School	<input checked="" type="checkbox"/>
7	Scott Knoebel	Principal	Narcoossee Elementary School	<input checked="" type="checkbox"/>
8	Tammy Cope- Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
9	Jeff Umbaugh	Continuous Improvement Director	Curriculum & Instruction	<input checked="" type="checkbox"/>
10	Nadia Winston	Principal	Central Avenue Elementary School	<input checked="" type="checkbox"/>
N/A	Martha LeBlanc	Recording Secretary/ Secretary to John Boyd	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>

**GUEST(S):**





# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 04:21 PM**

Meeting Protocol	
Mission Statement:	John Boyd
Philosophy:	Tammy Otterson
Rationale:	Sarah Graber
Salary and Fringes:	Apryle Jackson
Goals:	Lori Swaby
Guest Protocol:	N/A
Speaking Order:	Tammy Otterson
Time Keeper:	Scott Knoebel

## Introduction of New Bargaining Team Members: John Boyd

- John Boyd introduced Mr. Jim Hickey, Principal of Harmony High School to our Bargaining Team.

## Reflection on Our Progress Together: John Boyd

- John Boyd stated that a summary of our work together was sent to BLT members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.

## Post-Planning Flex Day: John Boyd/Apryle Jackson

- John Boyd stated at our last meeting OCEA asked for contract language for this proposal.
- John Boyd stated School District Leadership agreed, and a written notice and date selected would be documented at least five (5) days in advance.
- Apryle Jackson asked whether the request could be either electronic or written.
- John Boyd stated he would make the change to specify the request could be either electronic or written.
- John Boyd asked if OCEA would like to vote on this proposal or would like to review and come back next month.
- Apryle Jackson stated that OCEA would like to vote on this proposal.
- John Boyd requested a vote.

**ACTION: Following a fist of five vote, BLT members tentatively agreed to approve this item.**



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### Collaborative Planning/ Professional Learning Communities (PLCs): John Boyd/Apryle Jackson

- John Boyd stated that since we reached a tentative agreement before the Impasse Hearing on August 29, 2018, on a related MOU, Management does not see the need to make changes for this current school year; however, Management recognizes that both parties will revisit this MOU next year.
- Apryle Jackson stated elementary teachers are overwhelmed with all the meetings they are required to attend during planning times, and some teachers claim that they have not had planning time in eight days.
- John Boyd stated that per our MOU, Assistant Superintendents of Curriculum and Instruction are monitoring the scheduling of meetings during planning times.
- Apryle Jackson stated that teachers are being asked to turn in weekly forms to principals to show which students are meeting standards and which students are struggling.
- John Boyd stated that Dr. Respass has communicated to principals that the weekly forms are voluntary.
- Apryle Jackson stated teachers received a book to read and were assigned homework, which would be discussed PLCs.
- John Boyd stated that book studies are fine as long as teachers are not required to read the book outside the contractual workday.
- Apryle Jackson is concerned with some Instructional Coaches and the way they approach teachers.
- Greg Gahriss stated that when the School District uses the word "voluntary," it can be interpreted in different ways.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Cigna Health Insurance Benefits Pharmacy Plan Changes: John Boyd/Apryle Jackson

- John Boyd stated that since design changes to our Health Insurance Benefits Plan and the related MOU for the Pharmacy Plan were imposed for this current school year, Management does not agree to make any changes for this current school year.
- John Boyd stated that he will be attending the first Insurance meeting and will work together in order to get proposed changes to BLT earlier rather than later.
- Apryle Jackson asked when open enrollment would begin since OCEA has received many phone calls with this question.
- Sarah Garber stated she believes that open enrollment would begin Friday, September 13, 2018.
- Apryle Jackson asked to be notified so that she could let her members know if she receives more phone calls.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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## Evaluation System and Handbook: John Boyd/Apryle Jackson

- John Boyd shared and reviewed proposed contract language regarding this item.
- John Boyd stated that since we reached a tentative agreement before the Impasse Hearing on August 29, 2018, on a related MOU, Management does not see the need to make changes for this current school year; however, Management recognizes that both parties will revisit this MOU next year.
- John Boyd stated that Management intends to see that every teacher receives observations for all required elements, and mutual responsibility is required to accomplish that goal.
- Apryle Jackson stated that OCEA is concerned because some administrators do not complete teacher evaluations by the end of the school year, and this is not the teacher's fault.
- John Boyd stated Management would not agree to use the term "hold harmless" for either teachers or administrators since we must comply with the terms of our Contract.
- John Boyd stated that Management would not accept a default to zero because an administrator did not complete an evaluation.
- Apryle Jackson stated that OCEA would need time to review this proposal carefully.
- John Boyd stated that Dr. Pace was very clear when she spoke to the school administrators about failing to observe teachers and complete evaluations.
- Michael Allen stated at the school principals' meeting on Tuesday, September 11, 2018, Leadership explained to school administrators how important getting into classrooms for observations is.
- Michael Allen stated that he would reinforce for school administrators how important this is since we have a new evaluation system.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

## Agenda Items for Next Meeting

- **TBA**

## Pluses

- Thank you to Martha LeBlanc for the refreshments.

## Deltas

- N/A

**ADJOURNED at 04:59PM**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Thursday, October 04, 2018 04:15 PM – 06:00 PM

**Location:** OCEA Office; 722 West Mabbette Street, Kissimmee, Florida 34741

OCEA ATTENDANCE				
1	Lare Allen	Teacher	Discovery Intermediate School	<input type="checkbox"/>
2	Greg Gahris	Teacher	St. Cloud Middle School	<input checked="" type="checkbox"/>
3	Michael Glassburn	Teacher	Gateway High School	<input checked="" type="checkbox"/>
4	Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
5	Paul Klauman	Teacher	Chestnut Elementary School	<input type="checkbox"/>
6	Jessica Priester	Teacher	Central Avenue Elementary	<input checked="" type="checkbox"/>
7	Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
8	Latrechia Simpson	Teacher	Denn John Middle School	<input checked="" type="checkbox"/>
9	Lori Swaby	OCEA Chief Negotiator	ESE Department	<input checked="" type="checkbox"/>
10				<input type="checkbox"/>
DISTRICT ATTENDANCE				
1	Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
2	John Boyd	District Chief Negotiator/ Director	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Rolando Casado	Assistant Principal	Horizon Middle School	<input checked="" type="checkbox"/>
4	Jose Gonzalez	Director	Budget	<input type="checkbox"/>
5	Sarah Graber	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
6	Jim Hickey	Principal	Harmony High School	<input checked="" type="checkbox"/>
7	Scott Knoebel	Principal	Narcoossee Elementary School	<input checked="" type="checkbox"/>
8	Tammy Cope- Otterson	Chief Officer	Human Resources & Personnel	<input type="checkbox"/>
9	Jeff Umbaugh	CTE Coordinator	CTE Department	<input checked="" type="checkbox"/>
10	Nadia Winston	Principal	Central Avenue Elementary School	<input checked="" type="checkbox"/>
N/A	Martha LeBlanc	Recording Secretary/ Secretary to John Boyd	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>

**GUEST(S):** Diana Hauser, Teacher –Michigan Ave. Elementary



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 04:18 PM**

Meeting Protocol	
Mission Statement:	John Boyd
Philosophy:	Sarah Graber
Rationale:	Scott Knoebel
Salary and Fringes:	Apryle Jackson
Goals:	Michael Allen
Guest Protocol:	John Boyd
Speaking Order:	Jessica Priester
Time Keeper:	Rolando Casado

## Introduction of New Bargaining Team Members: John Boyd

- N/A

## Reflection on Our Progress Together: John Boyd/ Apryle Jackson

- John Boyd stated that a summary of our work together was sent to BLT members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.
- John Boyd greeted our guest Ms. Hauser and asked her to introduce herself to the BLT.

## Flex Day: John Boyd/ Apryle Jackson

- John Boyd shared and reviewed the related MOU.
- John Boyd clarified that the changes in language that were approved during our prior BLT meeting were included in this formal version of our MOU.
- John Boyd requested a vote on this MOU.

**ACTION: Following a fist of five vote, BLT members tentatively agreed to approve this item.**

## SIG Grant Impact: John Boyd/ Apryle Jackson

- John Boyd shared and reviewed the related MOU.
- John Boyd clarified that the changes in language that were approved during our prior BLT meeting were included in this formal version of our MOU.
- John Boyd requested a vote on this MOU.

**ACTION: Following a fist of five vote, BLT members tentatively agreed to approve this item.**



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

### Orientation Tab: Apryle Jackson

- John Boyd stated that Leadership recognizes employee concerns regarding the time required to complete the Orientation Tab and that he would be working on reducing the requirements on the Orientation Tab.
- Karen Pruitt requested to work with John Boyd since she has taken extensive notes on related employee concerns about the Orientation Tab.
- John Boyd stated he is open to recommendations.
- Apryle Jackson asked whether there could be two (2) different versions of the Orientation Tab: one for new teachers and one for returning teachers.
- John Boyd stated that he would share these concerns with School District Leadership for their feedback.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Evaluation System and Handbook: Apryle Jackson

- Apryle Jackson stated OCEA is still concerned that administrators may not be able to observe all twenty-three (23) elements for all classroom teachers assigned to them before the end of the school year.
- Apryle Jackson stated the non-classroom instructional employees do not know what deliberate practice to choose for their evaluations.
- Karen Pruitt stated that school administrators are not able to provide non-classroom instructional employees with clear answers to their questions about iObservation.
- Lori Swaby stated ESE and ESOL Compliance Specialists have not had any training on iObservation.
- John Boyd reassured OCEA that the expectations were the same but would be located in a different place within iObservation.
- John Boyd stated administrators are being trained on how to use iObservation.
- John Boyd stated this is the first year of re-implementation of the iObservation process.
- Apryle Jackson stated she has a list of six non-classroom instructional employees at one school that received poor evaluations by using the schoolwide VAM.
- John Boyd stated non-classroom instructional employees may select student growth targets in addition to the schoolwide VAM.
- John Boyd stated that he would share these concerns with School District Leadership for their feedback.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Full Time Substitutes Hired in Place of Teachers: Apryle Jackson

- Apryle Jackson stated that teachers who had to resign since they did not pass their certification test have been hired as substitutes while they try to pass the test again.
- John Boyd stated that we do not want to lose good teachers over a single test score, so this practice provides a second chance to these teachers who may also be dues paying members.
- Apryle Jackson stated that schools are hiring long-term substitute teachers who are not necessarily teachers who have not passed their certification tests.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Scott Knoebel stated our school lost a teacher mid-year, and we had a substitute in the classroom because we could not find a quality teacher.
- Apryle Jackson stated schools are not advertising these positions.
- Greg Gahris asked why long-term substitutes are appearing as the teacher of record and why were the substitutes not included in the safety trainings at the beginning of the year.
- Scott Knoebel stated that school administrators must notify parents when there is a non-certified substitute teacher in their child's classroom.
- Lori Swaby stated substitute teachers are not allowed to attend ESE meetings.
- Nadia Winston stated her agreement with Scott Knoebel regarding the notice sent to parents.
- Nadia Winston stated that school administrators do include substitute teachers in schoolwide trainings.
- Latrecia Simpson stated all attempts need to be made for advertising our teacher vacancies.
- Scott Knoebel stated that school administrators have to advertise our vacancies before hiring anyone.
- Apryle Jackson stated some school administrators are not advertising keeping substitute teachers in the classroom all year long.
- John Boyd stated that he would share these concerns with School District Leadership for their feedback.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Lunch and Learns: Apryle Jackson

- Apryle Jackson stated OCEA requests contract language added to Article 6.05 to state that teachers should not be expected to attend any meetings during their duty-free lunch times.
- John Boyd stated that he would share this proposal with School District Leadership for their feedback.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Student Grades: Apryle Jackson

- Apryle Jackson stated that school administrators are not permitting teachers to give a student grade lower than 50%.
- Apryle Jackson states that OCEA is asking that there be written communication to the teacher for all grade changes.
- John Boyd stated that the language that OCEA requests is already in the Student Progression Plan, which is part of School Board Rules.
- Apryle Jackson stated that OCEA would still like to see related contract language.
- John Boyd stated that he would share these concerns with School District Leadership for their feedback.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**





## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### Pre-Planning Time in Classroom: Apryle Jackson

- Apryle Jackson stated OCEA would like the teachers to have two (2) full uninterrupted days during Pre-Planning to work in their classrooms.
- Apryle Jackson stated that a meeting is required offsite during Pre-Planning that travel times to and from the meeting be counted outside the two (2) days OCEA requests.
- John Boyd stated that he would share these concerns with School District Leadership for their feedback.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Lesson Plans: Apryle Jackson

- Apryle Jackson stated OCEA requests a subcommittee for lesson plans because school administrators are asking for information that is more detailed than what is in our original MOU.
- John Boyd requested the name of the school administrator so that he could work with the school administrator to address any concerns.
- John Boyd stated that our original MOU for lesson plans is clear and must be followed.
- John Boyd stated that the same language from our MOU also appears in our *Classroom Instructional Employees Evaluation Handbook*.
- John Boyd stated that he would share these concerns with School District Leadership for their feedback.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Notification of Room Change: Apryle Jackson

- Apryle Jackson stated OCEA would like to see “primary teaching and room assignment” together as contract language since some teachers were asked to move on the last day of school.
- John Boyd stated that he would share this proposal with School District Leadership for their feedback.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Reduction Of Paperwork: Apryle Jackson

- Apryle Jackson stated that OCEA requests a Reduction in Paperwork Committee.
- John Boyd stated that he would share this proposal with School District Leadership for their feedback.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

## Meetings During Planning: Apryle Jackson

- Apryle Jackson stated that meetings for students during planning are overwhelming teachers and being scheduled at the same times.
- Apryle Jackson stated that the same teacher is being asked to attend each time there is a meeting.
- Greg Gahrns stated we are having marathon meetings that last several hours.
- Lori Swaby stated that the ESE Department has had more attorneys and advocates attending ESE meetings that take all day with no breaks for lunch.
- John Boyd stated that these meetings are driven by the IEP, and that ESE employees may set an agenda to prevent attorneys and advocates from taking all of the time and interfering with appointments for other parents for their children.
- John Boyd stated that ESE employees may break meetings for lunch and to use the restroom.
- Latrecia Simpson asked whether ESE employees could set meeting end times.
- John Boyd stated that yes, ESE employees could set meeting end times to honor appointment for other parents.
- John Boyd stated that ESE employees could provide a copy of *School Board Rule 9.63 – Civility and Orderly Conduct among School District Employees, Parents, and the Public* to parents, advocates, and attorneys prior to meetings to set expectations for civil behavior.
- Lori Swaby stated that when ESE employees face situations where parents, advocates, or attorneys are uncivil, ESE employees often feel that they have no one who will back them.
- Apryle Jackson stated that according to the law, teachers have to attend these meetings.
- John Boyd stated that if appointments are scheduled for parents, then parents would have to honor the scheduled times.
- John Boyd stated that if meetings run over their scheduled times, then the one parent is infringing on the rights of another parent, and the School District must honor time limits to be fair.
- Latrecia Simpson stated that meetings for gifted placement are often several hours long.
- Lori Swaby stated that RCS's are feeling a lot of pressure because it is an audit year.
- John Boyd stated that if a student has all of the same teachers on a grade level team, etc., then there should be a rotation of duties among the teachers on the team in regard to attending these meetings so that the same teacher does not have to attend and miss planning time every time.
- John Boyd stated that he would share these concerns with School District Leadership for their feedback.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

## Agenda Items for Next Meeting

- TBA

## Pluses

- BLT members complimented and thanked Martha LeBlanc for the refreshments.

## Deltas

- N/A

**ADJOURNED at 05:30 PM**

Prepared by: John Boyd, Director of Government & Labor Relations, Department of Human Resources

Revised: **October 11, 2018**

Page 6 of 6



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Thursday, December 13, 2018 04:15 PM – 06:00 PM

**Location:** OCEA Office; 722 Mabbette Street; Kissimmee, FL 34747

OCEA ATTENDANCE				
1	Lare Allen	Teacher	Discovery Intermediate School	<input checked="" type="checkbox"/>
2	Greg Gahris	Teacher	St. Cloud Middle School	<input checked="" type="checkbox"/>
3	Michael Glassburn	Teacher	Gateway High School	<input checked="" type="checkbox"/>
4	Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
5	Paul Klauman	Teacher	Chestnut Elementary School	<input checked="" type="checkbox"/>
6	Jessica Priester	Teacher	Central Avenue Elementary	<input checked="" type="checkbox"/>
7	Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
8	Latrechia Simpson	Teacher	Denn John Middle School	<input checked="" type="checkbox"/>
9	Lori Swaby	OCEA Chief Negotiator	ESE Department	<input checked="" type="checkbox"/>
10				<input type="checkbox"/>
DISTRICT ATTENDANCE				
1	Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
2	John Boyd	District Chief Negotiator/ Director	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Rolando Casado	Assistant Principal	Liberty High School	<input checked="" type="checkbox"/>
4	Jose Gonzalez	Director	Budget	<input type="checkbox"/>
5	Sarah Graber	Chief Officer	Business & Finance	<input type="checkbox"/>
6	Jim Hickey	Principal	Harmony High School	<input type="checkbox"/>
7	Scott Knoebel	Principal	Narcoossee Elementary School	<input checked="" type="checkbox"/>
8	Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
9	Jeff Umbaugh	Continuous Improvement Director	Curriculum & Instruction	<input type="checkbox"/>
10	Nadia Winston	Principal	Westside K-8 School	<input type="checkbox"/>
N/A	Martha LeBlanc	Recording Secretary/ Secretary to John Boyd	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>

**GUEST(S):** Anne Calandrino, OCEA Director; Will Hennessy, Assistant Principal, Reedy Creek; Christina Remy, Assistant Principal, OHS



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 04:21 PM**

Meeting Protocol	
Mission Statement:	Lori Swaby
Philosophy:	Karen Pruitt
Rationale:	Greg Gahris
Salary and Fringes:	Apryle Jackson
Goals:	John Boyd
Guest Protocol:	John Boyd
Speaking Order:	Latrechia Simpson
Time Keeper:	Tammy Otterson

## Introduction of New Bargaining Team Members: John Boyd

- N/A

## Reflection on Our Progress Together: John Boyd

- John Boyd stated that a summary of our work together was sent to BLT members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.

## Review of Implementation Plan for Classroom Instructional Employees' Evaluation System and Handbook: John Boyd/ Apryle Jackson

- John Boyd shared and reviewed our new Marzano Focused Teacher Evaluation Model with OCEA members.
- John Boyd stated that School District Leadership listened to administrator and instructional employee feedback, and Dr. Pace made the decision to offer some flexibility as we implement our new Marzano Focused Teacher Evaluation Model.
- Apryle Jackson stated she had shared and reviewed our new Marzano Focused Teacher Evaluation Model with her bargaining team members.
- John Boyd acknowledged that fact and reviewed the major revisions only as well as our implementation timeline.
- John Boyd stated that classroom instructional employees shall be scored on a minimum of fifteen (15) out of the twenty-three (23) elements/ strategies during our first year of implementation of our new Marzano Focused Teacher Evaluation Model.
- John Boyd stated that additional elements/ strategies shall be required for our second and third years of implementation until all twenty-three (23) elements/ strategies are included.
- John Boyd clarified that School District Leadership shall select which specific elements/ strategies are required each year and may adjust the numbers of required elements in future school years based upon evaluation data and administrator/ employee feedback.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Apryle Jackson stated teachers were asked to send e-mails to their administrators if they have not been evaluated by December.
- John Boyd shared and briefly reviewed the Question and Answer section of the handout.
- Apryle Jackson shared that non-classroom instructional employees were having difficulty inputting information into the iObservation System, and Karen Vislosky, Professional Development, is providing a workshop to train and help them do so.
- Lare Allen asked when the workshop would be held.
- Apryle Jackson stated the workshop would be on Thursday, January 10, 2019, at 5:00 PM at the OCEA Office.
- Michael Glassburn asked whether there was any leniency for newly hired teachers.
- John Boyd stated that only fifteen (15) elements/ strategies would be required for newly hired employees during their first year of employment with our School District, but during their subsequent years of employment, employees would be required to complete additional elements/ strategies equal to the number of veteran employees [e.g., greater than fifteen (15) but no more than twenty-three (23) elements/ strategies].

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Orientation Tab Update: John Boyd/ Apryle Jackson

- John Boyd stated that he is working with Janice Franceschi and other School District administrators to revise our existing Employee Orientation Tab.
- John Boyd stated that School District administrators have until December 21, 2018, to submit revisions and the creation of our new Employee Orientation Tab would begin in January.
- John Boyd stated that the goal is a new Employee Orientation Tab that the average employee could complete within two (2) hours.
- John Boyd stated that short videos and possible differentiation of our new Employee Orientation Tab for veteran versus new employees are possibilities.
- Karen Pruitt asked whether there would be a way to help employees who do not have access to a computer on a daily basis.
- John Boyd stated that School District administrators are working on strategies to provide better access and easier steps for employees to complete our new Employee Orientation Tab.
- John Boyd stated there would only be one (1) Moodle course, one (1) test, and one (1) survey for our new Employee Orientation Tab.
- John Boyd stated our new Employee Orientation Tab would remain within MyPGS but may be moved to another platform location in the future.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Health Insurance Benefits Committee Update: John Boyd/ Apryle Jackson

- John Boyd stated that the Health Insurance Benefits Committee meetings are ongoing and the next meeting will be on Wednesday, December 19, 2018.
- John Boyd stated that he would bring any additional information received to our January 10, 2019, meeting.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Apryle Jackson stated that she shared with her bargaining team all items that were agreed upon and not agreed upon from the Health Insurance Benefits Committee.
- Apryle Jackson stated that no proposed increases to premiums or deductibles were reviewed,
- John Boyd stated that the Health Insurance Benefits Committee is reviewing a proposal for a wellness incentive program as a means to provide reduced employee premiums.
- John Boyd stated that the number and costs of claims for catastrophic health issues affect our School District's health care costs proportionately more than other larger Central Florida school districts.
- Lare Allen stated he would like to see the wellness incentives to help maintain health care at no cost for employees and to keep premiums low.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Agenda Items for Next Meeting

- TBA

**Next Meeting: January 10, 2019, 4:15PM – 6:00PM**  
**Human Resources Administrative Offices, Bldg. #3**  
**799 Bill Beck Blvd., Kissimmee, FL 34744**

### Pluses

- Thank you to Apryle Jackson and OCEA for the refreshments.

### Deltas

- N/A

**ADJOURNED at 04:50PM**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Thursday, January 24, 2018 04:15 PM – 06:00 PM

**Location:** Human Resource Administrative Services, Administrative Annex Building 03;  
Conference Room 03; 799 Bill Beck Blvd, Kissimmee, FL 34744

OCEA ATTENDANCE				
1	Lare Allen	Teacher	Discovery Intermediate School	<input checked="" type="checkbox"/>
2	Greg Gahris	Teacher	St. Cloud Middle School	<input checked="" type="checkbox"/>
3	Michael Glassburn	Teacher	Gateway High School	<input checked="" type="checkbox"/>
4	Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
5	Paul Klauman	Teacher	Chestnut Elementary School	<input checked="" type="checkbox"/>
6	Jessica Priester	Teacher	Central Avenue Elementary	<input type="checkbox"/>
7	Karen Pruitt	Media Specialist	TECO-PATHS	<input type="checkbox"/>
8	Latrece Simpson	Teacher	Denn John Middle School	<input checked="" type="checkbox"/>
9	Lori Swaby	OCEA Chief Negotiator	ESE Department	<input checked="" type="checkbox"/>
10				<input type="checkbox"/>
DISTRICT ATTENDANCE				
1	Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
2	John Boyd	District Chief Negotiator/ Director	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Rolando Casado	Assistant Principal	Liberty High School	<input type="checkbox"/>
4	Jose Gonzalez	Director	Budget	<input checked="" type="checkbox"/>
5	Sarah Graber	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
6	Jim Hickey	Principal	Harmony High School	<input checked="" type="checkbox"/>
7	Scott Knoebel	Principal	Narcoossee Elementary School	<input checked="" type="checkbox"/>
8	Tammy Cope- Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
9	Jeff Umbaugh	Continuous Improvement Director	Curriculum & Instruction	<input type="checkbox"/>
10	Nadia Winston	Principal	Central Avenue Elementary	<input checked="" type="checkbox"/>
N/A	Martha LeBlanc	Recording Secretary/ Secretary to John Boyd	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>

**GUEST(S):** Anne Calandrino, Director OCEA, Hank Groton, FMCS





# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 04:25 PM**

Meeting Protocol	
Mission Statement:	John Boyd
Philosophy:	Sarah Graber
Rationale:	Jose Gonzalez
Salary and Fringes:	Apryle Jackson
Goals:	Greg Gahris, Lori Swaby, Latrecia Simpson, James Hickey, and Michael Glassburn
Guest Protocol:	N/A
Speaking Order:	Michael Glassburn
Time Keeper:	James Hickey

## Introduction of New Bargaining Team Members: John Boyd

- N/A

## Reflection on Our Progress Together: John Boyd

- John Boyd stated that a summary of our work together was sent to BLT members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.

## Health Insurance Benefits Committee Update: John Boyd/ Apryle Jackson

- Apryle Jackson stated she was concerned that the minutes taken at the Health Insurance Benefits Committee meetings are not completed and shared in a timely manner.
- Apryle Jackson stated that OCEA would like the minutes prior to the next meeting.
- Sarah Graber stated she would follow up on this concern.
- Apryle Jackson stated we are hoping for a productive meeting on January 30, 2019.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

## Cell Phone Applications: John Boyd/ Apryle Jackson

- Apryle Jackson shared and reviewed OCEA's proposed contract language similar to Brevard County's employee contracts.
- Apryle Jackson stated that some administrators were still requiring employees to add the app to their personal cell phones.
- Apryle Jackson stated that some employees were concerned that by adding the app to their personal cell phones, administrators could track employees' locations and use the information for evaluative purposes.
- John Boyd introduced the School District's new Panic Button safety app to report emergencies.

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** February 5, 2019

Page 2 of 5



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- John Boyd clarified that employees received information on the app and its benefits, but it is a voluntary program, and that employees are NOT required to install the app on their phones.
- John Boyd shared that if employees choose not to add the app to their cell phones, these employees may still receive text alerts when emergencies occur if these employees share their personal cell phone numbers with the School District.
- John Boyd clarified that no employee would receive discipline for:
  - choosing not to add the app to their personal cell phones, or
  - making an accidental false alarm that is not a pattern of neglect.
- John Boyd stated that he would share OCEA's proposed contract language with School District Leadership.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Physical Assault: Apryle Jackson

- Apryle Jackson shared and reviewed OCEA's proposed contract language.
- Apryle Jackson stated that a considerable number of employees are being injured by students in our schools and receiving Workman's Compensation.
- Apryle Jackson stated that incident reports are not being kept on these incidents.
- James Hickey stated that any employee hurt on the job should be reporting the injury and completing the incident report.
- Sarah Graber stated there is a report that she can share with School District Leadership about the number of incidents.
- John Boyd stated that our current *Contract* contains language that we tentatively agreed to last year regarding student referrals as well.
- Latrecia Simpson asked whether a statement could be placed in the Orientation Tab about their rights.
- Michael Allen asked whether the language could be changed in regards to "student will be expelled" so that we were in compliance with state law.
- Apryle Jackson agreed to strike that part of OCEA's proposed contract language.
- John Boyd stated that he would share OCEA's concerns, recommendations, and proposed contract language with School District Leadership.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### End of Year Room Changes: Apryle Jackson

- Apryle Jackson shared and reviewed OCEA's proposed contract language.
- Apryle Jackson stated that OCEA would like teachers to be advised if their room assignments were changing for the next school year in the same manner that our Contract provides for changes in teaching assignments.
- John Boyd stated that he would share OCEA's proposed contract language with School District Leadership.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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## Student Grades: Apryle Jackson

- Apryle Jackson shared and reviewed OCEA's proposed contract language.
- Apryle Jackson stated that OCEA recognized administrators could change a student's grade, but some administrators are telling teachers not to give students a failing grade of less than 50%.
- Apryle Jackson stated that it is unfair to the teachers to require them to give a grade to a student who is not willing to do the work.
- John Boyd stated that our Student Progression Plan clearly states the School Board's legal policy for grade changes.
- Michael Allen stated administrators have different philosophies on grading; however, the School District complies with state law.
- Apryle Jackson stated that if an administrator changes a grade, then there should be communication with the teacher and a signature by administrator who changes the grade.
- Apryle Jackson stated that administrators ask School Data Entry employees to change grades, but there is no record of the change.
- John Boyd stated that our Student Progression Plan clearly states that a record of changes is required.
- John Boyd stated that he would share OCEA's proposed contract language with School District Leadership.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

## Pre-Planning Days: Apryle Jackson

- Apryle Jackson shared and reviewed OCEA's proposed contract language.
- Apryle Jackson stated that administrators are creative in designating time for teachers to prepare for the new school year in their classrooms during Pre-Planning.
- Apryle Jackson stated that teachers need two (2) to three (3) days of consistent time in their classrooms during Pre-Planning.
- Apryle Jackson stated that teacher time in their classrooms does not include lunch times.
- Tammy Otterson stated we send out a plan each year and Leadership has lots of discussion about their time. If principals are not following the guidelines, then that is a problem.
- John Boyd stated that he would share OCEA's proposed contract language with School District Leadership.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

## Opening New Buildings on Holiday Breaks: Apryle Jackson

- Apryle Jackson shared and reviewed OCEA's proposed contract language.
- Apryle Jackson stated that when administrators require teachers to move their classrooms or to a new building, then the School District should supply the teachers with boxes to move their materials.
- Apryle Jackson stated that teachers should be responsible for moving their own personal items.
- Apryle Jackson stated that OCEA would like to see a stipend paid to teachers who come in to prepare and move their classrooms.
- Michael Allen stated that he liked the notion of the proposed contract language since the School District would continue to grow.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- John Boyd stated that he would share OCEA's proposed contract language with School District Leadership.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Agenda Items for Next Meeting

- TBA

### Pluses

- Bargaining team members thanked Martha LeBlanc for the refreshments.

### Deltas

- N/A

**ADJOURNED at 05:07 PM**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Thursday, February 21, 2019; 04:15 PM – 06:00 PM

**Location:** OCEA Office: 722 Mabbette Street, Kissimmee, FL 34741

OCEA ATTENDANCE				
1	Lare Allen	Teacher	Discovery Intermediate School	<input checked="" type="checkbox"/>
2	Greg Gahris	Teacher	St. Cloud Middle School	<input checked="" type="checkbox"/>
3	Michael Glassburn	Teacher	Gateway High School	<input type="checkbox"/>
4	Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
5	Paul Klauman	Teacher	Chestnut Elementary School	<input checked="" type="checkbox"/>
6	Jessica Priester	Teacher	Central Avenue Elementary	<input checked="" type="checkbox"/>
7	Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
8	Latrechia Simpson	Teacher	Denn John Middle School	<input checked="" type="checkbox"/>
9	Lori Swaby	OCEA Chief Negotiator	ESE Department	<input checked="" type="checkbox"/>
10				<input type="checkbox"/>
DISTRICT ATTENDANCE				
1	Michael Allen	Assistant Superintendent	Middle School Education	<input type="checkbox"/>
2	John Boyd	District Chief Negotiator/ Director	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Rolando Casado	Assistant Principal	Liberty High School	<input checked="" type="checkbox"/>
4	Jose Gonzalez	Director	Budget	<input checked="" type="checkbox"/>
5	Sarah Graber	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
6	Jim Hickey	Principal	Harmony High School	<input checked="" type="checkbox"/>
7	Scott Knoebel	Principal	Narcoossee Elementary School	<input checked="" type="checkbox"/>
8	Tammy Cope- Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
9	Jeff Umbaugh	Continuous Improvement Director	Curriculum & Instruction	<input type="checkbox"/>
10	Nadia Winston	Principal	Central Avenue Elementary	<input checked="" type="checkbox"/>
N/A	Martha LeBlanc	Recording Secretary/ Secretary to John Boyd	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>

**GUEST(S):** Anne Calandrino, Director OCEA; Hank Groton, FMCS; Erica Walters, Assistant Principal; Johana Santiago, Assistant Principal; Jennifer Albright, Assistant Principal



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 05:02 PM**

Meeting Protocol	
Mission Statement:	John Boyd
Philosophy:	Sarah Graber
Rationale:	Tammy Otterson
Salary and Fringes:	Apryle Jackson
Goals:	Jose Gonzalez; Greg Gahris; Jessica Priester; Lare Allen; Nadia Winston
Guest Protocol:	John Boyd
Speaking Order:	Latrechia Simpson
Time Keeper:	Rolando Casado

## Introduction of New Bargaining Team Members: John Boyd

- N/A

## Reflection on Our Progress Together: John Boyd

- John Boyd stated that a summary of our work together was sent to BLT members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.

## Additional Earning Opportunities for Non-FTE Generating Programs: John Boyd/Apryle Jackson

- John Boyd shared and reviewed the proposed MOU regarding this item.
- John Boyd stated the MOU was not approved for the current school year, and the School District has been paying employees on OPS contracts the rates on the proposed MOU.
- John Boyd stated that there were no changes to this MOU other than the date.
- Apryle Jackson asked if the School District would consider increasing the hourly rates for next school year.
- John Boyd requested a vote on this MOU.

**ACTION: Following a fist of five vote, BLT members tentatively agreed to approve this item.**

## Cell Phone Applications: John Boyd/Apryle Jackson

- John Boyd stated that School District Leadership contends that that there is no need to change existing contract language for this concern since these cell phone applications are voluntary.
- John Boyd stated that if a teacher has the application on their phone, there is no tracking of the employee, and that no employee would receive discipline for an accidental false alarm, unless there is a true pattern of neglect.
- John Boyd stated that administrators have asked employees for emergency contact numbers so that a text message can be sent in case of a real emergency.
- Apryle Jackson asked what would be the policy if an administrator does not follow directions.
- John Boyd stated Dr. Pace and he would need OCEA to identify the administrator and the situation.
- John Boyd stated that School Board Rules are being developed to address active assailant incidents.

Prepared by: John Boyd, Director of Government & Labor Relations, Department of Human Resources

Revised: April 18, 2019

Page 2 of 5



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- John Boyd stated that Broward County has implemented a policy of not disciplining employees when an application is activated, and it is found not to be an active shooter.
- John Boyd stated that administrators would like employees to talk if they see something out of the ordinary.
- John Boyd stated that the application is still new and that employees should not be afraid to use it when they see something suspicious.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Physical Assault: John Boyd/ Apryle Jackson

- John Boyd stated that School District Leadership contends that there is no need to change existing contract language for this concern as we already have language in our *Contract* and School Board Rules.
- Apryle Jackson stated that while there is contract language for teachers, ESP members cannot write referrals and need contract language to ensure documentation of physical assault.
- John Boyd stated that he would share OCEA's concerns with School District Leadership.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### End of Year Room Changes: John Boyd/ Apryle Jackson

- John Boyd stated that he is still in discussion with School District Leadership regarding this item and has no counter-proposal at this time.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Student Grades: John Boyd/ Apryle Jackson

- John Boyd stated that School District Leadership contends that there is no need to change existing contract language for this concern.
- John Boyd stated that the Student Progression Plan (SPP) is part of School Board Rules that our School Board approved, and there is already language in our SPP that requires a form to document grade changes.
- Apryle Jackson stated that OCEA is concerned when an administrator asks a teacher to fix grades because too many students are failing, and then, the teacher is put on a professional improvement plan when it is not the teacher's fault.
- Apryle Jackson and Greg Gahris stated that teachers are still being told to record no grades lower than 50%.
- Rolando Casado stated he asked the teacher(s) to review students who are failing to determine why and what support to provide for deficiencies in professional learning communities.
- James Hickey stated he is hearing two separate issues: forms to change grades and a communication issue between administrators and teachers concerning failures.
- James Hickey stated that administrators are looking at high failure rates and what can be done to correct the problem.





## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Latrecia Simpson stated that students are not being held accountable, but teachers are being penalized for their actions when the administrator reflects student failures in the teacher's evaluation.
- Lare Allen stated that his school is trying to reduce the number of tardies, but students are still being tardy, and it is affecting his deliberate practice score for his evaluation.
- John Boyd referred BLT members to the section of the handout that questions the legality of 50% for Zero grading policies.
- Apryle Jackson stated that the School District has addressed this issue repeatedly and that contract language is needed to protect teachers.
- John Boyd stated that School District Leadership could not agree to OCEA's proposal as it is written.
- John Boyd requested that OCEA identify the administrators who are asking teachers to use the 50% for zero and he would address the issue with them.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Pre-Planning Days: John Boyd/ Apryle Jackson

- John Boyd stated that he is still in discussion with School District Leadership regarding this item and has no counter-proposal at this time.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Opening New Buildings on Holiday Breaks: John Boyd/ Apryle Jackson

- John Boyd stated that he is still in discussion with School District Leadership regarding this item and has no counter-proposal at this time.
- Apryle Jackson stated that some teachers would be moving over Spring Break and wanted to know if the teachers were going to be compensated.
- Apryle Jackson stated that teachers who are moving are concerned about how testing, VAM scores, evaluations, and salaries might be affected.
- John Boyd stated that he would share teachers' concerns with School District Leadership.
- John Boyd stated that if indeed an administrator requires a teacher to work beyond the teacher's scheduled contractual workday, then the teachers would be compensated for their time.
- John Boyd stated that teachers were given boxes for the move, and the School District is moving them and heavy items.
- Apryle Jackson stated that the School District did provide boxes but told teachers they were responsible for moving their own personal items.
- Apryle Jackson stated that the School District planned an open house for the new school building on the teacher workday, and teachers are not happy.
- John Boyd stated that he would share OCEA's concerns with School District Leadership.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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## Health Insurance Benefits Committee Update: John Boyd/Apryle Jackson

- John Boyd stated we do not have an MOU for OCEA members to consider today and that the Health Insurance Benefits Committee is still working on several items.
- John Boyd stated that Rosen gave a presentation at a recent Board Workshop that was well received.
- John Boyd stated that whether or not Rosen is selected to manage our Center for Employee Health, employees would still be able to use their primary care physicians.
- John Boyd stated that when our Center becomes perceived as the benefit it was intended to be, it might become our sole provider; however, that is not an option now.
- Sarah Graber stated we are trying to change employee perceptions of the Center with an emphasis on better customer service.
- Tammy Otterson stated that the presentation from Rosen was wonderful, and if BLT members were not at the Board Workshop, it is available to watch online.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

## Agenda Items for Next Meeting

- **Mediation**

## Pluses

- Thank you to Apryle Jackson and OCEA for the refreshments.

## Deltas

- Legislative Updates

**ADJOURNED at 06:02PM**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Thursday, March 14, 2019; 04:15 PM – 06:00 PM

**Location:** Human Resources Administrative Services, Administrative Annex  
Building 03, Conference Room 03  
799 Bill Beck Boulevard; Kissimmee, FL 34744

OCEA ATTENDANCE				
1	Lare Allen	Teacher	Discovery Intermediate School	<input checked="" type="checkbox"/>
2	Greg Gahris	Teacher	St. Cloud Middle School	<input checked="" type="checkbox"/>
3	Michael Glassburn	Teacher	Gateway High School	<input checked="" type="checkbox"/>
4	Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
5	Paul Klauman	Teacher	Chestnut Elementary School	<input checked="" type="checkbox"/>
6	Jessica Priester	Teacher	Central Avenue Elementary	<input checked="" type="checkbox"/>
7	Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
8	Latrechia Simpson	Teacher	Denn John Middle School	<input checked="" type="checkbox"/>
9	Lori Swaby	OCEA Chief Negotiator	ESE Department	<input checked="" type="checkbox"/>
10				<input type="checkbox"/>
DISTRICT ATTENDANCE				
1	Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
2	John Boyd	District Chief Negotiator/ Director	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Rolando Casado	Assistant Principal	Liberty High School	<input type="checkbox"/>
4	Jose Gonzalez	Director	Budget	<input checked="" type="checkbox"/>
5	Sarah Graber	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
6	Jim Hickey	Principal	Harmony High School	<input checked="" type="checkbox"/>
7	Scott Knoebel	Principal	Narcoossee Elementary School	<input checked="" type="checkbox"/>
8	Tammy Cope- Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
9	Jeff Umbaugh	Continuous Improvement Director	Curriculum & Instruction	<input type="checkbox"/>
10	Nadia Winston	Principal	Central Avenue Elementary	<input type="checkbox"/>
N/A	Martha LeBlanc	Recording Secretary/ Secretary to John Boyd	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>

**GUEST(S):** Hank Groton, Federal Mediation and Conciliation Services (FMCS); Anne Calandrino, Uni-Serv Director, OCEA



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 04:16 PM**

Meeting Protocol	
Mission Statement:	Scott Knoebel
Philosophy:	Michael Glassburn
Rationale:	Greg Gahris
Salary and Fringes:	Apryle Jackson
Goals:	James Hickey
Guest Protocol:	N/A
Speaking Order:	Jessica Priester
Time Keeper:	Tammy Otterson

## Introduction of New Bargaining Team Members: John Boyd

- N/A

## Reflection on Our Progress Together: John Boyd

- John Boyd stated that a summary of our work together was sent to BLT members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.

## Cell Phone Applications: John Boyd/Apryle Jackson

- John Boyd stated that Management does not have a counter-proposal for OCEA's proposed contract language for this item.
- John Boyd stated School District Leadership would speak with administrators personally if there is any related issue at individual schools because Management wants employees to use the application, not fear it.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

## Physical Assault: John Boyd/ Apryle Jackson

- John Boyd stated that Management does not have a counter-proposal for OCEA's proposed contract language for this item.
- John Boyd stated that School District Leadership needs to be notified if referrals are not being filed.
- Apryle Jackson stated a Paraprofessional came to her office very upset because a student in the classroom caused her physical injuries, and the student was not even disciplined.
- John Boyd requested the employee's worksite so that he could share OCEA's concern with School District Leadership.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- John Boyd stated that the School District must comply with the law when the incidents involve Exceptional Student Education (ESE) students, but there still needs be consequences for inappropriate behavior.
- Sarah Garber stated Management understands the concern and trying to reduce the time students are missing school.
- Apryle Jackson stated this issue is a safety concern for both students and employees.
- Lori Swaby stated that the School District is experiencing more ESE students physically hurting employees.
- Lori Swaby stated that front offices in schools are also experiencing more aggressive customers.
- Lori Swaby asked how both parties could generate more creative solutions for this concern.
- Jim Hickey stated that school principals do trespass people.
- John Boyd stated that he would take OCEA's concerns to School District Leadership.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Student Grades: John Boyd/Apryle Jackson

- John Boyd stated that Management does not have a counter-proposal for OCEA's proposed contract language for this item.
- John Boyd stated that School District Leadership understands OCEA's concern about the zero for 50% grade concept, and that School Board Rules do not permit it at this time.
- John Boyd stated the schools have their MTSS personnel for support.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Mediation: John Boyd/ Apryle Jackson

- Apryle Jackson handed out and reviewed proposed contract language in regard to the grievance process.
- Apryle Jackson stated that OCEA is requesting FMCS for non-binding mediation prior to arbitration.
- John Boyd stated that he would take OCEA's proposal to School District Leadership.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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## Budget Update: John Boyd/ Apryle Jackson

- Sarah Graber shared and reviewed the Budget Overview with Bargaining Team Members.
- Sarah Graber stated that the proposed budget was presented to the School Board in February.
- Sarah Graber stated that the School Board Members tasked her department to find \$10 million for the 2019-2020 school year for the purpose of employee salary increases.
- Sarah Graber reviewed the reduction strategies with Bargaining Team Members.
- Sarah Graber stated that the staffing allocation model was adjusted for this school year.
- Sarah Graber stated that the School Board has increased the per employee Health Insurance Benefits contribution for the 2019-2020 school year.
- Sarah Graber stated that these cost savings make an average of a 2% salary increase possible.
- Sarah Graber stated that the Governor's Budget Proposal was only a starting place and that the Florida Legislature still has to approve a final state budget.
- Sarah Graber stated that the Best and Brightest Scholarship Program formula is being changed, and while these funds were kept separate from Florida Education Finance Program (FEFP), the Governor's Budget Proposal moves these funds to the FEFP.
- Apryle Jackson stated that with the proposed changes in the eligibility criteria, the number of Best and Brightest Scholarship Program recipients would be lower.
- Greg Gahris asked why the Best and Brightest funds were showing on the report in red.
- Sarah Graber stated that the Governor's Budget Proposal moves these funds to FEFP.
- Sarah Graber stated that class size would be calculated using schoolwide averages.
- Latrecia Simpson asked whether there would be funds to ensure the School District meets state requirements for class size.
- Sarah Graber stated that there would be funds set aside to ensure that the School District meets state requirements for class size.
- Michael Allen stated that if enrollment goes over the required class size at a school, then the School District would offer to pay teachers who volunteer to teach during their planning periods.
- Sarah Graber stated that the School District's proposed budget includes \$4.1 million for an average of a 2% raise for all employees.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

## Health Insurance Benefits Committee Update: John Boyd/ Apryle Jackson

- Sarah Graber shared and reviewed the Health Insurance Benefits Plan design changes with Bargaining Team Members.
- Sarah Graber stated that the School District is keeping the same plan options as last year and implementing wellness incentives.
- Sarah Graber stated that all employees have the opportunity to participate in the new voluntary Wellness Incentive Program and to reduce their contributions as long as employees qualify.
- Sarah Graber stated that if an employee has the family plan, only the employee would need to complete the voluntary Wellness Incentive Program to qualify.
- Apryle Jackson asked Sarah Graber to explain how new hires would be handled.
- Sarah Graber stated that new hires would be able to participate and not have to wait a year.
- Sarah Graber stated we are hoping to have the voluntary Wellness Incentive Program flyer available for all employees during the beginning of April.
- Jessica Priester asked what the deadline would be for employees to complete activities for the Wellness Incentive Program.

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** April 26, 2019

Page 4 of 6



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Sarah Graber stated that the School District is using July 31, 2019, as the deadline date so that there is enough time to verify all the employees who have completed their 75 points.
- Sarah Graber stated that for the next plan year, participants would have from October 01, 2019 through September 30, 2020, to complete the Wellness Incentive Program.
- Jim Hickey asked how the School District would determine the points that employees earn.
- Sarah Graber stated that data for items in sections 1-3 of the voluntary Wellness Incentive Program would be verified through CIGNA's database.
- Sarah Graber stated that the items in section 4 of the voluntary Wellness Incentive Program would be employee self-report, and there would be a link to a website where employees can upload their paperwork.
- Sarah Graber stated that employees who choose to participate in the voluntary Wellness Incentive Program may also qualify for lower deductibles.
- Latrecia Simpson asked whether an employee would receive a gift card if the employee completes the Wellness Incentive Program.
- Sarah Graber stated that funds are not allocated for gift cards.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### MOU re: Salaries and Benefits Negotiations Process: John Boyd/ Sarah Graber

- John Boyd shared and reviewed the proposed MOU.
- John Boyd stated the purpose of the MOU was to ensure that both parties could have better communication for negotiations this year.
- Apryle Jackson asked whether there would be an insurance plan option at no cost to the employee if the employee completes the wellness incentive.
- Tammy Otterson stated that there would be an insurance plan option at no cost to the employee if the employee completes the wellness incentive.
- Sarah Graber stated her team would review the data and address any concerns about plan implementation.
- John Boyd stated the School Board is committed to bargain \$4.1 million from cost savings, no matter what happens in the Legislative Session.
- John Boyd stated that the School Board and School District Leadership would like teachers to be able to leave for the summer with salaries and benefits negotiations settled.
- Apryle Jackson stated that the problem with benefits is that instructional employees did not ratify the premiums, and the School Board imposed them for the 2018-2019 school year.
- John Boyd stated that the language used in the benefits section of the MOU is "adjusted premiums" since instructional employees did not ratify the prior year's design plan changes.
- John Boyd reviewed the counter-proposals for OCEA's proposed contract language.
- Apryle Jackson stated that OCEA is concerned that some administrators encourage teachers to move items from their rooms to new facilities, and affected teachers are not receiving stipends.
- John Boyd asked whether OCEA would agree to a vote on the MOU tonight.
- Apryle Jackson stated her team needs more time to discuss the MOU.
- John Boyd asked whether both parties could agree to set dates for additional meetings, and both parties agreed to Wednesday, March 27, 2019, and Thursday, April 04, 2019.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**





## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### Agenda Items for Next Meeting

- N/A

### Pluses

- Bargaining Leadership Team members complimented and thanked Martha LeBlanc for the refreshments.

### Deltas

- Legislative Sessions

**ADJOURNED at 05:22 PM**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Wednesday, March 27, 2019; 04:15 PM – 06:00 PM

**Location:** Human Resources Administrative Services, Administrative Annex  
Building 03, Conference Room 03  
799 Bill Beck Boulevard; Kissimmee, FL 34744

OCEA ATTENDANCE				
1	Lare Allen	Teacher	Discovery Intermediate School	<input checked="" type="checkbox"/>
2	Greg Gahris	Teacher	St. Cloud Middle School	<input checked="" type="checkbox"/>
3	Michael Glassburn	Teacher	Gateway High School	<input checked="" type="checkbox"/>
4	Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
5	Paul Klauman	Teacher	Chestnut Elementary School	<input checked="" type="checkbox"/>
6	Jessica Priester	Teacher	Central Avenue Elementary	<input checked="" type="checkbox"/>
7	Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
8	Latrechia Simpson	Teacher	Denn John Middle School	<input checked="" type="checkbox"/>
9	Lori Swaby	OCEA Chief Negotiator	ESE Department	<input checked="" type="checkbox"/>
10				<input type="checkbox"/>
DISTRICT ATTENDANCE				
1	Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
2	John Boyd	District Chief Negotiator/ Director	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Rolando Casado	Assistant Principal	Liberty High School	<input type="checkbox"/>
4	Jose Gonzalez	Director	Budget	<input checked="" type="checkbox"/>
5	Sarah Graber	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
6	Jim Hickey	Principal	Harmony High School	<input checked="" type="checkbox"/>
7	Scott Knoebel	Principal	Narcoossee Elementary School	<input checked="" type="checkbox"/>
8	Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
9	Jeff Umbaugh	Continuous Improvement Director	Curriculum & Instruction	<input type="checkbox"/>
10	Nadia Winston	Principal	Central Avenue Elementary	<input type="checkbox"/>
N/A	Martha LeBlanc	Recording Secretary/ Secretary to John Boyd	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>

**GUEST(S):** Hank Groton, Federal Mediation and Conciliation Services (FMCS); Ken DeBord, Director of Risk and Benefits Management



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 04:20 PM**

Meeting Protocol	
Mission Statement:	N/A
Philosophy:	N/A
Rationale:	N/A
Salary and Fringes:	N/A
Goals:	N/A
Guest Protocol:	N/A
Speaking Order:	Jessica Priester
Time Keeper:	Michael Allen

John Boyd waived the Meeting Protocol review for this meeting.

## Introduction of New Bargaining Team Members: John Boyd

- N/A

## Reflection on Our Progress Together: John Boyd

- John Boyd stated that a summary of our work together was sent to BLT members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.

## MOU re: Salaries and Benefits Negotiations Process: John Boyd/ Sarah Graber

- John Boyd shared and reviewed the proposed MOU regarding this item.
- Apryle Jackson stated that OCEA has a counter-proposal for Management's proposed contract language in regard to Pre-Planning.
- Apryle Jackson stated that under 4.20-1, OCEA requested the words "who are required" to be struck from the language.
- Sarah Graber suggested the words "with prior approval"
- James Hickey suggested the revision "who have obtained prior approval."
- John Boyd asked OCEA if they would accept the amendment.
- Apryle Jackson stated OCEA would approve the MOU as amended.
- John Boyd requested a vote on the MOU as amended.

**ACTION: Following a fist of five vote, BLT members tentatively agreed to approve this item as amended.**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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## Salaries and Benefits: John Boyd/ Sarah Graber

- John Boyd stated that proposed salary increases were outlined on page 3 of the Salaries and Benefits Package Proposal.
- John Boyd stated that Management has also included a modest raise of \$400 to the starting salary for instructional employees.
- John Boyd stated that the proposed starting salary would rank our School District first in the Central Florida region.
- Apryle Jackson stated that Miami-Dade County has the highest teacher starting salary.
- John Boyd stated that Management acknowledges that teacher salaries for the School District's mid-career teachers have not grown much in the past few years since state law changed.
- John Boyd stated the School Board would like to add a Master Teacher Position and performance salary schedule to help mid-career teachers.
- Apryle Jackson asked what the job description of a Master Teacher was.
- John Boyd stated the Master Teacher is an actual position and reviewed the qualifications to become a Master Teacher.
- Apryle Jackson stated if you move a five-year teacher up to \$50,000 that it would cause real problems among teachers.
- John Boyd stated that there are 127 current teachers who would qualify for the opportunity to become a Master Teacher.
- John Boyd stated that out of these 127 teachers, 73 would see a salary increase if they volunteered to become a Master Teacher.
- John Boyd stated that if the criteria was changed to four out of five years scoring Highly Effective, then it would cost approximately \$1.5 million.
- John Boyd stated becoming a Master Teacher is a voluntary.
- Michael Glassburn asked whether this position would be permanent.
- John Boyd stated that once the teacher moved to the Master Teacher salary schedule, it would be permanent.
- Apryle Jackson stated OCEA has an issue with the Master Teacher Program because teachers who also qualify for Best and Brightest would make substantially more than their peers and that would cause real problems among teachers.
- Apryle Jackson asked what happens when a teacher who was Highly Effective for five years to qualify is rated Effective the next year.
- John Boyd stated that the teacher would remain a Master Teacher, but future salary increases may be less depending upon what is bargained in future years.
- Apryle Jackson stated the Master Teacher position would only benefit 127 teachers and would not be helping teachers.
- Lori Swaby asked what would happen if the teacher no longer wants to be a Master Teacher.
- John Boyd stated they would migrate back over to the existing performance pay salary schedule.
- Sarah Graber stated that Management did not discuss the situation of teachers who wanted to stop participating.
- John Boyd stated that there is no penalty if an eligible teacher chooses to become a Master Teacher.
- Lare Allen asked whether the teachers would be full-time mentors.
- Sarah Graber stated that a Master Teacher would be a full classroom teacher but would not be a mentor in the same manner as the TSL grant.
- Tammy Otterson stated that she understood OCEA's concerns with the position, but the Master Teacher would help with the School District's teacher retention efforts.
- Apryle Jackson stated that it would be difficult for OCEA to approve the Master Teacher position tonight because it would only benefit 3% of our teachers.

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** April 26, 2019

Page 3 of 5



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Apryle Jackson stated that OCEA has not had a chance to look at Master Teacher position thoroughly.
- Apryle Jackson stated that OCEA could not vote on this proposal tonight.
- Apryle Jackson shared and reviewed OCEA's salary proposal.
- Apryle Jackson stated that teachers who were retiring this year would account for approximately \$600,000 savings.
- John Boyd stated that Management could not agree to a \$1300.00 salary increase tonight.
- Lare Allen stated that OCEA is not against the concept of the Master Teacher but needs more time to understand how the position would work.
- Lori Swaby stated that she appreciated Management listening to OCEA's concerns from our last meeting but she thought the Master Teacher concept could hurt teachers since it is getting harder to earn a Highly Effective rating.
- Apryle Jackson asked whether the Master Teacher could become a supplement and stay on the regular salary schedule so that if the teacher chooses not to participate, then the teacher would just not receive the supplement.
- Karen Pruitt stated that the Master Teacher could become used as part of administrative training like a dean is now.
- Apryle Jackson asked what happened to the Race to the Top criteria for the Master Teacher Program.
- John Boyd stated he did not have a copy of that program.
- James Hickey stated he understood OCEA prefers a supplement but expressed concern about the principal having to decide who would be a Master Teacher.
- Greg Gahrts stated that he liked the supplement idea, and that the new employee could choose their mentor, or Master Teachers choose their mentees.
- John Boyd stated that he appreciated the brainstorming of new ideas.
- Apryle Jackson asked whether there could be changes made to the proposed Wellness Incentive Points system listed.
- Sarah Graber stated that the plan is already in place, and that changes cannot be made at this time.
- Apryle Jackson asked whether the start date could be July 1st because many employees get their physicals during the summer.
- Sarah Garber stated Management agrees with OCEA but has not heard back from Cigna at this time.
- Greg Gahrts asked whether the Local Plan option would continue to be at no cost to employees.
- Apryle Jackson stated that employees would still have the option if employees completed the Wellness Incentive Program.
- Lare Allen asked if he ran two 5K races could he receive points for both.
- Sarah Graber stated in that example, the employee could only submit one for points.
- Michael Glassburn asked whether the female employee who completes the Well Woman Exam would get credit for the mammogram or whether it had to be separate.
- Ken DeBord stated that CIGNA would see the test when the claims are submitted and assign the points for both.
- Karen Pruitt asked how the School District would verify the Tobacco-Free Attestation.
- Ken DeBord stated that it was on the honor system, and the employee would upload a form.
- Greg Gahrts stated that the School District needs to share instructions on how to upload forms.
- Ken DeBord stated that our Wellness Coordinator is working on sharing information with employees on how to upload the information.
- Karen Pruitt asked what system the School District would use to upload information.
- Ken DeBord stated that CIGNA has a platform that the School District will be using.
- Karen Pruitt asked what would happen if employees were not able to upload to the site.
- Sarah Graber stated the School District would hold the vendor accountable for handling that issue.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Ken DeBord stated that initial documentation would be coming to the Risk and Benefits Management office via e-mail or the Wellness address and date stamped.
- Paul Klauman asked how employees would know whether they would have increased costs or not.
- Sarah Garber stated that employees would be informed when open enrollment begins whether the employee is eligible or not.
- John asked for a caucus.

**The meeting was suspended at 05:23 PM in order for District Team members to caucus about the salaries and benefits proposal and to call Dr. Pace.**

**The meeting resumed at 05:49 PM.**

- John Boyd stated that School District Leadership would consider your proposal, but the School Board wants a Master Teacher position and at this time, we cannot take the proposal off the table.
- John Boyd stated we would go forward with the press release for the ESP settlement and what was offered tonight to the teachers.
- John Boyd stated that Dr. Pace will have an executive session with the School Board Members about the supplement.
- Apryle Jackson asked whether the press release would include the Master Teacher Program.
- Karen Pruitt asked the School District to be careful what is shared in the press release.
- Greg Gahris stated that he was concerned that a press release with information about the Master Teacher Program would upset many teachers.
- Apryle Jackson stated that OCEA's policy is that they never vote on a proposal when they see it for the first time.
- John Boyd and Sarah Graber stated that we would share OCEA's concerns about the press release with School District Leadership before any press release is done.
- John Boyd reminded Bargaining Leadership Team members that our meetings were subject to Florida Sunshine Law.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Agenda Items for Next Meeting

- Salaries and Benefits Proposal

### Pluses

- Bargaining Leadership Team members complimented and thanked Apryle Jackson and Martha LeBlanc for the refreshments.
- Bargaining Leadership Team members noted the collaboration around the table
- Michael Allen stated that both parties are closer than we were a few months ago.

### Deltas

- N/A

**ADJOURNED at 06:00 PM**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Thursday, April 04, 2019, 04:15 PM – 06:00 PM

**Location:** Human Resources Administrative Services, Administrative Annex  
Building 03, Conference Room 03  
799 Bill Beck Boulevard; Kissimmee, FL 34744

OCEA ATTENDANCE				
1	Lare Allen	Teacher	Discovery Intermediate School	<input checked="" type="checkbox"/>
2	Greg Gahris	Teacher	St. Cloud Middle School	<input checked="" type="checkbox"/>
3	Michael Glassburn	Teacher	Gateway High School	<input checked="" type="checkbox"/>
4	Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
5	Paul Klauman	Teacher	Chestnut Elementary School	<input checked="" type="checkbox"/>
6	Jessica Priester	Teacher	Central Avenue Elementary	<input type="checkbox"/>
7	Karen Pruitt	Media Specialist	TECO-PATHS	<input type="checkbox"/>
8	Latrechia Simpson	Teacher	Denn John Middle School	<input checked="" type="checkbox"/>
9	Lori Swaby	OCEA Chief Negotiator	ESE Department	<input checked="" type="checkbox"/>
10				<input type="checkbox"/>
DISTRICT ATTENDANCE				
1	Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
2	John Boyd	District Chief Negotiator/ Director	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Rolando Casado	Assistant Principal	Liberty High School	<input checked="" type="checkbox"/>
4	Jose Gonzalez	Director	Budget	<input checked="" type="checkbox"/>
5	Sarah Graber	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
6	Jim Hickey	Principal	Harmony High School	<input checked="" type="checkbox"/>
7	Scott Knoebel	Principal	Narcoossee Elementary School	<input checked="" type="checkbox"/>
8	Tammy Cope- Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
9	Nadia Winston	Principal	Central Avenue Elementary	<input checked="" type="checkbox"/>
10				<input type="checkbox"/>
N/A	Martha LeBlanc	Recording Secretary/ Secretary to John Boyd	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>

**GUEST(S):** Hank Groton, Federal Mediation and Conciliation Services (FMCS); Maria Gomez, Assistant Principal, Chestnut Elementary





# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 04:20 PM**

Meeting Protocol	
Mission Statement:	N/A
Philosophy:	N/A
Rationale:	N/A
Salary and Fringes:	N/A
Goals:	N/A
Guest Protocol:	N/A
Speaking Order:	Latrechia Simpson
Time Keeper:	Tammy Otterson

- John Boyd waived the Meeting Protocol review for this meeting.

## Introduction of New Bargaining Team Members: John Boyd

- N/A

## Reflection on Our Progress Together: John Boyd

- John Boyd stated that a summary of our work together was sent to BLT members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.

## Salaries and Benefits Negotiations: John Boyd/ Sarah Graber

- John Boyd shared and reviewed the School Board's Salaries and Benefits Package Proposal with Bargaining Leadership Team members.
- John Boyd stated that Superintendent Pace and the Osceola County School Board cordially provide this salaries and benefits package proposal and continues to express its ongoing desire to recognize and reward loyal and high performing instructional employees through further future collaborative negotiations about other retention supplements and a Master Teacher salary schedule if additional funds become available for our School District beyond the Governor's proposed budget.
- Apryle Jackson stated that OCEA would like to develop a Master Teacher Program jointly in a committee.
- John Boyd stated that District Leadership would prefer both parties bring proposals for a Master Teacher Program to the bargaining table instead of a committee.
- Tammy Otterson stated the salary schedule is confusing for our instructional employees and would like to see it revised.
- Apryle Jackson asked if we could publish the salary schedule with ranges instead of levels.
- John Boyd stated the salary schedule needs to remain the same in the contract for legal purposes.
- John Boyd stated that an additional interpretive cover sheet might assist instructional employees.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Apryle Jackson asked Sarah Graber if she checked OCEA's numbers in regards form our last meeting.
- Sarah Graber stated that she had, and the numbers were close.

**The meeting was suspended at 04:28 PM in order for OCEA members to caucus about the salaries and benefits proposal.**

**The meeting resumed at 4:49 PM.**

- John Boyd requested a vote.
- Apryle Jackson stated that if the School District receives additional funds when the Legislative Session concludes, then OCEA would definitely like to propose longevity supplements for instructional employees.

**ACTION: Following a fist of five vote, BLT members tentatively agreed to approve this item.**

- John Boyd thanked OCEA, the teachers would receive their monies pending ratification, and we have contract language to protect teachers.
- John Boyd stated the Master Teacher Program would be discussed at future bargaining meetings.
- Apryle Jackson asked whether supplements could count towards employees' retirements.
- John Boyd stated that in some cases, a supplement could count towards an employee's retirement if the supplement is recurring and depending on the defining criteria of the supplement.

### Agenda Items for Next Meeting

- Mediation

**Next Meeting: Tuesday, May 9, 2019, 04:15 – 06:00 PM  
OCEA Office, 722 W. Mabbette Street; Kissimmee, FL 34741**

### Pluses

- Bargaining Leadership Team members complimented and thanked Martha LeBlanc for the refreshments.
- Hank Groton congratulated the Bargaining Leadership Team for their efforts to work together.
- Both parties agreed to cancel the remainder of the bargaining meetings for both OCEA bargaining units for April 2019.

### Deltas

- N/A

**ADJOURNED at 05:08 PM**



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Thursday, May 9, 2019 4:30PM – 6:00PM

**Location:** OCEA Office; 722 Mabbette Street; Kissimmee, FL 34741

OCEA ATTENDANCE				
1	Lare Allen	Teacher	Discovery Intermediate School	<input checked="" type="checkbox"/>
2	Greg Gahris	Teacher	St. Cloud Middle School	<input checked="" type="checkbox"/>
3	Michael Glassburn	Teacher	Gateway High School	<input checked="" type="checkbox"/>
4	Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
5	Paul Klauman	Teacher	Chestnut Elementary School	<input checked="" type="checkbox"/>
6	Jessica Priester	Teacher	Central Avenue Elementary	<input type="checkbox"/>
7	Karen Pruitt	Media Specialist	TECO-PATHS	<input type="checkbox"/>
8	Latrechia Simpson	Teacher	Denn John Middle School	<input checked="" type="checkbox"/>
9	Lori Swaby	OCEA Chief Negotiator	ESE Department	<input checked="" type="checkbox"/>
10				<input type="checkbox"/>
DISTRICT ATTENDANCE				
1	Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
2	John Boyd	District Chief Negotiator/ Director	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Rolando Casado	Assistant Principal	Liberty High School	<input checked="" type="checkbox"/>
4	Jose Gonzalez	Director	Budget	<input checked="" type="checkbox"/>
5	Sarah Graber	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
6	Jim Hickey	Principal	Harmony High School	<input type="checkbox"/>
7	Scott Knoebel	Principal	Narcoossee Elementary School	<input type="checkbox"/>
8	Tammy Cope- Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
9	Nadia Winston	Principal	Central Avenue Elementary	<input checked="" type="checkbox"/>
10				<input type="checkbox"/>
N/A	Martha LeBlanc	Recording Secretary/ Secretary to John Boyd	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>

**GUEST(S):** Hank Groton, FMCS, Mackenzie Bertram, Coordinator of New Teacher Induction



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 04:26 PM**

Meeting Protocol	
Mission Statement:	N/A
Philosophy:	N/A
Rationale:	N/A
Salary and Fringes:	N/A
Goals:	N/A
Guest Protocol:	N/A
Speaking Order:	Jessica Priester
Time Keeper:	Rolando Casado

John Boyd waived the Meeting Protocol.

## Introduction of New Bargaining Team Members: John Boyd

- N/A

## Reflection on Our Progress Together: John Boyd

- John Boyd stated that a summary of our work together was sent to BLT members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.

## Salaries and Benefits Negotiations: John Boyd

- John Boyd shared and reviewed the Salaries and Benefits Package Addendum with bargaining team members.
- John Boyd stated that the terms of the original tentative agreement remain in place with the exception of salaries.
- John Boyd stated that based upon changes in state funding, the Osceola County School Board now offers:
  1. **Salary Increase per Instructional Employee for the 2019-2020 school year** based upon the requirements of state law and the performance pay salary schedule as bargained;
    - **\$1500, or thirty (30) salary schedule levels**, for instructional employees whose final summative evaluation rating is "Highly Effective";
    - **\$1400, or twenty-eight (28) salary schedule levels**, for instructional employees who are Grandfathered (Professional Service Contract or Continuing Contract status) and whose final summative evaluation rating is either "Highly Effective" or "Effective" [**NOTE**: No change in contract status is required.];



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- **\$1000, or twenty (20) salary schedule levels**, for instructional employees whose final summative evaluation rating is “Effective”; and

**2. Performance-Based Non-Recurring Longevity Supplement per instructional employee for the 2019-2020 school year** based upon the requirements of state law and the employee’s years of successful service to the School District of Osceola County, Florida, as follows:

- The supplement categories shall be:
  - **Less than or equal to five (5) years of service** = \$250
  - **Six (6) to ten (10) years of service** = \$500
  - **Greater than ten (10) years of service** = \$750
- “Successful service” shall mean that the employee earned a final summative evaluation rating of either “Highly Effective” or “Effective” for the 2018-19 school year.
- The supplement shall be paid no later than August 31, 2019, for the 2019-2020 school year for the purposes of employee retention.
- If an instructional employee does not earn a final summative evaluation rating of either “Highly Effective” or “Effective” for the 2018-19 school year, then the employee shall repay the School District for the overpayment according to the terms of our Contract.
- Apryle Jackson stated that she would like the Grandfathered salary increase to be raised to \$1450 dollars to keep the difference between Grandfathered and Highly Effective Performance \$50 as it has been since our new salary schedule was first negotiated.

**The meeting recessed at 04:30 PM in order for District Team members to caucus about the salaries and benefit proposal.**

**The meeting resumed at 04:46 PM.**

- John Boyd stated that he spoke to Dr. Pace about OCEA’s counter-proposal, and at this time, the School Board has provided its best offer for proposed salaries.
- John Boyd stated that OCEA’s counter-proposal requires the School Board to increase the money on the table.
- Lare Allen asked whether the salary increase could be divided into \$25 dollar increments.
- John Boyd stated that the increments in our salary schedule are \$50 each.
- Greg Gahrts asked whether the amount of the non-recurring supplement could change.
- John Boyd stated the School Board wanted to keep more money in the recurring salary increase than the non-recurring supplement to help employees.
- Apryle Jackson stated that OCEA is adamant not give more than \$50 dollars more to the Highly Effective Performance Pay versus the Grandfathered employees.
- John Boyd stated that the School District is looking at the positive since the teachers would be making more money.
- Sarah Graber stated that we want to honor past practice, but this issue was never brought up in the bargaining meetings she has attended.
- Apryle Jackson stated that the beginning teacher salary has grown over the years but the more experienced teacher salary has not.
- Lare Allen stated that the increments in our new salary schedule have always been \$50.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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**The meeting recessed at 04:55PM in order for District Team members to caucus about the salaries and benefit proposal.**

**The meeting resumed at 05:05PM.**

- John Boyd stated that he spoke with Dr. Pace, and the School District is willing to have the Grandfathered employees at \$1,450 so that both parties could reach tentative agreement and move forward with ratification.
- John Boyd asked for a vote on the two proposed changes to instructional employee salaries as amended, not the original settlement.

**ACTION: Following a fist of five vote, BLT members tentatively agreed to approve this item as amended.**

- Apryle Jackson thanked John Boyd, Dr. Pace, and the School Board.
- Michael Allen stated this was among the most generous salary increases that the School Board has been able to give in several years.
- Apryle Jackson stated that as of Friday, May 10, 2019, she will have visited every school in the School District, and less than 20% of the employees have complained about the proposed changes to health insurance benefits.
- Apryle Jackson stated that the ratification would take place on May 22, 2019.

### Revisions to Memoranda of Understanding: John Boyd

- John Boyd shared and reviewed proposed changes to four (4) ongoing MOU's for fiscal year 2019-2020.
- John Boyd stated that the proposed revisions for these MOU's mostly reflect changes in dates.
- John Boyd introduced Mackenzie Bertram to explain the proposed changes to the Teacher and School Leader Incentive Program Grant (TSL)/ Producing Results through Osceola's Professional Educator Ladder (PROPEL) Grant.
- John Boyd requested a vote on the proposed revisions to the MOU's as presented.
- John Boyd asked whether OCEA preferred to vote on all of the MOU's at once or individually.
- Apryle Jackson requested that the vote on the MOU's be done individually.
- John Boyd requested a vote on the *2019-20 MOU re Additional Earning Opportunities for Non-FTE Generating Programs*.

**ACTION: Following a fist of five vote, BLT members tentatively agreed to approve this item.**

- John Boyd requested a vote on the *2019-20 MOU re Flex Day*.

**ACTION: Following a fist of five vote, BLT members tentatively agreed to approve this item.**

- John Boyd requested a vote on the *2019-20 MOU re School Improvement Grant 1003(g) Cohort 4 (SIG4) Grant Impact*.

**ACTION: Following a fist of five vote, BLT members tentatively agreed to approve this item.**



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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John Boyd requested a vote on the *2019-20 MOU re Teacher and School Leader Incentive Program Grant (TSL)/ Producing Results through Osceola's Professional Educator Ladder (PROPEL) Grant Impact*.

**ACTION: Following a fist of five vote, BLT members tentatively agreed to approve this item.**

- Apryle Jackson stated that the bargaining team needs to review the lapsed Differentiated Accountability MOU since we have a "D" school this year.
- Apryle Jackson asked about the Sick Leave Buyback MOU.
- Sarah Garber stated that it is now a School Board Rule.
- John Boyd stated that the School Board remains committed to continue to offer Sick Leave Buyback program as available funding permits.

### Agenda Items for Next Meeting

- John Boyd briefly shared the proposed Safe Driver Plan that the School District5 Department of Transportation would begin using next school year depending upon the outcome of bargaining with Teamsters.
- John Boyd shared that the Safe Driver Plan establishes a points system that would be used for the purposes of progressive discipline.
- John Boyd shared that some employees in the OCEA bargaining units would be affected.
- John Boyd stated that he would share a copy of the proposed Safe Driver Plan with OCEA for their review.

**Next Meeting: Thursday, September 12, 2019; 04:15 – 06:00 PM  
OCEA Office, 722 West Mabbette Street, Kissimmee, FL**

### Pluses

- Bargaining team members complimented and thanked OCEA for the refreshments.
- Bargaining team members expressed gratitude that both parties reached tentative agreements on proposed salaries and benefits.

### Deltas

- N/A

**ADJOURNED at 05:30PM**





# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Thursday, August 15, 2019 5:00PM – 6:00PM

**Location:** OCEA Office; 722 Mabbette Street; Kissimmee, FL. 34741

OCEA ATTENDANCE				
1	Lare Allen	Teacher	Discovery Intermediate School	<input checked="" type="checkbox"/>
2	Greg Gahris	Teacher	St. Cloud Middle School	<input checked="" type="checkbox"/>
3	Michael Glassburn	Teacher	Gateway High School	<input checked="" type="checkbox"/>
4	Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
5	Paul Klauman	Teacher	Chestnut Elementary School	<input checked="" type="checkbox"/>
6	Jessica Priester	Teacher	Central Avenue Elementary	<input type="checkbox"/>
7	Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
8	Latrechia Simpson	Teacher	Denn John Middle School	<input checked="" type="checkbox"/>
9	Lori Swaby	OCEA Chief Negotiator	ESE Department	<input checked="" type="checkbox"/>
10				<input type="checkbox"/>
DISTRICT ATTENDANCE				
1	Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
2	John Boyd	District Chief Negotiator/ Director	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Rolando Casado	Assistant Principal	Liberty High School	<input checked="" type="checkbox"/>
4	Jose Gonzalez	Director	Budget	<input checked="" type="checkbox"/>
5	Sarah Graber	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
6	Jim Hickey	Principal	Harmony High School	<input type="checkbox"/>
7	Scott Knoebel	Principal	Narcoossee Elementary School	<input checked="" type="checkbox"/>
8	Tammy Cope- Otterson	Chief Officer	Human Resources & Personnel	<input type="checkbox"/>
9	Nadia Winston	Principal	Central Avenue Elementary	<input type="checkbox"/>
10				<input type="checkbox"/>
N/A	Martha LeBlanc	Recording Secretary/ Secretary to John Boyd	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>

**GUEST(S):** Anne Calandrino



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 05:02 PM**

Meeting Protocol	
Mission Statement:	John Boyd
Philosophy:	Rolando Casado
Rationale:	Michael Glassburn
Salary and Fringes:	Apryle Jackson
Goals:	James Hickey
Guest Protocol:	N/A
Speaking Order:	Michael Glassburn
Time Keeper:	Karen Pruitt

## Introduction of New Bargaining Team Members: John Boyd

- N/A

## Reflection on Our Progress Together: John Boyd

- John Boyd stated that a summary of our work together was sent to BLT members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.
- John Boyd stated that we had not planned for this meeting to be the first meeting of the new fiscal year.
- John Boyd shared the Free Positive Thoughts quotes.

## MOU re State Requirements for School Improvement: John Boyd

- John Boyd stated that the proposed Memorandum of Understanding is related to Tohopekaliga High School who earned a School Grade of a "D" for the 2018-2019 school year.
- John Boyd stated that the Florida Department of Education (FLDOE) would not accept our existing contract language and would accept only a Memorandum of Understanding as stated in the state statute.
- John Boyd stated that the proposed MOU quotes state law and our existing contract language exactly.
- Apryle Jackson asked whether the teachers who have aggregate needs improvement for three years would need to be transferred to another school.
- John Boyd stated he did not recall seeing that specific requirement in state law, but if FLDOE requires such a change, Management shall follow our existing contract language for reassignments.
- John Boyd asked whether OCEA was willing to take a vote tonight on the proposed MOU.
- Apryle Jackson stated yes.

**ACTION: Following a fist of five vote, BLT members tentatively agreed to approve this item as amended.**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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## Agenda Items for Next Meeting

- Best & Brightest Teacher Program
- Separate Salary Schedules for ROTC Instructors, Social Workers, and Speech/ Language Pathologists

**Next Meeting:**            **Thursday, September 12, 2019**  
                                 **OCEA, 722 West Mabbette Street**  
                                 **Kissimmee, FL 34741**

## Pluses

- Thank you to Martha LeBlanc for the refreshments
- The Employee Orientation Tab now only takes about 45 minutes to complete and no requires Moodles or tests.

## Deltas

- FLDOE did not accept our contract language in lieu of an MOU.

**ADJOURNED at 05:30PM**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Thursday, September 12, 2019, 5:00PM – 6:00PM

**Location:** OCEA Office; 722 Mabbette Street; Kissimmee, FL 34741

OCEA ATTENDANCE				
1	Lare Allen	Teacher	Discovery Intermediate School	<input checked="" type="checkbox"/>
2	Greg Gahris	Teacher	St. Cloud Middle School	<input checked="" type="checkbox"/>
3	Michael Glassburn	Teacher	Gateway High School	<input checked="" type="checkbox"/>
4	Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
5	Paul Klauman	Teacher	Chestnut Elementary School	<input checked="" type="checkbox"/>
6	Jessica Priester	Teacher	Central Avenue Elementary	<input type="checkbox"/>
7	Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
8	Latrece Simpson	Teacher	Denn John Middle School	<input checked="" type="checkbox"/>
9	Norine Stazko	ESOL Compliance Specialist	Gateway High School	<input checked="" type="checkbox"/>
10	Lori Swaby	OCEA Chief Negotiator	ESE Department	<input type="checkbox"/>
DISTRICT ATTENDANCE				
1	Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
2	John Boyd	District Chief Negotiator/ Director	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Rolando Casado	Assistant Principal	Liberty High School	<input type="checkbox"/>
4	Jose Gonzalez	Director	Budget	<input type="checkbox"/>
5	Sarah Graber	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
6	Jim Hickey	Principal	Harmony High School	<input type="checkbox"/>
7	Scott Knoebel	Principal	Narcoossee Elementary School	<input checked="" type="checkbox"/>
8	Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
9	Nadia Winston	Principal	Central Avenue Elementary	<input type="checkbox"/>
10				<input type="checkbox"/>
N/A	Martha LeBlanc	Recording Secretary/ Secretary to John Boyd	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>

**GUEST(S):** Anne Calandrino, OCEA; Thomas Phelps, Deputy Superintendent



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 05:02 PM**

Meeting Protocol	
Mission Statement:	John Boyd
Philosophy:	Sarah Graber
Rationale:	Scott Knoebel
Salary and Fringes:	Apryle Jackson
Goals:	Lori Swaby
Guest Protocol:	N/A
Speaking Order:	Jessica Priester
Time Keeper:	Tammy Otterson

## Introduction of New Bargaining Team Members: John Boyd/ Apryle Jackson

- Apryle Jackson introduced Norine Stazko as their new OCEA member.

## Reflection on Our Progress Together: John Boyd

- John Boyd stated that a summary of our work together was sent to BLT members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.

## Florida Best and Brightest: John Boyd/ Apryle Jackson

- Apryle Jackson shared and reviewed OCEA's proposal regarding Florida Best and Brightest Teacher Program with bargaining team members.
- Apryle Jackson and John Boyd reviewed the statutory requirements for the Retention and Recruitment Awards that were not negotiable.
- Apryle Jackson reviewed OCEA's proposal for the Recognition Award.
- Apryle Jackson stated that OCEA would like to include paraprofessionals and would share a proposal at our ESP meeting.
- John Boyd stated that both parties not far apart and that Management would bring a counter-proposal to the next meeting.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### **MOU re: Collaborative Planning/ Professional Learning Communities: John Boyd/ Apryle Jackson**

- John Boyd stated the only change that was made to this proposed MOU was the date.
- Apryle Jackson stated there are still some issues with quite a few elementary schools abusing the two (2) planning periods per month.
- Apryle Jackson stated that academic coaches have been running these two (2) PLC's instead of teachers.
- John Boyd asked OCEA to let him know the names of the schools so that he could work to correct the situations at specific schools.
- Apryle Jackson stated that there were issues that need to be ironed out before OCEA could agree to a new MOU.
- John Boyd stated he understood, however this MOU is clear, and he can enforce the issue.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### **MOU re: Guiding Principles for Lesson Plans: John Boyd/ Apryle Jackson**

- John Boyd stated the only change that was made to this proposed MOU was the date.
- Apryle Jackson stated that there were concerns at some schools where teachers were asked to add items to their lesson plans.
- Lare Allen stated that there were similar concerns regarding differentiated instruction.
- John Boyd asked whether OCEA was still willing to take a vote tonight on the proposed MOU.

**ACTION: Following a fist of five vote, BLT members tentatively agreed to approve this item as amended.**

### **Salary Schedules for ROTC Instructors, Social Workers, and Speech Pathologists: John Boyd/ Apryle Jackson**

- Apryle Jackson stated OCEA does not have a written proposal for new salary schedules for ROTC Instructors, Social Workers, and Speech Pathologists at this time.
- Apryle Jackson stated that OCEA is reviewing the contract language and salary schedules for other school districts.
- Tammy Otterson asked whether a supplement would be better for those Speech Pathologists who must work on Medicaid billing.
- Apryle Jackson stated that other school districts do provide a substantial supplement for these responsibilities.
- Tammy Otterson stated that since private industry recruits our Speech Pathologists, a supplement would be a good incentive.
- Lori Swaby stated that since we contract out to the private sector because our School District is short on Speech Pathologists, a supplement could help us retain our employees.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

### Required Reading Endorsement Professional Development: John Boyd/ Apryle Jackson

- Apryle Jackson stated that when employees were required to have the ESOL endorsement, the trainings were scheduled on early release Wednesdays, and OCEA is requesting the same for the Reading endorsement.
- Michael Allen asked whether OCEA was asking teachers to be paid for the additional hour since the session would need to be two (2) hours.
- Apryle Jackson stated that one hour would be on the teacher's own time but this schedule change would free one hour for them.
- Karen Pruitt asked whether this would be for half of the year or a whole year.
- Apryle stated the whole year.
- Paul Klauman asked how elementary teachers could be done in one year when the fast track is one and a half years.
- Apryle Jackson stated that if teachers send in their transcripts to FLDOE, then FLDOE would review their transcripts to determine which three (3) classes teachers still needed to take.
- Karen Pruitt stated that FLDOE is behind, and teachers need to start now to take courses.
- Apryle Jackson stated that teachers just have to finish one course, and FLDOE would inform them which additional courses were needed.
- John Boyd stated that the School District is already offering several different delivery methods for these courses such as online, face-to-face, and hybrid.
- Tammy Otterson asked how teachers would be able to complete their work in PLCs if the Wednesday was scheduled for the reading endorsement courses.
- Trae Simpson stated this flexibility in the required training sessions would help teachers not to feel overwhelmed.
- Michael Allen expressed the same concern that Tammy Otterson stated earlier and expressed that Professional Development needed to be involved in this discussion.
- John Boyd agreed and stated that Management is not saying no at this time but that Professional Development should be included before we make a decision or counter-proposal.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Academic Freedom: John Boyd/ Apryle Jackson

- Apryle Jackson shared concerns that OCEA has regarding how certain School District-level employees and school-level academic coaches were conducting walk-through observations for Individual Learning Cycles and the effect it has had on teachers.
- Lori Swaby stated that the textbook does not always align with the School District's curriculum and shared a concern that occurred at her school that affected employee morale negatively.
- Michael Allen stated that the School District's Curriculum Unit Plans (CUPs) are our new way of doing business this school year, but teachers are not expected to be on the same page of the textbook on the same day.
- John Boyd stated that:
  1. The purpose of the CUPs is two-fold:
    - to provide Osceola's guaranteed viable standards-based curriculum to every child, every chance, every day; and
    - to save teachers valuable time and effort in meeting that expectation;
  2. The CUPs are the minimum requirement; and





## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Any supplements and augmentation to the CUPs must be equal to the depth of the standard and appropriate to the grade level of each student.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

**MOU re: Collaborative Planning/ Professional Learning Communities: John Boyd/ Apryle Jackson**

**The meeting was suspended at 5:56 PM in order for OCEA members to caucus about the *MOU re: Collaborative Planning/ Professional Learning Communities*.**

**The meeting resumed at 06:05 PM.**

- Apryle Jackson shared OCEA's concerns regarding collaborative planning and PLCs:
  - The bullet regarding the Unfair Labor Practice was obsolete.
  - School District Leadership has not shared PLC survey data with OCEA so that they could address any discrepancies.
  - OCEA has concerns regarding how the two (2) collaborative planning periods during teachers' individual planning periods are being conducted.
- John Boyd asked whether OCEA be willing to vote tonight if Bullet #8 were removed.
- Apryle Jackson stated there were not enough votes to approve the MOU tonight.
- Michael Allen apologized for OCEA not receiving the PLC survey data and took full responsibility.
- Apryle Jackson stated that teachers are still being required to turn in minutes and attendance records for PLCs.
- John Boyd asked Apryle Jackson to identify the specific schools where problems exist so that he can address them with School District Leadership and the school administration.
- Scott Knoebel stated that several principals suggest that PLC teams keep an agenda and action plan to guide their work.
- Apryle Jackson stated that OCEA is concerned that Advanced Placement teachers must work one hour past the contractual workday in order to complete the PLC requirements.
- John Boyd stated that virtual PLCs exist to assist AP teachers' PLCs.
- Trae Simpson stated that teachers also meet on their own in addition to PLCs and do not need academic coaches directing their meeting times or agendas.
- John Boyd stated that the MOU details the specific procedure for teachers to schedule their meetings in advance with their school administrators, and academic coaches are present to provide feedback.
- Lare Allen asked what assurances School District Leadership could confirm for OCEA that administrators and academic coaches will listen to the direction of School District Leadership regarding PLCs and honor the terms of the MOU.
- John Boyd stated that he would continue to notify the Superintendent and Assistant Superintendents and follow through on addressing OCEA's concerns with school administrators.
- Apryle Jackson stated that when school administrators do not listen and comply with the terms of the MOU, OCEA's only solution becomes filing grievances every time an issue arises.
- John Boyd offered proposed revisions to the language of the MOU regarding that two (2) collaborative planning periods during teachers' individual planning periods.
- Michael Allen stated that he had some concerns about limiting administrators from directing the work of PLCs during the two (2) collaborative planning periods during teachers' individual planning periods.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- John Boyd agreed and withdrew the proposed revisions to the language of the MOU regarding that two (2) collaborative planning periods during teachers' individual planning periods.

**ACTION: Still, no action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Agenda Items for Next Meeting

- Agenda items for the next meeting may be sent via e-mail.

**Next Meeting: Thursday, October 10, 2019  
Human Resources Administrative Services  
Conference Room #3  
799 Bill Beck Blvd, Kissimmee, FL 34744**

### Pluses

- Bargaining team members complimented and thanked OCEA for the refreshments.
- Mr. Allen thanked the team for their comradery and respectfulness in our meeting.
- Mr. Allen thanked Norine Stazko for recruiting him many years ago.

### Deltas

- N/A

**ADJOURNED at 06:35 PM**



# Joint Osceola Bargaining Leadership Team (BLT and ESP) Meeting Minutes

**Date:** Thursday, October 10, 2019, 04:00PM - 06:00 PM

**Location:** Human Resources Administrative Services, Administrative Annex  
Building 03, Portable B  
799 Bill Beck Blvd, Kissimmee, FL 34744

OCEA ATTENDANCE				
1	Lare Allen	Teacher	Discovery Intermediate School	<input checked="" type="checkbox"/>
2	Greg Gahris	Teacher	St. Cloud Middle School	<input checked="" type="checkbox"/>
3	Michael Glassburn	Teacher	Gateway High School	<input type="checkbox"/>
4	Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
5	Paul Klauman	Teacher	Chestnut Elementary School	<input checked="" type="checkbox"/>
6	Jessica Priester	Teacher	Central Avenue Elementary	<input checked="" type="checkbox"/>
7	Karen Pruitt	Media Specialist	TECO-PATHS	<input type="checkbox"/>
8	Latrechia Simpson	Teacher	Denn John Middle School	<input checked="" type="checkbox"/>
9	Norine Stazko	ESOL Compliance Specialist	Gateway High School	<input checked="" type="checkbox"/>
10	Lori Swaby	OCEA Chief Negotiator	ESE Department	<input checked="" type="checkbox"/>
11	Anne Calandrino	Director United Services	OCEA	<input checked="" type="checkbox"/>
12	Susan Compton	Bookkeeper	Custodial Services	<input checked="" type="checkbox"/>
13	Barbara Gleason	OCEA Chief Negotiator	Osceola School for the Arts	<input checked="" type="checkbox"/>
14	Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
15	Myra Schaalma	Paraprofessional	Partin Settlement Elementary	<input checked="" type="checkbox"/>
16	Omar Rivas	Computer Technician	St. Cloud High School	<input checked="" type="checkbox"/>
DISTRICT ATTENDANCE				
1	Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
2	John Boyd	District Chief Negotiator/ Director	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Rolando Casado	Assistant Principal	Liberty High School	<input checked="" type="checkbox"/>
4	Jose Gonzalez	Director	Budget	<input checked="" type="checkbox"/>
5	Sarah Graber	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** October 17, 2019



## Joint Osceola Bargaining Leadership Team (BLT and ESP) Meeting Minutes

6	Jim Hickey	Principal	Harmony High School	<input checked="" type="checkbox"/>
7	Scott Knoebel	Principal	Narcoossee Elementary School	<input checked="" type="checkbox"/>
8	Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
9	Nadia Winston	Principal	Central Avenue Elementary	<input checked="" type="checkbox"/>
10	Daryla Bungo	Director	Student Services	<input type="checkbox"/>
11	Nate Fancher	Principal	St. Cloud High School	<input type="checkbox"/>
N/A	Martha LeBlanc	Recording Secretary/ Secretary to John Boyd	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>

**GUEST(S):** Mark Connors, Assistant Principal; Thomas Phelps, Deputy Superintendent

**COMMENCED at 04:15 PM** \_\_\_\_\_

Meeting Protocol	BLT	ESP
Mission Statement:	John Boyd	John Boyd
Philosophy:	Sarah Graber	Barbara Gleason
Rationale:	Scott Knoebel	Susan Compton
Salary and Fringes:	Apryle Jackson	Apryle Jackson
Goals:	Lori Swaby	Lare Allen
Guest Protocol:	N/A	
Speaking Order:	Susan Compton	Susan Compton
Time Keeper:	Tammy Otterson	Tammy Otterson

### Introduction of New Bargaining Team Members: John Boyd

- Apryle Jackson introduced Omar Rivas, Computer Technician, GWHS, as a new OCEA member for the ESP bargaining team.

### Reflection on Our Progress Together: John Boyd

- John Boyd stated that a summary of our work together was sent to both teams of BLT members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.



## Joint Osceola Bargaining Leadership Team (BLT and ESP) Meeting Minutes

### Joint MOU re Florida Best and Brightest Teacher Program: John Boyd/Apryle Jackson

- John Boyd shared and carefully reviewed the *Joint MOU re Florida Best and Brightest Teacher Program* point by point.
- John Boyd stated that the Joint MOU was written with careful detail so that it was transparent, and both parties could use it as a communication tool.
- John Boyd stated that the related state laws were on pages 6-8 of the proposed Joint MOU.
- John Boyd stated that per state law, Osceola's charter schools receive their proportionate share right off the top, and the remainder of the funds were available for the School District employees.
- John Boyd stated it is the intent of the Osceola School Board to reward all eligible full-time instructional employees, which includes our instructional paraprofessionals.
- John Boyd stated that per state auditors, state law does not permit the School District to include Pre-Kindergarten instructional employees in these awards.
- John Boyd stated that state law does permit the School District to include Adult Education and Paraprofessional employees in these awards.
- John Boyd stated that the criteria for the Recruitment and Retention awards are defined clearly in state law, but the School Board must approve the criteria for the Recognition awards.
- John Boyd shared and reviewed the General Criteria section of the Joint MOU to the OCEA members.
- John Boyd clarified that if the number of eligible candidates for the Recognition award exceeded the allocation available, then the amounts of the Recognition awards would be prorated.
- John Boyd clarified that Recruitment awards would be paid in two installments in December 2019 and May 2020, but the Retention and Recognition awards would be paid in one lump sum no later than the second paycheck in December.
- John Boyd stated that if an eligible employee candidate were on Family Medical Leave Act (FMLA) leave at the time of payment, then the eligible employee candidate would still receive the award.
- Apryle Jackson stated she was concerned for the employees that did not receive evaluation ratings for the prior school year.
- John Boyd stated if an employee is not eligible for one category of award, then the employee would be considered for the next category of award, but an eligible employee candidate may only receive one award.
- John Boyd stated that page three of the Joint MOU shows the list of schools that are eligible for the Retention award.
- Apryle Jackson asked whether funds could be withheld from charter schools until investigations of testing improprieties were closed.
- Sarah Graber stated that per state law, the proportionate share for charter schools cannot be withheld.
- John Boyd stated that the maximum amount for the Recruitment Award is \$4000.00 in order for the School District to remain competitive with surrounding school districts.
- John Boyd stated that the School Board proposes the following amounts for the awards:
  - Recruitment Award = \$4,000
  - Retention Award, Highly Effective Instructional Employee = \$2,500
  - Retention Award, Effective Instructional Employee = \$1,000
  - Recognition Award, Highly Effective Instructional Employee = \$2,075
  - Recognition Award, Effective Instructional Employee = \$850
  - Recognition Award, Paraprofessional Employee = \$500
- John Boyd answered Apryle Jackson's question about employees who did not receive evaluation ratings for the prior school year.



## Joint Osceola Bargaining Leadership Team (BLT and ESP) Meeting Minutes

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- John Boyd stated that it is the individual employee's responsibility to ensure they receive an evaluation rating, and that Management cannot correctly compensate an employee without an evaluation rating.
- John Boyd asked OCEA to provide a list of those employees who claimed that they did not receive an evaluation rating.
- Apryle Jackson stated that some of the employees who did not receive evaluation ratings were School District Resource Teachers.
- Lare Allen asked whether the awards were considered bonuses or would recur each year.
- Apryle Jackson stated that the awards were not recurring and that the Governor had proposed to use the funds for this program for another teacher compensation program.
- John Boyd stated that the School District's allocation of funds for this program were not enough to move employees to the \$47,500 minimum salary that the Governor has proposed, and that his colleagues in other school districts were confirming the same things.
- Greg Gahris stated that he once worked at a school where teachers did not receive evaluation ratings, and when he asked his administration, nothing was done.
- John Boyd asked Greg Gahris whether he filed a grievance, and Greg Gahris stated he had not.
- Tammy Otterson asked Greg Gahris if the evaluation rating he did not receive was before the performance pay plan, and Greg Gahris stated that yes, it was.
- Tammy Otterson stated that the evaluations are more important now, since performance pay is tied to the evaluation rating.
- Jim Hickey asked how the schools were selected for the Retention award.
- John Boyd stated that the state used three different methods to determine student growth and eligibility for the Retention award and referred to the state law on page 7 of the Joint MOU.
- Apryle Jackson asked whether the teachers from Harmony Community School would be entitled to their Retention award since they were moved to Harmony Middle School.
- John Boyd clarified that since those teachers were required to move to the middle school and did not voluntarily move to the school, those teachers were still eligible to receive the Retention award.
- Apryle Jackson asked whether a member who was a teacher and then became an Assistant Principal at the same school would still be eligible for the Retention award.
- John Boyd stated that the Assistant Principal would not be eligible for the Retention award.
- Apryle Jackson stated that administrators were still eligible for the Retention award.
- Tammy Otterson clarified that only the school principal at those eligible schools would be eligible for the Principal Award which is a separate category from the teacher awards.
- Apryle Jackson stated that OCEA would like to like to lower the amount of the Recognition award for the Highly Effective instructional employees and increase the amounts of the Recognition awards for the Effective instructional employees and paraprofessional employees.
- Sarah Graber stated that the amounts for the Recognition award should be the same proportion as the amounts for the Retention awards.
- Apryle Jackson asked Sarah Graber for the numbers of eligible employees to compare with the numbers she used in her calculations.

**The meeting recessed at 04:51 PM in order for OCEA Bargaining Team members to caucus about the Joint MOU.**

**The meeting resumed at 05:13 PM.**



## Joint Osceola Bargaining Leadership Team (BLT and ESP) Meeting Minutes

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- Apryle Jackson stated that OCEA would like to see the Paraprofessionals receive more money for their hard work and contributions within the following counter-proposal:
  - Highly Effective Instructional Employees = \$2000
  - Effective Instructional Employees = \$850
  - Paraprofessionals = \$650

**The meeting recessed at 05:16 PM in order for School District BLT Bargaining Team members to caucus about the Joint MOU.**

**The meeting resumed at 05:36 PM.**

- John Boyd stated our District Team members met and agreed to accept OCEA's counter-proposal.
- John Boyd stated that the agreement is contingent upon the requirements of state law, School District staff's verification of the numbers of eligible employees, and School Board approval.
- John Boyd asked whether OCEA was ready to vote on this item.

**ACTION: Following a fist of five vote, BLT and ESP members tentatively approved this item.**

### Agenda Items for Next Meeting

- Agenda items for the next meeting may be sent via e-mail.

**Next BLT Meeting: Thursday, November 14, 2019, 05:00 – 06:00 PM  
OCEA Office; 722 Mabbette Street; Kissimmee, FL 34741**

**Next ESP Meeting: Thursday, November 21, 2019, 05:00 – 06:00 PM  
OCEA Office; 722 Mabbette Street; Kissimmee, FL 34741**

### Pluses

- Bargaining team members complimented and thanked OCEA for the refreshments.

### Deltas

- N/A

**ADJOURNED at 05:42PM**





# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Thursday, November 14, 2019 5:00PM – 6:00PM  
**Location:** OCEA Office; 722 Mabbette Street; Kissimmee, FL. 34741

OCEA ATTENDANCE				
1	Lare Allen	Teacher	Discovery Intermediate School	<input checked="" type="checkbox"/>
2	Greg Gahris	Teacher	St. Cloud Middle School	<input checked="" type="checkbox"/>
3	Michael Glassburn	Teacher	Gateway High School	<input type="checkbox"/>
4	Apryle Jackson	President	OCEA	<input checked="" type="checkbox"/>
5	Paul Klauman	Teacher	Chestnut Elementary School	<input checked="" type="checkbox"/>
6	Jessica Priester	Teacher	Central Avenue Elementary	<input checked="" type="checkbox"/>
7	Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
8	Latrece Simpson	Teacher	Denn John Middle School	<input checked="" type="checkbox"/>
9	Norine Stazko	ESOL Compliance Specialist	Gateway High School	<input checked="" type="checkbox"/>
10	Lori Swaby	OCEA Chief Negotiator	ESE Department	<input checked="" type="checkbox"/>
DISTRICT ATTENDANCE				
1	Michael Allen	Assistant Superintendent	Middle School Education	<input type="checkbox"/>
2	John Boyd	District Chief Negotiator/ Director	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Rolando Casado	Assistant Principal	Liberty High School	<input checked="" type="checkbox"/>
4	Jose Gonzalez	Director	Budget	<input type="checkbox"/>
5	Sarah Graber	Chief Officer	Business & Finance	<input type="checkbox"/>
6	Jim Hickey	Principal	Harmony High School	<input checked="" type="checkbox"/>
7	Scott Knoebel	Principal	Narcoossee Elementary School	<input checked="" type="checkbox"/>
8	Tammy Cope- Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
9	Nadia Winston	Principal	Central Avenue Elementary	<input checked="" type="checkbox"/>
10				<input type="checkbox"/>
N/A	Martha LeBlanc	Recording Secretary/ Secretary to John Boyd	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>

**GUEST(S):** Anne Calandrino, UniServ Director, OCEA; Rick Hensley, Director of Risk and Benefits Management



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 05:00 PM**

Meeting Protocol	
Mission Statement:	John Boyd
Philosophy:	Karen Pruitt
Rationale:	Jim Hickey
Salary and Fringes:	Apryle Jackson
Goals:	Nadia Winston
Guest Protocol:	John Boyd
Speaking Order:	Jim Hickey
Time Keeper:	Rolando Casado

## Introduction of New Bargaining Team Members: John Boyd

- N/A

## Reflection on Our Progress Together: John Boyd

- John Boyd stated that a summary of our work together was sent to BLT members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.

## MOU re: Health Insurance Benefits Innovations: John Boyd/ Apryle Jackson

- John Boyd shared and reviewed the proposed MOU with BLT members.
- Apryle Jackson stated the reason for having this MOU is to help the School District find health care cost savings for our employees and the School District.
- Apryle Jackson asked that the word "may" in second bullet be changed to "shall."
- Rick Hensley stated that the School District is reviewing new ways to provide health care that would have a positive impact on our employees.
- John Boyd asked whether OCEA would be willing to vote on this item tonight.
- Apryle Jackson asked to suspend the meeting to meet with her Team.

**Meeting recessed at 05:09 PM in order for OCEA members to caucus about the MOU.**

**The meeting resumed at 05:17 PM.**

- Apryle Jackson asked that a bullet be added that states that "Employee participation in new service options shall be optional."
- John Boyd stated he would add the requested bullet and bring a clean copy to the next meeting for signatures.
- John Boyd asked whether OCEA would be willing to vote on this item tonight.

**ACTION: Following a fist of five vote, BLT members tentatively approved this item.**

Prepared by: John Boyd, Director of Government & Labor Relations, Department of Human Resources

Revised: **December 20, 2019**

Page 2 of 5



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### **MOU: Collaborative Planning/ Professional Learning Communities: John Boyd/ Apryle Jackson**

- John Boyd shared and reviewed the proposed MOU with BLT members.
- John Boyd stated that he shared OCEA's concerns with School District Leadership.
- John Boyd stated that School District Leadership wants school administrators to be able to direct PLC meetings when it is necessary.
- Apryle Jackson stated that elementary school administrators are taking over PLC meetings and running them on the two (2) PLC days that are for the teachers to run.
- Greg Gahris stated that when school administrators attend PLC's, teachers do not feel they are free to share ideas.
- Latrecia Simpson stated that school administrators are taking attendance to see which teachers attend and questioning those who do not.
- Latrecia Simpson stated that school administrators should not dictate the agenda in the two meetings per month outside early release Wednesdays.
- Karen Pruitt stated that some of the PLC trainings are not beneficial to those teachers who teach one class.
- Apryle Jackson stated the AP teachers' PLC is after work hours.
- Nadia Winston stated that PLCs are different at each school, and that her school needs agendas to document compliance with the requirements within a federal grant.
- Nadia Winston stated that some PLC facilitators need the support of their school principal to be successful in PLCs.
- Greg Gahris asked whether there was criteria when choosing PLC leads.
- Rolando Casado stated when school administrators review data with teachers and do not use that time for other things such as planning field trips.
- Latrecia Simpson stated that school administrators could monitor and assist PLCs during the four (4) Wednesdays per month, not the other two PLCs where teachers should set the agenda.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### **Health Insurance Benefits Committee Update: John Boyd/ Apryle Jackson**

- John Boyd introduced Rick Hensley, Director of Risk and Benefits Management, to BLT members.
- Rick Hensley provided a brief update regarding the progress of the newly re-opened Center for Employee Health.
- Apryle Jackson shared OCEA's concerns about the Center (e.g., staffing, services, etc.).
- Rick Hensley responded to OCEA's concerns and shared plans for hiring new staff for the Center.



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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## Academic Freedom: John Boyd/ Apryle Jackson

- John Boyd stated that he has no new information to add on this agenda item, and that School District Leadership maintains the expectation that the Curriculum Unit Plans (CUPs) remain the minimum requirement to ensure a guaranteed viable districtwide standard-based curriculum.
- Apryle Jackson stated that not all school administrators are using the CUPs consistently or permitting teachers to supplement and augment the CUPs.
- Apryle Jackson stated that the CUPs do not permit teachers to be innovative in their instruction.
- Greg Gahris compared the CUPs to basal readers and that experienced teachers do not teach from basal readers after their second year.
- Karen Pruitt stated that presenters at a state conference questioned why teachers were not permitted to teach in a more flexible way that reflects contemporary society.
- Latrecia Simpson stated that administrators have to trust teachers to know state standards and use supplemental material, and classroom instruction would vary from teacher to teacher.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

## Teacher Duty Assignments: John Boyd/ Apryle Jackson

- Apryle Jackson asked BLT members to table the rest of the agenda until the next meeting.
- Apryle Jackson shared the proposed contract language for BLT members to review and discuss at the next meeting.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

## Salary Schedules for ROTC Instructors, Social Workers, and Speech Pathologists: John Boyd/ Apryle Jackson

- Apryle Jackson asked BLT members to table the rest of the agenda until the next meeting.
- Apryle Jackson shared the proposed contract language for BLT members to review and discuss at the next meeting.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

## Required Reading Endorsement Professional Development: John Boyd/ Apryle Jackson

- Apryle Jackson asked BLT members to table the rest of the agenda until the next meeting.
- Apryle Jackson shared the proposed contract language for BLT members to review and discuss at the next meeting.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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## Agenda Items for Next Meeting

- Agenda items for the next meeting may be sent to John Boyd via e-mail by the deadline established in the Bargaining Calendar.

**Next Meeting:**            **Thursday, October 10, 2019**  
                                 **Human Resources Administrative Services**  
                                 **Conference Room #3**  
                                 **799 Bill Beck Blvd, Kissimmee, FL 34744**

## Pluses

- BLT members complimented and thanked OCEA for the refreshments and for their agreements.

## Deltas

- N/A

**ADJOURNED at 06:12PM**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Thursday, December 12, 2019

**Location:** OCEA Office, 799 West Mabbette Street, Kissimmee, FL 34741

OSCEOLA COUNTY EDUCATION ASSOCIATION (OCEA) MEMBERS ATTENDANCE				
1	Lare Allen	Dean	Discovery Intermediate School	<input checked="" type="checkbox"/>
2	Greg Gahris	Teacher	St. Cloud Middle School	<input checked="" type="checkbox"/>
3	Michael Glassburn	Dean	Gateway High School	<input checked="" type="checkbox"/>
4	Apryle Jackson	OCEA President/ Teacher	OCEA	<input checked="" type="checkbox"/>
5	Paul Klauman	Teacher	Chestnut Elementary School	<input type="checkbox"/>
6	Jessica Priester	Teacher	Central Avenue Elementary	<input checked="" type="checkbox"/>
7	Karen Pruitt	Media Specialist	TECO-PATHS	<input type="checkbox"/>
8	Latrechia Simpson	Teacher	Denn John Middle School	<input type="checkbox"/>
9	Norine Stazko	ESOL Compliance Specialist	Gateway High School	<input checked="" type="checkbox"/>
10	Lori Swaby	OCEA Chief Negotiator/ Resource Compliance Specialist	ESE Department	<input checked="" type="checkbox"/>
MEMBERS ON BEHALF OF THE OSCEOLA COUNTY SCHOOL BOARD (OCSB) ATTENDANCE				
1	Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
2	John Boyd	Director/ Chief Negotiator	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Rolando Casado	Assistant Principal	Liberty High School	<input checked="" type="checkbox"/>
4	Jose Gonzalez	Director	Budget	<input checked="" type="checkbox"/>
5	Sarah Graber	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
6	Jim Hickey	Principal	Harmony High School	<input type="checkbox"/>
7	Scott Knoebel	Principal	Narcoossee Elementary School	<input checked="" type="checkbox"/>
8	Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
9	Nadia Winston	Principal	Central Avenue Elementary	<input checked="" type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
N/A	Shannon Johnson	Recording Secretary	Human Resources	<input checked="" type="checkbox"/>

**GUEST(S):** None in attendance

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** December 20, 2019

Page 1 of 6



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 05:09 PM**

Meeting Protocol	
Mission Statement:	John Boyd
Philosophy:	Greg Gahris
Rationale:	Norine Stazko
Salary and Fringes:	Apryle Jackson
Goals:	Rolando Casado
Guest Protocol:	John Boyd
Speaking Order:	Rolando Casado
Time Keeper:	Tammy Cope-Otterson

## Introduction of New Bargaining Team Members

- N/A

## Reflection on Our Progress Together: John Boyd/ Lori Swaby

- John Boyd stated that a summary of our work together was sent to BLT members in the meeting announcement e-mail and thanked BLT members for their collaboration.

## MOU re: Internal Transfers, Instructional Employees: John Boyd/ Tammy Cope-Otterson

- John Boyd deferred to Tammy Otterson who shared and reviewed the *MOU re: Internal Transfers, Instructional Employees* with BLT members.
- Tammy Cope-Otterson stated that the rationale behind the MOU is to keep good employees by expediting the transfer process and conducting an Internal Transfer Fair.
- Apryle Jackson asked whether a teacher retains their position if the transfer does not occur.
- Tammy Cope-Otterson stated that yes, the teacher would remain in their current position.
- Greg Gahris asked whether the teacher's current principal is notified.
- Tammy Cope-Otterson stated that yes, it always has been that way.
- Greg Gahris stated that he does not feel comfortable with that.
- Tammy Cope-Otterson reviewed the current process of how vacancies are handled and how this would coincide.
- Lare Allen asked what type of message would be sent so that the teacher would not be penalized for their interest in going to another location.
- Tammy Cope-Otterson stated that she had met with a focus group of school principals to create this process so it that would be successful, reduce the stigma regarding transfers, and help to retain good employees.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** December 20, 2019





## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### MOU re: Collaborative Planning and Professional Learning Communities (PLCs): John Boyd

- John Boyd shared and reviewed the *MOU re: Collaborative Planning and Professional Learning Communities (PLCs)* with BLT members.
- John Boyd stated that School District Leadership received OCEA's feedback and that the fourth early release Wednesday each month shall be reserved for PLC meetings for AP teachers.
- Apryle Jackson stated that she had received complaints about school administrators taking over PLC meetings and rating teachers as "Developing" if they do not attend PLCs.
- John Boyd stated that he would follow up on these concerns if the school name were shared.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Required Reading Endorsement Professional Development: John Boyd/ Apryle Jackson

- Apryle Jackson stated that she has spoken with several teachers who plan to leave the School District so that they do not have to take this course on their own time.
- Apryle Jackson stated that some teachers have been caught cheating on course assignments because they feel they have no time to complete them.
- Lori Swaby stated that a colleague had to miss a class and now has to take the course over because the classes cannot be taken out of sequence.
- Lori Swaby stated that there needs to be more flexibility.
- John Boyd stated that School District Leadership is listening and does not want to lose teachers to other school districts over this new state requirement.
- John Boyd stated that not all school districts offer this training at no cost to their employees.
- Michael Allen stated that he has met with focus groups regarding this requirement, and School District Leadership is considering some alternatives to ease the stress such longer timelines for completion.
- Tammy Cope-Otterson stated that if a teacher leaves the School District that the teacher could lose their Master's degree supplement too due to changes in state law.
- Apryle Jackson asked whether the School District's reading endorsement course had been submitted for state approval.
- John Boyd stated he would check on the status of the School District's submission.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Inclusion of JROTC Instructors Occupational Therapists, Physical Therapists, and Social Workers: John Boyd/ Apryle Jackson

- John Boyd shared and reviewed Management's counter-proposal with BLT members.
- Apryle Jackson stated that Physical Therapists are not part of OCEA's request.
- John Boyd stated that he would strike the words "Physical Therapist" from the draft.

**ACTION: Following a fist of five vote, BLT Members tentatively agreed to approve this item as amended.**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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## Negotiations Procedure: John Boyd/ Apryle Jackson

- John Boyd shared and reviewed Management's counter-proposal with BLT members.

**ACTION: Following a fist of five vote, BLT Members tentatively agreed to approve this item as amended.**

## Typographical Correction: John Boyd/ Apryle Jackson

- John Boyd shared and reviewed Management's counter-proposal with BLT members.

**ACTION: Following a fist of five vote, BLT Members tentatively agreed to approve this item as amended.**

## New Teacher Orientation: John Boyd/ Apryle Jackson

- John Boyd shared and reviewed Management's counter-proposal with BLT members.
- Apryle Jackson stated that fifteen (15) minutes would not be enough time.
- John Boyd counter-proposed twenty (20) minutes.
- Apryle Jackson stated that twenty (20) minutes would still not be enough time.
- John Boyd stated that he would take the feedback to School District Leadership.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

## Technical Clarification: John Boyd/ Apryle Jackson

- John Boyd shared and reviewed Management's counter-proposal with BLT members.

**ACTION: Following a fist of five vote, BLT Members tentatively agreed to approve this item as amended.**

## Personal Charged to Sick Leave: John Boyd/ Apryle Jackson

- John Boyd shared and reviewed Management's counter-proposal with BLT members.
- John Boyd stated that the proposed language for notifying administrators is the same language in the ESP Contract so that the expectations would be the same for both employee groups.
- Greg Gahris stated that when teachers take personal days before or after a holiday, it causes complications because no substitutes are available, and class splits become necessary.
- Greg Gahris stated that in the past, School District staff members have covered classes.
- Michael Allen stated that School District staff members still provide help, but there are fewer School district staff members available.
- Michael Allen asked whether there was a time frame that leave had to be entered into the Employee Portal and a substitute requested in AESOP.
- Apryle Jackson stated it was one (1) hour prior to school starting.

**ACTION: Following a fist of five vote, BLT Members tentatively agreed to approve this item as amended.**



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### Telephone Bills Collection: John Boyd/Apryle Jackson

- John Boyd shared and reviewed Management's counter-proposal with BLT members.

**ACTION: Following a fist of five vote, BLT Members tentatively agreed to approve this item as amended.**

### JROTC Instructors, Occupational Therapists, and Social Workers Salary Schedule Placement: John Boyd/Apryle Jackson

- John Boyd shared and reviewed Management's counter-proposal with BLT members.
- Apryle Jackson stated that she would have to meet with her members to receive their feedback.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Required Payroll Direct Deposit: John Boyd/Apryle Jackson

- John Boyd shared and reviewed Management's counter-proposal with BLT members.

**ACTION: Following a fist of five vote, BLT Members tentatively agreed to approve this item as amended.**

### Agenda Item: Heath Insurance Benefits Committee Update: John Boyd/Sarah Graber

- John Boyd stated that there was no Health Insurance Benefits Committee Meeting this month, so there is no update for December.
- Sarah Graber shared that the Green Imaging and the new prescription drug programs are already starting to have cost savings for both the employer and the employees.
- Sarah Graber stated that one (1) doctor had been hired and would start in January and that there would be an additional three (3) doctors hired.

### Signatures of Agreements Completed

- Apryle Jackson, Lori Swaby, and John Boyd initialed the items to which both parties reached tentative agreement.



- Agenda items for the next meeting may be sent to John Boyd via e-mail by the deadline established in the Bargaining Calendar.

Page 6 of 6



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Thursday, January 23, 2020  
**Location:** Human Resources Administrative Services;  
Administrative Annex, Building 03; Conference Room 03  
799 Bill Beck Boulevard, Kissimmee, FL 34744

OSCEOLA COUNTY EDUCATION ASSOCIATION (OCEA) MEMBERS ATTENDANCE				
1	Lare Allen	Dean	Discovery Intermediate School	<input checked="" type="checkbox"/>
2	Greg Gahris	Teacher	St. Cloud Middle School	<input checked="" type="checkbox"/>
3	Michael Glassburn	Dean	Gateway High School	<input type="checkbox"/>
4	Apryle Jackson	OCEA President/ Teacher	OCEA	<input checked="" type="checkbox"/>
5	Paul Klauman	Teacher	Chestnut Elementary School	<input checked="" type="checkbox"/>
6	Jessica Priester	Teacher	Central Avenue Elementary	<input type="checkbox"/>
7	Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
8	Latrechia Simpson	Teacher	Denn John Middle School	<input checked="" type="checkbox"/>
9	Norine Stazko	ESOL Compliance Specialist	Gateway High School	<input checked="" type="checkbox"/>
10	Lori Swaby	OCEA Chief Negotiator/ Resource Compliance Specialist	ESE Department	<input checked="" type="checkbox"/>
MEMBERS ON BEHALF OF THE OSCEOLA COUNTY SCHOOL BOARD (OCSB) ATTENDANCE				
1	Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
2	John Boyd	Director/ Chief Negotiator	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Rolando Casado	Assistant Principal	Liberty High School	<input type="checkbox"/>
4	Jose Gonzalez	Director	Budget	<input type="checkbox"/>
5	Sarah Graber	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
6	Jim Hickey	Principal	Harmony High School	<input type="checkbox"/>
7	Scott Knoebel	Principal	Narcoossee Elementary School	<input type="checkbox"/>
8	Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
9	Nadia Winston	Principal	Central Avenue Elementary	<input type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
N/A	Jennifer Gomez	Recording Secretary	Human Resources	<input checked="" type="checkbox"/>

**GUEST(S):** Anne Calandrino



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 05:09 PM**

Meeting Protocol	
Mission Statement:	John Boyd
Philosophy:	John Boyd
Rationale:	Michael Allen
Salary and Fringes:	Apryle Jackson
Goals:	Lori Swaby
Guest Protocol:	John Boyd
Speaking Order:	Latrechia Simpson
Time Keeper:	Tammy Cope-Otterson

John Boyd reviewed the Meeting Protocol.

## Introduction of New Bargaining Team Members

- N/A

## Reflection on Our Progress Together: John Boyd/ Lori Swaby

- John Boyd stated that a summary of our work together was sent to ESP members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.

## MOU re: Internal Transfers, Instructional Employees: John Boyd

- John Boyd shared and reviewed the *MOU re: Internal Transfers, Instructional Employees* with bargaining team members.
- John Boyd stated that the date was the only item changed.
- Apryle Jackson stated that employees fear repercussions if an employee transfers.
- Lare Allen stated that employees have concerns that principals may retaliate and block employees from moving to a new position.
- Tammy Cope-Otterson stated that her goals are to work on these concerns by establishing the internal transfer process.
- Tammy Cope-Otterson stated that the School District wants to retain quality employees.
- Apryle Jackson stated that OCEA wanted to ensure that each employee is given a fair opportunity to transfer if the employee desires to transfer.
- Tammy Cope-Otterson stated that the School District's Department of Human Resources is planning to have several internal job fairs beginning next summer for next school year in order to create faster ways to place quality employees who choose to transfer.
- Tammy Cope-Otterson stated that principals would be able to go to an internal list of employees who would like to be considered for a transfer.
- Tammy Cope-Otterson stated that classroom positions would not be posted during this process.
- Apryle Jackson stated that she would like the positions to be posted for transparency.
- Greg Gahrns stated that it is a good practice to post open positions.



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Latrecia Simpson stated that all positions should be posted online so that everyone has a chance to apply.
- Michael Allen stated that teacher shortages are a national issue, and this process would help to remedy its effect in Osceola County more quickly.
- Michael Allen stated that other school districts do not move employees until their contract is complete.
- John Boyd stated that this process is being considered for next school year.
- Tammy Cope-Otterson stated that Management would like to try this process for one year to see if it works well.

**ACTION: Following a fist of five vote, BLT members agreed to approve this item.**

## **MOU re: Collaborative Planning and Professional Learning Communities (PLCs): John Boyd**

- John Boyd shared and reviewed the *MOU re: Collaborative Planning and Professional Learning Communities (PLCs)* with bargaining team members.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

## **Contract Language Counter-Proposals: John Boyd**

- John Boyd shared and reviewed the *Contract Language Counter-Proposals* with bargaining team members.
- John Boyd clarified that both parties met tentative agreement on the following items at a previous meeting:
  - Article 2.01, Negotiations Procedure
  - Article 2.05, Typographical Correction
  - Article 7.05-7, Technical Clarification of Contract Types
  - Article 15.07, Telephone Bills Collection
  - Article 16.08, Required Payroll Direct Deposit

## **Reading Endorsement Courses: John Boyd**

- John Boyd stated that Management had no changes to its original counter-proposal.
- Apryle Jackson shared OCEA's concerns that their related course proposal paperwork had not yet been approved by the School District's Department of Professional Development.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

## **Teacher Arrival Times: John Boyd**

- John Boyd stated that Management had no changes to its original proposal.
- Apryle Jackson stated that administrators are verbally reprimanding employees if the employees are not at their assigned duty locations on time even though the employee's contractual start time is the same as the duty start time.
- Tammy Cope-Otterson stated that employees need to sign in and to be present at their assigned duty locations for safety reasons.
- John Boyd stated that Management understands that there is a need for flexibility for both Management and the employees in regard to these concerns.
- Apryle Jackson stated that some administrators are flexible, and some are not, and there needs to be contract language to ensure fairness and consistency.

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** February 11, 2020





## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- John Boyd stated that if OCEA identifies schools where this concern exists, Management would work with the school principal to ensure there is fairness and consistency.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### JROTC Supplement: John Boyd

- Apryle Jackson stated that OCEA withdraws this item.

### Inclusion of JROTC Instructors, Occupational Therapists, Physical Therapists, and Social Workers: John Boyd

- John Boyd stated that both parties reached tentative agreement on this item at a previous bargaining meeting, but the Public Employee Relations Commission (PERC) Order includes physical therapists.
- Apryle Jackson agreed that physical therapists should be included.

**ACTION: Following a fist of five vote, BLT members agreed to approve this item.**

### Article 4.22, New Teacher Orientation: John Boyd

- John Boyd stated that Management's counter-proposal was to accept OCEA's original proposal for this contract language upon the condition that OCEA agree to and sign a renewal of the MOU re Collaborative Planning and Professional Learning Communities (PLCs).

**The meeting recessed at 05:55 PM in order for OCEA members to caucus about the proposal.**

**The meeting resumed at 06:05 PM.**

- Apryle Jackson stated that OCEA withdraws this item.

### Article 10.04, Leave for Personal Reasons: John Boyd

- John Boyd stated that Management had no changes to its original counter-proposal.
- Apryle Jackson requested to postpone this item to a future bargaining meeting.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Article 16.02, JROTC Instructors, Occupational Therapists, and Social Workers Salary Schedule Placement: John Boyd

- John Boyd stated that Management had no changes to its original counter-proposal.
- Apryle Jackson requested to postpone this item to a future bargaining meeting.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### Agenda Items for Next Meeting: John Boyd/ Apryle Jackson

- Agenda items for the next meeting may be sent to John Boyd via e-mail by the deadline established in the Bargaining Calendar.

**Next Meeting:**            **Thursday, February 13, 2020; 05:00 – 06:00 PM**  
**Human Resources Administrative Services; Administrative Annex,**  
**Building 03; Conference Room 03**  
**799 Bill Beck Boulevard**  
**Kissimmee, FL 34744**

### Pluses

- Bargaining Leadership Team members complimented and thanked Human Resources for the refreshments.

### Deltas

- N/A

**ADJOURNED at 06:25 PM**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Thursday, February 13, 2020

**Location:** OCEA Office, 799 West Mabbette Street, Kissimmee, FL 34741

OSCEOLA COUNTY EDUCATION ASSOCIATION (OCEA) MEMBERS ATTENDANCE				
1	Lare Allen	Dean	Discovery Intermediate School	<input checked="" type="checkbox"/>
2	Greg Gahris	Teacher	St. Cloud Middle School	<input checked="" type="checkbox"/>
3	Michael Glassburn	Dean	Gateway High School	<input checked="" type="checkbox"/>
4	Apryle Jackson	OCEA President/ Teacher	OCEA	<input checked="" type="checkbox"/>
5	Paul Klauman	Teacher	Chestnut Elementary School	<input checked="" type="checkbox"/>
6	Jessica Priester	Teacher	Central Avenue Elementary	<input type="checkbox"/>
7	Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
8	Latrechia Simpson	Teacher	Denn John Middle School	<input checked="" type="checkbox"/>
9	Norine Stazko	ESOL Compliance Specialist	Gateway High School	<input checked="" type="checkbox"/>
10	Lori Swaby	OCEA Chief Negotiator/ Resource Compliance Specialist	ESE Department	<input type="checkbox"/>
MEMBERS ON BEHALF OF THE OSCEOLA COUNTY SCHOOL BOARD (OCSB) ATTENDANCE				
1	Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
2	John Boyd	Director/ Chief Negotiator	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Rolando Casado	Assistant Principal	Liberty High School	<input checked="" type="checkbox"/>
4	Jose Gonzalez	Director	Budget	<input checked="" type="checkbox"/>
5	Sarah Graber	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
6	Jim Hickey	Principal	Harmony High School	<input checked="" type="checkbox"/>
7	Scott Knoebel	Principal	Narcoossee Elementary School	<input checked="" type="checkbox"/>
8	Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
9	Nadia Winston	Principal	Central Avenue Elementary	<input type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
N/A	Jennifer Gomez	Recording Secretary	Human Resources	<input checked="" type="checkbox"/>

**GUEST(S):** N/A

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** February 24, 2020

Page 1 of 5



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 05:04 PM**

Meeting Protocol	
Mission Statement:	John Boyd
Philosophy:	Tammy Cope-Otterson
Rationale:	Rolando Casado
Salary and Fringes:	Apryle Jackson
Goals:	Norine Stazko
Guest Protocol:	Michael Glassburn
Speaking Order:	Tammy Cope-Otterson
Time Keeper:	Sarah Graber

John Boyd reviewed the Meeting Protocol.

## Introduction of New Bargaining Team Members

- N/A

## Reflection on Our Progress Together: John Boyd/ Lori Swaby

- John Boyd stated that a summary of our work together was sent to Bargaining Leadership Team members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.

## MOU re: Collaborative Planning/Professional Learning Communities (PLCs): John Boyd

- John Boyd shared and reviewed the *MOU re: Collaborative Planning/Professional Learning Communities (PLCs)* with bargaining team members.
- John Boyd stated that the date was the only item changed.
- Apryle Jackson would like the term “classroom teacher” changed because not every instructional employee is a classroom teacher.
- John Boyd indicated that he would be able to provide research from the National Institute for School Leadership (NISL) and John Hattie’s “Visible Learning” to show that PLCs are a worldwide best practice and have a strong positive impact on instruction.
- John Boyd stated that administrators need to insure that the scheduled time for required PLCs is being used wisely.
- Apryle Jackson stated that there are elementary school teachers who are obligated to attend meetings during their planning periods in addition to meetings for students that are mandated by state or federal law or the required PLCs.
- In addition, Apryle Jackson stated that these elementary school teachers have not had a planning period for two (2) weeks.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Apryle Jackson stated that some schools tell their employees that these meetings other than meetings for students that are mandated by state or federal law or the required PLCs are voluntary. However, when the employee does not attend the voluntary meeting, someone from the school staff will call the employee to ask them why they are not there.
- Apryle Jackson stated that she would like to do a survey in regards to meetings during planning periods.
- Michael Allen requested that the survey be specific so that the School District can know which meetings are being held and when.
- Michael Allen stated that when PLCs happen frequently, measures of student success increases.
- Michael Allen stated that if schools were regularly using planning periods for meetings other than meetings for students that are mandated by state or federal law or the required PLCs, then he would contact the administrator directly.
- John Boyd stated that he would welcome the survey results to inform Management and the bargaining team.
- John Boyd stated that he would also like to know what schools are using the planning periods for meetings other than meetings for students that are mandated by state or federal law or the required PLCs.
- Rolando Casado shared that PLCs are important.
- Apryle Jackson stated that elementary Exceptional Student Education (ESE) teachers are missing their planning periods because the Resource Compliance Specialist (RCS) is telling them that the meetings for students that are mandated by state or federal law will happen only during the teachers' planning periods.
- In addition, Apryle Jackson said that some school administrators require elementary ESE teachers to attend PLCs for each subject they teach.
- Latrecia Simpson stated that PLCs are important because teachers get to learn from the veterans; however, she believes they are too frequent.
- Lare Allen stated that when administrators tell employees that "you are required to meet now," it does not treat the employees as professionals or respect what is already scheduled on the employees' daily schedules.
- John Boyd stated that PLCs have been conducted for years.
- John Boyd stated that the administrator might not know how often or when the RCS schedules meetings for students that are mandated by state or federal law.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Contract Language Counter-Proposals: John Boyd

- John Boyd shared and reviewed the Contract Language Counter-Proposals with bargaining team members.
- John Boyd clarified that both parties met tentative agreement on the following items at a previous meeting:
  - JROTC Supplement
  - Inclusion of JROTC Instructors, Occupational Therapists, Physical Therapists, and Social Workers
  - Article 2.01, Negotiations Procedure
  - Article 2.05, Typographical Correction
  - Article 4.22, New Teacher Orientation
  - Article 7.05-7, Technical Clarification of Contract Types



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Article 16.08, Required Payroll Direct Deposit

### Reading Endorsement Courses: John Boyd

- Apryle Jackson stated that English Speakers of Other Languages (ESOL) courses should be offered because it is in existing contract language.

- Note: Article 5.11 of our Contract states:

*5.11 The Board agrees to reimburse teachers for all required courses mandated by the Superintendent and the Board, including courses required by the state where a teacher has been assigned out of field, unless such assignment was made at the request of the teacher. However, this provision for reimbursement shall not apply in the case of courses taken as required for certificate renewal, nor for certification in other subject areas upon the volition of the teacher. It shall be the teacher's responsibility to maintain current certification. The School District will offer ESOL classes during the Wednesday early release days and/ or in-service days, and other times as agreed to at individual worksites.*

- John Boyd stated that it would be beneficial for both Apryle Jackson and himself to schedule a meeting with Janice Franceschi, Director of Professional Development, to discuss and clarify any confusion on related state requirements for reading endorsement courses.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Teacher Arrival Times: John Boyd

- John Boyd stated that Management requests OCEA to identify school sites where employees have received progressive discipline for failure to sign in prior to reporting to their assigned morning duty locations so that Management can contact the school principal and correct concerns if necessary.
- Apryle Jackson stated that the schools have a legitimate concern when an employee does not sign in because they may not know if a classroom is supervised.
- Apryle Jackson stated that expectations are not consistent across the School District school sites.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Article 10.04, Leave for Personal Reasons: John Boyd

- Apryle Jackson stated that OCEA is withdrawing their original proposal.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Article 16.02, JROTC Instructors, Occupational Therapists, and Social Workers Salary Schedule Placement: John Boyd

- John Boyd stated that Management is not offering any change at this time.



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

## Health Insurance Benefits Committee Update

- John Boyd stated that
- Apryle Jackson stated that the School District would likely have multiple third party insurance providers for different medical services instead of one (1) major insurance provider for all medical services.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

## Agenda Items for Next Meeting: John Boyd/ Apryle Jackson

- Agenda items for the next meeting may be sent to John Boyd via e-mail by the deadline established in the Bargaining Calendar.
- John Boyd shared that management hopes to have hard data on PLCs, both nationally and globally.

**Next Meeting: Thursday, March 05, 2020; 05:00 – 06:00 PM**  
**OCEA Office**  
**799 West Mabbette Street**  
**Kissimmee, FL 34741**

## Pluses

- Bargaining Leadership Team members complimented and thanked Human Resources for the refreshments.
- Bargaining Leadership Team members noted the collaboration around the table.

## Deltas

- N/A

**ADJOURNED at 05:49 PM**





# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Thursday, March 5, 2020

**Location:** OCEA Office, 799 West Mabbette Street, Kissimmee, FL 34741

OSCEOLA COUNTY EDUCATION ASSOCIATION (OCEA) MEMBERS ATTENDANCE				
1	Lare Allen	Dean	Discovery Intermediate School	<input checked="" type="checkbox"/>
2	Greg Gahris	Teacher	St. Cloud Middle School	<input checked="" type="checkbox"/>
3	Michael Glassburn	Dean	Gateway High School	<input type="checkbox"/>
4	Apryle Jackson	OCEA President/ Teacher	OCEA	<input checked="" type="checkbox"/>
5	Paul Klauman	Teacher	Chestnut Elementary School	<input checked="" type="checkbox"/>
6	Jessica Priester	Teacher	Central Avenue Elementary	<input checked="" type="checkbox"/>
7	Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
8	Latrechia Simpson	Teacher	Denn John Middle School	<input type="checkbox"/>
9	Norine Stazko	ESOL Compliance Specialist	Gateway High School	<input checked="" type="checkbox"/>
10	Lori Swaby	OCEA Chief Negotiator/ Resource Compliance Specialist	ESE Department	<input checked="" type="checkbox"/>
MEMBERS ON BEHALF OF THE OSCEOLA COUNTY SCHOOL BOARD (OCSB) ATTENDANCE				
1	Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
2	John Boyd	Director/ Chief Negotiator	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Rolando Casado	Assistant Principal	Liberty High School	<input checked="" type="checkbox"/>
4	Jose Gonzalez	Director	Budget	<input type="checkbox"/>
5	Sarah Graber	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
6	Jim Hickey	Principal	Harmony High School	<input checked="" type="checkbox"/>
7	Scott Knoebel	Principal	Narcoossee Elementary School	<input checked="" type="checkbox"/>
8	Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
9	Nadia Winston	Principal	Central Avenue Elementary	<input checked="" type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
N/A	Jennifer Gomez	Recording Secretary	Human Resources	<input checked="" type="checkbox"/>

**GUEST(S):** Ann Calandrino

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** April 1, 2020

Page 1 of 5



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 05:06 PM**

Meeting Protocol	
Mission Statement:	John Boyd
Philosophy:	Michael Allen
Rationale:	Rolando
Salary and Fringes:	Apryle Jackson
Goals:	Lori Swaby
Guest Protocol:	n/a
Speaking Order:	Rolando Casado
Time Keeper:	Karen Pruitt

John Boyd reviewed the Meeting Protocol.

## Introduction of New Bargaining Team Members

- N/A

## Reflection on Our Progress Together: John Boyd/ Lori Swaby

- John Boyd stated that a summary of our work together was sent to BLT members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.

## MOU re: SIG4 Grant Impact, BLT: John Boyd

- John Boyd shared and reviewed the *MOU re: SIG4 Grant Impact, BLT* with bargaining team members.
- John Boyd shared and reviewed documents from FLDOE
- John Boyd stated that FLDOE required that SDOC include Value Added Model (VAM) scores within the eligibility criteria for performance bonuses and reduce the amount of these bonuses to \$1,250.00 for Central Avenue Elementary School (CAES) classroom teachers.
- Jessica Priester expressed that teachers are asking what is going to happen.
- John Boyd stated that Management would like to reward eligible CAES teachers' efforts with performance bonuses that are as much as FLDOE permits and would not like to see CAES teachers transfer but shall assist them if they do elect to transfer.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

### Health Insurance Benefits Committee Update: John Boyd

- Sarah Graber shared and reviewed the proposed plan design changes pending the approval of the Health Insurance Benefits Committee.
- Sarah Graber stated that the School Board currently has three (3) different health insurance plan options, the Local Plus plan (offered at no cost to the employee), the Enhanced Local Plus plan, and the Open Access Plus (out-of-network plan).
- Sarah Graber assured that the School Board would be implementing the Wellness Incentive program for the second year in a row. Employee contributions would be lower if an employee earns 100 Wellness Incentive points.
- Sarah Graber stated that the health insurance plan options would change in the following ways:
  - The School Board would continue to offer the Local Plus plan and the Enhanced Local Plus plan;
  - However, the Open Access Plus plan would merge into the Enhanced Local Plus plan; and
  - A new proposed option for a Health Savings Account (HSA) plan would be added.
- Sarah Graber stated that for employees who choose the HSA plan, the School Board would contribute \$1,000.00 annually.
- Sarah Graber stated that the HSA plan would have higher deductibles than the other plans and is not for a high user of healthcare.
- Sarah Graber stated that an employee could contribute money to their HSA plan, and when said employee leaves district, that money would remain the employee's.
- Sarah Graber stated that if the employee uses the HSA for health care expenses, then it would be tax-free; however, if the employee uses the HSA for non-healthcare expenses, then it would be taxed.
- Apryle Jackson stated that she did not like the HSA plan because employees may sign up for an HSA plan to obtain the \$1,000.00 that the School Board is offering and then realize the plan is not for them.
- Karen Pruitt stated that she has an HSA which she contributes money to in the summer. She receives a card she can use for health care expenses, and no taxes are charged.
- Karen Pruitt suggested that the School Board consider using Addition Credit Union for HSA.
- Apryle Jackson stated that if an employee were still working for the School District at age 59, then the employee would not have access to all of the HSA money.
- Sarah Graber stated that if an employee chooses a different plan in a following year, then the HSA money would always belong to the employee.
- John Boyd stated that Management would continue to explore ways to save money for both the employee and the Health Insurance Benefits Trust Fund.
- Sarah Graber stated that the Flexible Spending Account (FSA) would continue to be offered and that the School Board would continue to contribute \$250.00 if the employee contributed \$750.00 to their FSA.
- Sarah Graber stated that an employee could not have an FSA and an HSA plan at the same time.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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## Contract Language Counter-Proposals: John Boyd

- John Boyd shared and reviewed the Contract Language Counter-Proposals with bargaining team members.
- John Boyd clarified that both parties reached tentative agreement on the following items at a previous meeting:
  - JROTC Supplement
  - Inclusion of JROTC Instructors, Occupational Therapists, Physical Therapists, and Social Workers
  - Article 2.01, Negotiations Procedure
  - Article 2.05, Typographical Correction
  - Article 4.22, New Teacher Orientation
  - Article 7.05-7, Technical Clarification of Contract Types
  - Article 15.07, Telephone Bills Collection
  - Article 16.08, Required Payroll Direct Deposit

## Agenda Item: Collaborative Planning and Professional Learning Communities (PLCs): John Boyd

- John Boyd shared and reviewed Management's counter-proposal regarding collaborative planning and professional learning communities (PLCs).
- John Boyd shared research from the National Institute for School Leadership (NISL) and John Hattie's "Visible Learning" that show that PLCs are a worldwide best practice and have a strong positive impact on instruction.
- John Boyd stated that The School District of Osceola County has emphasized PLCs because peer-reviewed research supports their implementation to increase student achievement.
- John Boyd stated that while this same research finds that daily PLCs are the most effective, Management continues to propose (6) PLCs per month, which has been immediate past practice.
- Apryle Jackson shared and reviewed OCEA survey results:
  - 90 elementary school teachers responded to the survey.
  - 185 teachers of different grade levels had one (1) meeting per week.
  - 43 teachers of different grade levels had four (4) meetings per week.
  - 131 teachers of different grade levels stated that when they do not attend, they still perceive that they are required to attend.
- Apryle Jackson stated that parent-teacher conferences are scheduled during planning periods.
- Apryle Jackson stated that when a teacher does not attend, the administrator would send a peer to find out why.
- Rolando Casado stated that at his school he had a veteran teacher that did not attend the PLCs. The veteran teacher then realized that they were adding value to the PLCs because new teachers could learn from them.
- John Boyd stated that Michael Allen collects data that measures our School District's implementation against the PLC best practices.
- John Boyd stated that parents of elementary school students tend to be more engaged in their children's learning and request more parent-teacher conferences.
- Lori Swaby stated that after the winter break, there were more meetings because there are newly hired employees.
- Lori Swaby stated that parents have a right to schedule a meeting, and ESE Resource Compliance Specialists try not to schedule meetings for the same teacher twice in one week.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** April 1, 2020

Page 4 of 5



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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## Reading Endorsement Courses: John Boyd

- John Boyd stated that it would be beneficial for both Apryle Jackson and himself to schedule a meeting with Janice Franceschi, Director of Professional Development, and Mackenzie Bertram, K-12 Coordinator of Reading of Elementary Curriculum and Instruction, to discuss and clarify any confusion on related state requirements for reading endorsement courses.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

## Teacher Arrival Times: John Boyd

- John Boyd shared that Management does not consider this proposed change to our existing contract language as necessary at this time.
- John Boyd stated that Management requests OCEA to identify school sites where employees have received progressive discipline for failure to sign in prior to reporting to their assigned morning duty locations so that Management can contact the school principal and correct concerns if necessary.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

## Article 16.02, JROTC Instructors, Occupational Therapists, and Social Workers Salary Schedule Placement: John Boyd

- John Boyd stated that Management does not consider this proposed change to our existing contract language as necessary at this time.

**ACTION: Following a fist of five vote, BLT members agreed to approve this item.**

## Agenda Items for Next Meeting: John Boyd/ Apryle Jackson

- Agenda items for the next meeting may be sent to John Boyd via e-mail by the deadline established in the Bargaining Calendar.

**Next Meeting: Thursday, April 09, 2020; 05:00 – 06:00 PM  
Human Resources Administrative Services, Administrative Annex,  
Building 03; Conference Room 03  
801 Bill Beck Boulevard  
Kissimmee, FL 34744**

## Pluses

- Bargaining Leadership Team members complimented and thanked OCEA for the refreshments.
- Lori Swaby shared that the 40 hours of reading endorsement do not have to be completed until 2025.

## Deltas

- N/A

**ADJOURNED at 06:21 PM**

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** April 1, 2020



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Wednesday, May 6, 2020

**Location:** Virtual Meeting

OSCEOLA COUNTY EDUCATION ASSOCIATION (OCEA) MEMBERS ATTENDANCE				
1	Lare Allen	Dean	Discovery Intermediate School	<input checked="" type="checkbox"/>
2	Greg Gahriss	Teacher	St. Cloud Middle School	<input checked="" type="checkbox"/>
3	Michael Glassburn	Dean	Gateway High School	<input checked="" type="checkbox"/>
4	Apryle Jackson	OCEA President/ Teacher	OCEA	<input checked="" type="checkbox"/>
5	Paul Klauman	Teacher	Chestnut Elementary School	<input checked="" type="checkbox"/>
6	Jessica Priester	Teacher	Central Avenue Elementary	<input checked="" type="checkbox"/>
7	Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
8	Latrechia Simpson	Teacher	Denn John Middle School	<input checked="" type="checkbox"/>
9	Norine Stazko	ESOL Compliance Specialist	Gateway High School	<input checked="" type="checkbox"/>
10	Lori Swaby	OCEA Chief Negotiator/ Resource Compliance Specialist	ESE Department	<input checked="" type="checkbox"/>
MEMBERS ON BEHALF OF THE OSCEOLA COUNTY SCHOOL BOARD (OCSB) ATTENDANCE				
1	Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
2	John Boyd	Director/ Chief Negotiator	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Rolando Casado	Assistant Principal	Liberty High School	<input checked="" type="checkbox"/>
4	Jose Gonzalez	Director	Budget	<input checked="" type="checkbox"/>
5	Sarah Graber	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
6	Jim Hickey	Principal	Harmony High School	<input checked="" type="checkbox"/>
7	Scott Knoebel	Principal	Narcoossee Elementary School	<input checked="" type="checkbox"/>
8	Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
9	Nadia Winston	Principal	Central Avenue Elementary	<input checked="" type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
N/A	Jennifer Gomez	Recording Secretary	Human Resources	<input checked="" type="checkbox"/>

**GUEST(S):** Hank Groton, Federal Mediation and Conciliation Services

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** May 11, 2020

Page 1 of 4



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 03:07 PM**

Meeting Protocol	
Mission Statement:	John Boyd
Philosophy:	John Boyd
Rationale:	John Boyd
Salary and Fringes:	Apryle Jackson
Goals:	John Boyd
Guest Protocol:	John Boyd
Speaking Order:	Latrece Simpson
Time Keeper:	Tammy Cope-Otterson

John Boyd reviewed the Meeting Protocol.

## Introduction of New Bargaining Team Members

- N/A

## Reflection on Our Progress Together: John Boyd/ Lori Swaby

- John Boyd stated that a summary of our work together was sent to ESP members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.

## MOU re: SIG4 Impact: John Boyd

- John Boyd shared and reviewed the *MOU re: SIG4 Grant Impact* with bargaining team members.
- John Boyd reviewed the changes in the terms and conditions of the SIG4 Grant that new leadership in the Florida Department of Education (FLDOE) now required.
- John Boyd stated that one of the changes that FLDOE required was that the amount of the Performance Bonus for teachers funded from SIG4 Grant funds be reduced from \$5,000 to \$1250.
- Apryle Jackson stated that only thirty-seven (37) Central Avenue Elementary School (CAES) teachers still qualify.
- Apryle Jackson stated that the cost would be \$185,000 for one (1) year.
- Apryle Jackson stated that OCEA believes that these teachers have fulfilled all of the original requirements asked of them and expect to receive the \$5,000 Performance Bonus.
- John Boyd stated that the School Board's position is that any available salary dollars should go toward salaries for all teachers.
- Karen Pruitt stated that the School Board must be made aware that CAES employees are upset that they might not receive the original amount of the bonus that was promised to them.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** May 11, 2020





# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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## SDOC 2020-21 Salaries and Benefits Proposal: John Boyd

- John Boyd shared and reviewed the *2020-21 Salaries and Benefits Proposal* with bargaining team members.
- John Boyd stated that the School Board's 2020-21 Salary and Benefits Proposal attempts to address the sense of urgency in resolving the Health Insurance Benefits Plan Design changes in a timely manner but also the fact that the Governor has not yet signed the state budget.
- John Boyd stated that this proposal continues to offer to employees the Flexible Spending Account (FSA) and the Center for Employee Health while offering flexibility for specific certification requirements for certain instructional employees as a new benefit.
- John Boyd stated that this proposal offers employees two (2) Health Insurance Benefits Plan options (e.g., Base and Buy-Up) that each had three (3) tiers of enhancements and choices that help employees receive cost savings for themselves and the Health Insurance Benefits Trust Fund.
- John Boyd stated that the Health Savings Account (HSA) option that was originally proposed has been withdrawn indefinitely.
- John Boyd stated that the employee could continue to choose their own provider, if they choose the Buy Up Plan option, but may not realize the best cost savings.
- John Boyd stated that one Plan enhancement was the Medical Advocacy Program (MAP).
- John Boyd reviewed the general details of the MAP and stated that:
  - The MAP provides a Registered Nurse Advocate who helps guide the employee to find a quality option for their healthcare that provides substantial cost savings.
  - The MAP is not required, and the employee could continue to use the employee's own choice of provider but may not realize the best cost savings.
  - If the employee chooses to consult with MAP, the Registered Nurse Advocate would provide a list of providers, a record of each provider's success rate, and each provider's cost for the medical procedure.
  - The employee is not obligated to choose from MAP's list.
  - If the employee follows MAP's advice, their deductible shall be waived.
  - The MAP shall also provide a Direct Cash Pay Program that shall attempt to negotiate a cash up front arrangement with the provider to maximize cost savings.
  - If the employee does not consult the MAP, then a \$250.00 co-pay would apply.
  - If the employee consults the MAP and does not select one of the options provided, then the employee shall not be charged the \$250 co-pay.
- John Boyd shared that each Plan option includes a preferred list of pharmacies that would provide cost savings for employees, but employees could still use non-preferred pharmacies without cost savings.
- John Boyd confirmed that the points required for the Wellness Incentive Program were being reduced from 100 to 50 points to reflect the limitations posed by the Coronavirus/ COVID-19 pandemic.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Apryle Jackson stated that she is not comfortable with an employee being punished for not consulting with MAP.
- Sarah Graber stated that the fee is not intended to be a penalty but understood that employees might perceive it as one.
- Sarah Graber stated that there is no charge or extra copay if the employee calls MAP and chooses not to take the MAP's advice.
- Lori Swaby is concerned that MAP would make employees delay or forego medical treatment.
- John Boyd clarified that the MAP is for elective procedures.
- Sarah Graber stated that the goal of the MAP is assist each employee to become educated on the best option for the employee's care.
- Sarah Graber confirmed that the \$250.00 co-pay would go to the Health Insurance Benefits Trust Fund.
- John Boyd confirmed that the \$250.00 co-pay would not be deducted from the employee's paycheck.
- Sarah Graber stated that the \$250.00 would be processed the same way as an extra copay.
- Apryle Jackson stated that she would prefer if we do not charge the co-pay for the first year of implementation and reward employees with points toward the Wellness Incentive for using MAP.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Agenda Items for Next Meeting: John Boyd/ Apryle Jackson

- Agenda items for the next meeting may be sent to John Boyd via e-mail by the deadline established in the Bargaining Calendar.
- Apryle Jackson requested that the DROP extensions be added to the list of agenda items for the next meeting.

**Next Meeting:**      **Date:**      **Wednesday, May 13, 2020**  
                                 **Time:**      **03:00 – 05:00 PM**  
                                 **Location:**      **Virtual Meeting**

### Pluses

- Bargaining Leadership Team members noted the positive collaboration and communication around the table.

### Deltas

- Bargaining Leadership Team members stated that they hoped that the Florida Legislature would appropriate more funds for public education.

**ADJOURNED at 04:13 PM**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Thursday, May 13, 2020

**Location:** Virtual Meeting

OSCEOLA COUNTY EDUCATION ASSOCIATION (OCEA) MEMBERS ATTENDANCE				
1	Lare Allen	Dean	Discovery Intermediate School	<input checked="" type="checkbox"/>
2	Greg Gahris	Teacher	St. Cloud Middle School	<input checked="" type="checkbox"/>
3	Michael Glassburn	Dean	Gateway High School	<input checked="" type="checkbox"/>
4	Apryle Jackson	OCEA President/ Teacher	OCEA	<input checked="" type="checkbox"/>
5	Paul Klauman	Teacher	Chestnut Elementary School	<input checked="" type="checkbox"/>
6	Jessica Priester	Teacher	Central Avenue Elementary	<input checked="" type="checkbox"/>
7	Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
8	Latrechia Simpson	Teacher	Denn John Middle School	<input checked="" type="checkbox"/>
9	Norine Stazko	ESOL Compliance Specialist	Gateway High School	<input checked="" type="checkbox"/>
10	Lori Swaby	OCEA Chief Negotiator/ Resource Compliance Specialist	ESE Department	<input checked="" type="checkbox"/>
MEMBERS ON BEHALF OF THE OSCEOLA COUNTY SCHOOL BOARD (OCSB) ATTENDANCE				
1	Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
2	John Boyd	Director/ Chief Negotiator	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Rolando Casado	Assistant Principal	Liberty High School	<input checked="" type="checkbox"/>
4	Jose Gonzalez	Director	Budget	<input type="checkbox"/>
5	Sarah Graber	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
6	Jim Hickey	Principal	Harmony High School	<input type="checkbox"/>
7	Scott Knoebel	Principal	Narcoossee Elementary School	<input checked="" type="checkbox"/>
8	Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
9	Nadia Winston	Principal	Central Avenue Elementary	<input checked="" type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
N/A	Jennifer Gomez	Recording Secretary	Human Resources	<input checked="" type="checkbox"/>

**GUEST(S):** Hank Groton, Federal Mediation and Conciliation Services,  
Jasmine Lewis, Teacher at Central Avenue Elementary School  
Donna Mescall, Teacher at Central Avenue Elementary School

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** May 18, 2020



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 03:04 PM**

Meeting Protocol	
Mission Statement:	John Boyd
Philosophy:	John Boyd
Rationale:	John Boyd
Salary and Fringes:	Apryle Jackson
Goals:	John Boyd
Guest Protocol:	John Boyd
Speaking Order:	Tammy Cope-Otterson
Time Keeper:	Sarah Graber

John Boyd reviewed the Meeting Protocol.

## Introduction of New Bargaining Team Members

- N/A

## Reflection on Our Progress Together: John Boyd/ Lori Swaby

- John Boyd stated that a summary of our work together was sent to ESP members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.

## MOU re: SIG4 Grant Impact: John Boyd

- John Boyd shared and reviewed the *MOU re: SIG4 Grant Impact* with bargaining team members.
- John Boyd clarified that the related MOU shared with OCEA at the last meeting had been revised in response to OCEA's feedback.
- John Boyd stated that the Osceola County School District and the Superintendent will use other non-SIG4 Grant School District funds to make eligible Central Avenue Elementary School (CAES) teachers and staff whole according to the terms and conditions of the original MOU.
- Nadia Winston expressed that as the Principal of Central Avenue Elementary School (CAES), she is very thankful that her eligible teachers and staff will receive the original amount of their performance bonuses in full.
- John Boyd stated that the School Board and Dr. Pace want to fulfill the terms and conditions of the original MOU and make the eligible CAES teachers and staff whole with additional School District funds.
- Apryle Jackson stated that she was comfortable with the changes and thankful for the changes made in response to OCEA's feedback.

**ACTION: Following a fist of five vote, BLT members agreed to approve this item.**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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## MOU re: 2020-21 Health Insurance Benefits Plan Design: John Boyd

- John Boyd shared and reviewed the *MOU re: 2020-21 Health Insurance Benefits Plan Design* with bargaining team members.
- John Boyd clarified that the Plan Design shared with OCEA at the last meeting had been revised in response to OCEA's feedback.
- John Boyd stated that if an employee does not consult with Medical Advocate Program (MAP), then there would not be a \$250.00 copay as originally proposed to OCEA at the prior meeting.
- John Boyd stated that employees would only experience incentives in cost savings if they consult the MAP.
- Apryle Jackson stated that she was comfortable with the changes and thankful for the changes made in response to OCEA's feedback.

**ACTION: Following a fist of five vote, BLT members agreed to approve this item.**

## Contract Language re: DROP: John Boyd/ Apryle Jackson

- John Boyd stated that Management will need more time to analyze the financial impact of the related proposed contract language changes.
- John Boyd stated that there were eight (8) employees over the last few years who received extensions to their DROP.
- Tammy Cope-Otterson stated that there were people that were asking for extensions for next year.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

## Agenda Items for Next Meeting: John Boyd/ Apryle Jackson

- Agenda items for the next meeting may be sent to John Boyd via e-mail by the deadline established in the Bargaining Calendar.

**Next Meeting: TBA**

## Pluses

- Bargaining Leadership Team members noted the positive communication and collaboration.

## Deltas

- N/A

**ADJOURNED at 03:22 PM**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Wednesday, June 24, 2020

**Location:** Virtual Meeting

OSCEOLA COUNTY EDUCATION ASSOCIATION (OCEA) MEMBERS ATTENDANCE				
1	Lare Allen	Dean	Discovery Intermediate School	<input checked="" type="checkbox"/>
2	Greg Gahris	Teacher	St. Cloud Middle School	<input checked="" type="checkbox"/>
3	Michael Glassburn	Dean	Gateway High School	<input checked="" type="checkbox"/>
4	Apryle Jackson	OCEA President/ Teacher	OCEA	<input checked="" type="checkbox"/>
5	Paul Klauman	Teacher	Chestnut Elementary School	<input type="checkbox"/>
6	Jessica Priester	Teacher	Central Avenue Elementary	<input checked="" type="checkbox"/>
7	Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
8	Latrechia Simpson	Teacher	Denn John Middle School	<input checked="" type="checkbox"/>
9	Norine Stazko	ESOL Compliance Specialist	Gateway High School	<input checked="" type="checkbox"/>
10	Lori Swaby	OCEA Chief Negotiator/ Resource Compliance Specialist	ESE Department	<input type="checkbox"/>
MEMBERS ON BEHALF OF THE OSCEOLA COUNTY SCHOOL BOARD (OCSB) ATTENDANCE				
1	Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
2	John Boyd	Director/ Chief Negotiator	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Rolando Casado	Assistant Principal	Liberty High School	<input checked="" type="checkbox"/>
4	Jose Gonzalez	Director	Budget	<input type="checkbox"/>
5	Sarah Graber	Chief Officer	Business & Finance	<input type="checkbox"/>
6	James Hickey	Principal	Harmony High School	<input checked="" type="checkbox"/>
7	Scott Knoebel	Principal	Narcoossee Elementary School	<input checked="" type="checkbox"/>
8	Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
9	Nadia Winston	Principal	Central Avenue Elementary	<input type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
N/A	Jennifer Gomez	Recording Secretary	Human Resources	<input checked="" type="checkbox"/>

**GUEST(S):** Hank Groton, Federal Mediation and Conciliation Services (FMCS)

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** June 29, 2020

Page 1 of 4



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 01:01 PM**

Meeting Protocol	
Mission Statement:	John Boyd
Philosophy:	John Boyd
Rationale:	John Boyd
Salary and Fringes:	Apryle Jackson
Goals:	John Boyd
Guest Protocol:	N/A
Speaking Order:	Tammy Cope-Otterson
Time Keeper:	N/A

John Boyd reviewed the Meeting Protocol.

## Introduction of New Bargaining Team Members

- N/A

## Reflection on Our Progress Together: John Boyd/ Lori Swaby

- John Boyd stated that a summary of our work together was sent to bargaining team members in the meeting announcement e-mail, and he thanked bargaining team members for their collaboration.

## MOU re: Additional Earning Opportunities for Non-FTE Generating Programs: John Boyd

- John Boyd shared and reviewed the *MOU re: Additional Earning Opportunities for Non-FTE Generating Programs* with bargaining team members.
- John Boyd stated that the MOU had no revisions other than the date.
- Apryle Jackson stated that OCEA would like Management to consider renegotiating the amounts of the rates of pay on this MOU at a future bargaining meeting.

**ACTION: Following a fist of five vote, BLT members reached tentative agreement to approve this item.**

## MOU re: Flex Day: John Boyd

- John Boyd shared and reviewed the *MOU re: Flex Day* with bargaining team members.
- John Boyd stated that the MOU had few revisions related to the dates of the new school year and a reference to the proposed additional Pre-Planning Day for Coronavirus/ COVID-19 professional development.

**ACTION: Following a fist of five vote, BLT members reached tentative agreement to approve this item.**

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** June 29, 2020





## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### MOU re: Guiding Principles for Lesson Plans: John Boyd

- John Boyd shared and reviewed the *MOU re: Guiding Principles for Lesson Plans* with bargaining team members.
- John Boyd stated that the MOU had no revisions other than the date.

**ACTION: Following a fist of five vote, BLT members reached tentative agreement to approve this item.**

### MOU re: Green Champions, Instructional Employees: John Boyd

- John Boyd shared and reviewed the *MOU re: Green Champions, Instructional Employees* with bargaining team members.
- John Boyd stated that the MOU proposes to add a new role of Green Champion to the Instructional Employees' Supplement Schedule and that the supplement would be similar to the one for the role of the Health Champion at each school.
- John Boyd stated that the proposed amount of the supplement would be \$617.00 and would be paid using funds generated from the School District's energy cost savings program.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### MOU re: Additional Pre-Planning Day: John Boyd

- John Boyd shared and reviewed the *MOU re: Additional Pre-Planning Day* with bargaining team members.
- John Boyd stated that the MOU proposed one (1) additional pre-planning day on July 30, 2020, for the purpose of providing professional development for employees on the School District's safety protocols related to the Coronavirus/ COVID-19 pandemic.
- John Boyd stated that funds from the School District's allocation for the Coronavirus Aid, Relief, and Economic Security (CARES) Act shall be used to compensate each employee for this one (1) workday.
- John Boyd stated that participating employees shall receive the compensation in their first regularly scheduled paycheck for the school year.
- John Boyd stated that if an employee does not attend and participate on the scheduled professional development day, then the employee would still be responsible for obtaining the essential information from their supervising administrator and for following related procedures.
- Apryle Jackson stated that safety protocols and social distancing for participants are very important on this day as well.
- James Hickey stated that for this professional development day, he would have to schedule multiple sessions at different locations in order to accommodate his employees safely.
- Apryle Jackson stated that the School District of Osceola County might have to distribute computers to each employee for virtual training.
- Apryle Jackson stated that OCEA would agree to the MOU if the School District of Osceola County assures a secure and safe working environment for all participating employees.
- Michael Allen stated that Management is aware of the risk and is discussing alternative methods of delivery for this professional development day to reduce risk.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Tammy Cope-Otterson stated that the School District of Osceola County intends to take the required steps needed to ensure the safety of our employees and our students.

**ACTION: Following a fist of five vote, BLT members reached tentative agreement to approve this item.**

### Agenda Item: Contract Language re: Deferred Retirement Option Program (DROP): John Boyd

- John Boyd stated that Management does not have a counter-proposal to offer at this time for extending the Florida Deferred Retirement Option Program (DROP) to employees who request it.
- John Boyd stated that Management prefers to consider this item within the context of salary and benefits negotiations.
- Apryle Jackson asked
- John Boyd stated that while there are few SDOC employees who requested to extend DROP in the current year, SDOC employees who are currently enrolled in the DROP would also have to be included, and this change would make the number higher and the costs considerably more.
- Karen Pruitt stated that it was an advantage to the School District to retain highly experienced and qualified teachers.
- Apryle Jackson requested data on the number of employees who request to extend DROP for the next bargaining meeting.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Agenda Items for Next Meeting: John Boyd/ Apryle Jackson

- Agenda items for the next meeting may be sent to John Boyd via e-mail by the deadline established in the Bargaining Calendar.

**Next Meeting: TBD, Virtual Meeting**

### Pluses

- Bargaining Leadership Team members noted the positive collaboration and communication in the meeting.

### Deltas

- Bargaining Leadership Team members stated that they hoped to hear soon from the Governor in regards to the budget for next year.

**ADJOURNED at 01:41 PM**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Thursday, July 16, 2020

**Location:** Virtual Meeting

OSCEOLA COUNTY EDUCATION ASSOCIATION (OCEA) MEMBERS ATTENDANCE				
1	Lare Allen	OCEA President/ Teacher	OCEA	<input checked="" type="checkbox"/>
2	Greg Gahris	Teacher	St. Cloud Middle School	<input checked="" type="checkbox"/>
3	Michael Glassburn	Dean	Gateway High School	<input checked="" type="checkbox"/>
4	Paul Klauman	Teacher	Chestnut Elementary School	<input checked="" type="checkbox"/>
5	Jessica Priester	Teacher	Central Avenue Elementary	<input checked="" type="checkbox"/>
6	Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
7	Latrechia Simpson	Teacher	Denn John Middle School	<input checked="" type="checkbox"/>
8	Norine Stazko	ESOL Compliance Specialist	Gateway High School	<input checked="" type="checkbox"/>
9	Lori Swaby	Resource Compliance Specialist	ESE Department	<input checked="" type="checkbox"/>
10	Apryle Jackson	OCEA Chief Negotiator	Harmony High School	<input checked="" type="checkbox"/>
MEMBERS ON BEHALF OF THE OSCEOLA COUNTY SCHOOL BOARD (OCSB) ATTENDANCE				
1	Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
2	John Boyd	Director/ Chief Negotiator	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Rolando Casado	Assistant Principal	Liberty High School	<input checked="" type="checkbox"/>
4	Jose Gonzalez	Director	Budget	<input checked="" type="checkbox"/>
5	Sarah Graber	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
6	James Hickey	Principal	Harmony High School	<input checked="" type="checkbox"/>
7	Scott Knoebel	Principal	Narcoossee Elementary School	<input checked="" type="checkbox"/>
8	Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
9	Nadia Winston	Principal	Central Avenue Elementary	<input checked="" type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
N/A	Jennifer Gomez	Recording Secretary	Human Resources	<input checked="" type="checkbox"/>



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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## GUEST(S):

- Kathryn Austin, Osceola County School for the Arts
- Cecilia Camacho, Ventura Elementary School
- Chris Carelock, OCEA
- Hank Groton, Federal Mediation and Conciliation Services (FMCS)
- Donna Mescall, Central Avenue Elementary School
- Janet Moody, Narcoossee Elementary School
- Arsenia Soto, Neptune Elementary

**COMMENCED at 01:02 PM**\_\_\_\_\_

Meeting Protocol	
Mission Statement:	John Boyd
Philosophy:	John Boyd
Rationale:	John Boyd
Salary and Fringes:	Lare Allen
Goals:	John Boyd
Guest Protocol:	John Boyd
Speaking Order:	Rolando Casado
Timekeeper:	Tammy Cope-Otterson

John Boyd reviewed the Meeting Protocol.

## Introduction of New Bargaining Team Members

- John Boyd welcomed Lare Allen as the new OCEA President.

## Reflection on Our Progress Together: John Boyd/ Apryle Jackson

- John Boyd stated that a summary of our work together was sent to bargaining team members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.

## Salaries and Benefits: John Boyd

- John Boyd shared and reviewed the *SDOC Salaries and Benefits Package Proposal* with bargaining team members.
- John Boyd reviewed the general details of the proposed MOU re: *Salaries and Benefits* and stated the following:
  - The proposed MOU includes a summary of the new legislation that was passed by the Florida Legislature and signed by Governor DeSantis on June 24, 2020.
  - The legislation establishes an allocation to provide salary increases for instructional employees and defines how the funds can be used.

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** **August 10, 2020**

Page 2 of 5



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Management is required to report to the Florida Department of Education (FLDOE) by October 1, 2020, the plan for salary distribution.
- Pre-K teachers funded by Florida Education Finance Program (FEFP) are eligible for these funds.
- Paraprofessionals and substitute teachers are not eligible for these funds.
- The amount of Osceola County's allocation is \$12,106,414.00. Charter schools must receive \$2,588,002.24. The remainder of \$9,518,411.76 is what is left for Osceola County instructional employee's salaries to be used per the requirements within the law.
- John Boyd shared that the law states that the funds are to "increase the minimum base salary for full-time classroom teachers to at least \$47,500.00 or to the maximum amount achievable" and "no full-time classroom teacher will receive a salary less than the minimum base salary as adjusted by this portion of the allocation."
- John Boyd stated that for Part I of the law, Management proposed:
  - 80% of the allocation shall be reserved per state law for eligible full-time classroom teachers;
  - As of May 31, 2020, there are 2,351 eligible full-time classroom teachers per this section of state law;
  - The School District's allocation permits a minimum starting salary of \$46,100 for eligible instructional employees per this section of the law.
- John Boyd stated that for Part II of the law, Management proposed:
  - 20% of the allocation shall be used per state law for eligible non-classroom instructional employees and any eligible full-time classroom teacher who received a raise less than 2%.
  - As of May 31, 2020, there are 1,803 eligible instructional employees per this section of state law, and 473 of these employees are eligible for both Part I and Part II.
  - The School District's allocation permits a salary increase of \$900 for eligible instructional employees per this section of the law.
- John Boyd stated that he understands that the legislation requires what appears unfair for instructional employees with considerable years of experience.
- John Boyd stated that eligible instructional employees would still receive the advanced degree supplement in addition.
- Sarah Graber stated that we are following our planned budget for this year.
- Sarah Graber stated that there could be as much as a \$30,000,000.00 cut next year based upon state projection of lost revenue.
- Sarah Graber confirmed that there were no additional funds set aside for raises due to the uncertain budget forecast.
- Sarah Graber stated that the fund balance presented at the prior Board Meeting was \$70,500,000.
- Sarah Graber stated the financial condition ratio is 9.6%.
- John Boyd stated that our School District's funding is largely dependent upon student enrollment.
- Sarah Graber stated that the School District would attempt to apply for Federal Emergency Management Agency (FEMA) funds.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### MOU re: Green Champions, Instructional Employees: John Boyd

- John Boyd shared and reviewed the *MOU re: Green Champions, Instructional Employees* with bargaining team members.
- John Boyd stated that the proposed amount of the supplement would be \$617.00 and would be paid using funds generated through cost savings from the School District's energy conservation program.
- John Boyd stated that the proposed role is similar to the Health Champion at each work site.
- John Boyd stated that the supplement for sponsors of environmental clubs are separate.
- Apryle Jackson requested the proposed MOU to state that teachers would apply to be a Green Champion.
- John Boyd stated that he would be able to add Apryle's request to the proposed MOU.
- Greg Gahrns requested a list of what a Green Champion's duties would be.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Contract Language re: Deferred Retirement Option Program (DROP): John Boyd/ Lare Allen

- John Boyd stated that Management does not have a counterproposal to offer at this time.
- Lare Allen requested data on the number of employees who request to extend DROP for the next bargaining meeting.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Reopening Plans: John Boyd/ Lare Allen

- John Boyd stated that the School Board has voted to move the school start date, setting the dates of the work calendar is a management right, and Management intends to meet all other contractual terms and conditions in good faith.
- Lare Allen stated that OCEA has concerns and questions about the School District's reopening plans.
- John Boyd stated that the Community Relations department is working on communications to answer employee questions about reopening the schools.
- John Boyd stated that Management does not want teachers to fear the unknown.
- Lori Swaby asked that ESE and Kindergarten teachers receive face shields.
- John Boyd stated that teachers are welcomed to bring their own face shields.
- John Boyd stated that Management shall provide cleaning supplies and hand sanitizers.
- Lare Allen shared OCEA's proposed *MOU re: Reopening Schools* for Management's review.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### Agenda Items for Next Meeting: John Boyd/ Lare Allen

- Agenda items for the next meeting may be sent to John Boyd via e-mail by the deadline established in the Bargaining Meetings Calendar.

**Next Meeting: Thursday, July 23, 2020; 01:00 – 04:00 PM**  
**Virtual Meeting**

### Pluses

- Bargaining Leadership Team members noted the positive collaboration and communication in the meeting.

### Deltas

- Bargaining Leadership Team members noted the Webex medium for bargaining was challenging.

**ADJOURNED at 02:41 PM**





# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Thursday, July 23, 2020  
**Location:** Virtual Meeting

OSCEOLA COUNTY EDUCATION ASSOCIATION (OCEA) MEMBERS ATTENDANCE				
1	Lare Allen	Dean	Discovery Intermediate School	<input checked="" type="checkbox"/>
2	Greg Gahris	Teacher	St. Cloud Middle School	<input checked="" type="checkbox"/>
3	Michael Glassburn	Dean	Gateway High School	<input checked="" type="checkbox"/>
4	Apryle Jackson	OCEA President/ Teacher	OCEA	<input checked="" type="checkbox"/>
5	Paul Klauman	Teacher	Chestnut Elementary School	<input checked="" type="checkbox"/>
6	Jessica Priester	Teacher	Central Avenue Elementary	<input checked="" type="checkbox"/>
7	Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
8	Latrechia Simpson	Teacher	Denn John Middle School	<input checked="" type="checkbox"/>
9	Norine Stazko	ESOL Compliance Specialist	Gateway High School	<input checked="" type="checkbox"/>
10	Lori Swaby	OCEA Chief Negotiator/ Resource Compliance Specialist	ESE Department	<input type="checkbox"/>
MEMBERS ON BEHALF OF THE OSCEOLA COUNTY SCHOOL BOARD (OCSB) ATTENDANCE				
1	Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
2	John Boyd	Director/ Chief Negotiator	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Rolando Casado	Assistant Principal	Liberty High School	<input checked="" type="checkbox"/>
4	Jose Gonzalez	Director	Budget	<input checked="" type="checkbox"/>
5	Sarah Graber	Chief Officer	Business & Finance	<input type="checkbox"/>
6	James Hickey	Principal	Harmony High School	<input type="checkbox"/>
7	Scott Knoebel	Principal	Narcoossee Elementary School	<input checked="" type="checkbox"/>
8	Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
9	Nadia Winston	Principal	Central Avenue Elementary	<input type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
N/A	Jennifer Gomez	Recording Secretary	Human Resources	<input checked="" type="checkbox"/>



## **Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees**

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### **GUEST(S):**

- Janet Moody, Narcoossee Elementary School
- Lauren Haddox, Director of Risk and Benefits Management
- Shana Rafalski, Executive Director of Educational Choices & Innovation
- Chris Carelock, OCEA



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 01:04 PM**

Meeting Protocol	
Mission Statement:	John Boyd
Philosophy:	John Boyd
Rationale:	John Boyd
Salary and Fringes:	Lare Allen
Goals:	John Boyd
Guest Protocol:	John Boyd
Speaking Order:	Tammy Cope-Otterson and Michael Glassburn
Timekeeper:	Rolando Casado

- John Boyd reviewed the Meeting Protocol, including the new requirements for virtual meetings.
- John Boyd reminded bargaining team members that the Meeting Protocols are shared in each meeting announcement e-mail.
- John Boyd stated that for virtual meetings, two (2) people would be assigned the role of managing the speaking order.

## Introduction of New Bargaining Team Members

- N/A

## Reflection on Our Progress Together: John Boyd/ Lori Swaby

- John Boyd stated that a summary of our work together was sent to bargaining team members in the meeting announcement e-mail, and he thanked bargaining team members for their collaboration.

## Families First Coronavirus Response Act (FFCRA): John Boyd/ Lauren Haddox

- Lauren Haddox presented general information about the implementation of the *Families First Coronavirus Response Act (FFCRA)* with bargaining team members [e.g., PowerPoint].
- Lauren Haddox stated that FFCRA expires December 31, 2020.
- Trae Simpson stated that it is unfair that an employee may have to use his or her accrued paid sick leave instead of receiving worker's compensation.
- Lauren Haddox stated that FFCRA only provides ten (10) paid sick leave days.
- Tammy Cope-Otterson stated that a teacher might be able to move to digital instruction with permission if the teacher is required to quarantine.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Greg Gahris stated that his school administrator wants all employees to work on site and working from home is not an option.
- Lauren Haddox stated that some employees might not be able to work from home, e.g. a custodian.
- Lauren Haddox suggested that Mr. Thomas Phelps might join a future BLT meeting.
- Lare Allen stated that OCEA requests a copy of the flow chart that Mr. Thomas Phelps created to make decisions related to employee's exposure to Coronavirus/ COVID-19.
- Lauren Haddox stated that if an employee becomes ill, then the employee could file a claim for long-term disability.
- Lauren Haddox stated that the Department of Risk and Benefits Management is available to help all employees of the School District of Osceola County, Florida (SDOC).

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Salaries and Benefits: John Boyd

- John Boyd shared and reviewed the *SDOC Salaries and Benefits Package Proposal* with bargaining team members.
- John Boyd emphasized the following specific language:
  - *House Bill 641* [page 8] – “No full-time classroom teacher shall receive a salary less than the minimum base salary as adjusted by this subparagraph.”
  - *House Bill 641 Staff Analysis* [page 5] – “No full-time classroom teacher will receive a salary less than the minimum base salary as adjusted by this portion of the allocation.”
  - *House Bill 641 FLDOE (Florida Department of Education) Bill Summary* [page 1] – “No full-time classroom teacher will receive a salary less than the minimum base salary as adjusted by this portion of the allocation.”
  - *House Bill 5001 Budget Proviso* [page 23] – “No eligible full-time classroom teacher shall receive a base salary less than the minimum base salary as adjusted by the school district's allocation.”
- Lare Allen stated that OCEA has a different interpretation but is not ready to provide a counterproposal at this meeting.
- John Boyd stated that the School District of Osceola County has until October 1, 2020, to submit the salary distribution plan to the Florida Department of Education.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### MOU re: Green Champions, Instructional Employees: John Boyd

- John Boyd shared and reviewed with bargaining team members a draft job description for Green Champions in response to OCEA's request for more information at the prior bargaining meeting.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### Agenda Item: Contract Language re: Deferred Retirement Option Program (DROP): John Boyd

- John Boyd shared and reviewed with bargaining team members statistics including the total number of employees in DROP and the total number of employees who requested to extend DROP for the last five (5) school years.
- John Boyd stated that each employee's request to extend DROP was granted.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### MOU re: Safe Return to School: John Boyd

- John Boyd shared and reviewed the School District's *MOU re: Safe Return to School* as a counterproposal to OCEA's *MOU re: Reopening Schools* which was shared at the prior bargaining meeting.
- John Boyd stated that the items shared with bargaining team members as e-mail attachments are supporting documents for the MOU and are also posted on the SDOC website, the Florida Legislature's Online Sunshine website, and the Florida Department of Education's website.
- John Boyd stated that Management received guidance from local medical experts from Nemours Children's Hospital and the Osceola County Health Department.
- John Boyd stated that the medical experts were not compensated for advising the School District regarding the safe reopening of schools.
- Apryle Jackson requested that the items included in SDOC Ready.Set.StartSmart documents be included within the proposed MOU.
- John Boyd stated that if a teacher voluntarily elects to provide simultaneous instruction in both digital and face-to-face formats, then the employee would receive compensation for one (1) hour beyond the employee's contractual workday.
- Karen Pruitt stated that her assistant principal stated that teacher do not have an option regarding the digital format for instruction.
- Greg Gahriss stated that teachers are highly upset and very afraid about reopening schools.
- John Boyd stated that teachers should speak to their supervising administrator about any fears or health concerns.
- John Boyd stated that he would seek clarification regarding simultaneous delivery of instruction in both face to face and digital formats.
- Lare Allen stated that the Brevard County Department of Health declared that teachers are frontline essential workers.
- Apryle Jackson stated that if the School District does not give high-risk employees (e.g., cancer or asthma) an option to teach digital, then these employees may retire or resign.
- Apryle Jackson stated that teachers should not have to choose between working or infecting members of their families.
- Apryle Jackson stated that one (1) hour of compensation is not enough for the teacher's preparation for both digital and face-to-face instructional formats.
- John Boyd stated that in order to provide time for teachers to complete tasks related to reporting student grades, Management proposes that no teacher shall be required to attend any meeting after student dismissal on an Early Release Wednesday during the last week of each nine weeks/quarter grading period when student grades are due.
- Apryle Jackson stated that the four (4) days were set aside as workdays and that OCEA is concerned teachers are losing days.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- John Boyd clarified that when Management revised the school year calendar to delay the start date for students to return to school based upon health data, Management made certain that the four (4) teacher workdays and one (1) Professional Development Day were added to Pre-Planning, and that no meetings were scheduled during the four (4) workdays.
- Jessica Priester requested that no teacher shall be required to attend any meeting after student dismissal on two (2) Early Release Wednesdays during the last two (2) weeks of each nine weeks/quarter grading period when student grades are due.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Agenda Items for Next Meeting: John Boyd/ Lare Allen

- Agenda items for the next meeting may be sent to John Boyd via e-mail by the deadline established in the Bargaining Meetings Calendar.

**Next Meeting: TBD, Virtual Meeting**

### Pluses

- Bargaining Leadership Team members noted the positive collaboration and communication in the meeting.
- Bargaining Leadership Team members noted that today's virtual meeting was conducted in a much smoother manner than the prior virtual meeting.

### Deltas

- N/A.

**ADJOURNED at 02:27 PM**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Wednesday, August 05, 2020

**Location:** Virtual Meeting

OSCEOLA COUNTY EDUCATION ASSOCIATION (OCEA) MEMBERS ATTENDANCE				
1	Apryle Jackson	OCEA Chief Negotiator	Harmony High School	<input checked="" type="checkbox"/>
2	Greg Gahris	Teacher	St. Cloud Middle School	<input checked="" type="checkbox"/>
3	Michael Glassburn	Dean	Gateway High School	<input checked="" type="checkbox"/>
4	Lare Allen	OCEA President/ Teacher	OCEA	<input checked="" type="checkbox"/>
5	Paul Klauman	Teacher	Chestnut Elementary School	<input checked="" type="checkbox"/>
6	Jessica Priester	Teacher	Central Avenue Elementary	<input checked="" type="checkbox"/>
7	Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
8	Latrechia Simpson	Teacher	Denn John Middle School	<input checked="" type="checkbox"/>
9	Norine Stazko	ESOL Compliance Specialist	Gateway High School	<input checked="" type="checkbox"/>
10	Lori Swaby	OCEA Chief Negotiator/ Resource Compliance Specialist	ESE Department	<input checked="" type="checkbox"/>
MEMBERS ON BEHALF OF THE OSCEOLA COUNTY SCHOOL BOARD (OCSB) ATTENDANCE				
1	Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
2	John Boyd	Director/ Chief Negotiator	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Rolando Casado	Assistant Principal	Liberty High School	<input checked="" type="checkbox"/>
4	Jose Gonzalez	Director	Budget	<input checked="" type="checkbox"/>
5	Sarah Graber	Chief Officer	Business & Finance	<input type="checkbox"/>
6	James Hickey	Principal	Harmony High School	<input checked="" type="checkbox"/>
7	Scott Knoebel	Principal	Narcoossee Elementary School	<input checked="" type="checkbox"/>
8	Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
9	Nadia Winston	Principal	Central Avenue Elementary	<input checked="" type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
N/A	Jennifer Gomez	Recording Secretary	Human Resources	<input checked="" type="checkbox"/>

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** September 1, 2020

Page 1 of 8





## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### **GUEST(S):**

Chris Carelock	OCEA
Hank Groton	Federal Mediation and Conciliation Services
Amy Hughes	Mill Creek Elementary School
Jessica Millet	East Lake Elementary School
Janet Moody	Narcoossee Elementary School
Michael Ortiz	Bellalago Academy
Laura Portorreal	Harmony Middle School
Shana Rafalski	Executive Director of Educational Choices & Innovation
Kristie Rupchand	OCEA
Arsenia Soto	Neptune Elementary School
Carol Spellman	Bellalago Academy
Kim Castro-Stevens	Hickory Tree Elementary School



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 01:09 PM**

Meeting Protocol	
Mission Statement:	John Boyd
Philosophy:	John Boyd
Rationale:	John Boyd
Salary and Fringes:	Lare Allen
Goals:	John Boyd
Guest Protocol:	John Boyd
Speaking Order:	Michael Glassburn
Time Keeper:	Lare Allen

John Boyd reviewed the Meeting Protocol.

## Introduction of New Bargaining Team Members

- N/A

## Reflection on Our Progress Together: John Boyd/ Lori Swaby

- John Boyd stated that a summary of our work together was sent to ESP members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.

## MOU re: Salaries & Benefits: John Boyd

- Apryle Jackson shared and reviewed the details of OCEA's proposal and stated that:
  - Teachers who are paid \$41,100 would receive \$45,000;
  - Teachers who are paid \$43,500 would receive \$45,000;
  - Teachers who are paid \$43,550 would receive \$45,500;
  - Teachers who are paid between \$44,500 to \$44,950 would receive \$46,000;
  - Teachers who are paid \$45,000 would receive \$47,000;
  - Teachers who are paid more than \$46,500 would receive \$47,500;
  - Teachers who are paid \$47,500 or more would receive \$1,000 above their current salary; and
  - New teacher hires would receive an additional \$1,484.
- John Boyd stated that Management agrees that successful teaching experience should be rewarded but disagrees with OCEA's interpretation of the law and affirms its prior proposal.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- John Boyd shared and reviewed the following information related to the 2020-21 Teacher Salary Increase Allocation:
  1. House Bill 641 [page 8]
    - “No full-time classroom teacher shall receive a salary less than the minimum base salary as adjusted by this subparagraph.”
  2. House Bill 641 Staff Analysis [page 5]
    - “No full-time classroom teacher will receive a salary less than the minimum base salary as adjusted by this portion of the allocation.”
  3. House Bill 641 FLDOE (Florida Department of Education) Bill Summary [page 1]
    - “No full-time classroom teacher will receive a salary less than the minimum base salary as adjusted by this portion of the allocation.”
  4. House Bill 5001 Budget Proviso [page 23]
    - “No eligible full-time classroom teacher shall receive a base salary less than the minimum base salary as adjusted by the school district’s allocation.”
  5. Florida Education Association (FEA) FAQ [page 2; <https://feaweb.org/news/2020-legislative-session/faqs-about-the-legislatures-salary-plan/>]
    - “No full-time classroom teacher will receive a salary less than the minimum base salary as adjusted by this portion of the allocation.”
- John Boyd stated that Management shall review OCEA’s proposal in good faith and respond based upon the law.
- Lare Allen stated that FEA attorneys stated that there was nothing in the law that said that the School District of Osceola County could not spend the money how they would prefer for recruitment and retention of quality teachers.
- Apryle Jackson stated that the School District’s CARES Act funds need to be used for salary increases for instructional and professional support staff employees.
- Apryle Jackson stated that OCEA believes that each instructional employee should receive a salary increase of no less than \$1,000.00.
- John Boyd stated that the CARES Act funds are not recurring funds and that Management cannot commit to funding the recurring costs of salaries with non-recurring revenues.
- Lare Allen stated that since schools were closed, the School District should have funds available from fuel and energy cost savings.
- John Boyd stated that there still have been unforeseen costs such as those related to sanitization, extra hours of custodial staff cleaning, and consumption of cleaning supplies.
- Lori Swaby stated that the CARES Act funds are meant to relieve costs due to the sudden emergency and should be used at the present time.
- Lare Allen stated it is disingenuous for Management to state that the fund balance is not a recurring fund because it has grown each year.
- John Boyd shared and reviewed the handout related to fund balance that was e-mailed to bargaining team members during the meeting.
- John Boyd stated that in 2019, our School District’s fund balance ranked 38 out of 67 Florida school districts.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- John Boyd shared and reviewed the following information which represents the foundations for the Osceola County School Board's cautious fiscal policy:
  - *Section 1011.051 – Guidelines for general funds, Florida Statutes*, requires school districts to maintain a minimum of a 3% fund balance or face possible takeover by a financial emergency board appointed by the Commissioner of the Florida Department of Education;
  - *Section 218.503 – Determination of financial emergency, Florida Statutes*, defines the negative consequences that may occur during a financial emergency;
  - In order to avoid such negative consequences, our *Osceola County School Board Rule 7.10 – School Budget System* requires the School District to maintain a minimum of a 6% fund balance;
  - The Government Finance Officers Association's (GFOA) *Best Practice on Fund Balance Guidelines for the General Fund* states:

*"Nevertheless, GFOA recommends, at a minimum, that general-purpose governments, regardless of size, maintain unrestricted budgetary fund balance in their general fund of no less than two months of regular general fund operating revenues or regular general fund operating expenditures. The choice of revenues or expenditures as a basis of comparison may be dictated by what is more predictable in a government's particular circumstances. Furthermore, a government's particular situation often may require a level of unrestricted fund balance in the general fund significantly in excess of this recommended minimum level. In any case, such measures should be applied within the context of long-term forecasting, thereby avoiding the risk of placing too much emphasis upon the level of unrestricted fund balance in the general fund at any one time. ..."* [Retrieved from: <https://www.gfoa.org/materials/fund-balance-guidelines-for-the-general-fund>]
  - In addition, in order to have a good bond rating from agencies such as Fitch Ratings and Moody's Investor Service, the School District must maintain a fund balance that protects against unexpected costs or revenue shortfalls and remains consistent year over year. Bond ratings determine the cost of capital for which school districts can borrow funds to construct new schools and maintain our existing facilities.
- John Boyd stated that the fund balance grows in proportion to increases in student enrollment each year, and that the amount of the fund balance can decrease when student enrollment decreases.
- John Boyd stated that he would share OCEA's request with School District Leadership that CARES Act funds could be used for additional paid sick leave benefits for employees who are required to quarantine due to exposure to Coronavirus/ COVID-19.
- Norine Stazko requested that 1.5% of the School District's fund balance be used for teacher salaries.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

### MOU re: 2020-21 Safe Return to School, Instructional Employees: John Boyd/ Lare Allen

- John Boyd stated that Management reviewed OCEA's proposed *MOU re: Reopening Plans* and prepared the *MOU re: Safe Return to School* as a counterproposal which was first presented to OCEA during the prior bargaining meeting on July 23, 2020.
- John Boyd stated that Management's counterproposal is the *SDOC Ready.Set.StartSmart Roadmap to Reopening Plan* that the Osceola County School Board approved on June 30, 2020, and that the Florida Department of Education approved on July 17, 2020 (e.g., *SDOC Back to School Plan for Teachers*, the *SDOC Back to School Plan for Principals*, and the *SDOC Back to School Plan for Parents and Students*) in accordance with the Florida Commissioner of Education's *Emergency Order 2020-EO-06* issued on July 06, 2020.
- Greg Gahris stated that SDOC is the only school district that is making employees use their own leave during the pandemic for quarantines.
- Greg Gahris stated that he does not understand why Management does not permit the option to teach classes in the digital format to employees who are considered a high risk of infection by Coronavirus/ COVID-19.
- John Boyd stated that Management will assist employees who are required to quarantine if their health situation and job assignment permits the possibility for the employee to work from home.
- John Boyd stated that our schools exist to serve students first, that parents must be given the option to choose what method of instructional delivery is best for their child, and that based upon enrollment, Management would then make class assignments.
- Lori Swaby stated that she is concerned that employees will come to work when they are sick because they do not have enough leave days to use.
- Apryle Jackson stated that any employee that has mandatory quarantine should not have to use their own leave days.
- Apryle Jackson stated that any employee that was exposed to Coronavirus/ COVID-19 at school should not have to use their leave days for quarantines.
- John Boyd stated that Management revised the academic calendar in order to delay the start of school due to the changing statistics related to the pandemic.
- John Boyd stated that in order to ensure that employees could still be paid in compliance with state law, Management moved the four (4) Teacher Work Days and one (1) Professional Development Day to expand Pre-Planning from five (5) to ten (10) workdays.
- John Boyd stated that Management intends to honor the *MOU re: 2020-21 Flex Day* in good faith and permit teachers to work one (1) before Pre-Planning and be allowed to take one (1) Flex Day on one of the four (4) Teacher Workdays during Pre-Planning.
- Karen Pruitt stated that the changes to the implementation of the *MOU re: 2020-21 Flex Day, Instructional Employees* was not discussed with the bargaining leadership team.
- Apryle Jackson stated that teachers are being told that there is no additional money for teaching some classes in the face-to-face instructional format and other classes in the digital instructional format.
- John Boyd stated that if a teacher volunteers and is selected to teach a class in both face-to-face and digital instructional formats within the same class period, then the School District would pay the teacher a supplement of one (1) hour at the teacher's daily rate.
- John Boyd stated that if the teacher does not teach the class in both face-to-face and digital instructional formats simultaneously within the same class period, then the teacher would not be eligible to be compensated.
- John Boyd stated that the teacher's contractual planning period would still be honored in good faith.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- John Boyd stated that if the teacher voluntarily elects to provide instruction in both face-to-face and digital formats during the same class period, then the lesson would be broadcast so that students could participate in the instruction from home.
- Apryle Jackson stated that teachers at Parkway Middle School are being obligated to provide hybrid instruction because they are the only ones that teach a specific subject.
- Lare Allen stated that OCEA is concerned about violating rights if we record students and teachers in a classroom.
- John Boyd stated that the School District's opt-out procedure remains for parents who do not consent to their child being photographed or videotaped.
- Michael Glassburn stated that students might shy away from asking to go to the restroom or the nurse if they are being recorded.
- Trae Simpson stated that when she was teaching summer school digitally, a parent intervened and asked questions.
- John Boyd stated that a teacher can turn off the camera if there is a disruption in the classroom and can seek assistance from administration when a student misbehaves just as they have been able to do.
- Lori Swaby stated that she was concerned that a parent could send a recording to the Florida Department of Children & Families as part of a complaint against a teacher.
- Apryle Jackson stated that some teachers requested to provide instruction in the digital format but were denied because of favoritism.
- Apryle Jackson stated that a list of students should be shared with all school staff so that they know who can be recorded or not.
- Greg Gahriss stated that there should be a symbol in Focus to let staff know whether the student can be recorded or not.
- Nadia Winston stated that the camera frame can be set on the teacher to record instruction, not the students.
- Karen Pruitt stated that teachers should pre-record their lessons so that students can review it if they have technology or internet connection issues.
- John Boyd stated that teachers who are assigned digital classes may record lessons for students in advance.
- John Boyd stated that during the two weeks of Pre-Planning, teachers shall receive training on digital instruction.
- John Boyd stated that there shall be no disciplinary consequences when clear evidence shows that an error is beyond the teacher's control.
- Tammy Cope-Otterson stated that:
  - Management has received many notes from employee's doctors stating that the doctor does not want the doctor's patient to return to work due to Coronavirus/ COVID-19.
  - SDOC wants to assure that we are taking care of our employees.
  - Under the Americans with Disabilities Act (ADA), an employee may request reasonable accommodations that do not prevent the performance of the bona fide occupational qualifications for the employee's job.
  - She serves as the School District's designated ADA Coordinator.
  - School Board Attorney Frank Kruppenbacher will be reviewing employees' requests for ADA accommodations related to Coronavirus/ COVID-19.
- Lare Allen stated that he understood that if an employee has a pre-existing condition, the employee would be permitted to work from home.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### Agenda Items for Next Meeting: John Boyd/ Lare Allen

- Agenda items for the next meeting may be sent to John Boyd via e-mail by the deadline established in the Bargaining Calendar.

**Next Meeting: TBD**

### Pluses

- Bargaining Leadership Team members noted the positive collaboration and communication around the virtual room.
- Bargaining Leadership Team members noted the creative ideas shared.
- Bargaining Leadership Team members thanked the guests that joined our meeting.

### Deltas

- N/A

**ADJOURNED at 03:31 PM**





# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Thursday, August 20, 2020

**Location:** Virtual Meeting

OSCEOLA COUNTY EDUCATION ASSOCIATION (OCEA) MEMBERS ATTENDANCE				
1	Apryle Jackson	OCEA Chief Negotiator	Harmony High School	<input checked="" type="checkbox"/>
2	Greg Gahris	Teacher	St. Cloud Middle School	<input checked="" type="checkbox"/>
3	Michael Glassburn	Dean	Gateway High School	<input checked="" type="checkbox"/>
4	Lare Allen	OCEA President/ Teacher	OCEA	<input checked="" type="checkbox"/>
5	Paul Klauman	Teacher	Chestnut Elementary School	<input checked="" type="checkbox"/>
6	Jessica Priester	Teacher	Central Avenue Elementary	<input type="checkbox"/>
7	Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
8	Latrechia Simpson	Teacher	Denn John Middle School	<input checked="" type="checkbox"/>
9	Norine Stazko	ESOL Compliance Specialist	Gateway High School	<input checked="" type="checkbox"/>
10	Lori Swaby	OCEA Chief Negotiator/ Resource Compliance Specialist	ESE Department	<input checked="" type="checkbox"/>
MEMBERS ON BEHALF OF THE OSCEOLA COUNTY SCHOOL BOARD (OCSB) ATTENDANCE				
1	Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
2	John Boyd	Director/ Chief Negotiator	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Rolando Casado	Assistant Principal	Liberty High School	<input checked="" type="checkbox"/>
4	Jose Gonzalez	Director	Budget	<input checked="" type="checkbox"/>
5	Sarah Graber	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
6	James Hickey	Principal	Harmony High School	<input checked="" type="checkbox"/>
7	Scott Knoebel	Principal	Narcoossee Elementary School	<input checked="" type="checkbox"/>
8	Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input type="checkbox"/>
9	Nadia Winston	Principal	Central Avenue Elementary	<input checked="" type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
N/A	Jennifer Gomez	Recording Secretary	Human Resources	<input checked="" type="checkbox"/>

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** September 1, 2020

Page 1 of 7



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### **GUEST(S):**

Alanna Bianco	Celebration High School
Amanda Jacobs	Celebration High School
Angela Quispe	Celebration High School
Arisnet Perez	Gateway High School
Arsenia Soto	Neptune Elementary School
Barbara Bowers-Camp	Celebration High School
Brian Kerekes	Tohopekaliga High School
Canan Akyuz	Celebration High School
Celia Hyslop	Celebration High School
Christina Notman	Thacker Avenue Elementary
Chris Carelock	OCEA
Corey Green	Celebration High School
Cynthia Carrasco-Escalera	Celebration High School
Daniel Oehlwein	Westside K-8 School
Donna Mescall	Central Avenue Elementary School
Heather Rish	Celebration High School
Hector Morales	Gateway High School
Holly Cady	Flora Ridge Elementary
Janet Moody	Narcoossee Elementary
Jay Sobke	Celebration High School
Jeamary Zamora	Celebration High School
Jessica Millet	East Lake Elementary
Karin Fenton	Celebration High School
Kathy Batista Feliz	Celebration High School
Kristi Parker	Westside School
Kristie Rupchand	OCEA
Laura Portorreal	Harmony Middle School
Linda Langlois	Celebration High School
Lymaris Fuentes	Celebration High School
Marie Riahi	Celebration High School
Matthew Pelc	Neptune Middle School
Megan Visokay	Celebration High School
Michelle Brooks	Neptune Middle School
Nicole Crawford	Tohopekaliga High School
Yassir Paula	East Lake Elementary
Zahira Pena Andino	Sunrise Elementary



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 01:03 PM**

Meeting Protocol	
Mission Statement:	John Boyd
Philosophy:	John Boyd
Rationale:	John Boyd
Salary and Fringes:	Lare Allen
Goals:	John Boyd
Guest Protocol:	John Boyd
Speaking Order:	Rolando Casado and Michael Glassburn
Time Keeper:	Scott Knoebel

- John Boyd reviewed the Meeting Protocol.

## Introduction of New Bargaining Team Members

- N/A

## Reflection on Our Progress Together: John Boyd/ Apryle Jackson

- John Boyd stated that a summary of our work together was sent to bargaining team members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.

## MOU re: Salaries and Benefits: John Boyd

- John Boyd shared and reviewed the *MOU re: Salaries and Benefits* with bargaining team members.
- John Boyd referred meeting participants to the e-mails with multiple attachments for this meeting.
- John Boyd stated that the Florida Legislature's Office of Economic and Demographic Research (OEDR) states that:
  - Anticipated revenues were revised downward by:
    - \$3.4 billion in the fiscal year 2020-21;
    - \$2.0 billion in the fiscal year 2021-22;
    - For a combined decrease of \$5.4 billion.
  - These changes reflect overall losses of:
    - 9.9% in the fiscal year 2020-21; and
    - 5.6 percent in the fiscal year 2021-22.
- John Boyd stated that originally in January they projected the recurring General Revenue of \$35.2 billion. However, in August it has changed to \$31.6 billion.
- John Boyd stated that the Florida Constitution requires a balanced budget, and that in order to fulfill this requirement, the Florida Legislature must do one or a combination of more than one of the following:
  - Raise Taxes to Increase Revenue;
  - Spend Reserves;
  - Call Special Session to Reduce the Budget.

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** September 1, 2020

Page 3 of 7



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- John Boyd stated that there are \$3.87 billion in state reserves, it is currently unknown how the pandemic has affected these reserves, and that if all the reserves were exhausted, it could affect the state's credit rating.
- John Boyd stated that at this time, using CARES Act funds is dependent upon the directions of the US Secretary of Education, Governor DeSantis, and the Florida Commissioner of Education Richard Corcoran.
- John Boyd stated that until Management receives clear direction and knows how the CARES Act funds can be spent, Management cannot spend it differently.
- John Boyd stated that the pandemic appears not to have affected property taxes at this time.
- John Boyd stated that all school district budgets depend heavily upon property tax revenues.
- John Boyd stated that most school districts in Florida do not meet the eligibility criteria to receive Public Education Capital Outlay (PECO) funds.
- John Boyd stated that the Florida Legislature requires that the PECO funds that are not used for debt service be used for charter school capital outlay costs.
- John Boyd stated that if the pandemic affects PECO revenues negatively, the Florida Legislature might require the School District to share our 1.5 millage in the fiscal year of 2021-22 with charter schools.
- John Boyd stated that Florida school boards:
  - have virtually no independent taxing authority.
  - must levy the Required Local Effort millage rate established by the Florida Commissioner of Education;
  - can lower but cannot raise the local discretionary operating and capital outlay millage rates;
  - can levy added operating millage or a capital outlay sales surtax only when authorized by the voters in referenda as prescribed by law.
- John Boyd stated that any budget that a school board adopts in September for the fiscal year of 2020-21 will likely change as revenues and expenses change during the fiscal year.
- John Boyd shared and reviewed the independent consultant's recommendations and stated:
  - Preserve the jobs of current teachers and staff in the School District;
  - Deliver the best and most helpful educational services to parents and students during these trying circumstances so that parents still choose to return the School District's schools for their children in the future;
  - Protect the school district's fund balance to withstand a possible revenue reduction from the Florida Legislature (e.g., a minimum of 7% for FY 2020-21; and more for FY 2021-22);
  - Communicate with the Tax Collector's Office regularly to determine if any problematic trends related to the payment of property tax bills develop as taxpayers are faced with paying their tax bills;
  - Comply with the statutory requirements for the Teacher Salary Increase Allocation no later than October 1, 2020.
- John Boyd stated that Jefferson County faced a financial emergency and is now the first charter school district in the State of Florida.
- John Boyd stated that Manatee County faced a financial emergency, and the state made cuts until the school district's budget was balanced.
- John Boyd stated that Management has to comply with the statutory requirements for the Teacher Salary Increase Allocation by October 1, 2020.
- John Boyd stated that Management is not offering any changes at this time to the Salaries and Benefits package proposal due to the negative state budget outlook and its inevitable impact upon the School District's budget.
- John Boyd stated that the allocation is limited to full-time classroom teachers.
- John Boyd stated that the statute stipulates that "[n]o full-time classroom teacher shall receive a salary less than the minimum base salary as adjusted by this subparagraph."

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** September 1, 2020

Page 4 of 7



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Lare Allen stated that John Boyd does not usually speak this long during a bargaining meeting.
- Sarah Graber stated that the Florida Legislature sets the millage rate for local school districts.
- Apryle Jackson stated that teachers with experience should receive a greater salary increase than newly hired teachers.
- Apryle Jackson stated that we need to retain experienced teachers.
- Lare Allen stated that he would like some insight into our current teacher salary schedule.
- Apryle Jackson stated that there are teachers with six (6) to fifteen (15) years of experience making less than \$46,000.00.
- John Boyd stated that Management agrees that successful teaching experience is important, but the banding in OCEA's proposal sets different levels of salary for different groups of eligible teachers and, therefore, would be illegal because the law states that "[n]o full-time classroom teacher shall receive a salary less than the minimum base salary as adjusted by this subparagraph," and there cannot be more than one minimum salary by definition as this law is written.
- John Boyd stated that salary increases are forever and a recurring commitment of the employer to the employee.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### **MOU re: 2020-21 Safe Return to School, Instructional Employees: John Boyd/Lare Allen**

- John Boyd shared and reviewed the *MOU re: 2020-21 Safe Return to School, Instructional Employees* and its supporting documents with bargaining team members.
- John Boyd referred meeting participants to the e-mails with multiple attachments for this meeting.
- John Boyd stated that the attachment entitled "Crosswalk" was Management's response to OCEA's request to address OCEA's proposed MOU point by point for this agenda item.
- John Boyd stated that this document and all other supporting documents attached to the e-mails that were shared with meeting participants, including guests, were public records and would also now become part of the meeting minutes.
- Lare Allen stated that despite the inclusion of the OCEA President and Past President, the Reopening Plans were not shared and discussed with this bargaining leadership team for their approval.
- John Boyd stated that the items OCEA requested remain management rights by state law and contract.
- Greg Gahrns stated that it is not equitable for face-to-face students that a digital teacher has to record their lessons so that digital students may use them to review when face-to-face students do not have the same option.
- John Boyd stated that teachers may share their recorded lessons with any students for remediation and review.
- Apryle Jackson stated that schools have different plans regarding social distancing, masks, and breakfast that are not consistent across the school district.
- Apryle Jackson stated that there is a teacher who has a schedule with 24 students per face-to-face class period and 60 students per digital class period, which is a total of 216 students per teacher.
- Apryle Jackson stated that teachers who have strictly digital class periods have schedules with 40 students per class period, which is a total of 240 students per teacher.
- Apryle Jackson stated that teachers who have strictly face-to-face class periods have schedules with a total of 150 students.
- Apryle Jackson stated that the teachers that are doing the face-to-face and digital simultaneously are the only ones receiving additional compensation.
- Lori Swaby stated that some elementary classrooms have schedules with 27 students.

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** September 1, 2020

Page 5 of 7



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Lori Swaby stated that until the first day of school, teachers will not know who is face-to-face and who is digital.
- John Boyd stated that when a child repeatedly refuses to wear a mask, the parent would be contacted and invited to register their child for digital learning.
- Greg Gahrns stated that there are employees, including administrators, who refuse to wear masks.
- Norine Stazko stated that administrators have warned some employees not to take off their masks around other employees, but the employees are still taking them off.
- Greg Gahrns stated that some schools that do not have hand sanitizers in the classroom, and that it is insufficient to have three hand sanitizers per classroom.
- Greg Gahrns stated that some school classrooms are still not clean and have dust and cobwebs.
- Lare Allen stated that there are employees who have serious medical conditions and have not been given schedules with digital class periods only
- John Boyd stated that all School District employees are required to wear face coverings in the workplace.
- Lare Allen stated that some employees are being required to teach face-to-face students and digital students simultaneously during the same class period when the proposed MOU states it is to be voluntary.
- Lare Allen stated that School District employees do not have confidence in the School District because there are no hand sanitizers, cleaning has not been done, and construction workers do not wear masks on School District property around others.
- Trae Simpson stated that teachers are concerned about contracting COVID-19 when students take off their masks to eat breakfast in the classroom.
- Trae Simpson stated that employees are concerned about administrators not telling the staff that someone has tested positive for COVID-19.
- Jim Hickey reassured the bargaining team members that school principals have received direction from District Leadership to contact their teachers to see who would like to volunteer for simultaneous teaching.
- Lare Allen invited April Isaacs to address the BLT.
- April Isaacs stated that teachers are scared because a School Board Member suggested that there should be mask free zones.
- Greg Gahrns asked whether recordings of lessons would be used in teacher evaluations.
- John Boyd stated that it is a best practice for administrators to observe instruction while it is occurring either in the face-to-face or in the digital classroom environment.
- John Boyd reiterated that face coverings are required.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### Agenda Items for Next Meeting: John Boyd/ Apryle Jackson

- Agenda items for the next meeting may be sent to John Boyd via e-mail by the deadline established in the Bargaining Calendar.

**Next Meeting:**            **Thursday, August 27, 2020**  
                                 **5:00 – 7:00 PM**  
                                 **Virtual Meeting**

### Pluses

- Bargaining Leadership Team members noted the positive collaboration and communication around the virtual room.
- Bargaining Leadership Team members noted the creative ideas shared.
- Bargaining Leadership Team members thanked the guests that joined our meeting.

### Deltas

- N/A

**ADJOURNED at 02:40 PM**





# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Thursday, August 27, 2020

**Location:** Virtual Meeting

OSCEOLA COUNTY EDUCATION ASSOCIATION (OCEA) MEMBERS ATTENDANCE				
1	Apryle Jackson	OCEA Chief Negotiator	Harmony High School	<input checked="" type="checkbox"/>
2	Greg Gahris	Teacher	St. Cloud Middle School	<input checked="" type="checkbox"/>
3	Michael Glassburn	Dean	Gateway High School	<input checked="" type="checkbox"/>
4	Lare Allen	OCEA President/ Teacher	OCEA	<input checked="" type="checkbox"/>
5	Paul Klauman	Teacher	Chestnut Elementary School	<input checked="" type="checkbox"/>
6	Jessica Priester	Teacher	Central Avenue Elementary	<input checked="" type="checkbox"/>
7	Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
8	Latrechia Simpson	Teacher	Denn John Middle School	<input checked="" type="checkbox"/>
9	Norine Stazko	ESOL Compliance Specialist	Gateway High School	<input checked="" type="checkbox"/>
10	Lori Swaby	OCEA Chief Negotiator/ Resource Compliance Specialist	ESE Department	<input checked="" type="checkbox"/>
MEMBERS ON BEHALF OF THE OSCEOLA COUNTY SCHOOL BOARD (OCSB) ATTENDANCE				
1	Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
2	John Boyd	Director/ Chief Negotiator	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Rolando Casado	Assistant Principal	Horizon Middle School	<input type="checkbox"/>
4	Jose Gonzalez	Director	Budget	<input checked="" type="checkbox"/>
5	Sarah Graber	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
6	James Hickey	Principal	Harmony High School	<input checked="" type="checkbox"/>
7	Scott Knoebel	Principal	Narcoossee Elementary School	<input checked="" type="checkbox"/>
8	Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input type="checkbox"/>
9	Nadia Winston	Principal	Central Avenue Elementary	<input type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
N/A	Jennifer Gomez	Recording Secretary	Human Resources	<input checked="" type="checkbox"/>



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### GUEST(S):

Kerri Bell	Technical Education Center of Osceola St. Cloud Campus (TECS)
Anne Calandrino	OCEA
Chris Carelock	OCEA
Hank Groton	Federal Mediation and Conciliation Services (FMCS)
April Isaacs	St. Cloud High School
Robyn Jones	Westside K-8 School
Kristen Nuzzo	Technical Education Center Osceola (TECO)
Daniel Oehlwein	Westside K-8 School
Laura Portorreal	Harmony Middle School
Kristie Rupchand	OCEA



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 05:04 PM**

Meeting Protocol	
Mission Statement:	John Boyd
Philosophy:	John Boyd
Rationale:	John Boyd
Salary and Fringes:	Apryle Jackson and John Boyd
Goals:	John Boyd
Guest Protocol:	John Boyd
Speaking Order:	Latrechia Simpson and Scott Knoebel
Time Keeper:	James Hickey

John Boyd reviewed the Meeting Protocol.

## Introduction of New Bargaining Team Members

- N/A

## Reflection on Our Progress Together: John Boyd/ Apryle Jackson

- John Boyd stated that a summary of our work together was sent to bargaining team members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.

## Salaries and Benefits: John Boyd/ Lare Allen

- John Boyd shared and reviewed the *SDOC Salaries and Benefits Package Proposal* and supporting documents with bargaining team members.
  - John Boyd stated that Osceola County's unemployment rate is the highest in Florida at 20.2%. It is almost double the rates of Florida and the United States.
  - John Boyd stated that in the Orlando-Kissimmee-Sanford Metropolitan Statistical Area (MSA), there have been decreases in the Education/ Health Services job sector, the Government job sector, and the Leisure/ Hospitality job sector.
  - John Boyd stated that the Education/ Health Services and the Government job sectors are among the most recession-resistant.
  - John Boyd stated that Osceola County sales tax collections for our school district were down 55% in May, 40% in June, and 31% in July.
  - John Boyd stated that there has been a combined decrease of 15.55% in state revenue.
  - John Boyd stated that since May 2020, 630, or 34%, more Osceola County students have registered for Home Education.
  - John Boyd stated that enrollment in Home Education and private school is a net loss for our School District in both student enrollment and FTE (Full-Time Equivalency) funding generated within the Florida Education Finance Program (FEFP).



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- John Boyd stated that Florida Education Association (FEA) has won their lawsuit regarding the reopening of schools, but the state has filed an appeal, and the judge has not granted a stay on the plaintiffs at the time of this bargaining meeting.
- John Boyd stated that Management commits to its original Salaries and Benefits package proposal.
- John Boyd stated that Management would like to expedite getting salary dollars into instructional employees' pockets no later than the October 30, 2020 paycheck if both parties reach tentative agreement and ratify the proposal no later than September 30, 2020.
- John Boyd stated that Management has to comply with the statutory requirements for the Teacher Salary Increase Allocation no later than October 1, 2020.
- Lare Allen stated that FEA's lawsuit is demanding that the School Board have the right to decide the best possible way to reopen schools.
- Apryle Jackson stated that she has analyzed the School District's CARES Act Plan and available funds and asked Management to clarify the School District's allocation of CARES Act funds.
- Sarah Graber stated that there have been amendments to the School District's CARES Act Plan.
- Sarah Graber stated that the remaining balance is going to be allocated to the extra period supplement for teachers who voluntarily provide simultaneous face-to-face/ digital instruction in the same class period.
- Greg Gahris stated that there has been an increase of teachers teaching during their planning periods.
- Sarah Graber stated that Management was unaware until today that this was occurring.
- Sarah Graber stated that it has been a tumultuous process getting the School District's CARES Act Plan approved by the Florida Department of Education (FLDOE).
- Lare Allen asked why the School Board reduced property taxes when revenues are needed to fund public schools.
- Sarah Graber stated that the required local effort millage rate is set by the State Legislature and not by the local School Board.
- Sarah Graber stated that the roll back policy that has been in place to stop generating additional revenue through property taxes.
- Sarah Graber stated that Management is not intentionally providing outdated information to OCEA.
- Lare Allen requested that Management provide the most up-to-date information whenever possible.
- John Boyd stated that Management shall let OCEA know if information is pending approval from the State and when it has been approved.
- Sarah Graber stated that the School District's CARES Act Plan were changed due to timing and the revised school calendar which delayed the reopening of schools due to the progression of the Coronavirus/ COVID-19 pandemic in Osceola County.
- Trae Simpson stated that simultaneous teaching is a lot of preparation work.
- Trae Simpson considers that ESE support teachers should receive extra pay for doing simultaneous teaching and learning strategies.
- Trae Simpson asked whether teacher pay would be retroactive once an agreement was reached.
- John Boyd stated that yes, when both parties reach tentative agreement and ratify the salary and benefits package proposal, employees' pay would be retroactive pay to the first paycheck of the school year.
- Lare Allen stated that he would like the bargaining meetings to be longer to provide more time for discussion.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

### MOU re: 2020-21 Safe Return to School, Instructional Employees: John Boyd/ Lare Allen

- John Boyd shared and reviewed the *MOU re: 2020-21 Safe Return to School, Instructional Employees* and its supporting documents with bargaining team members.
- Apryle Jackson stated that some employees have not been notified when they have been in close contact with someone infected with Coronavirus/ COVID-19.
- Apryle Jackson stated that at Neptune Elementary School, some employees took their masks off during the faculty meeting and exposed the entire staff.
- Apryle Jackson stated that if an employee tests positive the entire staff should be made aware without revealing that employee's name.
- Apryle Jackson stated that some employees who are in quarantine are allowed to teach from home while others are not, and this decision depends upon the administrator.
- Apryle Jackson stated that an employee who was exposed to COVID-19 at work and required to quarantine should not have to use the employee's sick leave days.
- Apryle Jackson stated that new employees could become unpaid for being exposed to COVID-19 at work and required to quarantine.
- Apryle Jackson stated that teachers who are providing digital instruction should receive extra pay.
- Apryle Jackson stated that digital teachers have a higher student/ teacher ratio than the teachers providing face-to-face or simultaneous face-to-face/ digital instruction.
- Apryle Jackson stated that paraprofessionals need to receive extra pay for assisting in digital or simultaneous face-to-face/ digital instruction.
- Greg Gahris stated that the School District should be consistent in deciding whether teachers may teach from home or not.
- Greg Gahris stated that teachers' personal time is suffering because of digital instruction.
- Greg Gahris stated that at Poinciana High School, there are classrooms with student desks that do not meet the social distancing guidelines.
- Lare Allen stated that Hillsborough County permits teachers with preexisting conditions to provide digital instruction at home.
- Lare Allen stated that Osceola County is approving digital classes for employees but still requiring employees to be on campus.
- Lare Allen stated that medical doctors have told employees to go on disability or leave their jobs.
- Lare Allen stated that the School District should establish an appeals committee for the Sick Leave Bank.
- Lare Allen stated that the Health Department asks Coronavirus/ COVID-19 positive employees to identify their last physical location and then lets exposed employees know.
- Greg Gahris stated that teachers, who have more sections, have additional preparations.
- Apryle Jackson stated that OCEA would like to know how many teachers are teaching more than the average class load.
- Norine Stazko stated that extra pay should be considered for teachers providing digital instruction.
- Norine Stazko stated that ESE students do not want to wear their masks.
- James Hickey stated that high school principals were tasked with turning in paperwork for teachers providing simultaneous teaching voluntarily so that these teachers may be compensated for their hard work.
- John Boyd suggested that OCEA use the crosswalk document as a guide to list and prioritize their reopening concerns in writing for Management.
- John Boyd stated that prior to applying any disciplinary consequences, administrators must determine whether an Exceptional Student Education (ESE) student's misbehavior is a manifestation of the ESE student's exceptionality.
- John Boyd stated that administrators shall be strict about students wearing masks because it is a health and safety issue.

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** September 1, 2020

Page 5 of 6



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Michael Allen stated that out of his 27 years in teaching, this school year has been the most difficult.
- Michael Allen stated that class sizes need to be balanced throughout the School District.
- Michael Allen stated that he has witnessed fantastic teaching throughout our School District.
- Michael Allen stated that students need teachers now more than ever.
- Lare Allen stated that the School District should have a policy stating that employees shall not be penalized for self-reporting when they test positive for Coronavirus/ COVID-19.
- Lare Allen stated that some employees might not want to self-report because they do not want to use their sick leave.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Agenda Items for Next Meeting: John Boyd/ Lare Allen

- Agenda items for the next meeting may be sent to John Boyd via e-mail by the deadline established in the Bargaining Calendar.
- Lare Allen would like to discuss the temperature in classrooms, the option of wearing face shields or masks, and allowing students to eat with the teacher in the classroom.

**Next Meeting:            Wednesday, September 02, 2020  
                                 5:00PM – 6:30PM  
                                 Virtual Meeting**

### Pluses

- Bargaining Leadership Team members noted the positive collaboration and communication around the virtual room.
- Bargaining Leadership Team members noted the creative ideas shared.
- Bargaining Leadership Team members thanked the guests that joined our meeting.
- Karen Pruitt expressed that the Orientation Training was much easier this year.
- Karen Pruitt expressed that she is happy to see her students again and how they have handled themselves.

### Deltas

- Lare Allen stated that OCEA needs to get up-to-date information from Management.

**ADJOURNED at 06:25 PM**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Wednesday, September 02, 2020  
**Location:** Virtual Meeting

OSCEOLA COUNTY EDUCATION ASSOCIATION (OCEA) MEMBERS ATTENDANCE				
1	Apryle Jackson	OCEA Chief Negotiator	Harmony High School	<input checked="" type="checkbox"/>
2	Greg Gahris	Teacher	St. Cloud Middle School	<input checked="" type="checkbox"/>
3	Michael Glassburn	Dean	Gateway High School	<input type="checkbox"/>
4	Lare Allen	OCEA President/ Teacher	OCEA	<input checked="" type="checkbox"/>
5	Paul Klauman	Teacher	Chestnut Elementary School	<input checked="" type="checkbox"/>
6	Jessica Priester	Teacher	Central Avenue Elementary	<input checked="" type="checkbox"/>
7	Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
8	Latrechia Simpson	Teacher	Denn John Middle School	<input checked="" type="checkbox"/>
9	Norine Stazko	ESOL Compliance Specialist	Gateway High School	<input checked="" type="checkbox"/>
10	Lori Swaby	OCEA Chief Negotiator/ Resource Compliance Specialist	ESE Department	<input type="checkbox"/>
MEMBERS ON BEHALF OF THE OSCEOLA COUNTY SCHOOL BOARD (OCSB) ATTENDANCE				
1	Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
2	John Boyd	Director/ Chief Negotiator	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Rolando Casado	Assistant Principal	Horizon Middle School	<input type="checkbox"/>
4	Jose Gonzalez	Director	Budget	<input checked="" type="checkbox"/>
5	Sarah Graber	Chief Officer	Business & Finance	<input type="checkbox"/>
6	James Hickey	Principal	Harmony High School	<input type="checkbox"/>
7	Scott Knoebel	Principal	Narcoossee Elementary School	<input checked="" type="checkbox"/>
8	Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
9	Nadia Winston	Principal	Central Avenue Elementary	<input checked="" type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
N/A	Jennifer Gomez	Recording Secretary	Human Resources	<input checked="" type="checkbox"/>





## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### GUEST(S):

Hank Groton	Federal Mediation and Conciliation Services
April Isaacs	St. Cloud High School
Janet Moody	Narcoossee Elementary
Dan Oehlwein	Westside K-8 School
Kristie Rupchand	Substitute-Athletic Coach



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 05:00 PM**

Meeting Protocol	
Mission Statement:	John Boyd
Philosophy:	John Boyd
Rationale:	John Boyd
Salary and Fringes:	Lare Allen
Goals:	John Boyd
Guest Protocol:	John Boyd
Speaking Order:	Latrechia Simpson
Time Keeper:	Scott Knoebel

John Boyd reviewed the Meeting Protocol.

## Introduction of New Bargaining Team Members

- N/A

## Reflection on Our Progress Together: John Boyd/ Apryle Jackson

- John Boyd stated that a summary of our work together was sent to bargaining team members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.

## Salaries and Benefits: John Boyd/ Lare Allen

- John Boyd shared and reviewed the *SDOC Salaries and Benefits Package Proposal* and supporting documents with bargaining team members.
  - John Boyd stated that enrollment for the School District of Osceola County (SDOC) is trending under projection by 1,440.
  - John Boyd stated that the School District of Broward County is trending under projection by 8,650.
  - John Boyd stated that the School District of Orange County is trending under projection by 26,070.
  - John Boyd stated that low enrollment affects (Full-Time Equivalency) FTE.
  - John Boyd stated that Advent Health was not removed from the benefits plans.
  - John Boyd stated that Advent Health is in Tier 3. They have not agreed to the rates of Tier 1 or Tier 2.
  - John Boyd stated that it is most cost effective for an employee to go to a Tier 1 or a Tier 2 provider.
  - John Boyd stated that Management would continue to negotiate with Advent Health to save money for the School District and employees.
- John Boyd stated that Management commits to its original Salaries and Benefits package proposal.
- John Boyd stated that Management's proposal originally presented to the bargaining team members on July 16, 2020, would provide an increase in teacher salaries valued at \$9.5 million.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- John Boyd stated that Management would like to expedite getting salary dollars into instructional employees' pockets no later than the October 30, 2020 paycheck if both parties reach tentative agreement and ratify the proposal no later than September 30, 2020.
- John Boyd stated that Management has to comply with the statutory requirements for the Teacher Salary Increase Allocation no later than October 01, 2020.
- John Boyd stated that if bargaining team members do not agree, then Management would have to submit a letter to Florida Department of Education (FLDOE) stating why a decision has not been made.
- John Boyd stated that experienced teachers should be rewarded for their successful experience. However, he added that the state law for the Teacher Salary Increase Allocation does not permit it.
- Lare Allen stated that OCEA's attorney has a different interpretation of the law from SDOC's attorney.
- Lare Allen expressed that Management has not been collaborating with OCEA.
- Lare Allen stated that SDOC should offer teachers hazard pay.
- John Boyd stated that the statute stipulates that "[n]o full-time classroom teacher shall receive a salary less than the minimum base salary as adjusted by this subparagraph."
- Greg Gahriss stated that the law does not say that FLDOE would approve SDOC's salary distribution plan after the School Board approves it.
- John Boyd stated that Management has to comply with the statutory requirements for the Teacher Salary Increase Allocation no later than October 01, 2020.
- Greg Gahriss stated that OCEA's proposal never suggested that teachers should make less.
- John Boyd reiterated that in two places the statute stipulates that "[n]o full-time classroom teacher shall receive a salary less than the minimum base salary as adjusted by this subparagraph."
- John Boyd stated that the House Bill 5001 requires that Management use 80% of the funds to raise the minimum base salary for full-time classroom teachers and 20% of the funds for salary increases for other instructional employees.
- John Boyd stated that state law defines how Management must use the 80%, and these terms within state law are prescriptive and not negotiable.
- John Boyd stated that Management agrees that successful teaching experience is important, but the banding in OCEA's proposal sets different levels of salary for different groups of teachers and, therefore, would be illegal because the law states that "[n]o full-time classroom teacher shall receive a salary less than the minimum base salary as adjusted by this subparagraph," and there cannot be more than one minimum salary by definition as this law is written.
- John Boyd stated that in his 25 years in the education profession in Florida, he has never seen a state law as prescriptive as this one is.
- John Boyd stated that Part 2 of the state law regarding the 20% of the TSIA could certainly be negotiated by the bargaining team members.
- John Boyd reiterated that the state law requires that "[n]o full-time classroom teacher shall receive a salary less than the minimum base salary as adjusted by this subparagraph."
- John Boyd stated that salary increases are forever and a recurring commitment of the employer to the employee.
- Apryle Jackson stated that Management's Salaries and Packages proposal is \$46,100.
- Apryle Jackson stated that non-classroom teachers will be making \$42,400 and new teachers will be making \$46,100.
- Apryle Jackson stated that OCEA could not commit to a proposal until they know what will happen to non-classroom teachers who make less than \$47,500.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- John Boyd stated that for Part I of the state law, Management has proposed that:
  - 80% of the allocation shall be reserved per state law for eligible full-time classroom teachers; and
  - The School District's allocation permits a minimum starting salary of \$46,100 for eligible full-time classroom teachers per this section of the law.
- John Boyd stated that for Part II of the law, Management has proposed that:
  - 20% of the allocation shall be used per state law for eligible non-classroom instructional employees and any eligible full-time classroom teacher who received a salary increase for Part 1 that was less than 2% of their original salary.
  - The School District's allocation permits a salary increase of \$900.00 for eligible non-classroom instructional employees per this section of the law.
- John Boyd stated that the law states that the School Board would need to approve the Salaries and Benefits package proposal.
- John Boyd stated that Management is not allowed to spend or disburse the money until the Salaries and Package proposal is submitted to the Florida Department of Education.
- Lare Allen stated that the law does not state that there is a specific minimum.
- Lare Allen stated that the School District's fund balance appears to be recurring.
- Lare Allen stated that OCEA's proposal considers salary increases for more employees.
- Lare Allen stated that he believes the 80% and 20% are negotiable.
- John Boyd stated that the School District of Suwannee County is the only school district in the State of Florida that appears to have agreed to the banding philosophy that OCEA advocates.
- Lare Allen stated that the School District of Polk County has also done so.
- Lare Allen asked whether bargaining meetings are recorded.
- John Boyd reassured bargaining team members that our bargaining meetings have never been recorded in order to encourage open dialogue, and that the record of the meeting is the minutes.
- John Boyd stated that when Management was audited for the Best and Brightest supplement, state auditors determined that the School District did not comply with the law when it paid Pre-Kindergarten teachers the bonus, and that as a result the School District had to pay the money back to the state.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### **MOU re: Green Champions: John Boyd**

- John Boyd shared and reviewed the proposed *MOU re: Green Champions* and supporting documents with bargaining team members.
- John Boyd stated that the amount of this proposed supplement would be paid for with funds generated through cost savings from the School District's energy conservation program.
- John Boyd stated that at a previous bargaining meeting, he shared the job description for a Green Champion as OCEA had requested.
- Tammy Cope-Otterson confirmed that each Health Champion receives a supplement of \$617, and that Green Champions would receive this same amount.
- John Boyd stated that Green Champions are volunteers.

**ACTION: Following a fist of five vote, BLT members agreed to approve this item.**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

## MOU re: 2020-21 Safe Return to School, Instructional Employees: John Boyd/ Lare Allen

- John Boyd shared and reviewed the proposed *MOU re: 2020-21 Safe Return to School* and supporting documents with bargaining team members.
- Apryle Jackson stated that employees need to know when someone has tested positive for Coronavirus/ COVID-19 without mentioning the employee's name.
- Apryle Jackson stated that administrators need to be consistent about students and employees wearing masks and maintaining social distance.
- Apryle Jackson stated that the report sent out to employees was not accurate.
- Apryle Jackson stated that she is doing simultaneous teaching and she spends six (6) to seven (7) personal hours preparing for her digital classes.
- Apryle Jackson stated that the digital class sizes are very large.
- Apryle Jackson suggested that there needs to be a supplement for teachers teaching digital classes.
- Apryle Jackson stated that Management needs to be conscious of employee morale.
- Apryle Jackson stated that some employees who are positive are teaching from home, and others are using their sick leave.
- Apryle Jackson stated that teachers teaching simultaneous have a double class load.
- Apryle Jackson stated that in the past teachers who taught during their planning time received an OPS contract.
- Apryle Jackson stated that no one would like schools to close and accurate Coronavirus/ COVID-19 records should be kept.
- Michael Allen stated that District Leadership gave administrators direction on how to communicate information regarding Coronavirus/ COVID-19 cases.
- Greg Gahriss stated that there is a lack of consistency throughout the school district.
- Greg Gahriss stated that there are experienced teachers who no longer want to teach.
- Greg Gahriss stated that their needs to be a conversation with administrators about their level of empathy.
- Lare Allen thanked Management for providing weekly reports of positive Coronavirus/ COVID-19 cases.
- Lare Allen stated there are cases where a spouse tests positive, and the other spouse still returns to work.
- Lare Allen fears that some employees may not be reporting that they tested positive for Coronavirus/ COVID-19.
- Lare Allen stated that some doctors are suggesting that their patient go on disability or quit their job.
- Apryle Jackson stated that there is an employee of the School District who was denied Americans with Disabilities Act (ADA) accommodations and who was told that the employee could go on Family and Medical Leave Act (FMLA) or retire, but the person who was assigned to teach the employee's class was granted ADA accommodations.
- Apryle Jackson stated that some employees have found out that an employee tested positive through Facebook.
- John Boyd stated that since the past BLT meeting, he has met with District Leadership, and the following steps were taken:
  - District Leadership met with administrators virtually to discuss how to communicate information regarding Coronavirus/ COVID-19 cases;
  - A weekly report shall be published on the SDOC website to show positive Coronavirus/ COVID-19 cases.
- John Boyd stated that when someone tests positive for Coronavirus/ COVID-19, other employees have a right to know that fact but not the identity of the employee so that they may take precautions.
- John Boyd stated that direct contact was defined by FLDOE as being within six (6) feet or less for fifteen (15) minutes or more with someone who has Coronavirus/ COVID-19.

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** September 16, 2020

Page 6 of 8



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- John Boyd stated that if an exposed employee is feeling well, then they may continue to work from home during quarantine. If they were not feeling well, then they would be advised to contact Risk and Benefits about their leave options.
- John Boyd stated that per the FLDOE Symptomatic Decision Tree, an exposed person should do the following:
  - If the employee is asymptomatic, the employee can return to work after fourteen (14) days of exposure;
  - If the employee is symptomatic, the employee can return after ten (10) days without symptoms.
- John Boyd stated that he recommends employees wear masks at all times except when alone behind closed doors or in a personal vehicle.
- John Boyd agreed with Greg Gahrns that administrators should exercise empathy.
- Apryle Jackson stated that there was an employee that told the employee's administrator that the employee had tested positive, and the employee was given the option to work from home in quarantine. Before the employee left work, the employee did not wear a mask around others and exposed other people, but the employee was in ICU for a week, and the employee's students did not receive instruction that week.
- Lare Allen stated that there is a science teacher who had 102 students last year and 149 students this year, and that Management should balance classes or offer a hazard pay.
- John Boyd stated that employees are encouraged to wear masks and discouraged from wearing face shields.
- John Boyd stated that neck gaiters should have at least two (2) ply layers.
- Greg Gahrns stated that face shields are better than not covering the face.
- Norine Stazko stated that at her school there are forty (40) students in quarantine and four (4) are positive.
- John Boyd stated that District Leadership directed administrators to speak to their employees who wear neck gaiters to advise them to wear masks.
- John Boyd stated that he would ask District Leadership about a clearer statement to direct employees and students about wearing masks.
- Greg Gahrns stated that the new code 'QP' in Focus means "Quarantine Present. The code is entered when a student has been exposed but is not positive and participates in digital instruction.
- Michael Allen stated that all Assistant Superintendents contacted their principals and school secretaries regarding the OPS contracts for simultaneous teachers.
- John Boyd stated that teaching simultaneously, face-to-face, or digitally is very challenging for any teacher to do especially during the current pandemic.
- John Boyd stated that it is the most difficult to teach simultaneously during the same period.
- John Boyd stated that he would seek clarity from District Leadership if students can come back when they receive one (1) or two (2) negative Coronavirus/ COVID-19 tests.
- Lare Allen stated that he has visited Chestnut Elementary School and Poinciana Academy of Fine Arts, and both schools had students wearing masks and seated with social distancing.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### Agenda Items for Next Meeting: John Boyd/ Lare Allen

- Agenda items for the next meeting may be sent to John Boyd via e-mail by the deadline established in the Bargaining Calendar.

**Next Meeting: Thursday, September 10, 2020; 05:00 – 06:30 PM**  
**Virtual Meeting**

### Pluses

- Bargaining Leadership Team members noted the creative ideas shared.
- Bargaining Leadership Team members noted the professionalism in the virtual bargaining environment.
- Tammy Cope-Otterson stated that Latrecia Simpson did an awesome job on Speaking Order.

### Deltas

- N/A.

**ADJOURNED at 06:40 PM**





# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Thursday, September 10, 2020

**Location:** Virtual Meeting

OSCEOLA COUNTY EDUCATION ASSOCIATION (OCEA) MEMBERS ATTENDANCE				
1	Apryle Jackson	OCEA Chief Negotiator	Harmony High School	<input checked="" type="checkbox"/>
2	Greg Gahris	Teacher	St. Cloud Middle School	<input checked="" type="checkbox"/>
3	Michael Glassburn	Dean	Gateway High School	<input type="checkbox"/>
4	Lare Allen	OCEA President/ Teacher	OCEA	<input checked="" type="checkbox"/>
5	Paul Klauman	Teacher	Chestnut Elementary School	<input checked="" type="checkbox"/>
6	Jessica Priester	Teacher	Central Avenue Elementary	<input checked="" type="checkbox"/>
7	Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
8	Latrechia Simpson	Teacher	Denn John Middle School	<input checked="" type="checkbox"/>
9	Norine Stazko	ESOL Compliance Specialist	Gateway High School	<input checked="" type="checkbox"/>
10	Lori Swaby	OCEA Chief Negotiator/ Resource Compliance Specialist	ESE Department	<input checked="" type="checkbox"/>
MEMBERS ON BEHALF OF THE OSCEOLA COUNTY SCHOOL BOARD (OCSB) ATTENDANCE				
1	Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
2	John Boyd	Director/ Chief Negotiator	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Rolando Casado	Assistant Principal	Horizon Middle School	<input type="checkbox"/>
4	Jose Gonzalez	Director	Budget	<input type="checkbox"/>
5	Sarah Graber	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
6	James Hickey	Principal	Harmony High School	<input checked="" type="checkbox"/>
7	Scott Knoebel	Principal	Narcoossee Elementary School	<input checked="" type="checkbox"/>
8	Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input type="checkbox"/>
9	Nadia Winston	Principal	Central Avenue Elementary	<input checked="" type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
N/A	Jennifer Gomez	Recording Secretary	Human Resources	<input checked="" type="checkbox"/>



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### GUEST(S):

Anne Calandrino	OCEA
Chris Carelock	OCEA
April Isaacs	St. Cloud High School
Daniel Oehlwein	Westside K-8 School
Laura Portorreal	Harmony Middle School
Shana Rafalski	Executive Director of Educational Choices & Innovation
Kristie Rupchand	OCEA



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 05:00 PM**

Meeting Protocol	
Mission Statement:	John Boyd
Philosophy:	John Boyd
Rationale:	John Boyd
Salary and Fringes:	Lare Allen
Goals:	John Boyd
Guest Protocol:	John Boyd
Speaking Order:	Latrechia Simpson and Scott Knoebel
Time Keeper:	Greg Gahrns

John Boyd reviewed the Meeting Protocol.

## Introduction of New Bargaining Team Members

- N/A

## Reflection on Our Progress Together: John Boyd/ Apryle Jackson

- John Boyd stated that a summary of our work together was sent to bargaining team members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.

## Salaries and Benefits: John Boyd/ Lare Allen

- John Boyd shared and reviewed the *SDOC Salaries and Benefits Package Proposal* and supporting documents with bargaining team members.
- Lare Allen stated that OCEA had a new counter-proposal.
- Apryle Jackson stated that OCEA is not in agreement with House Bill 641, which states: “*The term ‘minimum base salary’ means the lowest annual base salary reported on the salary schedule for a full-time classroom teacher. No full-time classroom teacher shall receive a salary less than the minimum base salary as adjusted by this subparagraph.*”
- Apryle Jackson stated that when OCEA surveyed their members, 77% of OCEA’s members were not in favor of the School District’s proposal.
- Apryle Jackson stated that 2,519 teachers who have zero (0) to fifteen (15) years would make the same salary.
- Apryle Jackson stated that non-classroom teachers would be making less than their peers would.
- Apryle Jackson stated that OCEA is requesting a minimum of a \$1,000 salary increase in order to retain teachers with experience.
- Apryle Jackson stated that a supplement could be taken from the fund balance for teacher salaries.
- Greg Gahrns stated that if OCEA agrees to the current SDOC Salaries and Benefits Package Proposal, it would not be ratified by the membership.
- Greg Gahrns stated that teachers should be rewarded for their longevity and experience.

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** **October 20, 2020**

Page 3 of 7



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Lare Allen stated that he was surprised that younger teachers do not believe that the SDOC Salaries and Benefits Package Proposal is fair.
- Apryle Jackson stated that 10% of OCEA's members completed the survey.
- Greg Gahris stated that a 3% response rate on a survey is usually considered good.
- Greg Gahris stated that OCEA's survey was sent by email.
- Lare Allen stated that the survey was up for one (1) week for OCEA members.
- Lare Allen stated that in the latest election, there were 230,000 registered voters in District 5, and only 13,000 actually voted.
- John Boyd stated that it is not an interpretation of the law when it clearly states that "[n]o full-time classroom teacher shall receive a salary less than the minimum base salary as adjusted by this subparagraph."
- John Boyd stated that the Teacher Salary Increase Allocation is a categorical fund.
- John Boyd stated that due to the pandemic, there would be a midyear reduction to the state budget that could affect categorical funds.
- John Boyd stated that SDOC would like to reach an agreement on the Salaries and Benefits Package Proposal to get money in the pockets of instructional employees before the winter holiday.
- John Boyd stated that there is no guarantee that the state will not reduce this allocation.
- John Boyd stated that Broward County has already reached tentative agreement.
- John Boyd stated that Management agrees to negotiate the part of this allocation that can be negotiated.
- John Boyd stated that Part 1 of the law and the 80% are not negotiable.
- Lare Allen expressed that the state will see that SDOC's fund balance is growing and conclude that the School District does not need additional funds.
- John Boyd stated that for Part I of the law, Management proposed:
  - 80% of the allocation shall be reserved per state law for eligible full-time classroom teachers;
  - The School District's allocation permits a minimum starting salary of \$46,100 for eligible instructional employees per this section of the law.
- John Boyd stated that non-classroom teachers do not qualify for Part I of the law.
- John Boyd stated that for Part II of the law, Management proposed:
  - 20% of the allocation shall be used per state law for eligible non-classroom instructional employees and any eligible full-time classroom teacher who received a raise less than 2%.
  - The School District's allocation permits a salary increase of \$900 for eligible instructional employees per this section of the law.
- Apryle Jackson stated that the number of teachers that qualify for the 20% has decreased.
- Sarah Graber stated that she could recalculate to see whether the \$924 could be increased to \$1,000.
- John Boyd shared and reviewed the following information which represents the foundations for the Osceola County School Board's cautious fiscal policy:
  - *Section 1011.051 – Guidelines for general funds, Florida Statutes*, requires school districts to maintain a minimum of a 3% fund balance or face possible takeover by a financial emergency board appointed by the Commissioner of the Florida Department of Education;
  - *Section 218.503 – Determination of financial emergency, Florida Statutes*, defines the negative consequences that may occur during a financial emergency;
  - In order to avoid such negative consequences, our *Osceola County School Board Rule 7.10 – School Budget System* requires the School District to maintain a minimum of a 6% fund balance;
  - The Government Finance Officers Association's (GFOA) Best Practice on *Fund Balance Guidelines for the General Fund* states:
    - "Nevertheless, GFOA recommends, at a minimum, that general-purpose governments, regardless of size, maintain unrestricted budgetary fund balance in their general fund of no less than two months of regular general fund operating revenues or regular general fund



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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*operating expenditures. The choice of revenues or expenditures as a basis of comparison may be dictated by what is more predictable in a government's particular circumstances. Furthermore, a government's particular situation often may require a level of unrestricted fund balance in the general fund significantly in excess of this recommended minimum level. In any case, such measures should be applied within the context of long-term forecasting, thereby avoiding the risk of placing too much emphasis upon the level of unrestricted fund balance in the general fund at any one time. ..."* [Retrieved from: <https://www.gfoa.org/materials/fund-balance-guidelines-for-the-general-fund>]

- In addition, in order to have a good bond rating from agencies such as Fitch Ratings and Moody's Investor Service, the School District must maintain a fund balance that protects against unexpected costs or revenue shortfalls and remains consistent year over year. Bond ratings determine the cost of capital for which school districts can borrow funds to construct new schools and maintain our existing facilities.
- John Boyd stated that the fund balance grows in proportion to increases in student enrollment each year, and that the amount of the fund balance can decrease when student enrollment decreases.
- John Boyd stated that there has been a reduction in student enrollment for this current school year.
- John Boyd stated that Management agrees that successful teaching experience is important and should be rewarded, but this law does not permit salary increases based upon experience.
- John Boyd stated that Broward County agreed to comply with the law as it is written: "No full-time classroom teacher shall receive a salary less than the minimum base salary as adjusted by this portion of the allocation."
- John Boyd stated that Broward County's allocation permits them to increase the minimum base salary for full-time classroom instructional employees to \$47,500.
- John Boyd stated that Management cannot commit to using non-recurring funds from the fund balance to pay for the recurring costs of salaries especially since the pandemic makes the current economic situation uncertain.
- John Boyd stated that Management commits to honoring its original proposal of the one (1) hour of extra pay for teachers who provide simultaneous face-to-face and digital instruction within the same class period.
- Lare Allen asked about Osceola County's millage rate for property taxes.
- Sarah Graber stated that the Florida Legislature sets the millage rate for local school districts.
- Sarah Graber stated that in order for the School District to participate in Florida Education Finance Program (FEFP), the School Board has to levy the millage rate that the Florida Legislature sets.
- Sarah Graber stated that \$6.8 Million was not levied in tax collections due to the required local effort millage rate.
- John Boyd stated that there are currently allocation reductions at some work sites, but there are no reductions in force.
- John Boyd stated that one way for SDOC to reduce expenses is not to fill current vacancies.
- Tammy Cope-Otterson stated that District Leadership is starting to meet to discuss allocations.
- Tammy Cope-Otterson stated that if student projection decreases further, then there would possibly be involuntary employee transfers.
- Karen Pruitt stated that there are classrooms that have 28 to 30 students.
- Lare Allen stated that there are teachers that have 175 to 200 students.
- James Hickey stated that schools have two (2) master schedules due to students being digital and others being face-to-face.
- James Hickey stated that parents and students have been allowed to change options between digital and face-to-face instruction.
- Michael Allen stated that St. Cloud Middle School is 50 students over projection, which is a reason why some classes are not balanced.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Norine Stazko stated that at Gateway High School, there are Exceptional Student Education (ESE) students who refuse to wear their masks.
- Lori Swaby stated that there are Kindergarten classes with 25 to 26 students in classrooms.
- John Boyd stated that Management has to comply with the statutory requirements for the Teacher Salary Increase Allocation no later than October 1, 2020 or submit a letter to the Florida Department of Education explaining why an impasse exists.
- Sarah Graber stated that the midyear cuts are expected to occur at any time after the election and before March 2021.
- John Boyd stated that he would share OCEA's concerns about the teacher workload with District Leadership.
- John Boyd stated that this school year would be imperfect, but teachers' hearts for their students will be perfect.
- John Boyd expressed that all SDOC employees, including Management, are in this situation together.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### **MOU re: 2020-21 Safe Return to School, Instructional Employees: John Boyd/ Lare Allen**

- John Boyd shared and reviewed the proposed *MOU re: 2020-21 Safe Return to School* and supporting documents with bargaining team members.
- John Boyd stated that Management proposes to add to the MOU that:
  - Employees and students must wear a face mask when wearing a face shield.
  - SDOC would provide weekly reports of employees and students who test positive for Coronavirus/ COVID-19 and/ or are quarantined.
- Apryle Jackson shared OCEA's new counter-proposal and stated that the emotional wellbeing of students is important.
- Apryle Jackson stated that there are digital teachers that are teaching four (4) to five (5) different preps.
- Apryle Jackson stated that if a teacher were giving up their planning period to teach another class, then the teacher would qualify for an OPS contract for extra pay.
- Apryle Jackson stated that an ESE teacher was not notified that her one-on-one student tested positive for Coronavirus/ COVID-19.
- John Boyd stated that administrators should notify their employees about positive Coronavirus / COVID-19 cases at the work site following SDOC directives.
- John Boyd stated that Management agrees that if a teacher is required and assigned to work beyond the contractual workday, then the teacher should be compensated.
- Greg Gahris suggested that there should be training on how employees should talk to each other when another employee does not follow the rules because most employees are not confrontational.
- Sarah Graber stated that the CARES Act was budgeted through the end of October 2020 and is not a recurring funding source.
- Sarah Graber stated that there are 700 employees who qualify for compensation for simultaneous teaching, which is paid day by day as the teacher is so scheduled.
- Sarah Graber stated that the fund balance may be considered in order to pay teachers for simultaneous teaching if CARES Act funds are exhausted, and another funding source is not available.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** **October 20, 2020**

Page 6 of 7

## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

## Agenda Items for Next Meeting: John Boyd/ Lare Allen

- Agenda items for the next meeting may be sent to John Boyd via e-mail by the deadline established in the Bargaining Calendar.
- Management will provide OCEA with number of employees that extended Drop.

**Next Meeting:** TBD  
Virtual Meeting

## Pluses

- Bargaining Leadership Team members noted the positive collaboration and communication around the virtual room.
- Michael Allen complimented Greg Gahrns on his work ethic.
- Bargaining Leadership Team members expressed that Lori Swaby and Norine Stazko do an excellent job and should not resign their positions.

## Deltas

- Bargaining Leadership Team members stated that they hoped that the Florida Legislature would appropriate more funds for public education.

**ADJOURNED at 06:32 PM**





# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Thursday, September 24, 2020  
**Location:** Virtual Meeting

OSCEOLA COUNTY EDUCATION ASSOCIATION (OCEA) MEMBERS ATTENDANCE				
1	Lare Allen	OCEA President	OCEA	<input checked="" type="checkbox"/>
2	Greg Gahris	Teacher	St. Cloud Middle School	<input checked="" type="checkbox"/>
3	April Isaacs	Teacher	St. Cloud High School	<input checked="" type="checkbox"/>
4	Apryle Jackson	OCEA Chief Negotiator/ Teacher	Harmony High School	<input checked="" type="checkbox"/>
5	Paul Klauman	Teacher	Chestnut Elementary School	<input checked="" type="checkbox"/>
6	Jessica Priester	Teacher	Central Avenue Elementary	<input checked="" type="checkbox"/>
7	Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
8	Latrechia Simpson	Teacher	Denn John Middle School	<input checked="" type="checkbox"/>
9	Norine Stazko	ESOL Compliance Specialist	Gateway High School	<input checked="" type="checkbox"/>
10	Lori Swaby	Resource Compliance Specialist	ESE Department	<input checked="" type="checkbox"/>
MEMBERS ON BEHALF OF THE OSCEOLA COUNTY SCHOOL BOARD (OCSB) ATTENDANCE				
1	Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
2	John Boyd	Director/ Chief Negotiator	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Rolando Casado	Assistant Principal	Horizon Middle School	<input checked="" type="checkbox"/>
4	Jose Gonzalez	Director	Business & Finance	<input checked="" type="checkbox"/>
5	Sarah Graber	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
6	James Hickey	Principal	Harmony High School	<input checked="" type="checkbox"/>
7	Scott Knoebel	Principal	Narcoossee Elementary School	<input checked="" type="checkbox"/>
8	Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
9	Nadia Winston	Principal	Central Avenue Elementary	<input checked="" type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
N/A	Jennifer Gomez	Recording Secretary	Human Resources	<input checked="" type="checkbox"/>



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### GUEST(S):

Sailyn Alli	Bellalago Academy
Anne Calandrino	OCEA
Annamarie Greller	Osceola High School
Hank Groton	Federal Mediation and Conciliation Services
Sarah Hendricks	Poinciana High School
April Isaacs	St. Cloud High School
Ruth Nelson	Osceola High School
Daniel Oehlwein	Westside K-8 School
Michael Ortiz	Bellalago Academy
Laura Portorreal	Harmony Middle School
Shana Rafalski	Charter & Choice Schools
Kristie Rupchand	OCEA



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 05:01 PM**

Meeting Protocol	
Mission Statement:	John Boyd
Philosophy:	John Boyd
Rationale:	John Boyd
Salary and Fringes:	Lare Allen
Goals:	John Boyd
Guest Protocol:	John Boyd
Speaking Order:	Latrechia Simpson; Scott Knoebel
Time Keeper:	James Hickey

John Boyd reviewed the Meeting Protocol.

## Introduction of New Bargaining Team Members

- N/A

## Reflection on Our Progress Together: John Boyd/ Apryle Jackson

- John Boyd stated that a summary of our work together was sent to bargaining team members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.

## Salaries and Benefits: John Boyd

- John Boyd shared and reviewed the new SDOC Salaries and Benefits Package Proposal and supporting documents.
- John Boyd stated that our Osceola County School Board Attorney confirmed that House Bill 641 is clear and states: *"The term 'minimum base salary' means the lowest annual base salary reported on the salary schedule for a full-time classroom teacher. No full-time classroom teacher shall receive a salary less than the minimum base salary as adjusted by this subparagraph."*
- John Boyd stated that for Part I of the law, Management proposed:
  - 80% of the allocation shall be reserved per state law for eligible full-time classroom teachers;
  - The School District's allocation permits a minimum starting salary of \$46,100 for eligible instructional employees per this section of the law.
- John Boyd stated that non-classroom teachers do not qualify for Part I of the law.
- John Boyd stated that for Part II of the law, Management proposed:
  - 20% of the allocation shall be used per state law for eligible non-classroom instructional employees and any eligible full-time classroom teacher who received a raise less than 2%.
  - The School District's allocation permits a minimum starting salary of \$46,100 for eligible non-classroom instructional employees per this section of the law.
  - The School District's allocation permits a salary increase of \$650 for eligible classroom and non-classroom instructional employees per this section of the law.

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** February 4, 2021

Page 3 of 7



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Jose Gonzalez stated that the cost of moving 259 non-classroom instructional employees to the proposed minimum salary is \$762,000.
- John Boyd stated that Management wants to limit funds used for salary increases to the Teacher Salary increase Allocation (TSIA) due to the state's and School District's unforeseen economic future.
- Norine Stazko suggested that Management consider cutting programs that cost money but are not used.
- Norine Stazko suggested that Management return to the originally proposed salary increase of \$900 for instructional employees above the new minimum base salary and include non-classroom teachers.
- John Boyd stated that he would share OCEA's ideas with School District Leadership.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### **MOU re: 2020-21 Safe Return to School, Instructional Employees: John Boyd/ Lare Allen**

- John Boyd shared and reviewed the *MOU re: 2020-21 Safe Return to School, Instructional Employees* with bargaining team members.
- John Boyd stated that Management has made the following additions:
  - "Whereas, both parties agree that the health and social/ emotional well-being of Osceola County students is of significant importance;"
  - "Whereas, both parties agree that sufficient student academic progress is of upmost importance;"
  - "Management agrees to:
    - use the Florida Department of Education Symptomatic Decision Tree and consult with the Osceola County Department of Health for guidance as needed;
    - treat employees who have tested positive for COVID-19 with compassion and confidentiality; and
    - notify employees who have been in direct contact [e.g., within six (6) feet or less for fifteen (15) minutes or more] with another employee or student who has tested positive for COVID-19 in a reasonable but prompt amount of time upon the condition that Management has received and verified knowledge of such a case."
- John Boyd stated that Management is balancing the enrollment of students within courses/ classes by ending the option to switch between digital and face-to-face instruction.
- John Boyd clarified that students may still switch between face-to-face and digital instruction if affected by Coronavirus/COVID-19 and quarantined.
- Michael Allen stated that School District Leadership's intent is not to surpass 180 students per regular classroom teacher.
- Apryle Jackson stated that there are classroom who have 60 students in a single digital class, and it is not fair that digital teachers are not receiving a supplement.
- Rolando Casado stated that making changes to the master schedule is easier since the option to switch between digital and face-to-face ended.
- Rolando Casado stated that at his school the class size does not surpass 28 students per class.
- Apryle Jackson stated that she works an additional ten (10) hours weekly to prepare for digital instruction.
- Apryle Jackson stated that she would like Management to consider instructional employees who are overworked and not receiving additional time to input grades.
- Apryle Jackson stated that for some of her classes, it takes 20 minutes to do attendance.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Lare Allen stated that some classrooms sizes are too large, and students cannot be socially distanced.
- Lare Allen stated that the Volusia County School Board decided that simultaneous instruction was not working and directed Volusia School District Leadership to fix it.
- Lare Allen suggested that SDOC follow Volusia County since not every instructional employee could receive compensation.
- John Boyd stated that teachers are doing extraordinary things and should feel appreciated and supported.
- John Boyd stated that SDOC is approximately 2,000 FTE (Full-Time Equivalency) under projection for student enrollment.
- John Boyd stated that other school districts are not offering additional compensation for their instructional employees who provide simultaneous instruction.
- April Isaacs stated that Bargaining Leadership Team members should try to negotiate and compromise and that SDOC should use the General Fund Balance for salary increases for teachers.
- Trae Simpson stated that veteran teachers have been loyal and should receive a raise to their salary.
- Trae Simpson stated that simultaneous instruction takes a lot of effort, and classroom teachers want to be heard, and Management to make decisions that address their concerns.
- Lori Swaby stated that SDOC rarely agrees with OCEA.
- Lori Swaby stated that teachers are trying to do their best for their students.
- Lori Swaby stated that it is disappointing that Management's proposal for Part II of the law was changed from \$900 to \$650.
- Lare Allen stated that SDOC should advocate for all employees at state level.
- John Boyd stated that Osceola County's unemployment rate is the highest in the State of Florida and 41<sup>st</sup> in the United States.
- John Boyd stated that when people are unemployed, they pay fewer taxes which affects the budgets of state and local governments, including school districts, which means fewer dollars are available for salary increases for employees.
- John Boyd stated that the incoming Florida House Speaker Sprowls stated that there would be "deep cuts" to the state budget.
- John Boyd stated that SDOC could see a budget cut as much as \$30 million.
- John Boyd stated that Management has not presented additional money and is cautious because the School District must prepare for what cuts and changes may come and the effects on other employees, such as employee support professionals, must be considered too.
- John Boyd stated that Management could not commit to using non-recurring funds from the fund balance to pay for the recurring costs of salaries especially since the pandemic makes the current economic situation uncertain.
- John Boyd shared and reviewed the following information which represents the foundations for the Osceola County School Board's cautious fiscal policy:
  - *Section 1011.051 – Guidelines for general funds, Florida Statutes*, requires school districts to maintain a minimum of a 3% fund balance or face possible takeover by a financial emergency board appointed by the Commissioner of the Florida Department of Education;
  - *Section 218.503 – Determination of financial emergency, Florida Statutes*, defines the negative consequences that may occur during a financial emergency;
  - In order to avoid such negative consequences, our *Osceola County School Board Rule 7.10 – School Budget System* requires the School District to maintain a minimum of a 6% fund balance;
  - The Government Finance Officers Association's (GFOA) Best Practice on *Fund Balance Guidelines for the General Fund* states:
    - "Nevertheless, GFOA recommends, at a minimum, that general-purpose governments, regardless of size, maintain unrestricted budgetary fund balance in their general fund of no



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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*less than two months of regular general fund operating revenues or regular general fund operating expenditures. The choice of revenues or expenditures as a basis of comparison may be dictated by what is more predictable in a government's particular circumstances. Furthermore, a government's particular situation often may require a level of unrestricted fund balance in the general fund significantly in excess of this recommended minimum level. In any case, such measures should be applied within the context of long-term forecasting, thereby avoiding the risk of placing too much emphasis upon the level of unrestricted fund balance in the general fund at any one time. ..."* [Retrieved from: <https://www.gfoa.org/materials/fund-balance-guidelines-for-the-general-fund>]

- In addition, in order to have a good bond rating from agencies such as Fitch Ratings and Moody's Investor Service, the School District must maintain a fund balance that protects against unexpected costs or revenue shortfalls and remains consistent year over year. Bond ratings determine the cost of capital for which school districts can borrow funds to construct new schools and maintain our existing facilities.
- John Boyd stated that the fund balance grows in proportion to increases in student enrollment each year, and that the amount of the fund balance can decrease when student enrollment decreases.
- John Boyd stated that there has been a reduction in student enrollment for this current school year.
- John Boyd stated that the Teacher Salary Increase Allocation is a categorical fund.
- John Boyd stated that due to the pandemic, there would most likely be a midyear reduction to the state budget that could affect categorical funds that are not used by the time state leaders decide to make cuts.
- John Boyd stated that there is no guarantee that the state will not reduce this allocation.
- Lare Allen stated that SDOC is great at money management and has won an award for the past ten (10) to fifteen (15) years.
- Lare Allen expressed that the state will see that SDOC's fund balance is growing and may conclude that the School District does not need additional funds.
- Apryle Jackson stated that SDOC has \$68,951,181 Million in the general fund.
- Apryle Jackson stated that if SDOC had kept their original offer of \$900 it would have cost them \$400,000, which is the price of a School District computer program.
- Lare Allen suggested that SDOC reexamine where they spend their money, and for example, not spend so much money on sports field maintenance.
- John Boyd stated that he agreed that a lot of time was spent discussing sports field maintenance at the last School Board meeting, but we are in a school choice environment, and if we do not offer and maintain strong sports programs at comprehensive high schools, then parents will enroll their child elsewhere.
- John Boyd stated that if a sports field is not maintained, then it would cost more to make repairs to the damage that results.
- John Boyd stated that he knows of only two (2) counties that are adding money from other funding sources to their allocation in order to cover their Pre-K and Adult Education instructional employees.
- John Boyd stated that he understands that no school district money is using from their fund balance due to the current economic situation uncertain.
- Greg Gahris asked whether Management would consider notifying employees who had ten (10) versus fifteen (15) minutes of exposure to someone who tests positive for COVID-19 in order to show concerns for employees.
- John Boyd stated that he would share OCEA's request with School District Leadership but understood there is a need for consistency with the Florida Department of Education's recommendations based upon CDC guidelines and that Management certainly cares about the health and safety of all employees.
- John Boyd stated that SDOC's offer of \$46,100 for the new minimum base salary was better than the majority of other school districts in Central Florida.

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** February 4, 2021

Page 6 of 7





# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

## Contract Language re: DROP: John Boyd

- John Boyd stated that Management did not have a counter-proposal for this item.
- Tammy Cope-Otterson stated that the cost associated with OCEA's original proposal for this item was over \$300,000.
- Tammy Cope-Otterson stated that currently if an employee is receiving a retirement benefit, then the employee may not use the same prior years of experience.
- Apryle Jackson stated that usually two (2) to three (3) employees request to extend their DROP each year and that the cost associated is \$40,000 to \$60,000.

## Agenda Items for Next Meeting: John Boyd/ Lare Allen

- Agenda items for the next meeting may be sent to John Boyd via e-mail by the deadline established in the Bargaining Calendar.

**Next Meeting: Thursday, October 22, 2020; 05:00 – 06:30 PM  
Virtual Meeting**

## Pluses

- Michael Allen complimented Trae Simpson on her role as Speaking Order.
- John Boyd expressed appreciation for everyone's honesty, courage, and perseverance.
- Trae Simpson expressed gratitude for everyone's passion, for listening and for the additional time that was allowed so that everyone received an opportunity to speak.

## Deltas

- Bargaining Leadership Team members stated that they hoped that the Florida Legislature would appropriate more funds for public education next school year.
- Bargaining Leadership Team members requested that all members and guests turn on their video cameras in order to make virtual meetings more friendly and personable.

**ADJOURNED at 06:39 PM**





# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Thursday, October 22, 2020

**Location:** Virtual Meeting

OSCEOLA COUNTY EDUCATION ASSOCIATION (OCEA) MEMBERS ATTENDANCE				
1	Lare Allen	OCEA President	OCEA	<input checked="" type="checkbox"/>
2	Greg Gahris	Teacher	St. Cloud Middle School	<input checked="" type="checkbox"/>
3	April Isaacs	Teacher	St. Cloud High School	<input checked="" type="checkbox"/>
4	Apryle Jackson	OCEA Chief Negotiator/ Teacher	Harmony High School	<input checked="" type="checkbox"/>
5	Paul Klauman	Teacher	Chestnut Elementary School	<input checked="" type="checkbox"/>
6	Jessica Priester	Teacher	Central Avenue Elementary	<input type="checkbox"/>
7	Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
8	Latrechia Simpson	Teacher	Denn John Middle School	<input checked="" type="checkbox"/>
9	Norine Stazko	ESOL Compliance Specialist	Gateway High School	<input checked="" type="checkbox"/>
10	Lori Swaby	Resource Compliance Specialist	ESE Department	<input checked="" type="checkbox"/>
MEMBERS ON BEHALF OF THE OSCEOLA COUNTY SCHOOL BOARD (OCSB) ATTENDANCE				
1	Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
2	John Boyd	Director/ Chief Negotiator	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Rolando Casado	Assistant Principal	Horizon Middle School	<input checked="" type="checkbox"/>
4	Jose Gonzalez	Director	Business & Finance	<input checked="" type="checkbox"/>
5	Sarah Graber	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
6	James Hickey	Principal	Harmony High School	<input type="checkbox"/>
7	Scott Knoebel	Principal	Narcoossee Elementary School	<input checked="" type="checkbox"/>
8	Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input type="checkbox"/>
9	Nadia Winston	Principal	Central Avenue Elementary	<input checked="" type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
N/A	Jennifer Gomez	Recording Secretary	Human Resources	<input checked="" type="checkbox"/>

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** October 27, 2020



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### GUEST(S):

Zahira Pena Andino	Sunrise Elementary School
Kerri Bell	Osceola Technical College – St. Cloud
Anne Calandrino	OCEA
Melissa Vila Fuentes	Discovery Intermediate School
Susan Madewell	Pleasant Hill Elementary School
Janet Moody	Narcoossee Elementary School
Ruth Nelson	Osceola High School
Daniel Oehlwein	Westside K-8 School
Laura Portorreal	Harmony Middle School
Kristie Rupchand	OCEA
Natasha Wynn	Koa Elementary School



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 05:01 PM**

Meeting Protocol	
Mission Statement:	John Boyd
Philosophy:	John Boyd
Rationale:	John Boyd
Salary and Fringes:	Lare Allen
Goals:	John Boyd
Guest Protocol:	John Boyd
Speaking Order:	Tammy Cope-Otterson
Time Keeper:	Rolando Casado

John Boyd reviewed the Meeting Protocol.

## Introduction of New Bargaining Team Members

- N/A

## Reflection on Our Progress Together: John Boyd/ Apryle Jackson

- John Boyd stated that a summary of our work together was sent to bargaining team members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.

## Salaries & Benefits: John Boyd

- John Boyd shared and reviewed the revised *SDOC Salaries and Benefits Package Proposal* and supporting documents with bargaining team members.
- John Boyd stated that for Part I of the law, Management proposed:
  - 80% of the allocation shall be reserved per state law for eligible full-time classroom teachers;
  - The School District's allocation permits a minimum starting salary of \$46,100 for eligible instructional employees per this section of the law.
- John Boyd stated that for Part II of the law, Management proposed:
  - 20% of the allocation shall be used per state law for eligible non-classroom instructional employees and any eligible full-time classroom teacher who received a raise less than 2%.
  - The School District's allocation permits a minimum starting salary of \$46,100 for eligible non-classroom instructional employees per this section of the law.
  - \$650 per eligible full-time instructional employee at \$46,100 to \$50,000.
  - \$750 per eligible full-time instructional employee at \$50,001 to \$55,000.
  - \$1,000 per eligible full-time instructional employee over \$55,000.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- John Boyd stated that Management offers to establish two (2) committees with OCEA:
  - the Employee Recognition Committee to discuss recommendations related to the recognition of outstanding employee work efforts during the 2020-21 school year; and
  - the Evaluation Committee to discuss recommendations related to the evaluations of instructional employees who have provided either digital instruction or simultaneous face-to-face and digital instruction during the 2020-21 school year.
- John Boyd shared and reviewed with bargaining team members the document *Proposed BLT Contract Language, 2020-21*, regarding *Article 5.08* of our *Contract*, collaborative planning times, and Professional Learning Communities (PLCs).
- John Boyd stated that Management has made the following major changes to its original proposal shared on March 05, 2021:
  - Updates language regarding mandated state and federal programs in Article 5.08-2; and
  - Adds new Article 5.08-5 to clarify that collaborative planning times/ PLCs shall be scheduled on early release Wednesdays only or other times that teachers voluntarily choose.
- John Boyd stated that Part I of the law applies to full-time classroom teachers and Part 2 of the law applies to non-classroom teachers.
- John Boyd clarified that advanced degree supplements are separate from base salaries, and that calculations of salary increases for instructional employees apply to base salaries without them, which is to the advantage of employees.
- Apryle Jackson stated that OCEA would need time to review the proposed documents and meet as a team.
- Lare Allen stated that OCEA is not opposed to the new *SDOC Salaries and Benefits Package Proposal* but will need time to review them before making a decision.
- Norine Stazko stated she was grateful for the proposed planning time language and asked about teachers who teach an additional class during their planning periods and the early release Wednesdays before grades are due.
- Tammy Cope-Otterson stated that the teacher's temporary contracts for teaching a class during their planning period states that the teacher's planning time in such a case takes place after normal contractual workday hours.
- John Boyd stated that the early release Wednesdays before grades are due would still be reserved for teachers this school year and that it remains in the proposed *MOU re: Safe Return to School*.
- John Boyd stated that if both parties reach tentative agreement within one week, and if OCEA needs ten (10) days prior to ratification, then bargaining team members could vote on the proposal on or before November 6, 2020, and the Osceola County School Board could vote on the proposal at its scheduled and noticed meeting on November 17, 2020. After both ratifications, the earliest date that teachers could see the salary increase is in their paychecks would be the December 15, 2020, paycheck.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### 2020-21 Safe Return to School, Instructional Employees: John Boyd

- John Boyd shared and reviewed the *MOU re: 2020-21 Safe Return to School, Instructional Employees* with bargaining team members.
- John Boyd stated that employees would be notified of potential exposure to Coronavirus/COVID-19, if they spent 15 minutes or more throughout the day with someone positive.
- John Boyd stated that SDOC's weekly report of Coronavirus/ COVID-19 cases reflects only new cases and is not a cumulative count.
- John Boyd stated that Management wants to make sure that all students and employees have a safe learning/ working environment.
- John Boyd stated that Management shall act upon knowledge of individuals who test positive for Coronavirus/ COVID-19 to notify in a reasonable and prompt manner students and employees who have been in direct contact [e.g., per the Florida Departments of Education and Health, defined as six (6) feet or less for fifteen (15) minutes or more] with these individuals.
- John Boyd stated that he would seek clarity from School District Leadership about reasonable and prompt notification from administrators to employees or students.
- John Boyd stated that Management could only act upon verifiable information that is reported to them, and that students, parents, and employees share responsibility in reporting verifiable information.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Contract Language RE: DROP: John Boyd

- John Boyd stated that Management did not have a counter-proposal for this item.
- John Boyd stated the analysis regarding employees who request to extend DROP that Tammy Cope-Otterson shared in the prior BLT meeting shows that costs were a greater than most would assume.
- Tammy Cope-Otterson stated that Management would like to do everything they can to provide salary increases for everyone. However, it is important to save jobs and to save money for student needs and unforeseen expenses such as those made during the pandemic.
- Greg Gahris stated that when a teacher leaves in the middle of the year, it is difficult to find a replacement, and students will have a long-term substitute teacher.
- Greg Gahris stated that when there is a substitute teacher, attendance is not as accurate in digital instruction settings.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### Agenda Items for Next Meeting: John Boyd/ Lare Allen

- Agenda items for the next meeting may be sent to John Boyd via e-mail by the deadline established in the Bargaining Calendar.

**Next Meeting:**           **TBA; 05:00 – 06:00 PM**  
                                  **Virtual Meeting**

### Pluses

- Latrecia Simpson thanked Management for collaborating and listening.
- Lori Swaby thanked Management for listening to teachers.

### Deltas

- N/A

**ADJOURNED at 06:08 PM**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Tuesday, October 27, 2020

**Location:** Virtual Meeting

OSCEOLA COUNTY EDUCATION ASSOCIATION (OCEA) MEMBERS ATTENDANCE				
1	Lare Allen	OCEA President/ Teacher	OCEA	<input checked="" type="checkbox"/>
2	Greg Gahris	Teacher	St. Cloud Middle School	<input checked="" type="checkbox"/>
3	April Isaacs	Teacher	St. Cloud High School	<input checked="" type="checkbox"/>
4	Apryle Jackson	OCEA Chief Negotiator/Teacher	Harmony High School	<input checked="" type="checkbox"/>
5	Paul Klauman	Teacher	Chestnut Elementary School	<input checked="" type="checkbox"/>
6	Jessica Priester	Teacher	Central Avenue Elementary	<input checked="" type="checkbox"/>
7	Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
8	Latrechia Simpson	Teacher	Denn John Middle School	<input checked="" type="checkbox"/>
9	Norine Stazko	ESOL Compliance Specialist	Gateway High School	<input checked="" type="checkbox"/>
10	Lori Swaby	OCEA Chief Negotiator/ Resource Compliance Specialist	ESE Department	<input checked="" type="checkbox"/>
MEMBERS ON BEHALF OF THE OSCEOLA COUNTY SCHOOL BOARD (OCSB) ATTENDANCE				
1	Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
2	John Boyd	Director/ Chief Negotiator	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Rolando Casado	Assistant Principal	Horizon Middle School	<input checked="" type="checkbox"/>
4	Jose Gonzalez	Director	Business & Finance	<input checked="" type="checkbox"/>
5	Sarah Graber	Chief Officer	Business & Finance	<input type="checkbox"/>
6	James Hickey	Principal	Harmony High School	<input checked="" type="checkbox"/>
7	Scott Knoebel	Principal	Narcoossee Elementary School	<input checked="" type="checkbox"/>
8	Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input type="checkbox"/>
9	Nadia Winston	Principal	Central Avenue Elementary	<input checked="" type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
N/A	Jennifer Gomez	Recording Secretary	Human Resources	<input checked="" type="checkbox"/>

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** February 4, 2021





## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### GUEST(S):

Hank Groton	Federal Mediation and Conciliation Services
Janet Moody	Narcoossee Elementary School
Daniel Oehlwein	Westside K-8 School
Kristie Rupchand	OCEA



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 05:05 PM**

Meeting Protocol	
Mission Statement:	John Boyd
Philosophy:	John Boyd
Rationale:	John Boyd
Salary and Fringes:	Lare Allen
Goals:	John Boyd
Guest Protocol:	John Boyd
Speaking Order:	Scott Knoebel
Time Keeper:	Nadia Winston

John Boyd reviewed the Meeting Protocol.

## Introduction of New Bargaining Team Members

- N/A

## Reflection on Our Progress Together: John Boyd/ Apryle Jackson

- John Boyd stated that a summary of our work together was sent to bargaining team members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.

## Salaries and Benefits: John Boyd

- Lare Allen shared and reviewed OCEA's response to Management's *Salaries and Benefits Package Proposal* with bargaining team members.
- Lare Allen stated that OCEA proposed that Management shall notify employees who have been in direct contact [e.g., per the Florida Departments of Education and Health, defined as six (6) feet or less for fifteen (15) minutes or more] with an individual who has tested positive for Coronavirus/COVID-19 within twelve (12) hours after Management has received and verified knowledge of such a case.
- John Boyd stated that he would seek clarity from School District Leadership about reasonable and prompt notification from administrators to employees or students.
- Lare Allen stated that if an employee is notified the next day that they were exposed to a positive Coronavirus/COVID-19 case, it would be stressful.
- Lare Allen shared and reviewed OCEA's counter-proposal regarding Article 5.08 of our Contract, collaborative planning times, and Professional Learning Communities (PLCs).
- Lare Allen stated that the following changes were in OCEA's proposal:
  - Classroom teachers may be required to meet for the purpose of collaborative planning during regular contractual work hours on early release Wednesdays only.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- OCEA requests to delete the paragraph regarding disciplinary action for an instructional employee with a pattern of three (3) or more absences from or avoidance of collaborative planning or Professional Learning Communities (PLCs) on early release Wednesdays.
- John Boyd stated that disciplinary action was in the Management's original proposal to address employees with a pattern of avoiding PLCs.
- Apryle Jackson stated that in the future, there might not be any PLCs and would prefer if the language were more generic.
- John Boyd stated that traditionally MOU's are added to a ratification package.
- John Boyd stated that Management hoped that there would be a perceived value of returning individual planning times to teachers and not requiring them to meet during said time.
- Greg Gahris stated that in the School District's email it appears to some employees as if the money was coming from a different source that was not state mandated.
- Jose Gonzalez stated that the School District added \$129,000 to Part 2 of the Teacher Salary Increase Allocation (TSIA) in order to make the tiers work.
- Jose Gonzalez stated that to be eligible for Part 2, teachers need to not receive anything in Part 1 or receive less than 2% in Part 1.
- Apryle Jackson stated that she is concerned that teachers with 15-25 years of experience are not being properly compensated for their experience.
- Karen Pruitt stated that the State of Florida has mandated how the allocation should be spent, but the School District is not honoring employees with 15-25 years of experience.
- John Boyd stated that Management needs to address talent and expertise of veteran teachers and rewarding them for their work.
- Lare Allen stated that the School District should spend more funds to raise the salary increase for every teacher to \$1,000.
- John Boyd stated that the School District added money to the allocation to make Part 2 fair and make sure everyone received an equitable share based upon the employee's current salary levels.
- John Boyd stated that Management agrees with OCEA that leaving non-classroom teachers out of Part 2 is not acceptable.
- Jose Gonzalez stated that the 2% in Part 2 was decided by statute, not the School District.
- April Isaacs stated that many teachers would likely leave their jobs without better salary increases.
- John Boyd stated that this is the School District's best Salaries and Proposal Package.
- John Boyd stated that Osceola County School Board is willing to commit to the \$129,000 that has been added to this counter-proposal.
- John Boyd stated that if both parties reached tentative agreement this evening, and if OCEA needs ten (10) days prior to ratification, then bargaining team members could vote on the proposal on or before November 16, 2020, and the Osceola County School Board could vote on the proposal at its scheduled and noticed meeting on November 17, 2020. After both ratifications, the earliest date that teachers could see the salary increase is in their paychecks would be the December 15, 2020, paycheck.
- John Boyd stated that the following counties have reached tentative agreement – Brevard, Sarasota, Lake, and Seminole.
- John Boyd stated that the TSIA is a categorical fund, and due to the pandemic, there would likely be a midyear reduction to balance the state budget that could affect categorical funds.
- John Boyd stated that there is no guarantee that the state will not reduce the TSIA.
- John Boyd stated that Managements conservative fiscal policy ensures that employees keep their jobs.
- Jose Gonzalez stated that the average salary increase in Part 2 is 1.5%.
- Greg Gahris stated that employees would like greater salary increases.
- April Isaacs stated that employees are depending on this salary increase.

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** February 4, 2021

Page 4 of 6



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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**The meeting recessed at 06:03 PM in order for BLT members to caucus about the counter-proposal.**

**The meeting reconvened and resumed at 06:22 PM.**

- John Boyd stated that Management agreed to remove the last paragraph regarding employee discipline in its proposed contract language for Article 5.08-5.
- John Boyd stated that Management respects teachers' individual planning times.
- John Boyd stated that Management would like proposed contract language that permits scheduling of collaborative planning and PLCs outside of planning time.
- John Boyd stated that Management would like to substitute "as soon as possible" instead of "within 12 hours" in OCEA's counter-proposal regarding employee notice of exposure to positive Coronavirus/COVID-19 cases.
- Lare Allen stated that some employees do not trust the School District with their health and safety.
- John Boyd stated that Management could only act upon verifiable information that is reported to them, and that students, parents, and employees share responsibility in reporting verifiable information.
- Michael Allen stated that if an administrator is told about a positive Coronavirus/COVID-19 case thirty (30) minutes before dismissal, then it would be difficult to notify employees within twelve (12) hours.
- Lare Allen stated that an employee is required to self-report within twenty-four (24) hours when they get a DUI.
- Jim Hickey stated that he receives email on weekends from parents stating that their child was in direct contact with someone who tested positive for Coronavirus/ COVID-19.
- Nadia Winston stated that when someone tests positive for Coronavirus/COVID-19, she would need to contact the parents to see when the student's symptoms started and communicate with the Osceola County Health Department.
- Trae Simpson stated that teachers should find out about a positive Coronavirus/COVID-19 individual before other employees do on social media.
- Jim Hickey stated that at Harmony High School, his team is able to notify an employee if they have been in direct contact with a positive Coronavirus/COVID-19 individual by the end of the workday.
- Apryle Jackson stated that Harmony High School sends a schoolwide email to notify all staff of students who are quarantined.
- Lare Allen stated that Orange County sends out a text to employees to let them know that someone tested positive at their school.
- Norine Stazko expressed concerns for employees that are not in the classroom but meet with students like Guidance Counselors, Resource Compliance Specialist.

**The meeting recessed at 06:50 PM in order for BLT members to caucus about the counter-proposal.**

**The meeting reconvened and resumed at 07:01 PM.**

- John Boyd stated that Management would like the contract language "on early release Wednesday or times outside of individual planning times."
- John Boyd stated that Management agreed to remove the last paragraph regarding employee discipline in its proposed contract language for Article 5.08-5.
- John Boyd stated that Management requests to know whether there has been an employee who was not notified that they were in direct contact with an individual who has tested positive to Coronavirus/ COVID-19.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Michael Allen suggested that the proposed contract language should state “on early release Wednesday or times outside of individual teacher planning times that do not conflict with other contract language.”
- John Boyd stated that Management shall act upon knowledge of individuals who test positive for Coronavirus/ COVID-19 to notify as soon as possible students and employees who have been in direct contact [e.g., per the Florida Departments of Education and Health, defined as six (6) feet or less for fifteen (15) minutes or more] with these individuals.
- April Isaac suggested that other schools should send out a memo like St. Cloud High School notifying employees about a positive Coronavirus/COVID-19 case.
- Lare Allen requested that employees should be notified within twenty-four (24) hours.

**The meeting recessed at 07:24 PM in order for BLT members to caucus about the proposal.**

**The meeting reconvened and resumed at 07:29 PM.**

- John Boyd stated that Management shall act upon knowledge of individuals who test positive for Coronavirus/ COVID-19 to notify within twenty-four (24) hours, when reasonable, but as soon as otherwise possible, employees who have been in direct contact [e.g., per the Florida Departments of Education and Health, defined as six (6) feet or less for fifteen (15) minutes or more] with these individuals.
- John Boyd stated that Management has always acted upon verified knowledge and notified employees if they have been in direct contact with an individual who has tested positive.

**ACTION: Following a fist of five vote, BLT members tentatively agreed to approve this item.**

### Agenda Items for Next Meeting: John Boyd/ Lare Allen

- Agenda items for the next meeting may be sent to John Boyd via e-mail by the deadline established in the Bargaining Calendar.

**Next Meeting: Thursday, November 12, 2020; 05:00 – 06:30 PM  
Virtual Meeting**

### Pluses

- Bargaining Team Members stated that they were happy that teachers would receive a salary increase in their December 15, 2020 paycheck.

### Deltas

- N/A

**ADJOURNED at 07:36 PM**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date: Thursday, January 14, 2021**

**Location: Virtual Meeting**

OSCEOLA COUNTY EDUCATION ASSOCIATION (OCEA) MEMBERS ATTENDANCE				
1	Lare Allen	OCEA President/ Teacher	OCEA	<input checked="" type="checkbox"/>
2	Greg Gahris	Teacher	St. Cloud Middle School	<input checked="" type="checkbox"/>
3	April Isaacs	Teacher	St. Cloud High School	<input checked="" type="checkbox"/>
4	Apryle Jackson	OCEA Chief Negotiator/Teacher	Harmony High School	<input checked="" type="checkbox"/>
5	Paul Klauman	Teacher	Chestnut Elementary School	<input checked="" type="checkbox"/>
6	Jessica Priester	Teacher	Central Avenue Elementary	<input type="checkbox"/>
7	Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
8	Latrechia Simpson	Teacher	Denn John Middle School	<input type="checkbox"/>
9	Norine Stazko	ESOL Compliance Specialist	Gateway High School	<input checked="" type="checkbox"/>
10	Lori Swaby	OCEA Chief Negotiator/ Resource Compliance Specialist	ESE Department	<input checked="" type="checkbox"/>
MEMBERS ON BEHALF OF THE OSCEOLA COUNTY SCHOOL BOARD (OCSB) ATTENDANCE				
1	Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
2	John Boyd	Director/ Chief Negotiator	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Rolando Casado	Assistant Principal	Horizon Middle School	<input type="checkbox"/>
4	Jose Gonzalez	Director	Business & Finance	<input checked="" type="checkbox"/>
5	Sarah Graber	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
6	James Hickey	Principal	Harmony High School	<input checked="" type="checkbox"/>
7	Scott Knoebel	Principal	Narcoossee Elementary School	<input checked="" type="checkbox"/>
8	Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
9	Nadia Winston	Principal	Central Avenue Elementary	<input checked="" type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
N/A	Jennifer Gomez	Recording Secretary	Human Resources	<input checked="" type="checkbox"/>

## GUEST(S):

**Hank Groton – Federal Mediation and Conciliation Services**

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** February 4, 2021



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 05:00 PM**

Meeting Protocol	
Mission Statement:	John Boyd
Philosophy:	John Boyd
Rationale:	John Boyd
Salary and Fringes:	John Boyd
Goals:	John Boyd
Guest Protocol:	N/A
Speaking Order:	Sarah Graber
Time Keeper:	James Hickey

John Boyd reviewed the Meeting Protocol.

## Introduction of New Bargaining Team Members

- N/A

## Reflection on Our Progress Together: John Boyd/ Apryle Jackson

- John Boyd stated that a summary of our work together was sent to bargaining team members in the meeting announcement e-mail and thanked bargaining team members for their ongoing collaboration.

## Class Size: John Boyd/ Apryle Jackson

- Apryle Jackson shared and reviewed OCEA's contractual concerns regarding class size with bargaining team members.
- Apryle Jackson stated that the School District's current class size average is 32 to 33 students.
- Apryle Jackson shared and reviewed the average class sizes set forth in Section 1003.01, Florida Statutes: Pre-Kindergarten = 18 students; Grades 4 to 8 = 22 students; and Grades 9 to 12 = 24 students.
- Apryle Jackson stated that per state law, class size may not go over three (3) unless the School Board approves a waiver.
- Apryle Jackson stated that more students are coming back to schools for face-to-face instruction, and OCEA would like to be proactive in balancing class sizes.
- Michael Allen requested OCEA to provide the names of which schools appear to have class sizes that are large so that administration may help to balance them.
- Lare Allen stated that special areas have 40 students in a classroom.
- John Boyd stated that Management does not want overcrowded classrooms.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** February 4, 2021





## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### Health and Safety: John Boyd/ Apryle Jackson

- Apryle Jackson shared and reviewed OCEA's contractual concerns regarding health and safety with bargaining team members.
- Apryle Jackson stated that the Centers for Disease Control and Prevention (CDC) guidelines recommend practicing social distancing by staying at least six (6) feet apart from other people.
- Apryle Jackson stated that OCEA would like teachers to be permitted to refuse students who do not wear their masks from entering their classrooms.
- Apryle Jackson stated that only some teachers are sending their students to the school clinic when they show signs of Coronavirus/ COVID-19.
- John Boyd stated that School District Leadership expects students to be sent to the designated isolation area in the school when they show signs of Coronavirus/ COVID-19 per SDOC procedures.
- Lare Allen stated that employees are not confident in the School District's weekly report with the number of quarantined and positive Coronavirus/ COVID-19 cases.
- Karen Pruitt stated that she has never been contacted when one of her students has been sent home to quarantine.
- Apryle Jackson stated that other School Districts have contacted the Florida Department of Health (FDOH) to obtain the opportunity for their employees to receive the Coronavirus/ COVID-19 vaccine.
- John Boyd stated that available doses of vaccine are limited nationwide, but School District Leadership has also contacted our local health department to obtain the opportunity for SDOC employees to receive the Coronavirus/ COVID-19 vaccine.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Evaluation: John Boyd/ Apryle Jackson

- Apryle Jackson shared and reviewed OCEA's contractual concerns regarding evaluation with bargaining team members.
- Apryle Jackson stated that teachers should be notified when their supervising administrators plan to observe their teachers' digital instruction classes.
- Apryle Jackson stated that only the teacher's assigned administrator should observe and assign observation ratings for the teacher.
- Apryle Jackson stated that deans, coaches, and media specialists are substituting three (3) to four (4) days per week, and OCEA would like to ensure that these employees are not marked down on their evaluations when they cannot complete their duties for their primary jobs.
- Apryle Jackson stated that students who do not show up should not be included in their teachers' VAM scores.
- Karen Pruitt stated that employees are going beyond as more duties are assigned and are concerned that their evaluations will be affected if they cannot do all of the work for their primary job.
- Apryle Jackson stated that administrators should assign duties equitably.
- Greg Gahrns stated that all SDOC employees should be recognized for their extra efforts this school year.
- Sarah Graber stated that she agreed that all SDOC employees should be recognized for their extra efforts this school year.
- John Boyd stated that Management has asked employees to be flexible about extra assigned duties and should be flexible on evaluations where feasible.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** February 4, 2021



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### Workday: John Boyd/ Apryle Jackson

- Apryle Jackson shared and reviewed OCEA's contractual concerns regarding teacher workdays with bargaining team members.
- Apryle Jackson stated that teachers need a workday at the end of each nine (9) weeks in order to prepare grades.
- Apryle Jackson stated that high school teachers have 150 students and cannot complete grading student work in an hour.
- April Isaacs stated that there are three (3) platforms to check for student grading.
- April Isaacs stated that if Leadership would like accuracy from their teachers, more time is needed.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Health Insurance Benefits: John Boyd/ Apryle Jackson

- Apryle Jackson shared and reviewed OCEA's contractual concerns regarding health insurance benefits with bargaining team members.
- Apryle Jackson stated that numerous members have had issues because Advent Health is not part of the SDOC Health Insurance Plan network.
- Apryle Jackson stated that OCEA does not want employees held financially responsible for the increased cost of treatment received at any medical provider who no longer part of our insurance network.
- Apryle Jackson stated that OCEA would like the School District to honor the agreement to provide the same coverage that was previously offered.
- Sarah Graber stated that every medical provider who is not a Tier one (1) or Tier two (2) is considered a Tier three (3) provider, including Advent Health.
- Sarah Graber stated that affected employees are not responsible for any additional fees and should contact Risk and Benefits for resolutions.
- Apryle Jackson stated that Advent Health is putting a lot of pressure on employees to pay for the total costs of services at the time of their office visits.
- Norine Stazko stated the substitute teacher situation is out of control and asked about SDOC quarantine procedures.
- John Boyd stated that Mr. Thomas Phelps manages decision-making procedures for cases where employees are required to be quarantined due to Coronavirus/ COVID-19.
- Michael Allen stated that Harmony Middle School is the only SDOC school that was closed due to Coronavirus/ COVID-19.
- Michael Allen stated that the decision to move Harmony Middle School to complete digital instruction was made between FDOH and SDOC Leadership.
- Michael Allen stated that there is no set number of Coronavirus/ COVID-19 cases that will start the process of moving a school to digital instruction.
- Lare Allen stated that OCEA would like that the pay for teachers who are assigned and who provide simultaneous instruction to be in writing.
- John Boyd stated that the language is within the newly ratified *MOU re: Safe Return to School*.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### Agenda Items for Next Meeting: John Boyd/ Lare Allen

- Agenda items for the next meeting may be sent to John Boyd via e-mail by the deadline established in the Bargaining Calendar.
- Lare Allen stated that some teachers did not get the supplement of \$650.
- John Boyd reminded Bargaining Leadership Team members that the adjustments that were made were explained to OCEA at the time of tentative agreement as necessary adjustments in order to provide larger salary increases for veteran teachers as OCEA requested and to remain within the funds of the Teacher Salary Increase Allocation.
- Apryle Jackson requested the following items for the next meeting's agenda:
  - Board Configurations in the classroom
  - Floating Holiday

**Next Meeting: Thursday, February 11, 2021; 05:00 – 06:30 PM**  
**Virtual Meeting**

### Pluses

- Bargaining Leadership Team members noted the positive collaboration and communication within the virtual meeting agreement.

### Deltas

- John Boyd stated that he wishes for the pandemic to end and vaccinations to begin.

**ADJOURNED at 06:05 PM**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Thursday, February 11, 2021

**Location:** Virtual Meeting

OSCEOLA COUNTY EDUCATION ASSOCIATION (OCEA) MEMBERS ATTENDANCE				
1	Lare Allen	OCEA President/ Teacher	OCEA	<input checked="" type="checkbox"/>
2	Greg Gahris	Teacher	St. Cloud Middle School	<input checked="" type="checkbox"/>
3	April Isaacs	Teacher	St. Cloud High School	<input checked="" type="checkbox"/>
4	Apryle Jackson	OCEA Chief Negotiator/Teacher	Harmony High School	<input checked="" type="checkbox"/>
5	Paul Klauman	Teacher	Chestnut Elementary School	<input checked="" type="checkbox"/>
6	Jessica Priester	Teacher	Central Avenue Elementary	<input checked="" type="checkbox"/>
7	Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
8	Latrechia Simpson	Teacher	Denn John Middle School	<input checked="" type="checkbox"/>
9	Norine Stazko	ESOL Compliance Specialist	Gateway High School	<input checked="" type="checkbox"/>
10	Lori Swaby	OCEA Chief Negotiator/ Resource Compliance Specialist	ESE Department	<input checked="" type="checkbox"/>
MEMBERS ON BEHALF OF THE OSCEOLA COUNTY SCHOOL BOARD (OCSB) ATTENDANCE				
1	Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
2	John Boyd	Director/ Chief Negotiator	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Rolando Casado	Assistant Principal	Horizon Middle School	<input checked="" type="checkbox"/>
4	Jose Gonzalez	Director	Business & Finance	<input checked="" type="checkbox"/>
5	Sarah Graber	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
6	James Hickey	Principal	Harmony High School	<input checked="" type="checkbox"/>
7	Scott Knoebel	Principal	Narcoossee Elementary School	<input checked="" type="checkbox"/>
8	Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
9	Nadia Winston	Principal	Central Avenue Elementary	<input checked="" type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
N/A	Jennifer Gomez	Recording Secretary	Human Resources	<input checked="" type="checkbox"/>

## GUEST(S):

Hank Groton – Federal Mediation and Conciliation Services

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** February 16, 2021



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 05:01 PM**

Meeting Protocol	
Mission Statement:	John Boyd
Philosophy:	John Boyd
Rationale:	John Boyd
Salary and Fringes:	Lare Allen
Goals:	John Boyd
Guest Protocol:	N/A
Speaking Order:	Nadia Winston and Tammy Cope-Otterson
Time Keeper:	Jim Hickey

John Boyd reviewed the Meeting Protocol.

## Introduction of New Bargaining Team Members

- N/A

## Reflection on Our Progress Together: John Boyd/ Lori Swaby

- John Boyd stated that a summary of our work together was sent to bargaining team members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.
- John Boyd stated that bargaining team members reached tentative agreement, and both parties ratified a final settlement in the middle of a pandemic, and both parties continue to collaborate on ways to make working conditions better for instructional employees.

## Class Size: John Boyd/ Apryle Jackson

- John Boyd shared and reviewed Management's response to OCEA's contractual concerns regarding class size with bargaining team members.
- John Boyd stated that Management understands OCEA's concerns about class size.
- John Boyd stated that Management contends that contract language is not needed at this time because the School District of Osceola County (SDOC) has a history of compliance with requirements in state law for class size and, therefore, has not received any related penalties.
- John Boyd stated that Management requests OCEA to identify in writing the schools where specific class size concerns may exist, and Management commits to address identified specific concerns with clear and consistent procedures.
- Sarah Graber stated that in the five (5) years since she has been Chief Officer in Business and Finance, SDOC has never been out of compliance.
- John Boyd stated that Management certainly does not want to overburden teachers with class size.
- Michael Allen stated that Management would work on balancing classes and continue to honor and comply with the law.
- John Boyd stated that Management endeavors to make working conditions positive for all employees.

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** February 16, 2021



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Greg Gahris stated that it is Management's responsibility to make sure they are in compliance, not OCEA's.
- John Boyd agreed that it is Management's responsibility to comply with related state law, and Management is in compliance with state law, but if OCEA feels that class size is too large at a specific location, then it is OCEA's responsibility to communicate these concerns in writing to Management.
- Rolando Casado stated that when Management creates master schedules they do consider the best interests of both students and teachers.
- Rolando Casado stated that Management wants to make sure that students have the best learning conditions, and teachers have the best working conditions.
- Michael Allen stated that elective courses do not fall into class size requirements except Foreign Language classes.
- Michael Allen stated that Management would do its best to balance class size in these courses although it has been a challenging year during the pandemic.
- Michael Allen stated that he does not recall SDOC ever being out of compliance with state law related to class size.
- Lare Allen stated that he does not feel SDOC does enough to advocate against legislation with which SDOC disagrees.
- Michael Allen stated that he believes that SDOC goes above and beyond for SDOC teachers.
- Apryle Jackson stated that OCEA has concerns that when averaging classes, OCEA would like SDOC to remove ESOL and ESE classes with few students from the calculation so that it is a true average.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Health and Safety: John Boyd/ Apryle Jackson

- John Boyd shared and reviewed Management's response to OCEA's contractual concerns regarding health and safety with bargaining team members.
- John Boyd stated that Management contends that contract language is not needed at this time to address these concerns because SDOC complies with applicable federal, state, and local health and safety law.
- John Boyd stated that Management requests OCEA to identify in writing the schools where specific health and safety concerns may exist, and Management commits to address identified specific concerns with clear and consistent procedures.
- Apryle Jackson stated that we have teachers that have health issues and are very concerned with students that do not want to wear a mask or wear them inappropriately.
- Apryle Jackson stated that when an administrator leaves the classroom some students take off their mask.
- Apryle Jackson stated that there are 107 students in quarantine in St. Cloud Middle School.
- John Boyd stated that legally we must educate all students. However, there should be disciplinary actions if they are defiant and refuse to wear their masks.
- John Boyd stated that all school should have protocols in place for consequences.
- Greg Gahris stated that leadership should provide guidance to school administrators.
- Greg Gahris stated that there should be criteria established and sent out to parents.
- Trae Simpson requested that if teachers document numerous times that they have told a student to wear a mask that they could be allowed to mandate the student to go digital.
- John Boyd stated that leadership has always been clear that if students refuse to wear mask then they will be invited to go digital.

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** February 16, 2021

Page 3 of 6





## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- John Boyd stated that Indian River has prevailed in their lawsuit to mandate wearing a mask.
- Jim Hickey stated that teachers can always write a referral and it document in Focus the situation.
- Jim Hickey stated that Teachers make the decision of what they can handle and what situation should be handled by administration.
- John Boyd agreed that the referral system exists for documentation.
- Greg Gahrns stated that the teacher is required to write minor infractions before writing a referral.
- Greg Gahrns stated that teachers are not allowed to write referrals for not wearing masks until they speak to the parent.
- Greg Gahrns requested that teachers be allowed to write a referral immediately if a student refuses to wear a mask.
- Trae Simpson recommended emailing deans about specific students who are not wearing a mask and then the dean can decide whether to talk to parents.
- John Boyd stated that he will share the ideas with leadership.
- Karen Pruitt stated that she works for the only school that is 100% face-to-face, all students wear masks, and their statistics demonstrate that wearing masks makes a difference.
- Karen Pruitt stated that teachers should be allowed to enter referrals when a student is not wearing a mask.
- Rolando Casado stated that at his school the administrators will pull students aside who are not wearing masks or wearing them incorrectly (e.g. underneath their nose).

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Evaluations: John Boyd/ Apryle Jackson

- John Boyd shared and reviewed Management's response to OCEA's contractual concerns regarding employee evaluations with bargaining team members.
- John Boyd stated that Management requests OCEA to identify in writing the schools where specific evaluation concerns may exist, and Management commits to address identified specific concerns with clear and consistent procedures.
- John Boyd stated that the Evaluation committee could discuss solutions to related districtwide concerns in depth.
- John Boyd stated that it is Management's intent to implement each employee evaluation system with fairness and consistency.
- John Boyd stated that only an administrator may enter an observation rating for what the administrator sees and hears during a teacher's lesson.
- John Boyd stated that students with long-term absences for a class should not be included in the calculation of the teacher's student growth score within the teacher's final summative evaluation rating.
- John Boyd stated that SDOC has put as a legislative priority to be held harmless from accountability measures for this 2020-21 school year.
- John Boyd stated that SDOC is not aware whether or not FLDOE will calculate and release Value-Added Model (VAM) scores for teachers for this 2020-21 school year.
- Apryle Jackson stated that there are students that refuse to take tests or put a dummy in front of their cameras during digital instruction.
- Apryle Jackson stated that it is not fair to teachers if their evaluation is affected in a negative way due to absent students.
- Greg Gahrns stated that there are digital instruction students who only attend one (1) class out of seven (7) classes per day, which is usually their elective class.

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** February 16, 2021

Page 4 of 6





## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Greg Gahris stated that there are students that he has not seen all quarter, and it will be difficult to prepare these absent students for state assessments if they return.
- Greg Gahris stated that students will not show up for Saturday classes.
- Lare Allen stated that state lawmakers do not see what is occurring in classes.
- John Boyd stated that administrators cannot rely on others and must observe the lesson themselves.
- John Boyd stated that there are specific procedures for roster verification that have been in place for years that permit teachers of record to account for absent students.
- Norine Stazko stated that SDOC needs to have a plan to track down no-show students.
- John Boyd stated that there is an attendance roster used for funding purposes, and there is a roster used for accountability purposes.
- Nadia Winston stated that the roster verification process has specific timelines to permit teachers of record to verify which students are present and absent.
- Nadia Winston stated that teachers do have the right to drop students from their roster based upon certain criteria.
- Nadia Winston stated that teachers have at least two (2) weeks to check their rosters and to meet with the School Data Entry Clerks.
- Greg Gahris stated that he has requested to have students, who are absent from his class due to early departures, removed from his accountability roster, but he has been denied.
- John Boyd stated that our *SDOC Student Progression Plan*, which is part of our *School Board Rules*, has attendance criteria related to early departures (e.g., *"For truancy purposes, five (5) early departures, or a combination of tardies to school and early departures that equals five (5), shall equal one unexcused absence. However, this unexcused absence is for referral purposes, and the electronic record is not to be altered. Actual presence or absence on campus must be accurately reflected in the electronic record."*).

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Teacher Work Day: John Boyd/ Apryle Jackson

- John Boyd shared and reviewed Management's response to OCEA's contractual concerns regarding teacher workdays on the School District calendar with bargaining team members.
- John Boyd stated that Management contends that contract language is not needed at this time to address these concerns because SDOC has complied with existing contract language, and it is not a best practice for teachers to wait to provide feedback or to grade assignments until the end of the grading/ marking period.
- John Boyd stated that School District data exists that shows that many teachers take Personal Charged to Sick Leave and Board Leave on both teacher workdays and Professional Development Day.
- John Boyd stated that Management feels like it is more beneficial to move teacher workdays to Pre-Planning to provide teachers more time to complete professional development and to prepare for the new school year.
- John Boyd stated that Management commits to continue to provide Early Release Wednesdays prior to when nine weeks/ quarter student report card grades are due.
- April Isaacs stated that teachers do their best to provide feedback to students daily.
- April Isaacs stated that teachers are accepting and grading late student work because teachers are being compassionate, and Management should be compassionate towards teachers.
- Apryle Jackson stated that teachers accept late student work and are unable to enter the information into Focus until the end of the grading/ marking period.

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** February 16, 2021

Page 5 of 6



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Apryle Jackson stated that some teachers are voluntarily covering classes for absent teachers during their own planning periods due to the pandemic and have less time to grade student work before the end of the grading/ marking period.
- Apryle Jackson stated that teacher workdays are especially important to ESE teachers in order to comply with student Individualized Education Plans (IEPs) while assigning student nine weeks/ quarter grades.
- Apryle Jackson stated that some schools are making ESE teachers go to professional development that is unrelated to their teaching assignments.
- Karen Pruitt stated that OCEA received no prior notification of these changes to the current and future school years' calendars, and it is not collaborative on Management's behalf.
- Karen Pruitt asked whether it is beneficial for teachers to attend Professional Development classes at the end of the year, and whether teachers would even attend.
- April Isaacs stated that teachers take personal leave to grade late student work.
- Greg Gahris suggested that Management should address the individual not meeting expectations and not punish the group with changes to the school calendar.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Agenda Items for Next Meeting: John Boyd/ Lare Allen

- Agenda items for the next meeting may be sent to John Boyd via e-mail by the deadline established in the Bargaining Calendar.

**Next Meeting: Thursday, March 11, 2021; 05:00 – 06:30 PM  
Virtual Meeting**

### Pluses

- John Boyd stated that he appreciated bargaining team members' honest discussions on difficult topics and related concerns.

### Deltas

- N/A.

**ADJOURNED at 06:28 PM**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Thursday, April 08, 2021

**Location:** Virtual Meeting

OSCEOLA COUNTY EDUCATION ASSOCIATION (OCEA) MEMBERS ATTENDANCE				
1	Lare Allen	OCEA President/ Teacher	OCEA	<input checked="" type="checkbox"/>
2	Greg Gahris	Teacher	St. Cloud Middle School	<input checked="" type="checkbox"/>
3	April Isaacs	Teacher	St. Cloud High School	<input checked="" type="checkbox"/>
4	Apryle Jackson	OCEA Chief Negotiator/Teacher	Harmony High School	<input checked="" type="checkbox"/>
5	Paul Klauman	Teacher	Chestnut Elementary School	<input checked="" type="checkbox"/>
6	Jessica Priester	Teacher	Central Avenue Elementary	<input checked="" type="checkbox"/>
7	Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
8	Latrechia Simpson	Teacher	Denn John Middle School	<input checked="" type="checkbox"/>
9	Norine Stazko	ESOL Compliance Specialist	Gateway High School	<input checked="" type="checkbox"/>
10	Lori Swaby	OCEA Chief Negotiator/ Resource Compliance Specialist	ESE Department	<input checked="" type="checkbox"/>
MEMBERS ON BEHALF OF THE OSCEOLA COUNTY SCHOOL BOARD (OCSB) ATTENDANCE				
1	Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
2	John Boyd	Director/ Chief Negotiator	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Rolando Casado	Assistant Principal	Horizon Middle School	<input checked="" type="checkbox"/>
4	Jose Gonzalez	Director	Business & Finance	<input checked="" type="checkbox"/>
5	Sarah Graber	Chief Officer	Business & Finance	<input type="checkbox"/>
6	James Hickey	Principal	Harmony High School	<input checked="" type="checkbox"/>
7	Scott Knoebel	Principal	Narcoossee Elementary School	<input checked="" type="checkbox"/>
8	Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
9	Nadia Winston	Principal	Central Avenue Elementary	<input type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
N/A	Jennifer Gomez	Recording Secretary	Human Resources	<input checked="" type="checkbox"/>

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** April 13, 2021



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### GUEST(S):

Anne Calandrino	OCEA
Kimberly Castro-Stevens	Hickory Tree Elementary (HTES)
Hilary De Lucca	County Office ESE (CESE)
Cindy Jeffries	Federal Mediation and Conciliation Services
Steve Lapicco	Federal Mediation and Conciliation Services
Janet Moody	Narcoossee Elementary (NCES)



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 05:00 PM**

Meeting Protocol	
Mission Statement:	John Boyd
Philosophy:	John Boyd
Rationale:	John Boyd
Salary and Fringes:	Lare Allen
Goals:	John Boyd
Guest Protocol:	N/A
Speaking Order:	Tammy Cope-Otterson
Time Keeper:	Jim Hickey

John Boyd reviewed the Meeting Protocol.

## Introduction of New Bargaining Team Members

- N/A

## Reflection on Our Progress Together: John Boyd/ Apryle Jackson

- John Boyd stated that a summary of our work together was sent to bargaining team members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.

## Board Configurations: John Boyd/ Apryle Jackson

- John Boyd stated that board configurations communicate to students the learning goals for a lesson, but forms should never become more important than the substance, and other ways exist to communicate the same information such as handouts, overhead projectors, or smartboards.
- Apryle Jackson stated that there is no consistency with Board Configurations districtwide.
- Apryle Jackson stated that teachers who teach three (3) to four (4) subjects are being marked down by school administrators on their evaluations regarding board configurations.
- Apryle Jackson stated that OCEA proposes that:
  - The content of board configurations shall be consistent in elementary, middle, and high school.
  - Teachers with numerous subjects shall be required to update board configurations for the subject that they teach most of the day.
- Apryle Jackson stated that it is not possible to update board configurations for multiple subjects during student passing time.
- John Boyd stated that he understands OCEA's concerns about consistency and quantity.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### Floating Holiday: John Boyd/Apryle Jackson

- John Boyd stated that employees have six (6) personal charged to sick leave days which can be considered floating holidays.
- Apryle Jackson stated that OCEA proposes for one (1) leave day that is not a personal charged to sick leave day.
- Greg Gahrns stated that OCEA proposes this item because they have been told that there is no money for salaries, so this is a way to try to bargain to improve teachers' working conditions.
- Greg Gahrns stated that there are days teachers would prefer not to work such as religious holidays, birthdays, and non-federal holidays.
- Greg Gahrns stated that this item can be a reward to retain teachers.
- John Boyd stated that this school year has been very difficult to obtain substitute teachers during the pandemic, but even in a regular school year, obtaining substitute teachers for coverage can be challenging.
- John Boyd stated that he would take OCEA's proposal to School District Leadership.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Retirements, Resignations, and Non-Renewals: John Boyd/ Apryle Jackson

- John Boyd stated that the time intervals that OCEA proposed to receive employee data is not feasible for Management to fulfill.
- Apryle Jackson stated that OCEA understands that SDOC Human Resources is under-staffed, but OCEA is not notified of employees who have retired, resigned, or have been non-renewed until the following school year which costs OCEA dues money that must be paid to FEA for former employees.
- Lare Allen stated that they need information more rapidly than how they are receiving it.
- Tammy Cope-Otterson stated that she prepares a file quarterly that provides union members, demographic, and salary information.
- Tammy Cope-Otterson stated that sometimes employees will not inform Human Resources until the week of pre-planning when they have secured a job.
- Greg Gahrns stated that the issue occurring is that OCEA pays a bill to FEA monthly, and SDOC provides the file quarterly.
- Lare Allen requested a reasonable time frame for OCEA to receive a report.
- Tammy Cope-Otterson stated that Human Resources may be able to do the report monthly if they get an allocation for another employee.
- John Boyd asked what specific information the report needed to contain to be able to be provided to OCEA.
- Apryle Jackson stated that OCEA needs the employee's name, mailing address, teaching assignment, and facility.
- John Boyd stated that state law requires Human Resources to redact the addresses of some employees from the report which also takes time and effort.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

### MOU re: 2020-21 SDOC Safe Driver Plan (SDP): John Boyd/ Apryle Jackson

- John Boyd shared and reviewed the *MOU re: 2020-21 SDOC Safe Driver Plan (SDP)* and stated that the Safe Driver Plan would apply to all employees who drive a School District-operated vehicle, regardless of the frequency; and/ or the employee's personal vehicle when used for authorized SDOC business purposes.
- John Boyd stated that this would allow for progressive discipline based on the driving record.
- Lare Allen requested to know how many employees this will affect.
- John Boyd stated that this would affect six (6) green shirt employees and any other employees who transport students.
- John Boyd stated that this is a matter of risk and to know which employees can continue to transport students safely based upon the employee's driving record.
- Tammy Cope-Otterson stated that there are some teachers in the Exceptional Student Education (ESE) Life Lab that transport students to Publix or other places of employment.
- Tammy Cope-Otterson stated that the School District has a white fleet of vans for employees to transport students.
- John Boyd requested that OCEA to review the proposed MOU for our next BLT meeting.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Transfers: John Boyd/ Apryle Jackson

- John Boyd stated that there is a form for teacher transfers in the *Appendix* of our *Contract*, but instructional employees submit requests on the SDOC Employee Portal.
- John Boyd stated that the new proposed contract language would delete the form and direct instructional employees to the SDOC Employee Portal.
- Apryle Jackson asked about the virtual Transfer Fair that both parties agreed to do last year.
- Tammy Cope-Otterson stated that SDOC Human Resources shall conduct the virtual Transfer Fair on April 21, 2021 and April 29, 2021 from 5:00 PM to 6:30 PM.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Class Size: John Boyd/ Apryle Jackson

- John Boyd stated that enrollment at SDOC is trending positively compared to other school districts.
- John Boyd stated that the Florida Legislature is considering funding class size at the class size average for the school which could reduce School District funding.
- Lare Allen requested data on class size.
- John Boyd stated that Deputy Superintendent Thomas Phelps handles class size data.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Health and Safety: John Boyd/ Apryle Jackson

- John Boyd stated that this item is partly resolved.
- John Boyd stated that many SDOC employees are receiving their COVID-19 vaccine shots.

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** April 13, 2021





## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- John Boyd stated that SDOC is in alignment with CDC guidelines for social distancing.
- John Boyd stated that there are some concerns about variants affecting adolescents.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Evaluations: John Boyd/ Apryle Jackson

- John Boyd stated that this school year has been very unusual, and Management has compassion and grace regarding employee evaluations.
- John Boyd stated that the Senate Bill 7070, has language that proposes not to count student performance data for teacher evaluations.
- Apryle Jackson stated that it will be impossible to observe all of the required elements for teachers in the digital learning environment.
- John Boyd stated that administrators received guidelines about teacher evaluations and classroom observations of teachers in the digital learning environment.
- Apryle Jackson asked whether these guidelines were shared with OCEA.
- John Boyd stated that these guidelines were shared with administrators and teachers and are posted on our SDOC public website.
- Dr. Jessica Priester stated that the teachers at her school have not received these guidelines.
- Greg Gahrns stated that there was no training on these guidelines at his school.
- John Boyd stated that share these guidelines with OCEA.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Health Insurance Benefits: John Boyd/ Apryle Jackson

- John Boyd stated that this item was resolved.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Teacher Work Day: John Boyd/Apryle Jackson

- Apryle Jackson stated that in the past, there were many teacher absences during Post-Planning Days, and now there are four (4).
- Apryle Jackson requested to know if they are listed as Professional Development days or workdays.
- John Boyd stated that the intention is to offer professional development on some of the Post-Planning workdays.
- John Boyd stated that in the calendars for the 2021-22 and 2022-23 school years, there are eight (8) pre-planning days and two (2) Teacher Workdays.
- Karen Pruitt asked about the available data for teacher absences on past Teacher Workdays.
- John Boyd stated that for the 2019-20, twenty percent (20%) [one (1) out of five (5)] of teachers were absent on a Teacher Workday.
- Karen Pruitt stated that administrators are asking teachers not to give rigid deadlines to students, and this practice makes grading very difficult for teachers who have four (4) or more preps.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Jim Hickey stated that at his school the entire staff enjoyed the ten (10) days before the students came back.
- Dr. Jessica Priester stated that as an ESE Teacher who has seven (7) students, she must do their report cards, progress reports, and Individual Education Plans (IEPs), and that it is even more difficult for teachers with more students.
- April Isaacs stated that if some exams require essays, it would be very difficult to grade 150 students' essays in three (3) days.
- April Isaacs stated she appreciates the days at the beginning of the year, but it would be helpful to have a day after the end each semester to complete paperwork.
- Lare Allen stated that Teacher Workdays need to be spread throughout the school year.
- Trae Simpson stated that when Management is creating the school calendars, they should consult with SDOC ESE for their recommendations.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Agenda Items for Next Meeting: John Boyd/ Lare Allen

- Agenda items for the next meeting may be sent to John Boyd via e-mail by the deadline established in the Bargaining Calendar.

**Next Meeting: Thursday, May 13, 2021; 05:00 – 06:30 PM  
Virtual Meeting**

### Pluses

- John Boyd stated that he appreciated everyone for their candor and honesty.
- Greg Gahris thanked everyone and stated that this was his last BLT meeting.

### Deltas

- John Boyd stated that he hoped any new legislation does not affect us negatively.

**ADJOURNED at 06:20 PM**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Thursday, May 13, 2021

**Location:** Virtual Meeting

OSCEOLA COUNTY EDUCATION ASSOCIATION (OCEA) MEMBERS ATTENDANCE				
1	Lare Allen	OCEA President/ Teacher	OCEA	<input checked="" type="checkbox"/>
2	April Isaacs	Teacher	St. Cloud High School	<input checked="" type="checkbox"/>
3	Apryle Jackson	OCEA Chief Negotiator/Teacher	Harmony High School	<input checked="" type="checkbox"/>
4	Paul Klauman	Teacher	Chestnut Elementary School	<input checked="" type="checkbox"/>
5	Jessica Priester	Teacher	Central Avenue Elementary	<input checked="" type="checkbox"/>
6	Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
7	Latrechia Simpson	Teacher	Denn John Middle School	<input checked="" type="checkbox"/>
8	Norine Stazko	ESOL Compliance Specialist	Gateway High School	<input checked="" type="checkbox"/>
9	Lori Swaby	OCEA Chief Negotiator/ Resource Compliance Specialist	ESE Department	<input checked="" type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
MEMBERS ON BEHALF OF THE OSCEOLA COUNTY SCHOOL BOARD (OCSB) ATTENDANCE				
1	Michael Allen	Assistant Superintendent	Middle School Education	<input type="checkbox"/>
2	John Boyd	Director/Chief Negotiator	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Rolando Casado	Assistant Principal	Parkway Middle School	<input checked="" type="checkbox"/>
4	Jose Gonzalez	Director	Business & Finance	<input checked="" type="checkbox"/>
5	Sarah Graber	Chief Officer	Business & Finance	<input type="checkbox"/>
6	James Hickey	Principal	Harmony High School	<input checked="" type="checkbox"/>
7	Scott Knoebel	Principal	Narcoossee Elementary School	<input checked="" type="checkbox"/>
8	Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
9	Nadia Winston	Principal	Central Avenue Elementary	<input checked="" type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
N/A	Jennifer Gomez	Recording Secretary	Human Resources	<input checked="" type="checkbox"/>

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** May 21, 2021



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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**GUEST(S):**

Janet Moody	Narcoossee Elementary (NCES)
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# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 05:00 PM**

Meeting Protocol	
Mission Statement:	John Boyd
Philosophy:	John Boyd
Rationale:	John Boyd
Salary and Fringes:	Lare Allen
Goals:	John Boyd
Guest Protocol:	N/A
Speaking Order:	Scott Knoebel and Tammy Cope-Otterson
Time Keeper:	Jim Hickey

John Boyd reviewed the Meeting Protocol.

## Introduction of New Bargaining Team Members

- N/A

## Reflection on Our Progress Together: John Boyd/ Apryle Jackson

- John Boyd stated that a summary of our work together was sent to bargaining team members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.

## MOU re: Safe Driver Plan: John Boyd/ Apryle Jackson

- John Boyd shared and reviewed the proposed *MOU re: Safe Driver Plan*.
- John Boyd stated that the Teamsters bargaining unit already approved the *MOU re: Safe Driver Plan*.
- Apryle Jackson stated that the MOU re: Safe Driver Plan did not state any insurance requirement for the vehicles that transport students.
- Apryle Jackson stated that employees who drive School District vehicles must be informed that their driving is being recorded.
- John Boyd stated that he would ask the Transportation Department for more details.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### Workdays: John Boyd/ Apryle Jackson

- Apryle Jackson stated that teachers used past workdays to plan for the nine weeks and grade.
- Apryle Jackson stated that teachers receive late student work and usually take it home to grade.
- Apryle Jackson stated that OCEA requests the data that shows that employees use personal or board leave during teacher workdays.
- Apryle Jackson stated that teachers had the option of using one of the workdays as a Flex Day if they came to school a day early in August, but no longer have that option.
- Apryle Jackson stated that OCEA insists that teachers need the workdays during the school year.
- Apryle Jackson stated that these workdays are also used to prepare lesson plans and classrooms.
- Lare Allen stated that OCEA agrees that feedback needs to be provided in a timely manner, but teachers may not have time to complete grades on time without workdays.
- John Boyd stated that if a teacher worked a Flex Day in the beginning of the school year, then the teacher could schedule the Flex Day off during Post-Planning.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### ESE Teacher Certification/Supplement: John Boyd/ Apryle Jackson

- Apryle Jackson stated that elementary school ESE teachers are concerned because EBD, IND, and ASD students will be scheduled in the same teacher's classroom next school year.
- Apryle Jackson stated that this change would cause safety concerns for both students and teachers.
- Apryle Jackson stated that when these teachers met with the School District, their questions were not answered.
- Apryle Jackson detailed some situations that have occurred with ESE students:
- Lori Swaby stated that elementary school ESE teachers will have more paperwork and meetings for these new students and are already underpaid for all the work that they do now.
- April Isaacs stated that minimum wage for fast food workers is going up but not for ESE teachers.
- Trae Simpson stated that there are not enough hours during the workday to complete all of the work that is required for ESE and Gifted teachers, and many things are done during the teachers' personal time.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### State Teacher Bonus (e.g., \$1,000): John Boyd/Apryle Jackson

- Apryle Jackson stated that all teachers should benefit from the \$1,000 state bonus for teachers, and it should be given to staff who finish this school year by June 30, 2021.
- John Boyd stated that FLDOE has a federal deadline to disburse the related federal stimulus funds by June 30, 2021.
- John Boyd stated that Management agrees that all classroom and non-classroom instructional employees should receive the \$1,000 state bonus for teachers, but the state allocation is limited to classroom teachers.
- Apryle Jackson requested an MOU for this agenda item.
- Jose Gonzalez stated that the timing for the disbursement of these bonuses is out of Management's control.
- Jose Gonzalez stated that the plan is for FLDOE to pay teachers directly.
- Jose Gonzalez stated that they must issue 1099 forms for teachers to use for taxes since the teachers are not employees of FLDOE.
- Lare Allen requested to know if non-classroom instructional employees would be included.
- John Boyd responded that he would take this question to School District Leadership.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Health Insurance: John Boyd/Apryle Jackson

- Apryle Jackson stated that there are still difficulties with the new insurance.
- Apryle Jackson stated that OCEA would like a separate Health Benefits sub-committee to discuss employee concerns.
- Apryle Jackson stated that she had a medical procedure completed this week that she has tried to schedule since last December.
- April Isaacs stated that she receives five (5) to fifteen (15) complaints daily.
- Karen Pruitt stated that she had to cancel a medical procedure because it cannot be done at Advent Health.
- Karen Pruitt stated that many employees would not come back next year due to insurance and pay concerns.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

## Agenda Items for Next Meeting: John Boyd/Lare Allen

- Agenda items for the next meeting may be sent to John Boyd via e-mail by the deadline established in the Bargaining Calendar.
- Lare Allen requested the following items for the next meeting's agenda:
  - Salary increases to \$47,500 for all teachers
  - VAM Scores

**Next Meeting:** TBD  
**Virtual Meeting**

## Pluses

- John Boyd stated that he appreciated everyone for their candor and honesty.
- Bargaining Team Members thanked Apryle Jackson for her support these years as Chief Negotiator and OCEA President.

## Deltas

- N/A.

**ADJOURNED at 05:48 PM**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Thursday, August 05, 2021  
**Location:** SDOC Transportation Department, International Room  
401 Simpson Road, Kissimmee, FL 34744

OSCEOLA COUNTY EDUCATION ASSOCIATION (OCEA) MEMBERS ATTENDANCE				
1	Lare Allen	OCEA President/ Teacher	OCEA	<input checked="" type="checkbox"/>
2	Dr. Carl Howard	Resource Compliance Specialist	Osceola High School	<input type="checkbox"/>
3	April Isaacs	OCEA Chief Negotiator/Teacher	St. Cloud High School	<input checked="" type="checkbox"/>
4	Paul Klauman	Teacher	Chestnut Elementary School	<input checked="" type="checkbox"/>
5	Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
6	Latrechia Simpson	Teacher	Denn John Middle School	<input checked="" type="checkbox"/>
7	Norine Stazko	ESOL Compliance Specialist	Gateway High School	<input checked="" type="checkbox"/>
8	Lori Swaby	Resource Compliance Specialist	ESE Department	<input checked="" type="checkbox"/>
9	Janet Moody	Teacher	Narcoossee Elementary School	<input checked="" type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
MEMBERS ON BEHALF OF THE OSCEOLA COUNTY SCHOOL BOARD (OCSB) ATTENDANCE				
1	Dr. Michael Allen	Assistant Superintendent	Middle School Education	<input type="checkbox"/>
2	John Boyd	Director/Chief Negotiator	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Rolando Casado	Assistant Principal	Parkway Middle School	<input checked="" type="checkbox"/>
4	Jose Gonzalez	Director	Business & Finance	<input checked="" type="checkbox"/>
5	Sarah Graber	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
6	James Hickey	Principal	Harmony High School	<input checked="" type="checkbox"/>
7	Scott Knoebel	Principal	Narcoossee Elementary School	<input checked="" type="checkbox"/>
8	Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
9	Nadia Winston	Principal	Central Avenue Elementary	<input checked="" type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
N/A	Jennifer Gomez	Recording Secretary	Human Resources	<input checked="" type="checkbox"/>



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### GUEST(S):

Greg Gahris	St. Cloud Middle School
Kristie Rupchand	OCEA
Felicia Smith	Celebration High School



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 05:33 PM**

Meeting Protocol	
Mission Statement:	John Boyd
Philosophy:	Karen Pruitt
Rationale:	Tammy Cope-Otterson
Salary and Fringes:	April Isaacs
Goals:	Jim Hickey
Guest Protocol:	John Boyd
Speaking Order:	Trae Simpson
Time Keeper:	Jim Hickey

John Boyd reviewed the Meeting Protocol.

## Introduction of New Bargaining Team Members

- April Isaacs introduced Janet Moody as a new OCEA member for the BLT bargaining team.

## Reflection on Our Progress Together: John Boyd/ Lori Swaby

- John Boyd stated that a summary of our work together was sent to bargaining team members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.
- John Boyd expressed that he was glad everyone was well.

## Salaries and Benefits: John Boyd/April Isaacs

- John Boyd shared and reviewed the revised SDOC Salaries and Benefits Package Proposal and supporting documents with bargaining team members.
  - John Boyd stated that this offer is in its entirety as a complete package is contingent upon the Osceola County Education Association (OCEA) withdrawing its request for arbitration with the Federal Mediation and Conciliation Service (e.g., Case Number 210622-07820 filed on June 22, 2021).
  - John Boyd stated that SDOC would offer a one (1) optional paid post-planning day for the 2021-22 school year.
  - John Boyd stated that SDOC proposed for 2021-22 school year a one-time, non-recurring supplement of \$1,000 for non-classroom and part-time classroom instructional employees.
  - John Boyd stated that SDOC proposed for the 2021-22 school year that each instructional bargaining unit employee shall receive a one-time, one-paycheck benefit premium deduction holiday.
  - John Boyd stated that each instructional bargaining unit employee who currently receives a minimum base salary:
    - less than \$47,000 shall receive a recurring salary increase equal to the greater of \$600 or the amount required to attain a salary of \$47,100.
    - equal to or greater than \$47,100 shall receive a recurring salary increase as follows:



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- ✓ \$850, or seventeen (17) salary schedule levels, for instructional employees whose final summative evaluation rating is "Highly Effective."
- ✓ \$650, or thirteen (13) salary schedule levels, for instructional employees who are Grandfathered (Professional Service Contract or Continuing Contract status) and whose final summative evaluation rating is either "Highly Effective" or "Effective" [Note: No change in contract status is required.]; or
- ✓ \$600, or twelve (12) salary schedule levels, for instructional employees whose final summative evaluation rating is "Effective."
- John Boyd stated that for the 2022-23 school year, SDOC would propose that each instructional bargaining unit employee shall receive:
  - a one-time, non-recurring supplement of \$1,000; and
  - a one-time, one-paycheck benefits premium deduction holiday.
- John Boyd stated that there were no design changes to our school district's major medical health insurance benefits plan.
- John Boyd stated that the School Board would continue to match the employee's Flexible Spending Account (FSA) savings of \$750 or more with a contribution of \$250 in order to assist the employee toward the employee's deductible.
- John Boyd stated that SDOC would continue its commitment to our School District's Center for Employee Health.
- John Boyd stated that SDOC agrees to return to salary negotiations for the 2022-23 school year if either:
  - The change in the available unrestricted Florida Education Finance Program (FEFP) per student funding is greater than two percent (2%); or
  - The Florida Legislature appropriates additional funds for the Teacher Salary Increase Allocation or other similar specific compensation for instructional employees and legislates related terms and conditions.
- John Boyd shared and reviewed the *MOU re: Flex Day* and stated that any instructional school employee who follows the terms and conditions of our past practice and worked Friday, July 29, 2021, (or a day pre-arranged with the instructional employee's supervising administrator) shall be compensated with a Flex Day.
- John Boyd stated that the State of Florida sent an email today to notify school districts that disaster relief payments were being mailed to full-time classroom teachers and school principals during August.
- Sarah Graber stated that the State of Florida is mailing the \$1,000 checks directly to full-time classroom teachers and school principals who were employed here last school year.
- John Boyd restated that the School District's proposal offers a one-time, non-recurring supplement of \$1,000 for non-classroom and part-time classroom instructional employees.
- John Boyd restated that each instructional employee shall receive a one-time, one-paycheck benefits premium deduction holiday for both the 2021-22 and 2022-23 school years.
- Sarah Graber stated that the School District's proposal offers a recurring salary for all instructional bargaining unit employees.
- Tammy Cope-Otterson stated that she responded to Anne Calandrino's Public Records Request.
- John Boyd stated that there are no changes to the major medical health insurance benefits plan.
- Norine Stazko stated that new instructional employees received a higher salary increase than some veteran teachers last year.
- John Boyd stated that Norine Stazko was correct and that the Florida Legislature wrote the law in a manner where this situation occurs.
- John Boyd stated that he does not believe the law respects the successful experience of veteran teachers.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- John Boyd stated that the changes to state law last year place limits on the amounts of salary increases that can be offered to grandfather versus performance pay instructional bargaining unit employees, and the effect of this state law will cause the compression of the salary schedule even further in future school years.
- Janet Moody stated that some employees opt out of the School District's major medical health insurance benefits plan and would not benefit from the proposed premium holidays.
- John Boyd stated that the employees who choose to opt-out of the School District's major medical health insurance benefits plan already receive a substantial monetary supplement that other employees who participate in the plan do not.
- Jim Hickey stated that most instructional bargaining unit employees would still appreciate the extra pay in their paychecks regardless when the premium holiday occurs.
- Sarah Graber stated that SDOC would like to schedule the one-time, one paycheck benefit premium deduction holiday in the December paychecks so that employees would receive it prior to Winter Break and would like to apply it to paycheck deductions for premiums of all insurance plans.
- Sarah Graber stated that SDOC would be able to provide the one-time, non-recurring supplement of \$1,000 to non-classroom and part-time instructional employees once both parties ratify the contract.
- Trae Simpson asked whether anything was being offered to veteran teachers.
- John Boyd stated that the School District's proposal includes salary increases for both performance pay and grandfather instructional bargaining unit employees.
- April Isaacs stated that OCEA appreciates the offer of the optional paid Post-Planning Day but does not agree that instructional employees should be asked to work another day in order to receive it or be penalized.
- Karen Pruitt stated that in the 2022-23 school year calendar, students and teachers are still scheduled to leave on the same day.
- Karen Pruitt stated that the proposed *MOU re: Flex Day* was late and that not all Principals forwarded the information to their employees.
- John Boyd stated that Management honored language that was agreed to as part of the same MOU for prior school years.
- Karen Pruitt stated that the vision insurance benefits plan changed.
- John Boyd stated that our Contract speaks to the major medical plan, and does not require Management to bargain changes to the vision and/ or dental insurance benefits plans.
- Sarah Graber stated that there were no changes to the major medical health insurance benefits plan and that the changes to the vision insurance benefits plan were beneficial to the employee.
- Jose Gonzalez stated that state funds for SDOC's 2021-22 Teacher Salary Increase Allocation (TSIA) were \$1.1 million, and SDOC's salaries and benefits package proposal costs \$9.1 million from all funding sources across both the 2021-22 and 2022-23 school years.
- Sarah Graber stated that the general fund unassigned balance was \$51.9 million.
- Sarah Graber stated that the financial conditional ratio is 11.4%.
- Sarah Graber stated that the total funds for all three (3) iterations of the CARES Act were \$210 million. These funds are distributed among private, charter, and traditional public schools.
- Sarah Graber stated that Cares I has been spent.
- Sarah Graber stated that Cares II will be spent on the Summer Program and other curriculum and instruction programs for student achievement for which the law requires these funds must be spent.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Sarah Graber shared and reviewed the following information which represents the foundations for the Osceola County School Board's cautious fiscal policy:
  - Section 1011.051 – Guidelines for general funds, Florida Statutes, requires school districts to maintain a minimum of a 3% fund balance or face possible takeover by a financial emergency board appointed by the Commissioner of the Florida Department of Education;
  - Section 218.503 – Determination of financial emergency, Florida Statutes, defines the negative consequences that may occur during a financial emergency;
  - In order to avoid such negative consequences, our Osceola County School Board Rule 7.10 – School Budget System requires the School District to maintain a minimum of a 6% fund balance;
  - The Government Finance Officers Association's (GFOA) Best Practice on Fund Balance Guidelines for the General Fund states:

*"Nevertheless, GFOA recommends, at a minimum, that general-purpose governments, regardless of size, maintain unrestricted budgetary fund balance in their general fund of no less than two months of regular general fund operating revenues or regular general fund operating expenditures. The choice of revenues or expenditures as a basis of comparison may be dictated by what is more predictable in a government's particular circumstances. Furthermore, a government's particular situation often may require a level of unrestricted fund balance in the general fund significantly in excess of this recommended minimum level. In any case, such measures should be applied within the context of long-term forecasting, thereby avoiding the risk of placing too much emphasis upon the level of unrestricted fund balance in the general fund at any one time. ..."* [Retrieved from: <https://www.gfoa.org/materials/fund-balance-guidelines-forthe-general-fund>]

- In addition, in order to have a good bond rating from agencies such as Fitch Ratings and Moody's Investor Service, the School District must maintain a fund balance that protects against unexpected costs or revenue shortfalls and remains consistent year over year. Bond ratings determine the cost of capital for which school districts can borrow funds to construct new schools and maintain our existing facilities.
- Sarah Graber restated that the School District's current general fund balance is at 11.4%.
- Sarah Graber stated that if the general fund balance decreases to the 3% minimum that state law requires, then the Florida Department of Education shall require the School District to put a plan in place to remedy the budget situation.
- Sarah Graber stated that the Districts who are defying the Governor's executive order against mask mandates are able to pay their employees utilizing the funds from their general fund balance.
- April Isaacs stated that the Orange County Public Schools are paying \$200 to their employees who receive the COVID-19 vaccine.
- John Boyd stated that the School District is aware of Orange County's MOU.
- John Boyd stated that the School District is able to offer to instructional employees today's salaries and benefits proposal, while other school districts may not be able to do so.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**





## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### Agenda Items for Next Meeting: John Boyd/Lare Allen

- Agenda items for the next meeting may be sent to John Boyd via e-mail by the deadline established in the Bargaining Calendar.

**Next Meeting:**            **Thursday, August 19, 2021, 4:30 PM – 6:00 PM**  
                                 **SDOC Transportation Department, International Room**  
                                 **401 Simpson Road, Kissimmee, FL 34744**

### Pluses

- John Boyd stated that he appreciated bargaining team members for their candor and honesty.

### Deltas

- N/A.

**ADJOURNED at 06:45 PM**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Thursday, August 19, 2021  
**Location:** SDOC Transportation Department, International Room  
401 Simpson Road, Kissimmee, FL 34744

OSCEOLA COUNTY EDUCATION ASSOCIATION (OCEA) MEMBERS ATTENDANCE				
1	Lare Allen	OCEA President/ Teacher	OCEA	<input checked="" type="checkbox"/>
2	Dr. Carl Howard	Resource Compliance Specialist	Osceola High School	<input checked="" type="checkbox"/>
3	April Isaacs	OCEA Chief Negotiator/Teacher	St. Cloud High School	<input checked="" type="checkbox"/>
4	Paul Klauman	Teacher	Chestnut Elementary School	<input checked="" type="checkbox"/>
5	Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
6	Latrechia Simpson	Teacher	Denn John Middle School	<input type="checkbox"/>
7	Norine Stazko	ESOL Compliance Specialist	Gateway High School	<input checked="" type="checkbox"/>
8	Lori Swaby	OCEA Chief Negotiator/ Resource Compliance Specialist	ESE Department	<input checked="" type="checkbox"/>
9	Janet Moody	Teacher	Narcoossee Elementary School	<input checked="" type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
MEMBERS ON BEHALF OF THE OSCEOLA COUNTY SCHOOL BOARD (OCSB) ATTENDANCE				
1	Dr. Michael Allen	Assistant Superintendent	Middle School Education	<input type="checkbox"/>
2	John Boyd	Director/Chief Negotiator	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Dr. Rolando Casado	Assistant Principal	Parkway Middle School	<input checked="" type="checkbox"/>
4	Jose Gonzalez	Director	Business & Finance	<input checked="" type="checkbox"/>
5	Sarah Graber	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
6	James Hickey	Principal	Harmony High School	<input type="checkbox"/>
7	Scott Knoebel	Principal	Narcoossee Elementary School	<input checked="" type="checkbox"/>
8	Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
9	Nadia Winston	Principal	Central Avenue Elementary	<input type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
N/A	Jennifer Gomez	Recording Secretary	Human Resources	<input checked="" type="checkbox"/>



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### GUEST(S):

Anne Calandrino	OCEA
Ruth Nelson	Osceola High School
Zahira Pena Andino	Sunrise Elementary School
Kristie Rupchand	OCEA
Alvey Shrader	Kissimmee Middle School
Felicia Smith	Celebration High School



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 04:38 PM**

Meeting Protocol	
Mission Statement:	John Boyd
Philosophy:	Karen Pruitt
Rationale:	Lori Swaby
Salary and Fringes:	April Isaacs
Goals:	Scott Knoebel
Guest Protocol:	John Boyd
Speaking Order:	April Isaacs
Time Keeper:	Tammy Cope-Otterson

John Boyd reviewed the Meeting Protocol.

## Introduction of New Bargaining Team Members

- April Isaacs introduced Dr. Carl Howard as a new OCEA member for the BLT bargaining team.

## Reflection on Our Progress Together: John Boyd/ Lori Swaby

- John Boyd stated that a summary of our work together was sent to bargaining team members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.

## Salaries and Benefits: John Boyd/April Isaacs

- April Isaacs requested for OCEA members to caucus.

**The meeting recessed at 04:47 PM in order for OCEA members to caucus about OCEA's proposal.**

**The meeting reconvened and resumed at 04:56 PM.**

- April Isaacs stated that OCEA would like instructional employees to be rewarded for the previous difficult school year and possibly this new school year.
- April Isaacs stated that OCEA would withdraw their arbitration if the School District would agree to their entire proposal.
- April Isaacs shared and reviewed OCEA counter-proposal planks with bargaining team members.
  - April Isaacs stated that OCEA proposes to accept the offer of one (1) additional post-planning day on Friday, May 27, 2022, with the condition that no additional meetings, workshops, or professional development be added to the end of the school year.
  - April Isaacs stated that this proposal is contingent upon a revision to the 2022-2023 school year calendar which OCEA claims is in violation of *Article 6.02 of the Instructional Employees' Contract*.
  - April Isaacs stated that OCEA proposes that instructional employees be provided with at least one (1) duty-free planning day at the end of each quarter for the purpose of grading, data entry,

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** August 24, 2021

Page 3 of 6



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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and planning, as determined by the classroom instructional employee, and no additional meetings, workshop or professional development be scheduled on these days.

- April Isaacs stated that OCEA proposes that calendars for future school years not be approved by the School Board prior to following *Article 6.02* of the *Instructional Employees' Contract*.
- April Isaacs stated that if the School District accepts this counteroffer, and it becomes ratified, then OCEA shall withdraw its request for arbitration with the Federal Mediation and Conciliation Services (FMCS) (e.g., Case Number 210622-07820 filed on June 22, 2021).
- April Isaacs stated that OCEA proposes that the School District honor its offer of a one-time, non-recurring supplement of \$1,000 for all non-classroom and part-time classroom instructional employees.
- April Isaacs stated that OCEA proposes that the School District provide a one-time employee retention incentive supplement of \$3,000 for instructional employees with a base salary of \$50,000 and above or fifteen (15) or more years of experience, whichever is higher.
- April Isaacs stated that OCEA proposes that a committee be appointed with equal representation across all bargaining units to find an insurance company which will meet the requirements of *Section 112.08 (2)(a), Florida Statutes*, beginning September 2021.
- John Boyd stated that after both parties reach tentative agreement and ratify the Salaries and Benefits package proposal, then non-classroom and part-time instructional employees could receive their supplements no later than two (2) pay periods thereafter.
- Sarah Graber added that instructional employees would receive their supplements depending on the date ratified.
- Dr. Carl Howard asked whether non-classroom and part-time instructional employees could receive the proposed supplements prior to ratification.
- John Boyd responded that Management did want to bifurcate compensation items already within Management's Salaries and Benefits Package Proposal.
- John Boyd stated that salary is always bargained.
- April Isaacs stated that classroom instructional employees have already begun receiving their supplements from the state.
- John Boyd responded that she was correct.
- Sarah Graber stated that the money offered to non-classroom instructional employees will come from School District funds only.
- Dr. Carl Howard stated that other school districts have offered the same supplement without ratifying a tentative agreement.
- April Isaacs thanked him and stated he was correct.
- Dr. Carl Howard stated requested to know if this can be part of an MOU.
- Sarah Graber asked whether it could part of an MOU.
- John Boyd responded that it could be part of an MOU.
- John Boyd stated that our past practice has been that tentative agreements for both salaries and benefits proposals and MOUs have been part of the ratification packet.
- Norine Stazko stated that the supplement should be part of an MOU.
- Janet Moody asked whether the School District would deduct payroll taxes on the supplement.
- Sarah Graber stated that the School District would use general funds and would deduct payroll taxes as the law requires.
- Dr. Carl Howard stated that in making these decisions, the School District should be governed by the principle of equity, and there is no reason to wait for ratification.
- April Isaacs stated that the \$3,000 retention supplement that OCEA proposes is to reduce turnover of high-quality employees.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- April Isaacs restated that OCEAs proposed retention supplement is a one-time supplement of \$3,000 for instructional employees with a base salary of \$50,000 and above or fifteen (15) or more years of experience, whichever is higher.
- April Isaacs stated that instructional employees with multiple years of experience are upset for not making more money than newly hired instructional employees with less experience.
- April Isaacs stated that the Governor's minimum teacher salary requirement and the Teacher Salary Increase Allocation (TSIA) gave an incentive to new instructional employees and upset veteran instructional employees.
- April Isaacs stated that the School District must do more to retain teachers with experience.
- John Boyd asked if the retention supplement was in addition to the salary increase in Management's Salaries and Benefits Package Proposal.
- April Isaacs stated that it was in addition to Management's proposal.
- April Isaacs stated that there are School Board Members who have the School District's health insurance benefits and do not like it.
- April Isaacs stated that OCEA proposes a committee to find an insurance that employees and families do like.
- April Isaacs stated that many employees are leaving the School District because they do not like the School District's health insurance benefits.
- Sarah Graber stated that Management shares OCEA's concerns and is working on a solution.
- Sarah Graber stated that there has always been opportunities for union representation in the bidding process to select health insurance providers.
- Dr. Carl Howard asked whether Aither is up for renewal.
- Sarah Graber stated that there are two (2) years left before Aither's contract expires.
- Dr. Carl Howard asked whether there was a penalty for terminating Aither's contract early.
- Sarah Graber stated that there would be no fee.
- John Boyd stated that it would still cost the School District to change health insurance providers.
- Dr. Carl Howard asked whether Aither was for the health insurance provider for all employees.
- John Boyd responded that all employees are on the same plan.
- Sarah Graber asked if OCEA would like to address the premium deduction holiday or the \$250 Flexible Spending Account (FSA).
- April Isaacs stated that OCEA would not be addressing those items today.
- John Boyd stated that the School District had proposed that voluntary professional development would be offered on teacher workdays, and teachers could choose whether to attend.
- April Isaacs stated that some administrators may not be consistent and permit teachers to choose.
- April Isaacs stated that instructional employees would like a day to clean out their classrooms and complete paperwork.
- Janet Moody suggested that the Professional Development Department be notified in advance so that they do not schedule any professional development on the last day.
- Dr. Carl Howard stated that if a professional development is important, then it should be offered on different days.
- John Boyd stated that there are few workdays without student contact, and limited funds for salary increases and additional paid workdays for professional development.
- John Boyd stated that if a Professional Development is voluntary, then employees do not have to attend.
- Karen Pruitt stated that some employees are very upset that meetings were still scheduled on teacher workdays.
- Dr. Carl Howard asked what Index 20 is and the number of employees affected by the ESE Supplement.
- Tammy Cope-Otterson stated that on Index 20, there is a date, September 18, 2002.

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** August 24, 2021

Page 5 of 6



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Tammy Cope-Otterson stated that since both parties agreed to a new supplement schedule in 2014, Index 20 is no longer used.
- Dr. Carl Howard asked whether there could be a supplement added for Gifted teachers.
- John Boyd stated that the School District is trying to encourage growth in the Gifted program and would consider whether this idea was feasible.
- Janet Moody asked about the state law that classifies instructional employees.
- John Boyd stated that the definitions statute classifies instructional employees [e.g., *Section 1012.01, Florida Statutes*].
- John Boyd stated that the numbers for Management's proposal are taken from the 2018-19 school year since there were no evaluation ratings for the 2019-20 school year, and evaluation ratings for the 2020-21 school year are not yet complete.
- Jose Gonzalez stated that the numbers of affected employee's for Management's proposal were:
  - Highly Effective = 574
  - Effective = 2,157
  - Grandfathered = 1,148
  - Total employees = 3,879
- Janet Moody asked several questions about our School District's health insurance benefits.
- Sarah Graber told Janet Moody to email her questions so that she can get them answered for her.
- John Boyd stated that administrators were notified this afternoon via e-mail that the ten (10) days of COVID-19/ Coronavirus sick leave shall be applied regardless of the employee's vaccination status and shall be retroactive to July 01, 2021, for eligible employees.
- Karen Pruitt asked whether employees should email the Risk & Benefits Department to request that the ten (10) days of COVID-19/ Coronavirus sick leave be applied.
- Sarah Graber stated that employees should do so.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Agenda Items for Next Meeting: John Boyd/Lare Allen

- Agenda items for the next meeting may be sent to John Boyd via e-mail by the deadline established in the Bargaining Calendar.

**Next Meeting: Thursday, August 26, 2021, 4:30 PM – 6:00 PM**  
**SDOC Transportation Department, International Room**  
**401 Simpson Road, Kissimmee, FL 34744**

### Pluses

- John Boyd stated that he appreciated everyone for their candor and honesty.

### Deltas

- N/A.

**ADJOURNED at 06:10 PM**





# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Thursday, August 26, 2021  
**Location:** SDOC Transportation Department, International Room  
401 Simpson Road, Kissimmee, FL 34744

OSCEOLA COUNTY EDUCATION ASSOCIATION (OCEA) MEMBERS ATTENDANCE				
1	Lare Allen	OCEA President/ Teacher	OCEA	<input checked="" type="checkbox"/>
2	Dr. Carl Howard	Resource Compliance Specialist	Osceola High School	<input checked="" type="checkbox"/>
3	April Isaacs	OCEA Chief Negotiator/Teacher	St. Cloud High School	<input checked="" type="checkbox"/>
4	Paul Klauman	Teacher	Chestnut Elementary School	<input checked="" type="checkbox"/>
5	Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
6	Latrechia Simpson	Teacher	Denn John Middle School	<input type="checkbox"/>
7	Norine Stazko	ESOL Compliance Specialist	Gateway High School	<input checked="" type="checkbox"/>
8	Lori Swaby	OCEA Chief Negotiator/ Resource Compliance Specialist	ESE Department	<input checked="" type="checkbox"/>
9	Janet Moody	Teacher	Narcoossee Elementary	<input checked="" type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
MEMBERS ON BEHALF OF THE OSCEOLA COUNTY SCHOOL BOARD (OCSB) ATTENDANCE				
1	Dr. Michael Allen	Assistant Superintendent	Middle School Education	<input type="checkbox"/>
2	John Boyd	Director/Chief Negotiator	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Rolando Casado	Assistant Principal	Parkway Middle School	<input type="checkbox"/>
4	Jose Gonzalez	Director	Business & Finance	<input checked="" type="checkbox"/>
5	Sarah Graber	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
6	James Hickey	Principal	Harmony High School	<input checked="" type="checkbox"/>
7	Scott Knoebel	Principal	Narcoossee Elementary School	<input checked="" type="checkbox"/>
8	Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
9	Nadia Winston	Principal	Central Avenue Elementary	<input type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
N/A	Jennifer Gomez	Recording Secretary	Human Resources	<input checked="" type="checkbox"/>



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### GUEST(S):

Anne Calandrino	OCEA
Zahira Pena Andino	Sunrise Elementary School
Kristie Rupchand	OCEA
Alvey Shrader	Kissimmee Middle School
Felicia Smith	Celebration High School



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 04:30 PM**

Meeting Protocol	
Mission Statement:	John Boyd
Philosophy:	Sarah Graber
Rationale:	Lori Swaby
Salary and Fringes:	Jim Hickey
Goals:	April Isaacs
Guest Protocol:	N/A
Speaking Order:	Dr. Michael Allen
Time Keeper:	Jim Hickey

John Boyd reviewed the Meeting Protocol.

## Introduction of New Bargaining Team Members

- N/A

## Reflection on Our Progress Together: John Boyd/ Lare Allen

- John Boyd stated that a summary of our work together was sent to bargaining team members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.

## Salaries and Benefits: John Boyd/ April Isaacs

- John Boyd stated that he sent an email to April Isaacs and Lare Allen to request a response to Management's salary and benefits offer.
- April Isaacs stated that she had received it, and OCEA has a response.
- April Isaacs stated that OCEA proposes to accept the offer of one additional post-planning day on Friday, May 27, 2022, at the employee's instructional rate of pay to use as a specific workday upon the following conditions that:
  - Management shall schedule no additional meetings, workshops, or professional development on this day;
  - Management shall revise the 2022-2023 calendar that our School Board approved since it was in violation of *Article 6.02* of our *Instructional Employees' Contract*.
  - Management shall agree to the following change in contract language: "*Teachers shall be provided with at least one (1) duty free planning day at the end of each quarter for the purpose of grading, data entry, and planning as determined by the classroom teacher. There will be no additional meetings, workshops, or professional development scheduled on these days.*"
  - The School Board shall not approve future calendars prior to following *Article 6.02* of our *Instructional Employees' Contract*.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- If Management accepts OCEA's counteroffer, it becomes ratified, and School Board approved, then OCEA shall withdraw its request for arbitration with the Federal Mediation and Conciliation Service, Case No.: 210622-07820 filed on June 22, 2021.
- April Isaacs stated that OCEA proposes that the School District shall honor its promised one-time non-recurring supplement of \$1,000 to all non-classroom and part-time instructional employees.
- April Isaacs stated that OCEA proposes a one-time non-recurring retention supplement of \$3,000 for instructional employees with a base salary of \$50,000 and above or fifteen (15) years of experience, whichever is higher, for the 2021-2022 school year to be paid no later than December 05, 2021.
- April Isaacs stated that OCEA proposes a committee to be appointed by the School District and OCEA to find an experienced third-party company to implement insurance contracts, payments, and customer service for employees and their families.
- April Isaacs stated that OCEA believes that a one-time, one-paycheck benefits premium deduction holiday offer lacks equity.
- April Isaacs stated that OCEA proposes that the School Board use its shared cost of \$5,549,538 paid on behalf of the 813 employees who elect no coverage to fund supplements for instructional employees.
- April Isaacs stated that OCEA proposes increases to the Advanced Degree supplements as follows:
  - Masters: \$4,000
  - Specialist: \$5,500
  - Doctorate: \$7,000
- April Isaacs stated that OCEA proposes an annual retention supplement determined by years of experience.
- April Isaacs stated that OCEA proposes an annual supplement of \$1,500 for Resource Compliance Specialists, ESE instructional employees, and Gifted instructional employees.
- April Isaacs stated that OCEA proposes one (1) day per quarter of duty-free time for instructional employees who have the responsibility of writing Individual Education Plans or equivalents.
- April Isaacs stated that the School District has not provided adequate compensation to meet the increasing costs for health care and other living expenses for instructional employees.
- April Isaacs stated that OCEA proposes the following:
  - All performance paid members of the instructional bargaining unit shall receive a base salary of no less than \$47,500 beginning the 2021-2022 school year, retroactive to July 1, 2021.
  - Half-time performance paid classified employees of the instructional bargaining unit shall receive no less than \$23,750 as a base salary beginning the 2021-2022 school year, retroactive to July 1, 2021.
  - All members of the performance paid instructional bargaining unit whose increase is less than five percent (5%) as outlined above shall receive an increase of the difference up to five percent (5%).
  - No member of the performance paid instructional bargaining unit shall receive an increase of less than five percent (5%).
  - All members of the instructional bargaining unit who did not receive an increase as described above shall receive a cost-of-living allowance (COLA) increase of five percent (5%).
- April Isaacs stated that OCEA chooses not to enter into the MOU for additional earnings at this time and reverts back to *Article 16.03* of our *Contract*.
  - "Payment of a teacher's service beyond the regular workday shall be at the professional hourly rate unless specifically noted otherwise. The professional hourly rate shall be rate per day divided by the number of hours in the workday."
- April Isaacs stated that OCEA contends that the School District's proposed budget includes \$15,868,808 for Supplemental Academic instruction and \$199,062,607.02 from Coronavirus/ COVID-19, Cares Act, etc.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- April Isaacs stated that these funds are in whole or in part intended to provide student-enhanced instruction.
- April Isaacs shared and reviewed the document *Memorandum of Understanding: Healthy Schools* with bargaining team members.
- April Isaacs stated that OCEA proposes that the School District shall:
  - implement all reasonable safety precautions including recommendations for masks/ face coverings and other available personal protective equipment (PPE), social distancing, and sanitizing of buildings and facilities;
  - follow the cleaning protocols established by the Florida Department of Health, the US Centers for Disease Control, and the Environmental Protection Agency (EPA) and use approved products for cleaning and sanitizing of schools;
  - ensure adequate equipment and supplies are provided to support hygiene behaviors, use of PPE, and sanitation;
  - provide a supply of masks/ face coverings, gloves, disinfectant spray, hand sanitizer with at least 60% alcohol, soap, paper towels, tissues, and handwashing and sanitizing stations at all times that may be requested by employees, students, or visitors;
  - disinfect high-touch areas throughout the day.
  - ensure deep cleaning occurs when there is a confirmed case of Coronavirus/ COVID-19 infection in a classroom;
  - not require teachers to clean or sanitize their classrooms but shall provide cleaning supplies for their use.
  - offer work-from-home opportunities to employees who test positive for Coronavirus/ COVID-or who are quarantining;
  - require that classrooms have a minimum of three (3) feet of social distancing between students' seats and six (6) feet of social distancing for the teachers during instruction;
  - offer Coronavirus/ COVID-19 leave to vaccinated and/or unvaccinated employees without any requirement to provide documentation;
  - not reflect absences related to Coronavirus/Covid-19 in employee's evaluation; and
  - provide a one-time supplement of \$250 to instructional employees who submit proof of Coronavirus/ COVID-19 vaccination.
- April Isaacs stated that OCEA proposes a one-time non-recurring \$1,000 after taxes supplement to non-classroom and part-time instructional employees.
- John Boyd stated that parts of OCEA's proposal regarding salary increases may violate existing state law.
- John Boyd stated that Management has provided to OCEA in good faith a Salaries and Benefits Package Proposal, not separate individual supplements that cost available salary dollars.
- John Boyd stated that Management has kept its promise and bargained in good faith the \$1,000 one-time, non-recurring supplement for non-classroom and part-time instructional employees.
- John Boyd stated that Management could not agree to a one-time, non-recurring supplement of \$3,000 for instructional employees with a base salary of \$50,000 and above or fifteen (15) years of experience because OCEA's proposal would only benefit one-third (1/3) of the Instructional Employees Bargaining Unit.
- John Boyd stated that Management has emphasized to Aither that customer service is priority.
- Dr. Carl Howard asked what the timeline for the bidding process for the health insurance benefits provider is.
- Sarah Graber responded that the Invitation to Negotiate (ITN), similar to a Request for Proposal (RFP), is currently being drafted.
- Sarah Graber stated that the ITN committee may be expanded up to seven (7) members.
- Dr. Carl Howard asked if the next bidding process is in two (2) years.
- Sarah Graber stated that the School District may request a bid at any time.

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** August 31, 2021

Page 5 of 7



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Sarah Graber stated that the School District could send an ITN during this fall, but there is no definitive timeline published yet.
- April Isaacs asked how many teachers make \$46,100. [Note: 2,379 instructional employees earn \$46,100 annual base salary.]
- John Boyd responded that he would provide the number at the next meeting.
- Dr. Carl Howard asked whether items could be bargained separately.
- John Boyd stated that Management did not want to break the package proposal and bifurcate our contract.
- April Isaacs asked whether the one-time, non-recurring supplement of \$1,000 is salary.
- John Boyd stated that the Salaries and Benefits Package Proposal includes the supplement, salaries, and benefits.
- April Isaacs stated that she understood that Management did not want to separate the package, but if they do, it will show that negotiation is occurring.
- Dr. Carl Howard stated that he was a guest in the May BLT Meeting where it was announced that the School District would like to provide a one-time, non-recurring supplement of \$1,000 for non-classroom and part-time instructional employees.
- Dr. Carl Howard stated that it was also included in the minutes, and the instructional employees who have not received it are expecting it.
- John Boyd stated that he recalls that the announcement he made was that Management agreed all instructional employees should be included.
- John Boyd stated that Management did include this item within the salary and benefits package proposal along with additional items on August 05, 2021.
- Lori Swaby asked whether OCEA's proposal for Post-Planning Day was the only item keeping Management from reaching agreement.
- John Boyd stated that no, it was not the only item, and Management wants to permit voluntary professional development on the Post-Planning Day.
- John Boyd stated that Management received positive verbal feedback from many instructional employees who appreciated days added to Pre-Planning.
- John Boyd stated that Management knows that OCEA prefers a return to the same calendar prior to the pandemic.
- John Boyd stated that Management cannot agree to language stating that Management violated our Contract when Management did not.
- John Boyd stated that Management cannot agree to prohibiting voluntary professional development on the Post Planning Day when some employees may want to attend it.
- John Boyd stated that Management has agreed with OCEA on a definition of voluntary in our Contract.
- April Isaacs stated that elementary teachers did not get a chance to do their classrooms during Pre-Planning because some principals assigned them to complete training.
- John Boyd stated that sometimes, teachers put expectations on themselves about their classrooms that Management does not make.
- John Boyd stated that when a school administrator asks an employee to attend a training, it is not done with ill intent.
- Karen Pruitt asked whether the School District surveyed teachers about workdays being moved on the school year calendar.
- John Boyd stated that no formal survey has been done, feedback received was verbal, and OCEA may conduct its own surveys of its members at any time.
- Dr. Michael Allen stated that he has heard of only one (1) instance of an administrator directing a teacher to complete professional development on a workday, and this administrator no longer works for the School District.





## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Dr. Carl Howard stated that OCEA has new leadership and new bargaining team members who need to show members of the bargaining unit that we are moving forward.
- Dr. Carl Howard stated that he feels the School District is unwilling to bargain or agree.
- Dr. Carl Howard stated that other school districts have offered a one-time, non-recurring supplement of \$1,000 and agreed to a related MOU.
- Dr. Carl Howard stated that he is disappointed that Management appears to have an all or nothing approach.
- April Isaacs stated that OCEA has only heard negative things about the school year calendar.
- April Isaacs stated that there are instructional employees who are angry, who feel overwhelmed, and who do not have enough time to complete their work.
- April Isaacs stated that she would like John Boyd to take feedback back to Leadership.
- April Isaacs stated that the School District has enough money to do all of the things that OCEA proposes.
- April Isaacs stated that it is not a good idea for Management to say no to all of OCEA's proposals.
- John Boyd stated that all items that OCEA has proposed would cost the same General Fund used for salary increases.
- John Boyd stated that he would take OCEA's feedback to School District Leadership.
- John Boyd stated that Management intends to bargain in good faith as its proposal shows.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Agenda Items for Next Meeting: John Boyd/ Lare Allen

- Agenda items for the next meeting may be sent to John Boyd via e-mail by the deadline established in the Bargaining Calendar.

**Next Meeting: September 09, 2021  
4:30 PM – 6:00 PM  
SDOC Transportation Department, International Room  
401 Simpson Road, Kissimmee, FL 34744**

### Pluses

- John Boyd stated that he appreciated everyone's candor and honesty.
- Instructional BLT members thanked OCEA for the refreshments.
- Dr. Michael Allen stated that he thanked everyone for creative ideas, well-written proposals, and April Isaacs's passion.
- Dr. Carl Howard stated that he thanked Management for setting up the Federal Mediation and Conciliation Services (FMCS) Collaborative Bargaining training.
- John Boyd stated that BLT members at school sites may have coverage arranged before the Collaborative Bargaining Training in order to transition to the virtual training environment.

### Deltas

- Trae Simpson is absent due to personal illness. A moment of silence was held for her.
- April Isaacs stated that it is unfortunate that no tentative agreement was reached tonight.

**ADJOURNED at 06:01 PM**

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** August 31, 2021

Page 7 of 7





# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Thursday, September 09, 2021  
**Location:** SDOC Transportation Department, International Room  
 401 Simpson Road, Kissimmee, FL 34744

OSCEOLA COUNTY EDUCATION ASSOCIATION (OCEA) MEMBERS ATTENDANCE				
1	Zahira Pena Andino	Teacher	Sunrise Elementary	<input checked="" type="checkbox"/>
2	Lare Allen	OCEA President/ Teacher	OCEA	<input checked="" type="checkbox"/>
3	Dr. Carl Howard	Resource Compliance Specialist	Osceola High School	<input checked="" type="checkbox"/>
4	April Isaacs	OCEA Chief Negotiator/Teacher	St. Cloud High School	<input checked="" type="checkbox"/>
5	Paul Klauman	Teacher	Chestnut Elementary School	<input type="checkbox"/>
6	Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
7	Latrechia Simpson	Teacher	Denn John Middle School	<input type="checkbox"/>
8	Norine Stazko	ESOL Compliance Specialist	Gateway High School	<input checked="" type="checkbox"/>
9	Lori Swaby	OCEA Chief Negotiator/ Resource Compliance Specialist	ESE Department	<input checked="" type="checkbox"/>
10	Janet Moody	Teacher	Narcoossee Elementary	<input checked="" type="checkbox"/>
MEMBERS ON BEHALF OF THE OSCEOLA COUNTY SCHOOL BOARD (OCSB) ATTENDANCE				
1	Dr. Michael Allen	Assistant Superintendent	Middle School Education	<input type="checkbox"/>
2	John Boyd	Director/Chief Negotiator	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Rolando Casado	Assistant Principal	Parkway Middle School	<input type="checkbox"/>
4	Jose Gonzalez	Director	Business & Finance	<input checked="" type="checkbox"/>
5	Sarah Graber	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
6	James Hickey	Principal	Harmony High School	<input checked="" type="checkbox"/>
7	Scott Knoebel	Principal	Narcoossee Elementary School	<input checked="" type="checkbox"/>
8	Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
9	Nadia Winston	Principal	Central Avenue Elementary	<input type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
N/A	Jennifer Gomez	Recording Secretary	Human Resources	<input checked="" type="checkbox"/>



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### GUEST(S):

Anne Calandrino	OCEA
Kristie Rupchand	OCEA
Alvey Shrader	Kissimmee Middle
Felicia Smith	Celebration High



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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**COMMENCED at 04:36 PM**\_\_\_\_\_

Meeting Protocol	
Mission Statement:	Sarah Graber
Philosophy:	John Boyd
Rationale:	April Isaacs
Salary and Fringes:	Karen Pruitt
Goals:	Scott Knoebel
Guest Protocol:	John Boyd
Speaking Order:	Scott Knoebel
Time Keeper:	Jim Hickey

John Boyd reviewed the Meeting Protocol.

### Introduction of New Bargaining Team Members

- N/A

### Reflection on Our Progress Together: John Boyd/ Lori Swaby

- John Boyd stated that a summary of our work together was sent to bargaining team members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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## Salaries and Benefits: John Boyd/April Isaacs

- John Boyd shared and reviewed the revised *SDOC 2021-22 and 2022-23 Salaries and Benefits Package Proposal* and supporting documents with bargaining team members:

“Recognizing the need to reward employees for their hard work despite very limited resources during unprecedented circumstances, the School Board commits to provide Osceola County instructional employees the following firm offer of enumerated incentives that are contingent upon each other as a single package.

1. This offer is in its entirety as a complete package is contingent upon the Osceola County Education Association withdrawing its request for arbitration with the Federal Mediation and Conciliation Service (e.g., Case Number 210622-07820 filed on June 22, 2021).
2. One (1) Optional Paid Post-Planning Day for the 2021-22 School Year
  - Each instructional bargaining unit employee may choose to work one (1) post-planning day on Friday, May 27, 2022, and those who choose to work this day shall be paid the employee's daily rate of pay.
  - Instructional bargaining unit employees who choose not to work on this optional workday shall end their work year on the last workday as originally scheduled, Thursday, May 26, 2022.
  - The choice of last workday shall be the instructional bargaining unit employee's, and the instructional bargaining unit employee shall provide a written request (e.g., e-mail) to work the Optional Paid Post-Planning Day to the instructional bargaining unit employee's supervising administrator no later than Friday, May 06, 2022, for payroll purposes;
3. 2021-22 One-Time, Non-Recurring Supplement of \$1,000 for Non-Classroom and Part-Time Classroom Instructional Employees
  - Whereas, for the 2021-22 school year, per the *2021-2022 General Appropriations Act (GAA)*, each full-time *classroom* instructional bargaining unit employee shall receive directly from the Florida Department of Education a non-recurring supplement of \$1,000 that the Florida Legislature has mandated, which is not subject to bargaining;
  - This proposal provides that for the 2021-22 school year, each *non-classroom* instructional bargaining unit employee and each *part-time classroom* instructional bargaining unit employee shall receive a one-time, non-recurring supplement of \$1,000 after applicable taxes using other School District funds;



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### 4. 2021-22 Salary Negotiations

- Each instructional bargaining unit employee shall receive:
  - a one-time, one-paycheck benefits premium deduction holiday; and
- In accordance with the requirements of state law [e.g., *Sections 1011.62, 1012.02, 1012.22, and 1012.34, Florida Statutes; 2021-2022 General Appropriations Act (GAA), 2021-2022 Education Appropriations Implementing Bill, House Bill 5101, etc.*] and the performance pay salary schedule as bargained, each instructional bargaining unit employee who currently receives a minimum base salary:
  - *less than \$47,500* shall receive a recurring salary increase equal to the greater of \$800 or the amount required to attain a salary of \$47,500.
  - *equal to or greater than \$47,500* shall receive a recurring salary increase as follows:
    - \$1150, or twenty-three (23) salary schedule levels, for instructional employees whose final summative evaluation rating is “Highly Effective”;
    - \$900, or eighteen (18) salary schedule levels, for instructional employees who are Grandfathered (Professional Service Contract or Continuing Contract status) and whose final summative evaluation rating is either “Highly Effective” or “Effective” [NOTE: No change in contract status is required.]; or
    - \$800, or sixteen (16) salary schedule levels, for instructional employees whose final summative evaluation rating is “Effective”

Evaluation Rating	Total Amount	Salary Levels	Schedule
• Highly Effective	\$1150	23	
• Grandfathered	\$900	18	
• Effective	\$800	16	

- The recurrence of these 2021-22 salary increases for eligible instructional employees are subject to and dependent upon the renewal of the Teacher Salary Increase Allocation or its designated equivalent as appropriated by the Florida Legislature each subsequent school/ fiscal year per state law;



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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## 5. 2022-23 Salary Negotiations

- Each instructional bargaining unit employee shall receive:
  - a one-time, non-recurring supplement of \$1,000; and
  - a one-time, one-paycheck benefits premium deduction holiday;
- Both parties agree to return to salary negotiations for the 2022-23 school year if either:
  - the change in the available unrestricted Florida Education Finance Program (FEFP) per student funding is greater than two percent (2%); or
  - the Florida Legislature appropriates additional funds for the Teacher Salary Increase Allocation (TSIA) or other similar specific compensation for instructional employees and legislates related terms and conditions.
- The recurrence of these 2021-22 salary increases for eligible instructional employees are subject to and dependent upon the renewal of the Teacher Salary Increase Allocation or its designated equivalent as appropriated by the Florida Legislature each subsequent school/fiscal year per state law;

## 6. No design changes to our School District's major medical Health Insurance Plan that:

- continues to provide our employees with health insurance coverage options, including a no-cost option for the individual employee;
- implements innovations and enhancements to provide cost-savings and new choices for our employees and their families; and
- ensures our Health Benefits Trust Fund remains fiscally solvent to serve our employees during uncertain economic times;

## 7. Flexible Spending Account Match where the School Board shall match the employee's FSA savings of \$750 or more with a contribution of \$250 in order to assist the employee toward the employee's deductible;

## 8. Continued commitment to our School District's *Center for Employee Health*;



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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## 9. Exceptional Student Education (ESE) Supplement

Management agrees to increase the ESE Teacher Supplement to \$1,500 and expand eligibility for this supplement to include all full-time ESE instructional employees, including Resource Compliance Specialists (RCSs); however, Gifted teachers would not be eligible for this supplement;

## 10. Additional Earning Opportunities for Non-FTE Generating Programs

Management agrees to sunset both parties' past practice of over a decade and the current *Memorandum of Understanding re: Additional Earning Opportunities for Non-FTE Generating Programs, Instructional Employees*, effective upon tentative agreement and ratification of Management's proposal, and revert to the original terms and conditions of *Article 16.03* of our *Instructional Employees' Contract*, which states:

*"Payment of a teacher's service beyond the regular workday shall be at the professional hourly rate unless specifically noted otherwise. The professional hourly rate shall be rate per day of the teacher divided by the number of hours in the workday."*

## 11. District-Level Professional Learning Community (PLC) for COVID-19 Procedures Solutions

Management agrees to facilitate a District-level Professional Learning Community (PLC) for the purpose of reviewing instructional employees' COVID-19 procedures concerns and collaborating on solutions to improve School District COVID-19 procedures. This PLC shall include an equal number of representatives of both school-level administrators and school-level instructional employees from the elementary school, middle school, and high school levels. The OCEA President shall have the right to appoint representatives from the instructional bargaining unit to serve on this PLC.

Pursuant to *Article XX: Term of Contract* of our collective bargaining agreement, both parties continue to agree that Contract Articles, specific paragraphs, or new issues may be opened, bargained, ratified, and implemented throughout the fiscal year."

- April Isaacs asked what the estimated cost for the School District's offer was.
- John Boyd responded that it was \$14.8 million. [Note: After review of the analysis for the proposed ESE Supplement, the corrected amount is \$14.6 million.]
- April Isaacs asked what funds were being used.
- Sarah Graber responded that the majority of funds would come from the General Fund unless an employee is funded through another funding source such as Food Service or Title I.
- April Isaacs asked how many instructional bargaining unit employees qualify for the proposed ESE supplement.
- John Boyd responded that 551 ESE instructional bargaining unit employees would qualify.
- John Boyd stated that this would include VE teachers but exclude Gifted teachers, and Management would like to focus on ESE instructional bargaining unit employees.
- John Boyd stated that the main reason for excluding gifted instructors is that the workload is different, and ESE teachers are on the Florida Department of Education's report *Identification of Critical Teacher Shortage Areas for 2021-22*.
- John Boyd stated that some Gifted teachers already receive stipends.
- April Isaacs stated that gifted instructors are still over-worked.





## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- April Isaacs asked why a Professional Learning Community was chosen for the proposed District-Level Professional Learning Community (PLC) for COVID-19 Procedures Solutions.
- John Boyd stated that it was Dr. Pace's idea because Professional Learning Communities work differently from other committees and focus upon data and problem-solving in order to provide solutions.
- John Boyd stated that Management would like the District-Level Professional Learning Community (PLC) for COVID-19 Procedures Solutions to become a model for other District-Level PLC's to address other topics in the future.
- Dr. Carl Howard asked whether Management's counter-proposal rejects one (1) planning day at the end of each quarter.
- John Boyd stated that Management did not include this item in their counter-proposal.
- Dr. Carl Howard asked whether Management's counter-proposal rejects the one (1) planning day at for ESE teachers to complete paperwork.
- John Boyd stated that Management did not include this item in their counter-proposal.
- John Boyd stated that on page ten (10) of the document *SDOC Responses to OCEA's Bargaining Planks, Part 2*, it explains how Management would like to compensate ESE instructors for all that they do with an increase to the existing supplement and expanded eligibility to compensate more ESE instructional bargaining unit employees in the future.
- Karen Pruitt asked whether Management's proposed return to the daily rate of pay for non-FTE generating programs includes oTECH instructional bargaining unit employees.
- Tammy Cope-Otterson stated that oTECH has temporary instructional bargaining unit employees, and some of these employees are scheduled to work at night.
- Tammy Cope-Otterson stated that oTECH is funded differently because students pay tuition to attend.
- Dr. Carl Howard asked about the information on page two (2) of *SDOC Responses to OCEA's Bargaining Planks, Part 2*, and whether the School District ranks fifth in the state.
- John Boyd stated that the School District ranks fifth within all fifteen (15) contiguous and comparable school districts within the Central Florida region and the Central Florida Public School Boards Coalition.
- April Isaacs asked where Management came up with the numbers for number four (4) of the *School District of Osceola County Salaries and Benefits Package for 2021-22 and 2022-23 School Year*.
- Jose Gonzalez stated that Management's counter-proposal is based upon raising all instructional bargaining unit employees to the new minimum base salary of \$47,500.
- John Boyd stated that the School District's Teacher Salary Increase Allocation (TSIA) is completely exhausted, and Management must use the General Fund in order to raise all instructional bargaining unit employees to the new minimum base salary of \$47,500.
- April Isaacs asked what the percentage Management's proposed salary increase reflects.
- Sarah Graber responded that the percentage of the average salary increase is 2.5%.
- John Boyd stated that Management's rationale is in *SDOC Responses to OCEA's Bargaining Planks, Part 2*.
- Dr. Carl Howard asked what in the law is illegal about implementing an annual salary increase in December and then another in January.
- Sarah Graber stated that Management cannot provide salary increases without complying with all parts of state law.
- April Isaacs asked whether Management could get everyone to the new minimum base salary of \$47,500 and then give everyone a raise in January.
- John Boyd stated that state law directs the School District on how to get to the new minimum base salary of \$47,500, and the state can sanction the School District for lack of compliance.
- Sarah Graber stated that Management would not approve something that is not legal.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Sarah Graber stated that Management's counter-proposal is the only way to raise all instructional bargaining unit employees to the new minimum base salary of \$47,500 and to provide salary increases in compliance with state law with the amount of funds available for salary increases.
- John Boyd stated that Management's counter-proposal exhausts the School District's Teacher Salary Increase Allocation (TSIA) and uses funds from the General Fund in order to raise all instructional bargaining unit employees to the new minimum base salary of \$47,500.
- April Isaacs stated that Management's counter-proposal only takes care of new employees.
- Dr. Carl Howard asked whether Management could agree to pay Part A in December and Part B in January of the same school year.
- John Boyd stated that this counter-proposal is Management's best offer, and additional salary dollars would not be included.
- John Boyd stated that it is Management's intent to provide salary increases for all instructional bargaining unit employees while complying with the law.
- April Isaacs stated that OCEA recognizes and appreciates that the School District's counter-proposal includes more money for instructional bargaining unit employees.
- John Boyd stated that Management's counter-proposal was a two (2) year salaries and benefits proposal.
- Dr. Carl Howard asked whether Part A and Part B could be bargained separately during the same school year.
- Sarah Graber requested that if that was OCEA's desire, then OCEA must provide that idea in writing so that Management could better understand it.
- Sarah Graber restated that the General Fund would be used for this counter-proposal.
- Janet Moody stated that the School District has more money now and less is used for salaries.
- Janet Moody asked how much money the School District received last year and what was not spent.
- Sarah Graber responded that many of the funds that the School District has received are restricted and not available for salaries.
- Janet Moody asked how much money was in Function 5,000 of the School District's budget.
- Sarah Graber responded that she would provide that to her, but that Function 5,000 is not for salaries.
- Sarah Graber stated that Function 5,000 is \$24.3 million.
- Sarah Graber stated that the proposed Salaries and Benefits budget is \$408.71 million with \$308.6 million for salaries and \$66.4 million for benefits.
- April Isaacs asked why the unrestricted fund continues to grow, and these funds are not put into other places.
- Sarah Graber responded that it was the School Board's strategy to prepare for the funding cliff after federal funds related to the ongoing pandemic are expended.
- April Isaacs stated that the School Board's strategy is not going to keep teachers in Osceola County.
- April Isaacs stated that instructional bargaining unit employees with more years of experience can make more money in other school districts.
- April Isaacs thanked Management for proposing a new minimum base salary of \$47,500 for instructional bargaining unit employees, but experienced instructional bargaining unit employees need Management's attention too.
- Sarah Graber stated that the fund balance is at \$88.9 million.
- Sarah Graber stated that the Financial Condition Ratio is at 11.2%.
- Karen Pruitt stated that the reserve fund is extremely high and contains tax dollars that should be put to use within the School District.
- Karen Pruitt stated that she knows that the closing gap between the salaries for first year and experienced instructional bargaining unit employees in Florida is not Management's fault.
- John Boyd stated that salary increases are forever and a recurring commitment of the employer to the employee during their employment with the organization.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- John Boyd stated that during the prior recession around 2008-2011, Management had a similar strategy to avoid the funding cliff after federal relief funds were expended in order to ensure employees jobs were secure and salaries were paid.
- Karen Pruitt asked how many instructional bargaining unit employees are not earning a minimum base salary of \$47,500.
- Jose Gonzalez responded that 2,715 instructional bargaining unit employees are not earning a minimum base salary of \$47,500.
- April Isaacs asked the total cost of benefits for bargaining unit employees.
- Sarah Graber stated that the cost of benefits for the instructional bargaining unit employees is \$67.4 million, and the cost of benefits for the Education Staff Professionals bargaining unit employees is \$37 million.
- John Boyd stated that removing \$5.5 million from the School District's Health Insurance Benefits Trust Fund would jeopardize its solvency, trigger penalties in state law, and could cause an increase in employee premiums.
- April Isaacs stated that OCEA's counter-proposal to increase Advanced Degree Supplements would benefit 1,342, or 34.4%, instructional bargaining unit employees.
- John Boyd stated that OCEA's counter-proposal to increase Advanced Degree Supplements would only benefit roughly one-third of the entire instructional bargaining unit, and two-thirds would not benefit which is concerning.
- April Isaacs stated that the School District is losing instructional bargaining unit employees with experience because these employees are not being rewarded.
- April Isaacs stated that Management should make certain to retain the one-third.
- John Boyd stated that Management understands that OCEA would like a retention supplement for instructional bargaining unit employees with 15 or more years of experience.
- Janet Moody stated that other school districts provide retention supplements.
- John Boyd stated that one-time supplements do not go towards the employee's retirement but salary dollars do.
- John Boyd stated that Management believes that only one-third receiving a retention supplement is not equitable.
- Janet Moody stated that she is looking for creative ways to get more money to employees.
- John Boyd stated that OCEA's counter-proposals include multiple supplements as isolated bargaining items, but all supplements are paid from the General Fund, and new supplements reduce the amount of funds available for the negotiation of recurring salary increases.
- Dr. Carl Howard asked how many times the following provision has been triggered.
  - *Both parties agree to return to salary negotiations for the 2022-23 school year if either the change in the available unrestricted Florida Education Finance Program (FEFP) per student funding is greater than two percent (2%) ..."*
- Sarah Graber stated that she would research and share this information.
- John Boyd stated that collaborative bargaining is in our contract, and both parties can meet and discuss bargaining items through the entire school year.
- Norine Stazko stated that English Speakers of Other Languages (ESOL) Compliance Specialists work just as hard as ESE Resource Compliance Specialists.
- Janet Moody asked whether an Other Professional Services (OPS) Contract could be provided for all Gifted instructional bargaining unit employees.
- Dr. Carl Howard asked how many additional ESE instructional bargaining unit employees would receive Management's proposed supplement.
- April Isaacs responded that an additional 299 ESE instructional bargaining unit employees would receive Management's proposed supplement.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Dr. Carl Howard stated that he agreed with Management that ESE instructional positions are difficult to fill.
- April Isaacs asked if Management had provided the Instructional bargaining unit employees' Placement Schedule to OCEA.
- Tammy Cope-Otterson stated that she had responded to OCEA's related Public Records Request.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Agenda Items for Next Meeting: John Boyd/Lare Allen

- Agenda items for the next meeting may be sent to John Boyd via e-mail by the deadline established in the Bargaining Calendar.

**Next Meeting: September 23, 2021, 4:30 PM – 6:00 PM**  
**SDOC Transportation Department, International Room**  
**401 Simpson Road, Kissimmee, FL 34744**

### Pluses

- Bargaining Leadership Team members thanked OCEA for refreshments.
- John Boyd stated that he was glad that Management was able to provide a counter-proposal with additional money for teachers.
- Janet Moody thanked Management for answering OCEA's questions.
- Dr. Carl Howard thanked Management for their willingness to plan additional training.

### Deltas

- N/A

**ADJOURNED at 06:24 PM**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Thursday, September 23, 2021

**Location:** SDOC Transportation Department, International Room  
401 Simpson Road, Kissimmee, FL 34744

OSCEOLA COUNTY EDUCATION ASSOCIATION (OCEA) MEMBERS ATTENDANCE				
1	Lare Allen	OCEA President/ Teacher	OCEA	<input checked="" type="checkbox"/>
2	Dr. Carl Howard	Resource Compliance Specialist	Osceola High School	<input checked="" type="checkbox"/>
3	April Isaacs	OCEA Chief Negotiator/Teacher	St. Cloud High School	<input checked="" type="checkbox"/>
4	Paul Klauman	Teacher	Chestnut Elementary School	<input checked="" type="checkbox"/>
5	Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
6	Latrechia Simpson	Teacher	Denn John Middle School	<input type="checkbox"/>
7	Norine Stazko	ESOL Compliance Specialist	Gateway High School	<input checked="" type="checkbox"/>
8	Lori Swaby	OCEA Chief Negotiator/ Resource Compliance Specialist	ESE Department	<input checked="" type="checkbox"/>
9	Janet Moody	Teacher	Narcoossee Elementary School	<input checked="" type="checkbox"/>
10	Zahira Pena Andino	Teacher	Sunrise Elementary School	<input checked="" type="checkbox"/>
MEMBERS ON BEHALF OF THE OSCEOLA COUNTY SCHOOL BOARD (OCSB) ATTENDANCE				
1	Dr. Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
2	John Boyd	Director/Chief Negotiator	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Rolando Casado	Assistant Principal	Parkway Middle School	<input checked="" type="checkbox"/>
4	Jose Gonzalez	Director	Business & Finance	<input checked="" type="checkbox"/>
5	Sarah Graber	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
6	James Hickey	Principal	Harmony High School	<input checked="" type="checkbox"/>
7	Scott Knoebel	Principal	Narcoossee Elementary School	<input checked="" type="checkbox"/>
8	Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
9	Nadia Winston	Principal	Central Avenue Elementary School	<input type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
N/A	Jennifer Gomez	Recording Secretary	Human Resources	<input checked="" type="checkbox"/>

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** September 29, 2021



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### GUEST(S):

Anne Calandrino	OCEA
Dylan Reinsel	St. Cloud High School
Kristie Rupchand	OCEA



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 04:36 PM**

Meeting Protocol	
Mission Statement:	April Isaacs
Philosophy:	John Boyd
Rationale:	April Isaacs
Salary and Fringes:	Janet Moody
Goals:	Tammy Cope-Otterson
Guest Protocol:	John Boyd
Speaking Order:	Zahira Pena Andino
Time Keeper:	Karen Pruitt

John Boyd reviewed the Meeting Protocol.

## Introduction of New Bargaining Team Members

- N/A

## Reflection on Our Progress Together: John Boyd/ Lori Swaby

- John Boyd stated that a summary of our work together was sent to bargaining team members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.

## Salaries and Benefits: John Boyd/April Isaacs

- April Isaacs shared and reviewed OCEA's Salaries and Benefits Package Counter-Proposal and supporting documents with bargaining team members.
  - April Isaacs stated that Management wrongly infers the lack of equity is due to 813 employees opting out of the School District's health insurance plan. OCEA understands equity is meeting the needs of each employee.
  - April Isaacs stated that Management wrongly infers OCEA wants savings from those opting out of the medical plan to be utilized for supplements. OCEA does not wish to remove funds from the trust, rather suggests those funds should not all be placed in trust when the funds could benefit more employees by increasing or restructuring the general fund budget.
  - April Isaacs stated that Management contends using the general funds budgeted for employee's premiums who opt out of insurance would place the solvency of the insurance trust in jeopardy, causing possible penalties, and an increase of premiums.
  - April Isaacs stated that the insurance trust fund increased by \$3 Million in 2020-2021 fiscal school year to approximately \$16 Million. OCEA contends the trust is solvent at \$10 Million.
  - April Isaacs stated that the School District increased premiums, deductibles, copays, and co-insurance amounts, and contracted with a third-party plan administrator.
  - April Isaacs stated that said third-party plan administrator lacks in meeting the needs of employees and has caused our medical insurance to be amongst the worst insurance in the area school districts.





## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- April Isaacs stated that the majority of employees cannot afford to insure their spouses and/ or children because the School District's medical insurance is very overpriced.
- April Isaacs stated that OCEA is concerned with providing a premium holiday to employees because:
  - It provides no benefit to 33.5%,
  - Only a \$25 benefit for 41.5%,
  - A \$50 benefit for 8.7%,
  - Only 16.3% of employees will benefit, and
  - Single parents represent 7% of those who will see the most benefit from this offer.
- April Isaacs stated that OCEA believes the membership and other employees who have opted out of insurance are entitled to benefit from instructional negotiations as the very act of opting out has allowed the School District to bring the trust fund to solvency.
- April Isaacs stated that OCEA believes the general fund has increased to 11.2% because the School District has underspent in most budgeted areas allowing for the savings.
- April Isaacs stated that the state requires only a 3% reserve.
- April Isaacs stated that the general fund is made up by funds from taxpayers who believe they are supporting education not million-dollar savings accounts, insurance trust funds, and investment portfolios.
- April Isaacs stated that OCEA contends the current advanced degree supplements do not provide incentive or reward for seeking advanced degrees as the cost to achieve said degrees increase debt which may never pay for itself.
- April Isaacs stated that OCEA is requesting an additional \$215 for the master's degree supplement to bring Osceola County's rank to five (5) across the region.
- April Isaacs stated that OCEA has proposed a retention supplement to assist instructional employees who received 1.3%-1.5% as compared to the performance pay instructional employees who earned an average of 7.4%.
- April Isaacs stated that OCEA recognizes the School District is not the cause of the disparaging difference created by the law.
- April Isaacs stated that instructional employees earning a salary of \$47,501 or above after ratification will be paid a retention incentive supplement of \$100.00 per creditable year of service as recognized by the School District's records.
- April Isaacs stated that said supplements would assist in bringing equity to instructional employees while restoring appreciation through salary dollars and it will close the gap of percentage of salary dollars between performance pay and grandfathered instructional employees. This supplement would be added to the supplement schedule and become recurring unless specifically stated in the General Appropriations Act.
- April Isaacs restated that OCEA believes the general fund has increased to 11.2% because the School District has underspent in most budgeted areas allowing for the savings.
- April Isaacs restated that the state requires only a 3% reserve.
- April Isaacs restated that the general fund is made up by funds from taxpayers who believe they are supporting education not million-dollar savings accounts, insurance trust funds, and investment portfolios.
- April Isaacs stated that Management recognizes the need for Exceptional Student Education (ESE) supplements to be extended to Varying Exceptionalities (VE) teachers who are not in self-contained classrooms.
- April Isaacs stated that OCEA appreciates the increased amounts of the supplements to attract and retain instructional teachers in this area.
- April Isaacs stated that Management does not provide equal opportunities for stipends for Gifted teachers in elementary or middle schools who must also work to complete paperwork to staff and transition students when assigned to their roster.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- April Isaacs stated that writing Education Plans and completing other paperwork are in addition to the same classroom responsibilities as any other instructional teacher.
- April Isaacs stated that OCEA counter-proposes Gifted teachers, who are required to write an EP for staffing or transition purposes, be provided an OPS contract equal to one (1) hour for each student plan completed.
- April Isaacs stated that Transition Educational Plans are required at the end of second (2th) grade, the end of fifth (5th) grade, and the end of eighth (8th) grade.
- April Isaacs restated that OCEA believes the general fund has increased to 11.2% because the School District has underspent in most budgeted areas allowing for the savings.
- April Isaacs restated that the state requires only a 3% reserve.
- April Isaacs restated that the general fund is made up by funds from taxpayers who believe they are supporting education not million-dollar savings accounts, insurance trust funds, and investment portfolios.
- April Isaacs stated that previous practice has always allowed teachers one (1) paid workday at the end of each quarter to calculate quarter grades and begin preparations for the next quarter's work.
- April Isaacs stated that with additional Professional Learning Communities (PLCs) and added students to class rosters, teacher work time to grade papers and have parent conferences has decreased.
- April Isaacs stated that instructional employees need time to prepare rooms, gather supplies, finalize grades, and reflect on past and upcoming units of learning.
- April Isaacs stated that instructional employees need time at the end of the year to close out their classrooms to assist with custodial summer clean up.
- April Isaacs stated that if students are present during classroom cleaning, it can cause safety concerns when desk and chairs are stacked, ladders are used to remove items from the wall, etc.
- April Isaacs stated that OCEA contends placing a workday at the end of each quarter will provide Exceptional Student Education (ESE) teachers the needed time to work on necessary paperwork.
- April Isaacs stated that a recent survey completed by OCEA reported 83% of instructional employees felt that teacher workdays were essential to the success of students.
- April Isaacs stated that the workdays could be taken from pre-planning days for the 2022-2023 calendar year with no additional cost to the School District.
- April Isaacs stated that OCEA proposes contract language to guarantee paid workdays at the end of each quarter to be added to Article VI, sect. 6.13 to read:

Instructional employees will be given four days (Teacher Workdays), one at the end of every quarter to: calculate and finalize grades for their classes; reflect, evaluate, and prepare for student learning; and to communicate to parents how to help their students' meet their true potential.

- April Isaacs stated that Management has not provided OCEA with specific information to clarify in what manner the counterproposal has failed to comply with the requirements of the law.
- April Isaacs stated that OCEA contends that management and financial services can view the cost-of-living allowance (COLA) index for the Florida Department of Revenue online to verify that salaries have failed (especially for grandfathered instructional personnel) to keep pace with COLA.
- April Isaacs stated that OCEA has never said the School District has not provided salary increases.
- April Isaacs stated that OCEA contends state law has created a lack of equity, and the School District has not utilized available funds to provide equity in ways that would comply with state law.
- April Isaacs stated that OCEA is thankful the Management agrees to increase the minimum base salary to \$47,500 for all instructional employees earning less.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- April Isaacs stated that OCEA counter-proposes salaries equal to or greater than \$47,500 receive increases as follows:
  - Highly-effective = \$1,725
  - Grandfathered = \$1,375
  - Effective = \$1,100
- April Isaacs stated that OCEA contends this counter proposal for salaries combined with Years of Experience supplements will assist in bringing equity to instructional employees while restoring appreciation through salary dollars and closes the gap of percentage of salary dollars between performance pay and grandfathered instructional employees.
- April Isaacs restated that OCEA believes the general fund has increased to 11.2% because the School District has underspent in most budgeted areas allowing for the savings.
- April Isaacs restated that the state requires only a 3% reserve.
- April Isaacs restated that the general fund is made up by funds from taxpayers who believe they are supporting education not million-dollar savings accounts, insurance trust funds, and investment portfolios.
- April Isaacs stated that OCEA appreciates that the School District is recognizing the value of instructional teachers.
- April Isaacs stated that the one-time Coronavirus/COVID-19 vaccination supplement may help prospective teachers and new hires decide that the School District is the right fit for their new careers.
- April Isaacs stated that while Management contends that it is a costly act, OCEA contends that it will benefit our students and Osceola County in many ways.
- April Isaacs stated that OCEA further urges Management to reconsider this proposed MOU or offer to work on shared language to benefit both Osceola County students and instructional employees.
- April Isaacs stated that OCEA does not feel that it is in the best interests of the instructional employees to bargain for a two (2) year contract because of benefit changes, evaluations, FSA ending and being replaced, monies related to Coronavirus/COVID-19, instructional vacancies, and future elections.
- April Isaacs stated that data from the Florida Department of Education indicates the majority of Highly Effective teachers are classified as non-classroom instructional. The same data also indicates the majority of Highly Effective teachers classified as classroom instructional is higher at the high school level. This data suggests that instructional employees at the elementary and middle school instructional classroom positions may be disenfranchised by the current evaluation system.
- April Isaacs stated that Management increased premiums, deductibles, co-pays, and co-insurance amounts and contracted with a third-party plan administrator.
- April Isaacs stated that Management does not care for all employees.
- April Isaacs stated that the School District's medical insurance is overpriced.
- April Isaacs stated that OCEA believes that the general fund has grown due to employees opting out of the medical insurance.
- April Isaacs stated that the School District has underspent in order to save money.
- April Isaacs stated that the general fund is made up by funds from taxpayers who believe they are supporting education.
- April Isaacs stated that OCEA proposes that the School District increase the master's degree supplement by \$215 from \$2685 to \$2900 so that the School District may rank fifth among Central Florida school districts.
- April Isaacs stated that the School District might be able to get more instructional employees to work in this School District if the master's degree supplement is increased.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- April Isaacs stated that she found out today that 446 Instructional and Education Staff Professionals (ESP) employees are leaving the School District.
- April Isaacs stated that at her school two (2) Instructional employees and two (2) ESP employees are leaving this week.
- April Isaacs thanked Management for recognizing the need to increase the supplement for Exceptional Student Education (ESE) instructional employees.
- April Isaacs stated that Management still did not provide a supplement for Gifted instructional employees for their hard work.
- April Isaacs restated that Management has not provided OCEA with specific information to clarify in what manner the counterproposal has failed to comply with the requirements of the law.
- April Isaacs stated that salaries have failed for veteran instructional employees to keep up with the cost of living.
- April Isaacs stated that Management has not used available funds to provide salary increases.
- April Isaacs stated that Pasco County has provided 3% to 3.2% in salary increases for its employees.
- April Isaacs stated that the School District's salaries are not on par with other counties.
- April Isaacs stated that OCEA believes raises will increase employee retention.
- April Isaacs stated that instructional employees with ten (10) to fifteen (15) years of experience would like salary increases.
- April Isaacs stated that if the School District wants veteran instructional employees to stay, then they need to show respect to them.
- April Isaacs thanked Management for agreeing to provide non-classroom and part-time instructional employees a \$1,000 after taxes, one-time non-recurring supplement.
- April Isaacs stated that OCEA does not only care about money.
- April Isaacs stated that living and working salaries should not be denied to anyone in a rich country.
- April Isaacs stated that it is important to everyone to get an appropriate amount of money in salaries.
- April Isaacs stated that it is not beneficial for both parties to bargain more than a one (1) year contract because no one knows what the School District's budget will be next school year.
- Dr. Michael Allen asked OCEA to clarify their meaning of years of service.
- April Isaacs responded that years of service would include what the School District deemed creditable.
- Janet Moody provided an example that she has worked as instructional employee for twenty-four (24) school years, but the School District pays her for nineteen (19) years of service.
- Dr. Carl Howard asked April Isaacs where employees who left her school went to work.
- April Isaacs responded that two (2) paraprofessionals went to work at Amazon and two (2) instructional employees with twelve (12) years of service went to work at charter schools in Orange County where they are paid more for their degrees.
- Norine Stazko stated that she had to convince two (2) veteran Exceptional Student Education (ESE) instructional employees not to leave.
- April Isaacs stated that the School District's instructional employees need better salaries now, or they will leave.
- April Isaacs stated that OCEA sent out a recent survey, and 64% responded that salaries were a concern, and 42% responded that retention bonuses were a concern.
- John Boyd asked OCEA how many employees were surveyed.
- April Isaacs stated that 693 employees responded to their survey.
- April Isaacs stated that OCEA's survey was open to non-members.
- John Boyd stated that Management's current counter-proposal was its best offer.
- John Boyd stated that the funds for the proposed non-recurring supplement for the 2021-22 school year could be differentiated by salary levels similar to the longevity supplement in the prior salaries and benefits settlement.

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** September 29, 2021

Page 7 of 9



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Dr. Carl Howard asked the total amount for the second year of Management's proposal.
- Sarah Graber responded that it was over \$4 million.
- April Isaacs asked why there is limit on the amount of funds that Management could bargain when it is supposed to be collaborative.
- John Boyd responded that the School Board approves the School District's budget and decides how much money Management can offer in salaries and benefits at the bargaining table.
- John Boyd stated that Management remains open to receive counter-proposals from OCEA that are within the amount that Management has proposed.
- John Boyd stated that both parties may disagree about what funds are available for bargaining, but collaboration may still occur as proposals are exchanged.
- April Isaacs stated that there are School Board Members that have expressed that instructional employees need higher salaries.
- John Boyd stated that in executive sessions, School Board Members discuss options and communicate expectations to the Superintendent, and the Superintendent communicates directions to Sarah Graber and John Boyd.
- Sarah Graber stated that Management's current counter-proposal is what Management is authorized to offer.
- John Boyd stated that he understands that salaries and retention bonuses are the greatest concerns for instructional employees.
- John Boyd stated thanked OCEA for their survey and stated he would share the results with School District Leadership.
- Norine Stazko suggested that the Payroll Department should let employees know now when they will receive their end of school year check.
- Sarah Graber stated that she agreed.
- John Boyd stated that clear communication is an ongoing challenge.
- John Boyd stated that the Payroll Calendar is on the website.
- Sarah Graber stated that there is no reason why employees cannot be paid on the fifteenth (15th) and thirtieth (30th) during the summer.
- Sarah Graber stated that some employees might like to receive their end of school year check as a lump sum in the beginning of summer.
- John Boyd stated that if a student is exposed, then parents shall have the option to quarantine their child or not.
- John Boyd stated that if a student tests positive and/ or is symptomatic, then the student shall be required to quarantine.
- John Boyd stated that the new changes apply to students but not to employees.
- Janet Moody asked what the symptoms for Coronavirus/ COVID-19 were.
- John Boyd responded that they are posted on the Centers for Disease Control and Prevention (CDC) website.
- John Boyd stated that Management shall provide OCEA with a list of Coronavirus/ COVID-19 symptoms.
- Dr. Carl Howard asked whether there was anything in OCEA's proposed MOU with which Management was willing to collaborate with OCEA.
- John Boyd stated that Management and OCEA had already collaborated and ratified a related MOU in the recent past and that Management has been consistent with its practices.
- John Boyd stated that Management cannot negotiate items that differ from what state law requires or that risk costly lawsuits such as mask mandates.
- John Boyd stated that things are not perfect because this pandemic is not perfect.
- Janet Moody stated that class sizes are increasing, and it is getting difficult for instructional employees to social distance.





## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Janet Moody stated that it is difficult to be a co-teacher when there are two (2) adults and thirty-six (36) students in a classroom.
- John Boyd stated that Management commits to continue to do its best to make sure every student, employee, and visitor is safe on its property.
- John Boyd stated that managing growing enrollment is a challenge in many School District schools.
- Dr. Michael Allen stated that Celebration K-8 School and Westside K-8 School are particularly challenged with high enrollment and growing communities.
- John Boyd requested time to discuss today's meeting with School District Leadership.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Agenda Items for Next Meeting: John Boyd/Lare Allen

- Agenda items for the next meeting may be sent to John Boyd via e-mail by the deadline established in the Bargaining Calendar.
- Janet Moody requested data on how many families are insured and how many administrators participate in the School District's insurance plan.

**Next Meeting:                   October 07, 2021, 4:30 PM – 6:00 PM**  
**SDOC Transportation Department, International Room**  
**401 Simpson Road, Kissimmee, FL 34744**

### Pluses

- BLT Bargaining members thanked Management for the refreshments.
- John Boyd stated that he was thankful everyone was healthy.
- John Boyd thanked April Isaacs for her sense of humor.
- April Isaacs thanked Management for its counter-proposal.
- April Isaacs thanked Management for starting to change things like Aither/ Evolutions.

### Deltas

- N/A

**ADJOURNED at 05:41 PM**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Thursday, October 07, 2021  
**Location:** SDOC Transportation Department, International Room  
401 Simpson Road, Kissimmee, FL 34744

OSCEOLA COUNTY EDUCATION ASSOCIATION (OCEA) MEMBERS ATTENDANCE				
1	Lare Allen	OCEA President/ Teacher	OCEA	<input checked="" type="checkbox"/>
2	Dr. Carl Howard	Resource Compliance Specialist	Osceola High School	<input checked="" type="checkbox"/>
3	April Isaacs	OCEA Chief Negotiator/Teacher	St. Cloud High School	<input checked="" type="checkbox"/>
4	Paul Klauman	Teacher	Chestnut Elementary School	<input checked="" type="checkbox"/>
5	Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
6	Latrechia Simpson	Teacher	Denn John Middle School	<input type="checkbox"/>
7	Norine Stazko	ESOL Compliance Specialist	Gateway High School	<input checked="" type="checkbox"/>
8	Lori Swaby	OCEA Chief Negotiator/ Resource Compliance Specialist	ESE Department	<input checked="" type="checkbox"/>
9	Janet Moody	Teacher	Narcoossee Elementary School	<input checked="" type="checkbox"/>
10	Zahira Pena Andino	Teacher	Sunrise Elementary School	<input checked="" type="checkbox"/>
MEMBERS ON BEHALF OF THE OSCEOLA COUNTY SCHOOL BOARD (OCSB) ATTENDANCE				
1	Dr. Michael Allen	Assistant Superintendent	Middle School Education	<input type="checkbox"/>
2	John Boyd	Director/Chief Negotiator	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Rolando Casado	Assistant Principal	Parkway Middle School	<input type="checkbox"/>
4	Jose Gonzalez	Director	Business & Finance	<input checked="" type="checkbox"/>
5	Sarah Graber	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
6	James Hickey	Principal	Harmony High School	<input type="checkbox"/>
7	Scott Knoebel	Principal	Narcoossee Elementary School	<input checked="" type="checkbox"/>
8	Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input type="checkbox"/>
9	Nadia Winston	Principal	Central Avenue Elementary School	<input type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
N/A	Jennifer Gomez	Recording Secretary	Human Resources	<input checked="" type="checkbox"/>





## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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GUEST(S):

Kristie Rupchand	OCEA
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# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 04:48 PM**

Meeting Protocol	
Mission Statement:	Sarah Graber
Philosophy:	April Isaacs
Rationale:	Jose Gonzalez
Salary and Fringes:	John Boyd
Goals:	April Isaacs
Guest Protocol:	N/A
Speaking Order:	Scott Knoebel
Time Keeper:	Karen Pruitt

John Boyd reviewed the Meeting Protocol.

## Introduction of New Bargaining Team Members

- N/A

## Reflection on Our Progress Together: John Boyd/ Lori Swaby

- John Boyd stated that a summary of our work together was sent to bargaining team members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.

## Salaries and Benefits: John Boyd/April Isaacs

- John Boyd shared and reviewed the *Osceola County School Board Salary and Benefits Negotiations Proposal for the 2021-22 and 2022-23 School Years for the Instructional Employee Bargaining Unit*.

Recognizing the need to reward employees for their hard work despite very limited resources during unprecedented circumstances, the School Board commits to provide Osceola County instructional employees the following firm offer of enumerated incentives that are contingent upon each other as a single package.

**1. This offer is in its entirety as a complete package is contingent upon the Osceola County Education Association withdrawing its request for arbitration with the Federal Mediation and Conciliation Service (e.g., Case Number 210622-07820 filed on June 22, 2021).**

**2. One (1) Optional Paid Post-Planning Day for the 2021-22 School Year**

- Each instructional bargaining unit employee may choose to work one (1) post-planning day on Friday, May 27, 2022, and those who choose to work this day shall be paid the employee's daily rate of pay.



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Instructional bargaining unit employees who choose not to work on this optional workday shall end their work year on the last workday as originally scheduled, Thursday, May 26, 2022.
- The choice of last workday shall be the instructional bargaining unit employee's, and the instructional bargaining unit employee shall provide a written request (e.g., e-mail) to work the Optional Paid Post-Planning Day to the instructional bargaining unit employee's supervising administrator no later than Friday, May 06, 2022, for payroll purposes;

## 3. 2021-22 One-Time, Non-Recurring Supplement of \$1,000 for Non-Classroom and Part-Time Classroom Instructional Employees

- Whereas, for the 2021-22 school year, per the *2021-2022 General Appropriations Act (GAA)*, each full-time *classroom* instructional bargaining unit employee shall receive directly from the Florida Department of Education a non-recurring supplement of \$1,000 that the Florida Legislature has mandated, which is not subject to bargaining;
- This proposal provides that for the 2021-22 school year, each *non-classroom* instructional bargaining unit employee and each *part-time classroom* instructional bargaining unit employee shall receive a **one-time, non-recurring supplement of \$1,000 after applicable taxes** using other School District funds;
- All instructional employees who are currently employed with the School District for the 2021-22 school year at the time of ratification of this tentative agreement by both parties, and who were not eligible to receive the \$1,000 per the *2021-2022 General Appropriations Act (GAA)* directly from the Florida Department of Education shall be eligible to receive this one-time, non-recurring supplement of \$1,000 after taxes from the School District;

## 4. 2021-22 Salary Negotiations

- **Each instructional bargaining unit employee shall receive:**
  - **a one-time, one-paycheck benefits premium deduction holiday;** and
- In accordance with the requirements of state law [e.g., *Sections 1011.62, 1012.02, 1012.22, and 1012.34, Florida Statutes; 2021-2022 General Appropriations Act (GAA), 2021-2022 Education Appropriations Implementing Bill, House Bill 5101, etc.*] and the performance pay salary schedule as bargained, **each instructional bargaining unit employee who currently receives a minimum base salary:**
  - **less than \$47,500** shall receive a recurring salary increase equal to the greater of **\$800 or the amount required to attain a salary of \$47,500.**
  - **equal to or greater than \$47,500** shall receive a recurring salary increase as follows:
    - **\$1150, or twenty-three (23) salary schedule levels**, for instructional employees whose final summative evaluation rating is "Highly Effective";
    - **\$900, or eighteen (18) salary schedule levels**, for instructional employees who are Grandfathered (Professional Service Contract or Continuing Contract status) and



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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whose final summative evaluation rating is either “Highly Effective” or “Effective”  
[NOTE: No change in contract status is required.]; or

- **\$800, or sixteen (16) salary schedule levels**, for instructional employees whose final summative evaluation rating is “Effective”

Evaluation Rating	Total Amount	Salary Schedule Levels
• Highly Effective	\$1150	23
• Grandfathered	\$900	18
• Effective	\$800	16

- The recurrence of these 2021-22 salary increases for eligible instructional employees are subject to and dependent upon the renewal of the Teacher Salary Increase Allocation or its designated equivalent as appropriated by the Florida Legislature each subsequent school/ fiscal year per state law; and
- **a one-time, non-recurring Retention Incentive Supplement** in the amount of \$50 for each year of verified eligible experience for each instructional employee who has ten (10) or more years of verified eligible experience;

### 5. No design changes to our School District’s major medical Health Insurance Plan that:

- continues to provide our employees with health insurance coverage options, including a no-cost option for the individual employee;
- implements innovations and enhancements to provide cost-savings and new choices for our employees and their families; and
- ensures our Health Benefits Trust Fund remains fiscally solvent to serve our employees during uncertain economic times;

### 6. Flexible Spending Account Match where the School Board shall match the employee’s FSA savings of \$750 or more with a contribution of \$250 in order to assist the employee toward the employee’s deductible;

### 7. Continued commitment to our School District’s *Center for Employee Health*;

### 8. Exceptional Student Education (ESE) Supplement

Management agrees to increase the ESE Teacher Supplement to \$1,500 and expand eligibility for this supplement to include all full-time ESE instructional employees, including Resource Compliance Specialists (RCSs); however, Gifted teachers would not be eligible for this supplement;

### 9. Additional Earning Opportunities for Non-FTE Generating Programs

Management agrees to sunset both parties’ past practice of over a decade and the current *Memorandum of Understanding re: Additional Earning Opportunities for Non-FTE Generating*



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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*Programs, Instructional Employees*, effective upon tentative agreement and ratification of Management's proposal, and revert to the original terms and conditions of *Article 16.03* of our *Instructional Employees' Contract*, which states:

*"Payment of a teacher's service beyond the regular workday shall be at the professional hourly rate unless specifically noted otherwise. The professional hourly rate shall be rate per day of the teacher divided by the number of hours in the workday."*

## **10. District-Level Professional Learning Community (PLC) for COVID-19 Procedures Solutions**

Management agrees to facilitate a District-level Professional Learning Community (PLC) for the purpose of reviewing instructional employees' COVID-19 procedures concerns and collaborating on solutions to improve School District COVID-19 procedures. This PLC shall include an equal number of representatives of both school-level administrators and school-level instructional employees from the elementary school, middle school, and high school levels. The OCEA President shall have the right to appoint representatives from the instructional bargaining unit to serve on this PLC; and

## **11. Advanced Degree Supplement for Eligible Instructional Employees with Master's Degrees**

Management agrees to increase the Advanced Degree Supplement for eligible instructional employees with Master's Degrees by \$215 from \$2,685 to \$2,900.

## **12. 2022-23 Salary Negotiations**

- **Each instructional bargaining unit employee shall receive:**
  - **a one-time, one-paycheck benefits premium deduction holiday; and**
  - **a one-time, non-recurring Retention Incentive Supplement** in the amount of \$50 for each year of verified eligible experience for each instructional employee who has ten (10) or more years of verified eligible experience.
- Both parties agree to return to salary negotiations for the 2022-23 school year if the Florida Legislature appropriates additional funds for the Teacher Salary Increase Allocation (TSIA) or other similar specific compensation for instructional employees and legislates related terms and conditions.

All calculations and payments of the items within this tentative agreement for eligible instructional employees shall be retroactive to July 01 of the school year indicated for each item above.

Pursuant to *Article XX: Term of Contract* of our collective bargaining agreement, both parties continue to agree that Contract Articles, specific paragraphs, or new issues may be opened, bargained, ratified, and implemented throughout the fiscal year.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- John Boyd stated that Management requests that OCEA withdraw their arbitration case, and both parties will save money in related costs.
- John Boyd stated that the 2022-23 and 2023-24 Academic Calendars were revised and approved by the School Board to include five (5) days of Pre-Planning and four (4) Teacher Workdays.
- John Boyd stated that Management would like to offer the \$1,000 after taxes supplement to all non-classroom/ part-time classroom instructional employees and all classroom instructional employees who did not receive a check from the State of Florida who presently work for the School District.
- John Boyd stated that Management shall look at the list that was sent to the State of Florida and provide supplements to classroom instructional employees that were not included on that list.
- John Boyd stated that Management agrees to increase the Master's degree supplement by \$215 from \$2,685 to \$2,900.
- John Boyd stated that raising the Master's degree supplement would bring the School District to fifth (5th) ranking.
- John Boyd stated that Management agrees to return to salary negotiations for the 2022-23 school year if the Florida Legislature appropriates additional funds for the Teacher Salary Increase Allocation (TSIA) or other similar specific compensation for instructional employees and legislates related terms and conditions.
- John Boyd stated that Management is excited to bring this offer including the Retention Incentive Supplement to OCEA.
- Sarah Graber clarified that for the school year of 2022-2023 the salaries and benefits proposal would be retroactive to July 01, 2022.
- John Boyd briefly reviewed the information in the documents entitled *SDOC Responses to OCEA Bargaining Planks, Part 3 10-07-21* and *SDOC Responses to OCEA Questions 10-07-21*.
- John Boyd stated that the costs for OCEA's counterproposal is \$11.5 million more than Management's original proposal.
- John Boyd stated that Management has added \$7.6 million in its counter-proposal shared tonight.
- Karen Pruitt stated that OCEA would like Teacher Workdays at the end of each quarter to be part of the contract.
- John Boyd responded that the Academic Calendar changed because of the ongoing Coronavirus/ COVID-19 pandemic.
- Dr. Carl Howard stated that he agreed that contract language is important.
- John Boyd stated that the most recent revisions to the Academic Calendar were discussed with the Calendar Committee before they were submitted to the School Board for approval.
- Lare Allen stated that this change was a win for both teams.

**The meeting recessed at 05:18 PM in order for BLT members to caucus about Management's counter-proposal.**

**The meeting reconvened and resumed at 5:56 PM.**

- Dr. Carl Howard asked if it is Management's explicit intent to keep the currently approved Academic Calendar.
- John Boyd responded yes.
- Janet Moody asked about the one (1) hour OPS Contract for ESE instructional employees, including Gifted.
- John Boyd responded that it was not part of Management's counter-proposal.
- John Boyd stated that it was a challenge to get clean data that identified Gifted instructional employee.
- Janet Moody asked about the whether the difference in salary increases was closer to 25%, 50%, or 75% per the state law.

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** **October 13, 2021**

Page 7 of 10





## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Sarah Graber responded that the \$800 salary increase is closer to 75%.
- Dr. Carl Howard asked if the retention supplement would be creditable toward the employee's state retirement.
- John Boyd responded that no, it would not be creditable toward the employee's state retirement.
- John Boyd stated that nothing could stop the bargaining unit from negotiating next year.
- Dr. Carl Howard stated that if it is in contract language as recurring, then there might be a way of structuring the retention supplement so that it was creditable toward the employee's state retirement.
- John Boyd stated that Management agrees to provide a Teacher Workday at end of each quarter but reserves the right to change it due to a declared emergency such as a hurricane or pandemic.
- Zahira Pena Andino thanked John Boyd for providing all of the data and information.
- Zahira Pena Andino stated that OCEA would like to see the data for the Gifted instructional employees.
- John Boyd responded that Management would be able to share that data.
- Zahira Pena Andino asked whether the retention supplement could be bargained again.
- John Boyd stated that Management is always willing to continue bargaining in good faith.
- Zahira Pena Andino requested that Management consider a supplement for PLC Leads in their proposals next year.
- John Boyd stated that Ms. Zahira Pena Andino and he think alike.
- John Boyd stated that there are supplements for grade level/ department chairs.
- Zahira Pena Andino stated that because of the workload, school administrators did not want grade level/ department chairs and PLC Leads to be the same person.
- John Boyd stated that PLCs are a priority, and Management would consider a supplement for future years.
- John Boyd stated that Management shall give instructional employees experience credit for all verified years of experience worked inside and outside of the School District, public or private, per the terms and conditions of our current contract.
- Karen Pruitt proposed a committee on Gifted instructional employees.
- John Boyd stated that Management would agree to that.
- April Isaacs stated that Management did a good job with this counter-proposal and is happy with the way it was presented.
- John Boyd stated that Teamsters have ratified their contract and that approval of salaries and benefits for both Teamsters and non-bargaining unit employees would be on the agenda of the next School Board meeting.
- John Boyd stated that Management's counter-proposal was a firm offer and that the School Board would not approve any additional funds beyond this offer on the table.
- John Boyd stated that Management is hoping that both parties would reach a tentative agreement today.
- April Isaacs stated that she feels that if OCEA signs tonight, then they may lose their bargaining chips.
- John Boyd stated that this two (2) year offer does not stop the bargaining team from coming back to the table to negotiate salaries especially since the Florida Legislature is likely to continue the Teacher Salary Increase Allocation (TSIA) during an election year.
- John Boyd stated that Management does not want OCEA to feel like the bargaining team cannot continue bargaining MOUs and contract language.
- John Boyd stated that the Bargaining Leadership Team would continue to bargain MOUs and contract language collaboratively during the school year.
- Sarah Graber stated that the total cost of Management's offer is \$13.8 million.

**The meeting recessed at 06:31 PM in order for BLT members to caucus about Management's counter-proposal.**

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** **October 13, 2021**

Page 8 of 10





## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### **The meeting reconvened and resumed at 6:48 PM.**

- April Isaacs stated that OCEA will sign the tentative agreement today.
- John Boyd stated that a joint press release could be made.
- John Boyd stated that Management agrees to provide one (1) Teacher Workday at the end of each grading quarter, and Management reserves the right to change the Academic Calendar in the event of a declared state of emergency such as a hurricane or pandemic.
- Karen Pruitt stated that OCEA requests a deadline for the Calendar Committee to meet by December 1 for the following school year.
- John Boyd stated that Management agrees to that revision.
- Dr. Carl Howard stated that employees will find this language edifying.
- Sarah Graber and John Boyd clarified that all calculations and payments of the items within this tentative agreement for eligible instructional employees shall be retroactive to July 01 of the school year indicated for each item.
- John Boyd stated that after the date of ratification by both parties, Management would work toward the goal of instructional employees receiving payments within the subsequent paycheck.
- April Isaacs stated that OCEA needs thirty (30) days to put this package out to their instructional members.
- Norine Stazko stated that the next School Board meetings are on October 19, 2021, November 2, 2021, and November 16, 2021.
- April Isaac stated that OCEA must have this package posted for ten (10) days before their members could vote on it.
- John Boyd stated that Management could issue payments to employees before Christmas break.
- Sarah Graber stated that Management could commit to the first paycheck in December.
- John Boyd stated that Management shall have the ratification package to OCEA by next week.
- Lare Allen requested to know when the ESP Contract had been sent to the School Board.
- John Boyd stated that the ESP Contract was sent on May 04, 2021.
- Sarah Graber stated that it was ratified by OCEA on April 21, 2021.

**ACTION: Following a fist of five vote, BLT members tentatively agreed to approve this item.**



- Agenda items for the next meeting may be sent to John Boyd via e-mail by the deadline established in the Bargaining Calendar.

Page 10 of 10



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Thursday, January 13, 2022  
**Location:** SDOC Transportation Department, International Room  
401 Simpson Road, Kissimmee, FL 34744

OSCEOLA COUNTY EDUCATION ASSOCIATION (OCEA) MEMBERS ATTENDANCE				
1	Lare Allen	OCEA President/ Teacher	OCEA	<input checked="" type="checkbox"/>
2	Dr. Carl Howard	Resource Compliance Specialist	Osceola High School	<input checked="" type="checkbox"/>
3	April Isaacs	OCEA Chief Negotiator/Teacher	St. Cloud High School	<input checked="" type="checkbox"/>
4	Paul Klauman	Teacher	Chestnut Elementary School	<input checked="" type="checkbox"/>
5	Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
6	Latrechia Simpson	Teacher	Denn John Middle School	<input checked="" type="checkbox"/>
7	Norine Stazko	ESOL Compliance Specialist	Gateway High School	<input checked="" type="checkbox"/>
8	Lori Swaby	OCEA Chief Negotiator/ Resource Compliance Specialist	ESE Department	<input checked="" type="checkbox"/>
9	Janet Moody	Teacher	Narcoossee Elementary	<input checked="" type="checkbox"/>
10	Zahira Pena Andino	Teacher	Sunrise Elementary	<input checked="" type="checkbox"/>
	VACANCY			
MEMBERS ON BEHALF OF THE OSCEOLA COUNTY SCHOOL BOARD (OCSB) ATTENDANCE				
1	Dr. Michael Allen	Assistant Superintendent	Middle School Education	<input type="checkbox"/>
2	John Boyd	Director/Chief Negotiator	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Rolando Casado	Assistant Principal	Parkway Middle School	<input type="checkbox"/>
4	Jose Gonzalez	Director	Business & Finance	<input checked="" type="checkbox"/>
5	Sarah Graber	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
6	James Hickey	Principal	Harmony High School	<input checked="" type="checkbox"/>
7	Scott Knoebel	Principal	Narcoossee Elementary School	<input checked="" type="checkbox"/>
8	Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
9	Nadia Winston	Principal	Central Avenue Elementary	<input type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
N/A	Jennifer Gomez	Recording Secretary	Human Resources	<input checked="" type="checkbox"/>



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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GUEST(S):

Kristie Rupchand	OCEA
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# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 04:39 PM**

Meeting Protocol	
Mission Statement:	John Boyd
Philosophy:	N/A
Rationale:	N/A
Salary and Fringes:	N/A
Goals:	N/A
Guest Protocol:	N/A
Speaking Order:	Scott Knoebel
Time Keeper:	James Hickey

John Boyd reviewed the Meeting Protocol.

## Introduction of New Bargaining Team Members

- N/A

## Reflection on Our Progress Together: John Boyd/ Lori Swaby

- John Boyd stated that a summary of our work together was sent to bargaining team members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.

## MOU re: oTECH CAPE Reward: John Boyd/April Isaacs

- John Boyd shared and reviewed the proposed *MOU re: oTECH CAPE Reward* with bargaining team members.
- April Isaacs asked what the cost would be.
- John Boyd responded that this group earns twenty-one (21) certifications.
- Karen Pruitt stated that she believes there are under fifty (50) Career & Technical Education (CTE) teachers at oTECH.
- John Boyd stated that Mr. Jeff Arnott, Executive Director for Career & Technical Education (CTE) requested this MOU.
- Dr. Carl Howard asked whether the School District had identified a funding source.
- John Boyd stated that the School District had identified a funding source.
- Dr. Carl Howard asked how Management determined the difference existed.
- John Boyd stated that he understood a teacher had mentioned it to Mr. Arnott.
- John Boyd stated that teachers are taking courses and earning certifications.
- Zahira Pena-Andino asked whether this would be a one-time payment.
- John Boyd responded that the reward would be paid at the end of the year once the School District received the data for students who earned industry certifications.
- April Isaacs asked whether the School District had an estimate of how much this reward would cost.

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** January 25, 2022

Page 3 of 9



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- John Boyd responded that twenty-one (21) certifications were earned last school year, so the general estimated cost would have been no more than \$2,100, and that he does not believe the cost would exceed \$10,000 next school year.
- April Isaacs requested that the MOU list all three (3) oTECH campuses (e.g., Kissimmee, St. Cloud, and Poinciana).
- John Boyd agreed to make that revision.
- Karen Pruitt stated that she believed oTECH Instructional employees were already receiving this benefit.
- John Boyd stated that only teachers at high schools were currently eligible to receive this benefit.
- Karen Pruitt asked whether the benefit in the MOU is for teachers who do not teach students at high schools.
- John Boyd responded yes.
- Karen Pruitt stated that CTE courses are mandatory, and many students do not care about earning an industry certification.
- Jim Hickey stated that students can pass the CTE course without earning an industry certification.
- Dr. Carl Howard stated that if we would like to promote equity, bargaining members need to make sure that the language of the MOU is clear, and that Instructional employees at oTECH are given an equal opportunity.
- Dr. Carl Howard suggested that the expiration date should be included on the MOU.
- John Boyd stated that any MOU that is brought to bargaining team members expires after one calendar year, and that all current MOUs are included in the ratification packet once tentative agreement is reached.
- John Boyd stated that the MOUs included in the ratification packet are then added to the Appendix of the Contract for publication.
- Janet Moody stated that the best practice is to incorporate the date of expiration into the MOU document.
- April Isaacs requested that each MOU include a date of expiration.
- John Boyd agreed to add the date of expiration.

### **Federal Funds (e.g., ESSER): April Isaacs**

- April Isaacs stated that the union should have representatives at School District meetings where the spending of federal funds is being discussed.
- John Boyd clarified that federal funds are part of the School Board's budgeting process, and that state law requires the publication of a public notice and the conducting of several School Board Workshops and Public Hearings for the budgeting process in particular.
- April Isaacs stated that OCEA may not have a voice at these School Board meetings, and federal law requires that the teachers union be included in the process for determining how these federal funds are being spent.
- John Boyd stated that all School Board meetings are publicly noticed per state law; the general public, including OCEA, may attend School Board Workshops; and that no final vote is taken at School Board Workshops.
- Tammy Otterson clarified that public comment is not permitted during School Board Workshops.
- John Boyd stated that public comment on items discussed at School Board Workshops, including the budgeting process, can occur during the Public Comment section of the next regular School Board Meeting and at the Public Hearings for the budgeting process.
- Sarah Graber clarified that contacts at the Florida Department of Education (FLDOE) clarified that the School Board budgeting process fulfilled the requirements in federal law related to including the teachers union in the discussion of the expenditure of federal funds [e.g., and its Elementary and

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** January 25, 2022

Page 4 of 9



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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Secondary School Emergency Relief Fund (ESSER)] designated within several pandemic relief acts of Congress:

- Coronavirus Aid, Relief, and Economic Security Act (CARES);
- Coronavirus Response and Relief Supplemental Appropriations Act (CRRSA); and
- American Rescue Plan Act (ARP).

*[Note: The United States Education Department support document “Frequently Asked Questions – Elementary and Secondary School Emergency Relief Programs Governor’s Emergency Education Relief Programs” states: “In developing its plan, an LEA must engage in meaningful consultation with stakeholders including students; families; school and district administrators (including special education administrators); and teachers, principals, school leaders, other educators, school staff, and their unions.”]*

*Therefore, the union is only one of multiple stakeholders that must be included in “meaningful consultation,” and the School Board budgeting process is the most transparent and efficient method to accommodate all of these groups and to comply with this federal requirement.]*

- John Boyd stated that he could add an ESSER update to the agenda of our BLT bargaining meetings.
- John Boyd also stated that OCEA could request OCEA Leave for two (2) OCEA representatives to attend School Board Workshops held during the workday.
- April Isaacs stated that she would never ask employees to choose between students and the union to attend School Board Workshops as she believes that is not fair.
- John Boyd stated that all School Board meetings, including School Board Workshops are recorded, and the videos are posted on the School District’s public website for anyone to view.
- John Boyd also stated that regular School Board meetings are scheduled after the contractual workday.
- April Isaacs stated that the Public Comment section of our School Board meetings permits only three (3) minutes for speakers.
- Sarah Graber stated that she liked the idea of putting a related update on the agendas for bargaining meetings.
- Sarah Graber stated that OCEA can also provide feedback during the Public Comment section of our School Board meetings.
- John Boyd stated that both parties may discuss this topic, but state and federal law do not permit much flexibility on how these federal funds can be spent.
- Sarah Graber stated that bargaining team members can have those discussions at bargaining meetings.
- April Isaacs responded that it was a great idea and she appreciated it.
- Sarah Graber clarified that since ESSER funds have been part of the public budgeting process, and since the School Board plans to approve the budget shared in that process, Management is not authorized to negotiate their use.
- April Isaacs stated that the federal government requires the School District to have a committee for this purpose.
- Sarah Graber clarified that FLDOE contacts stated that the School Board Workshops and Public Hearings of the regular budgeting process are sufficient, and that it is not required to have a separate committee.
- April Isaacs stated that the School District’s and OCEA’s attorneys interpret things differently.





# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

## Health Insurance: April Isaacs

- April Isaacs asked whether Management was getting a new third party provider.
- Sarah Graber stated that the related Intent to Negotiate (ITN) process has begun, and an ITN Committee of six (6) committee members has been established that includes representatives from all three (3) unions.
- April Isaacs asked if SDOC is on track to having a new third party provider by next school year.
- Sarah Graber responded that SDOC is in the middle of that process.
- Sarah Graber stated that the intention is for October.
- John Boyd stated that there are no changes to our Health Insurance Benefits Plan at this time.
- Dr. Carl Howard read *Article 15.02-5 of our Contract*:
  - *"Changes in the plan document shall be subject to the approval of the Bargaining Leadership Team no later than June 30."*
- John Boyd thanked Dr. Carl Howard for the reminder.
- John Boyd stated that Management does not want to make any changes unless absolutely necessary.
- Zahira Pena-Andino asked how many proposals the School District has received.
- Sarah Graber responded that the School District received five (5) proposals.
- John Boyd stated that plan documentation can have premiums listed.
- Dr. Carl Howard asked if administrators have the same plan.
- John Boyd responded that yes, administrators have the same plan.
- Sarah Graber clarified that SDOC is under contract with Aither Health until September 30, 2023.
- Sarah Graber stated that the School District has met with Aither Health several times to resolve employee concerns.
- April Isaacs shared and reviewed a document with bargaining team members.

*OCEA would like to thank district management for working as a team to meet the BLT Goals with regards to the most recent contract. While not everything was achieved, there was great effort put forth which can be built upon as our teams continue to focus on the goals established.*

1. *OCEA would like to remind management of the items which were verbally agreed upon to continue to bargain:*
  - *Supplements for ESOL Compliance Specialist which match those of Resource Compliance Specialist.*
  - *Supplements for Gifted certified teachers who write EPS and complete 1152s.*
  - *Longevity supplements becoming permanent and part of salary which can be considered in calculations for retirement.*
  - *Supplements for PLC leads where appropriate.*
  - *Revisit language and MOUs within the available contract to reduce/eliminate confusion with items which are active vs which are not. (i.e.: correct pronouns)*
2. *OCEA would like to have management provide updates/documents which can be used to better communicate with employees and/or to assist in bargaining.*
  - *RFP Insurance progress*
  - *Overall evaluations results for Instructional classroom and non-classroom personnel and the breakdown by levels (high school, middle school, elementary).*
3. *OCEA contends management continues to delay information which is necessary to protect the funds which are used for operational purposes within the organization. The contract language reads:*



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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*"4.08 The Board will provide the Association with the names and addresses of all new teachers and all retiring teachers as soon as the data are available."*

*OCEA believes this data could be provided much sooner. As such, OCEA would like to quantify the time with new contract language to read:*

*"4.08 The Board will provide the Association with the names and addresses of all new teachers and all retiring teachers monthly."*

4. OCEA contends there are health and safety hazards due to COVID. When there is a lack of custodial staff to adequately clean as recommended by the CDC this could be violating contract article 5.07.

*"The Board will keep all rooms, which are used for instructional purposes or preparation, clean and free from health and safety hazards. Each principal will take necessary steps to maintain the heating and cooling systems. Priority will be given to rectify schools with documented poor indoor air quality including mold. Teachers will report any health or safety hazards to the principal. When notified, teachers will immediately correct health or safety hazards they have caused. (08/21/01)"*

*Membership has shared with OCEA many occasions where student and/or staff are found to be positive. The areas these individuals were in immediately prior to learning of the positive infection are not being properly sanitized. Additionally, when large numbers of custodial staff are not present, classrooms are not being properly cleaned and/or sanitized.*

5. OCEA contends that growth within Osceola County is causing a violation of article 14.01:

*"The Board and the Association recognize the right of the Board to employ personnel to staff positions in the instructional program, and that the instructional program is influenced by class size and the ratio of adults to students working directly in the instructional program. Although grade enrollment and subject registration may result in uneven class sizes within schools and grade levels, every effort must be made to ensure that the student-teacher ratio within classes falls within state guidelines and maintains a safe and educationally effective environment."*

*Further, OCEA contends that such growth has caused safety concerns within cafeterias and classrooms. Additionally, special classes such as art, music, and physical education are made even larger with each new student enrolled. OCEA believes that there is a lack of proper personnel to properly ensure the safety of students placing educators and staff at risk for lawsuit when a student is harmed for any reason. SDOC needs to increase the staff responsible for supervising students and further needs to comply with health and safety requirements which would guide the safe number of students in any shared area such as a cafeteria, classroom, physical education area, or playground.*

- April Isaacs stated that according to Article 4.08 of our Contract, Management must provide OCEA with the names and addresses of all new and retiring instructional employees as soon as the data is available.
- April Isaacs stated that delaying this information puts OCEA at a disadvantage.
- Tammy Cope-Otterson stated that she is providing the information to Mr. Lare Allen and Ms. Kristie Rupchand, and she will also provide it to Ms. April Isaacs.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- April Isaacs stated OCEA requests that the contract language be changed so that information is provided to OCEA monthly.
- John Boyd stated that he would consult with School District Leadership about OCEA's request.
- April Isaacs thanked Ms. Tammy Cope-Otterson.
- Dr. Carl Howard asked when the Coronavirus/ COVID-19 Committee would be meeting.
- John Boyd stated that Management agreed to the Coronavirus/ COVID-19 committee, but both parties need to communicate with each other about scheduling dates and appointing members to the committee.
- April Isaacs stated that OCEA feels that SDOC is in violation of *Article 5.07* of our *Contract*.
- Janet Moody stated that many classrooms are not being cleaned or sanitized in the manner that was instructed.
- Zahira Pena-Andino stated that there is a shortage of custodians.
- Zahira Pena-Andino stated that when a classroom needs to be disinfected, that needs to become a priority to custodians.
- Dr. Carl Howard stated that the Superintendent had data and wanted to know if it is being shared with OCEA.
- Dr. Carl Howard asked what 'quarantine opt out' was.
- Sarah Graber stated that the 'quarantine opt out' means that someone can choose not to quarantine.
- Jim Hickey stated that Governor DeSantis gave parents the option to quarantine students when they have been exposed to COVID-19 but do not have symptoms.
- Trae Simpson stated that contact tracing needs to be done with Instructional employees.
- Trae Simpson stated that at her school, air ducts were fumigated, and when that stopped, the COVID-19 numbers grew.
- April Isaacs stated that OCEA feels that SDOC is in violation of *Article 14.01* of our *Contract*.
- April Isaacs stated that there are classrooms with 30 or more students.
- Lori Swaby stated that the current schedule forces more students into the school cafeteria at the same time, and there is not enough coverage.
- Janet Moody stated that it is a student safety concern.
- April Isaacs stated that School District employees from Central Office were sent to help a school, but these employees stayed in the Media Center.
- John Boyd thanked Ms. April Isaacs for the feedback.
- Trae Simpson stated that the School District employees who came to her school have been visible and helped her school tremendously with student supervision.
- April Isaacs stated that Management should consider hiring an outside service to clean.
- April Isaacs stated that OCEA has reached out to retirees, but they do not want to help.
- Tammy Cope-Otterson stated that 404 Instructional employees needed coverage today which is a 48.2% increase from last year.
- Tammy Cope-Otterson stated that Management has used multiple strategies to fill vacant positions.
- April Isaacs stated that OCEA knows Management cares.
- April Isaacs stated that OCEA believes digital learning has to start again.
- Trae Simpson suggested that mental health training should be offered as a strategy to retain staff.
- Trae Simpson stated that thanking employees goes a long way to retaining them too.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting**



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### Agenda Items for Next Meeting: John Boyd/Lare Allen

- Agenda items for the next meeting may be sent to John Boyd via e-mail by the deadline established in the Bargaining Calendar.

**Next Meeting:**            **February 10, 2022**  
                                 **4:30 PM – 6:00 PM**  
                                 **SDOC Transportation Department, International Room**  
                                 **401 Simpson Road, Kissimmee, FL 34744**

### Pluses

- Bargaining Leadership Team members complimented and thanked SDOC for the refreshments.

### Deltas

- N/A

**ADJOURNED at 06:18 PM**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Thursday, February 10, 2022  
**Location:** Virtual Meeting

OSCEOLA COUNTY EDUCATION ASSOCIATION (OCEA) MEMBERS ATTENDANCE				
1	Lare Allen	OCEA President/ Teacher	OCEA	<input type="checkbox"/>
2	Dr. Carl Howard	Resource Compliance Specialist	Osceola High School	<input checked="" type="checkbox"/>
3	April Isaacs	OCEA Chief Negotiator/Teacher	St. Cloud High School	<input checked="" type="checkbox"/>
4	Paul Klauman	Teacher	Chestnut Elementary School	<input checked="" type="checkbox"/>
5	Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
6	Latrechia Simpson	Teacher	Denn John Middle School	<input checked="" type="checkbox"/>
7	Norine Stazko	ESOL Compliance Specialist	Gateway High School	<input checked="" type="checkbox"/>
8	Lori Swaby	OCEA Chief Negotiator/ Resource Compliance Specialist	ESE Department	<input checked="" type="checkbox"/>
9	Janet Moody	Teacher	Narcoossee Elementary	<input type="checkbox"/>
10	Zahira Pena Andino	Teacher	Sunrise Elementary	<input type="checkbox"/>
MEMBERS ON BEHALF OF THE OSCEOLA COUNTY SCHOOL BOARD (OCSB) ATTENDANCE				
1	Dr. Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
2	John Boyd	Director/ Chief Negotiator	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Rolando Casado	Assistant Principal	Horizon Middle School	<input type="checkbox"/>
4	Jose Gonzalez	Director	Business & Finance	<input type="checkbox"/>
5	Sarah Graber	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
6	James Hickey	Principal	Harmony High School	<input checked="" type="checkbox"/>
7	Scott Knoebel	Principal	Narcoossee Elementary School	<input checked="" type="checkbox"/>
8	Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
9	Nadia Winston	Principal	Central Avenue Elementary	<input type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
N/A	Jennifer Gomez	Recording Secretary	Human Resources	<input checked="" type="checkbox"/>



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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GUEST(S):

<i>Rupchand, Kristie</i>	<i>OCEA</i>
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# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 04:40 PM**

Meeting Protocol	
Mission Statement:	John Boyd
Philosophy:	April Isaacs
Rationale:	April Isaacs
Salary and Fringes:	April Isaacs
Goals:	John Boyd
Guest Protocol:	N/A
Speaking Order:	Scott Knoebel
Time Keeper:	Jim Hickey

John Boyd reviewed the Meeting Protocol.

## Introduction of New Bargaining Team Members

- N/A

## Reflection on Our Progress Together: John Boyd/ April Isaacs

- John Boyd stated that a summary of our work together was sent to bargaining team members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.

## MOU re: oTECH CAPE Reward: John Boyd/ Apryle Isaacs

- John Boyd shared and reviewed the *MOU re: oTECH CAPE Reward* with bargaining team members.
- John Boyd stated that Mr. Jeff Arnott, Executive Director of SDOC Career and Technical Education (CTE) Department stated that:
  - currently, thirty (30) SDOC CTE Instructional employees would benefit,
  - students earned 100 industry certifications last school year, and
  - the estimated cost is less than \$5,000 per year.
- John Boyd stated that he also added a bullet to the MOU that clarifies its expiration date.
- April Isaacs asked how much the estimated cost would be.
- John Boyd responded that Mr. Arnott shared that the estimated cost would be \$5,000.
- Dr. Carl Howard stated that this item was a good idea, and it should be made permanent.
- April Isaacs stated that OCEA is satisfied with the information that Management has provided but asked to wait on a vote for this item until other agenda items were discussed.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**





# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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## Federal Funds Update (e.g., ESSER): John Boyd/ April Isaacs

- John Boyd stated that there were no changes to the information that was shared at the prior meeting.
- Sarah Graber confirmed that there were no changes.
- Sarah Graber stated that the multi-year plan part from these federal funds is part of the School Board budget, and that Dr. Pace has provided regular updates to the School Board at the School Board meetings.
- April Isaacs asked whether it was possible to see the plan documents.
- Sarah Graber responded that all plan documents and others related to the proposed School Board Budget are available as public records on the SDOC Board Docs website.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

## School Safety: John Boyd/ April Isaacs

- John Boyd shared and reviewed the *MOU re: Safe Return to Schools*.
- John Boyd stated that Management offers to renew the MOU that both parties had previously ratified on November 02, 2021.
- John Boyd stated that Management has addressed concerns when they have received specific verifiable information.
- John Boyd stated that Management agrees to continue to focus on solutions to OCEA's concerns in collaboration with OCEA.
- John Boyd stated that Management does not expect OCEA to vote on this MOU at this meeting.
- Zahira Pena-Andino asked whether there was a process for follow-up after someone calls or emails a concern.
- John Boyd responded that Management strives to respond to concerns within 24 hours.
- John Boyd stated that concerns should be brought to the school administrator first, and if it is not addressed, then the employee may contact School District Leadership and/ or their union representative.
- Dr. Carl Howard asked what Management meant by "continue to encourage students and employees to wear face masks."
- John Boyd stated that employees may choose whether to wear a mask, and no mask shaming shall be permitted.
- Dr. Carl Howard stated that when he visits local stores, there are signs that state masks are welcome and recommended that schools should have signs and do schoolwide announcements too.
- April Isaacs asked how many vacancies for custodians exist at each school.
- John Boyd stated that Management could provide that data for OCEA.
- Tammy Cope-Otterson stated that there are 314 allocations for full-time custodians and 17 vacancies districtwide.
- Tammy Cope-Otterson stated that St. Cloud High School has twelve (12) custodian allocations and two (2) vacancies.
- Tammy Cope-Otterson stated that if an employee is on FMLA, the employee's position is held and will not show up as a vacancy.
- April Isaacs thanked Tammy Cope-Otterson for providing the information.
- Dr. Carl Howard asked whether the MOU be effective on February 10, 2022, if OCEA were to agree to the MOU tonight.
- John Boyd responded yes, the MOU would become effective on the date of tentative agreement.

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** February 18, 2022



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Dr. Carl Howard stated that Management should provide Board Leave for Coronavirus/ COVID-19 vaccine booster appointments.
- Sarah Graber stated that Management allowed Board Leave for vaccines because employees could only go during work hours when it was first offered, but the booster is available any time.
- Zahira Pena-Andino asked when the last time was that the supplements were reviewed.
- John Boyd stated that supplements are subject to bargaining and are reviewed and updated when any new supplements are negotiated.
- John Boyd reviewed the work that the Supplements Committee work done several years ago.
- Dr. Carl Howard stated that he would be willing to work on a proposal to index the supplements.
- April Isaacs suggested that there should be a new Supplement Committee.
- John Boyd stated that he would have to consult with School District Leadership about any changes to the Supplements Schedule.
- April Isaacs asked what happened to unused supplement money.
- Sarah Graber stated that unspent money would be like a vacancy, not specific and could be repurposed within the school's budget.
- Karen Pruitt stated that for years, employees were only allowed to receive two (2) supplements.
- John Boyd stated that the contract language for supplements should be revisited.
- Dr. Michael Allen asked whether the Supplements Committee needs clear direction.
- John Boyd responded that the Supplements Committee did.
- John Boyd shared and reviewed the remainder of the document *SDOC Responses to OCEA BLT Requests* with bargaining committee members.
- John Boyd stated that the Florida Department of Education website contains the data that OCEA requested for several items.
- April Isaacs stated that Management has changed their past practice for providing OCEA with data for new and retired teachers.
- Kristie Rupchand stated that they received the file from Human Resources in September and January. However, the file from January was different.
- Tammy Cope-Otterson stated that in order to complete the file that OCEA needs she has to merge three (3) different files.
- Tammy Cope-Otterson stated that the file that she provided in January is the file that Mr. Lare Allen requested.
- Tammy Cope-Otterson stated that she provides the data file to OCEA quarterly.
- Karen Pruitt stated that quarterly means every nine (9) weeks.
- Tammy Cope-Otterson stated that she provided the file to Human Resources on September 9, 2020, December 6, 2020, January 18, 2021, and April 9, 2021.
- Tammy Cope-Otterson stated that in June and July, Human Resources removes former and retired employees from the School District information system.
- Tammy Cope-Otterson stated that she provides four (4) files a year to OCEA.
- Tammy Cope-Otterson stated that the file she provided in January was what Mr. Lare Allen requested in his e-mail to her.
- April Isaacs stated that OCEA needs that file from Human Resources to complete their business.
- April Isaacs stated that OCEA would like to continue receiving it quarterly.
- John Boyd stated that Management believes they are in compliance with state law regarding class size.
- April Isaacs stated that OCEA will agree to disagree with Management.
- April Isaacs stated that OCEA understands where Management is coming from and appreciates everything they do.
- Dr. Carl Howard asked how OCEA and Management can resolve this disagreement.
- John Boyd stated that bargaining team members would need to problem solve together.

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** February 18, 2022

Page 5 of 7



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- John Boyd stated that Management recognizes that OCEA is concerned about safety and supervision, and Management is hiring more employees.
- John Boyd stated that if there are any imperfections Management needs to know so that they can help resolve it.
- Zahira Pena-Andino asked whether each school had an “Emergency Class Coverage Plan” and whether OCEA could make a Public Records Request for them.
- John Boyd responded yes, the plans are public records.
- April Isaacs stated that schools have been auto-splitting classes.
- April Isaacs stated that she believes teacher’s certificates are in danger due to safety and supervision concerns.
- John Boyd stated that he believes there is a difference in interpretation of the class size law.
- Karen Pruitt asked what number of students in a classroom would be a safety issue.
- John Boyd stated that the local fire code states how many people can be in one room.
- April Isaacs stated that some classrooms are designed to have 28 students and that she does not have enough seats for all her students.
- April Isaacs stated that she cleans her own classroom’s desks because there are no custodians available to clean them.
- John Boyd stated that if the number of students exceeds the capacity of the classroom, and it is not addressed, then the administrator’s certificate, not the teacher’s certificate, could be affected.
- April Isaacs stated that instructional employees are subbing every day during their planning period because someone is out due to Coronavirus/ COVID-19.
- April Isaacs stated that instructional employees are scared about student safety and supervision.
- John Boyd stated that the situation we educators are all in is temporary.
- Trae Simpson suggested an auto-splitting committee so that it does not happen.
- John Boyd stated that he appreciated Ms. Simpson’s suggestion, but a separate committee is not needed for every concern, and that this concern can be resolved at the bargaining table.
- Sarah Graber asked what OCEA proposed as a solution is to the class size and safety and supervision concerns.
- April Isaacs stated that OCEA needs to offer proposed solutions.
- Lori Swaby stated that there are students who have not had an average school year yet and have not had the opportunity to learn social skills.
- Lori Swaby stated that students have behavioral issues this school year that were not common in prior school years.
- Norine Stazko stated that Management should permit digital instruction again and consider double sessions in the morning and the afternoon.
- Norine Stazko stated that District-level Instructional employees should be reassigned back into classrooms.
- Zahira Pena-Andino asked what happens to Instructional employees who refuse to auto-split classes.
- April Isaacs asked whether refusing to auto-split would be considered insubordination.
- Jim Hickey responded that he would like to think that his peers would not discipline an employee over one (1) isolated incident related to auto-splitting and would have a discussion with the employee.
- John Boyd stated that Management would continue to exercise compassion and grace.
- Zahira Pena-Andino stated that auto-splitting should be a last resort.
- Sarah Graber stated that she does not know the answers but would like to hear proposed solutions from OCEA.
- Dr. Carl Howard stated that he does not think there are answers and does not hear anyone in the news that has the answers.
- Dr. Michael Allen asked whether OCEA made a public records request at this meeting for each schools’ Emergency Class Coverage Plan.

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** February 18, 2022

Page 6 of 7



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- April Isaacs stated that OCEA did.
- Dr. Michael Allen stated that across the country, educators are doing the best that they can to find solutions, and he believes that SDOC is doing a better job than other school districts in the state.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Agenda Items for Next Meeting: John Boyd/ Lare Allen

- Agenda items for the next meeting may be sent to John Boyd via e-mail by the deadline established in the Bargaining Calendar.

**Next Meeting: Thursday, April 14, 2022; 04:30 – 06:30 PM  
Virtual Meeting**

### Pluses

- N/A

### Deltas

- N/A

**ADJOURNED at 06:32 PM**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Thursday, April 21, 2022  
**Location:** SDOC Transportation Department, International Room  
401 Simpson Road, Kissimmee, FL 34744

OSCEOLA COUNTY EDUCATION ASSOCIATION (OCEA) MEMBERS ATTENDANCE				
1	Lare Allen	OCEA President/ Teacher	OCEA	<input type="checkbox"/>
2	Dr. Carl Howard	Resource Compliance Specialist	Osceola High School	<input checked="" type="checkbox"/>
3	Janet Moody	OCEA Chief Negotiator/ Teacher	Narcoossee Elementary	<input checked="" type="checkbox"/>
4	Paul Klauman	Teacher	Chestnut Elementary School	<input checked="" type="checkbox"/>
5	Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
6	Latrechia Simpson	Teacher	Denn John Middle School	<input checked="" type="checkbox"/>
7	Norine Stazko	ESOL Compliance Specialist	Gateway High School	<input checked="" type="checkbox"/>
8	Lori Swaby	OCEA Chief Negotiator/ Resource Compliance Specialist	ESE Department	<input checked="" type="checkbox"/>
9	Zahira Pena Andino	Teacher	Sunrise Elementary	<input checked="" type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
MEMBERS ON BEHALF OF THE OSCEOLA COUNTY SCHOOL BOARD (OCSB) ATTENDANCE				
1	Dr. Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
2	John Boyd	Director/ Chief Negotiator	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Rolando Casado	Assistant Principal	Horizon Middle School	<input checked="" type="checkbox"/>
4	Jose Gonzalez	Director	Business & Finance	<input checked="" type="checkbox"/>
5	Sarah Graber	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
6	James Hickey	Principal	Harmony High School	<input checked="" type="checkbox"/>
7	Scott Knoebel	Principal	Narcoossee Elementary School	<input checked="" type="checkbox"/>
8	Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
9	Nadia Winston	Principal	Central Avenue Elementary	<input type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
N/A	Jennifer Gomez	Recording Secretary	Human Resources	<input checked="" type="checkbox"/>



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### GUEST(S):

<i>Calandrino, Anne</i>	<i>OCEA</i>
<i>Isaacs, April</i>	<i>St. Cloud High School</i>
<i>Rupchand, Kristie</i>	<i>OCEA</i>
<i>Staley, Kristin</i>	<i>Narcoossee Elementary</i>



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 04:37 PM**

Meeting Protocol	
Mission Statement:	John Boyd
Philosophy:	Janet Moody
Rationale:	John Boyd
Salary and Fringes:	Janet Moody
Goals:	John Boyd
Guest Protocol:	N/A
Speaking Order:	Scott Knoebel
Time Keeper:	Jim Hickey

John Boyd reviewed the Meeting Protocol.

## Introduction of New Bargaining Team Members

- N/A

## Reflection on Our Progress Together: John Boyd/ Janet Moody

- John Boyd stated that a summary of our work together was sent to bargaining team members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.

## Salaries and Benefits Package: John Boyd/ Janet Moody

- John Boyd shared and reviewed Management's proposed Salaries and Benefits package with bargaining team members [quoted below].

"Recognizing the need to reward employees for their hard work despite limited resources during unprecedented circumstances, the School Board commits to provide Osceola County instructional employees the following firm offer of enumerated incentives that are contingent upon each other as a single package.

### 1. 2022-23 Salary Negotiations

- Each instructional bargaining unit employee shall receive:
  - a one-time, one-paycheck benefits premium deduction holiday; and
- In accordance with the requirements of state law [e.g., *Sections 1011.62, 1012.02, 1012.22, and 1012.34, Florida Statutes; 2022-23 General Appropriations Act (GAA), 2022-23 Education Appropriations Implementing Bill, House Bill 5003, Senate Education Conforming*





## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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*Bill 2524 (2022), etc.] and the performance pay salary schedule as bargained, **each instructional bargaining unit employee shall receive:***

- **a minimum base salary of \$48,400** (which reflects a salary increase of \$900 for instructional employees who currently receive the minimum base salary of \$47,500 in accordance with state law);
- **a recurring salary increase as follows:**
  - **\$1500, or thirty (30) salary schedule levels**, for instructional employees whose final summative evaluation rating is “Highly Effective”;
  - **\$1200, or twenty-four (24) salary schedule levels**, for instructional employees who are Grandfathered (Professional Service Contract or Continuing Contract status) and whose final summative evaluation rating is either “Highly Effective” or “Effective” [NOTE: No change in contract status is required.]; or
  - **\$1000, or twenty (20) salary schedule levels**, for instructional employees whose final summative evaluation rating is “Effective”

Evaluation Rating	Total Amount	Salary Schedule Levels
• Highly Effective	\$1500	30
• Grandfathered	\$1200	24
• Effective	\$1000	20

- The recurrence of these 2022-23 salary increases for eligible instructional employees are subject to and dependent upon the renewal of the Teacher Salary Increase Allocation or its designated equivalent as appropriated by the Florida Legislature each subsequent school/ fiscal year per state law; and
- In addition, both parties recognize the following facts:
  - *Senate Education Conforming Bill 2524 (2022):*
    - amends *Section 1012.22(1)(c)(5) – Public school personnel; powers and duties of the district school board, Florida Statutes*, to state that “Any compensation for longevity of service awarded to instructional personnel who are on any other salary schedule must be included in calculating the salary adjustments required by sub-subparagraph b.”;
    - requires that any compensation for longevity of service awarded to instructional employees who are on a grandfather salary schedule must be used in the calculation of salary adjustments for instructional employees who receive final summative evaluation ratings of Highly Effective or Effective; and
    - invalidates our previously ratified *one-time, non-recurring Retention Incentive Supplement* for the 2022-23 school year.



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- *Article 19.02 of our Instructional Employees' Contract states:*

*Should any provision of this Agreement be declared illegal by a court of competent jurisdiction or as a result of state or federal legislation, said provisions shall be automatically modified by mutual agreement of the parties to the extent that it violates the law, but the remaining provisions shall remain in full force and effect for the duration of this Agreement if not affected by the deleted provision.*

- Therefore, the funds originally designated for the *Retention Incentive Supplement* shall now be used toward the cost of the following item within this proposal.
- 2. One-time, non-recurring \$500 Retention Incentive Supplement for all instructional employees for the 2022-23 school year that is not based upon longevity in accordance with state law;**
  - 3. No design changes to our School District's major medical Health Insurance Plan that:**
    - continues to provide our employees with health insurance coverage options, including a no-cost option for the individual employee;
    - implements innovations and enhancements to provide cost-savings and new choices for our employees and their families; and
    - ensures our Health Benefits Trust Fund remains fiscally solvent to serve our employees during uncertain economic times;
  - 4. Flexible Spending Account Match** where the School Board shall match the employee's FSA savings of \$750 or more with a contribution of \$250 in order to assist the employee toward the employee's deductible;
  - 5. Continued commitment to our School District's *Center for Employee Health*; and**
  - 6. Memoranda of Understanding and contract language upon which both parties have reached tentative agreement since the ratification of our current *Instructional Employees' Contract* on November 02, 2021.**

All calculations and payments of the items within this tentative agreement for eligible instructional employees shall be paid no later than September 30, 2022, and shall be retroactive to July 01, 2022.

Pursuant to *Article XX: Term of Contract* of our collective bargaining agreement, both parties continue to agree that Contract Articles, specific paragraphs, or new issues may be opened, bargained, ratified, and implemented throughout the fiscal year."

- Dr. Carl Howard stated that a \$500 supplement may be a reduction for some Instructional employees who would have received more under the current agreement.
- Dr. Carl Howard asked what the effective date would be if Governor DeSantis signs the bill.
- John Boyd responded that it is highly likely that Governor DeSantis will sign Senate Bill 2524, and it would become effective on July 1, 2022.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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**[Note:** Management makes the following clarification: The effective date for Section 57 of Senate Bill 2524 is “upon becoming law,” not July 01, 2022. Section 57 contains the language that invalidates our previously ratified one-time, non-recurring Retention Incentive Supplement for the 2022-23 school year. Once the Governor signs Senate Bill 2524, Section 57 becomes law.

The effective date for Senate Bill 2524 is stated “Except as otherwise expressly provided in this act and except for this section, which shall take effect upon this act becoming a law, this act shall take effect July 1, 2022.”

Section 57 of Senate Bill 2524 begins on page 156 of 180 and ends on page 161 of 180. Page 156 states that Section 57 is “Effective upon this act becoming law.” Page 161 includes the language that amends *Section 1012.22(1)(c)(5) – Public school personnel; powers and duties of the district school board, Florida Statutes*, to state that “*Any compensation for longevity of service awarded to instructional personnel who are on any other salary schedule must be included in calculating the salary adjustments required by sub-subparagraph b.*”]

(e.g., <https://www.myfloridahouse.gov/Sections/Bills/billsdetail.aspx?BillId=76649>)

- John Boyd stated that the supplement would not be paid until employees return to work next school year.
- John Boyd stated that Management agrees to pay the proposed one-time, non-recurring \$500 supplement by September 30, 2022, and salaries would be retroactive to July 01, 2022.
- John Boyd stated that returning employees would receive a salary increase and the supplement.
- Janet Moody stated that the largest portion of employees within the Instructional bargaining unit receives \$47,500.
- Sarah Graber stated that every current returning employee would receive a salary increase of \$1,500, \$1,200, or \$1,000, depending upon their contract status and evaluation rating.
- Sarah Graber stated that a newly hired employee would receive a minimum salary of \$48,400.
- Janet Moody read Osceola’s evaluation rating data from the Florida Department of Education’s annual report and stated that 1,099 Instructional employees did not receive evaluation ratings.
- Dr. Carl Howard asked how an instructional employee could not receive a final summative evaluation rating.
- John Boyd responded that some Instructional employees start work after Survey 2 data is submitted to the state, and in some instances, administrator error might occur.
- Tammy Cope-Otterson stated that an employee could be out on a Leave of Absence, and therefore, the school administrator might not have been able to do observations and complete the evaluation.
- Karen Pruitt asked how many Instructional employees were in the Deferred Retirement Option Program (DROP).
- Tammy Cope-Otterson stated that the economy and inflation affects when employees can retire.
- Karen Pruitt stated that an Instructional employee who makes \$47,500 will go up \$900 and a new person will make \$48,400. The veteran employee would only make \$100 more than a newer person.
- John Boyd responded that she was correct.

**The meeting recessed at 04:59 PM in order for OCEA members to caucus about Management’s proposal.**

**The meeting reconvened and resumed at 05:05 PM.**

- Janet Moody stated that OCEA appreciated Management’s offer and shared and reviewed OCEAs Salaries and Benefits Package proposal [quoted below].

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** April 25, 2022

Page 6 of 12



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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## I. 2022-2023 Salary Negotiations

Recognizing the legislators have provided twenty-two (22) laws which make bargaining difficult to provide equitable salaries to all instructional employees, OCEA requests the following for salaries and incentives.

1. Prior to June 30, 2022, each instructional bargaining unit employee shall receive the previously agreed upon retention supplement of \$50 for each year of verifiable experience for each instructional employee who has 10 years or more years of verified eligible experience.

**Rationale:** Paying this supplement prior to the implementation of SB 2524 would be a better solution for SDOC than having performance pay be based on the highest amount paid and used for calculating salaries for 2022-2023. SB 2524 reads in part, "Effective upon becoming a law, the bill specifies that any compensation for longevity of service may still be awarded to instructional personnel who are not on a performance salary schedule, but must be included in calculating differentiated salary adjustments, relative to instructional personnel on the performance salary schedule, as required by law."

2. Each instructional bargaining unit employee shall receive in accordance with the requirements of state law and the performance pay salary schedule as bargained. (Each instructional bargaining unit employee receives the base salary of \$47,500 allowing the Teacher Salary Increase Allocation to be subject to bargaining without the additional restrictive laws.)
  - For instructional employees, whose final summative evaluation rating is "Highly Effective."
  - For instructional employees who are grandfathered (Professional Service Contract or Continuing Contract status) and whose final summative evaluation rating is either "Highly Effective" or "Effective"; or
  - For instructional employees, whose final summative evaluation rating is "Effective"

Evaluation Rating	Total Amount	Salary Schedule Levels
• Highly Effective	\$2500	50
• Grandfathered	\$2000	40
• Effective	\$1600	32

**Rationale:** OCEA contends SDOC will see an approximate 9.47% increase in funding for the 2022-2023 school year. SDOC is financially sound and historically over budget using funds which could be used for instructional salaries. Those funds roll to the general fund. Moreover, instructional positions make-up more than 60% of school personnel and yet instructional salaries for individuals hired prior to July 2014 have seen the least benefit. Instructional employees are increasingly in demand across the state of Florida and though base salary has increased to \$47,500, future employees with or without experience have no reason to call Osceola home. OCEA believes implementation prior to the end of the school year could help retain individuals considering leaving the district as well as attract the best educators to our district.



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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## II. ESOL Compliance Specialists Supplement

OCEA requests a \$1500 supplement to be paid to ESOL Compliance Specialists.

**Rationale:** OCEA contends ESOL Compliance Specialists are an essential and valuable part of the school district. The positions ensure meetings and paperwork keep SDOC in compliance with Title 3. The school district has an approximate 25% student population of ESOL students and continues to grow. SDOC provides this amount to Resource Compliance Specialist and should also do this to demonstrate equity.

## III. Gifted Endorsed/Certified Educator Supplement

OCEA requests OPS contracts be approved to fully certified or gifted endorsed educators in the amount equal to one hour of employee pay for each staffing or transition Educational Plan written.

**Rationale:** OCEA contends that fully certified and gifted endorsed educators must complete paperwork related to serving gifted students. Individuals working for the endorsement would not be eligible for the stipend as they do not have access to PEER. Transition Educational Plans are written in 2<sup>nd</sup> grade, 5<sup>th</sup> grade, and 8<sup>th</sup> grade. Educators attained an additional certification or degree to meet the need to serve gifted students. The work required to complete the Educational Plan is work that is over and above which is required of colleagues and causes work outside of the normal contracted day. Educators should be paid for the work required to keep the district in compliance with special populations.

## IV. Extended Workday OPS Contract 6.06-1 (new)

6.06-1 (new)

The Board and the Association agree that there are conditions where not extending student supervision beyond the regular workday present safety or other serious concerns (late bus pickup, etc.). During these conditions, administration shall request voluntary coverage. During conditions where teachers are not voluntarily providing supervision administration shall make every effort to remedy the safety conditions. For those teachers assigned to provide coverage outside the regular workday, or who are not permitted to leave work on time administration shall provide an OPS contract to the affected teachers. Administrators shall consider recording voluntary coverage beyond the school workday, especially if done on a regular basis, on teacher evaluations.

**Rationale:** This language for OPS contracts is absent in the current contract. Instructional personnel working beyond the regular school day deserve to be compensated with pay at the hourly rate for time beyond the regular workday.



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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## V. Hourly Pay for Workshops 6.11 (addition and deletion)

6.11 Teachers shall not be required to attend any workshops, in-service, or other meetings on days that are designated "teacher planning/pupil holiday." Teachers shall attend workshops and in-service activities on "in-service day(s)" in the School District calendar. Such activities shall be chosen by the teacher and be appropriate to his/her the individual's teaching assignment. If no appropriate workshops are available, the teacher shall ~~make arrangements with his/ her~~ notify the principal. Teachers who sign up for in-service activities shall attend such activities except when unforeseen events make such attendance impractical. All district-provided workshops, in-service, or other trainings or meetings on days that are not otherwise paid at an employee's normal rate of hourly pay shall be paid at the employee's normal rate of hourly pay of the current school year, effective July 1, 2022. The period from July 1 to the start of school each year shall be considered within the upcoming school year for payment calculation. (08/17/05) (ratification date)

**Rationale:** This language is self-explanatory as an acknowledgement of the importance of professional development completed by many teachers "after hours," and the benefit those training sessions offer the District. The current rate of pay is not sufficient given other obligations and requirements for employees' time. The timeframe from July 1 forward will be paid at the new rate of pay for the new year. His/ her pronouns are revised to be more inclusive.

## VI. Employee Recruitment Incentive Appendix C: Supplements (amended by substitution)

### APPENDIX C: Supplements

Employee Recruitment Incentive Supplement (p. 95 of 11/2/21 ratification)

1. The Superintendent and School District Leadership Team shall provide an employee recruitment incentive equal to ~~\$250.00~~ \$500.00 for each job candidate referred to and successfully hired by the School District.
  - o The estimated cost to the School District would be ~~\$75,000~~ 150,000 per year based upon approximately 300 referring employees.
  - o "Successfully hired" shall mean the referred job candidate who completes all required steps for onboarding and who remains an employee for a minimum of ninety (90) days.
2. The Department of Human Resources shall promulgate the procedures for recordkeeping and manage the collection of forms related to this incentive.
3. The incentive shall be paid as a bonus on a quarterly basis.
4. Employees who make ~~three~~ two (2) or more successfully hired referrals shall be designated as "Super Recruiters" and may be entered into a drawing for a prize donated by a business sponsor (e.g., restaurant gift card, hotel stay, etc.).
5. Administrators would not be eligible for this incentive since recruitment is an existing job requirement.

**Rationale:** This language is self-explanatory to increase the employee recruitment incentive supplement and make more employees qualify for the "Super Recruiter" incentive.





## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### VII. 5.07 Safety (amended by addition and deletion)

The Board will keep all rooms, which are used for instructional purposes or preparation, clean and free from health and safety hazards. Each principal will take necessary steps to maintain the heating and cooling systems. Priority will be given to rectify schools with documented poor indoor air quality including mold. Teachers will report any health or safety hazards to the principal. When notified, ~~teachers~~ **the party creating the safety concern** will immediately correct health or safety hazards they have caused. **This provision shall apply to safety concerns created by assigning more students to a given area or to the supervision of an employee than what is safe to do so.** (08/21/01)

**Rationale:** The District and administrators must not assign more students to an area or to the supervision of an employee or employees greater than what is safe.

- John Boyd stated that Management appreciated and understood OCEAs proposal.
- John Boyd stated that Management would not be able to agree at today's meeting, but that he would consult with School District Leadership.
- In regard to OCEA's proposal for Hourly Pay for Workshops, John Boyd stated that most professional development is voluntary, and it is rarely required.
- In regard to OCEA's proposal for Extended Workday OPS contracts, Jim Hickey gave an example that if there is severe weather and students have not been dismissed, would he have to approve OPS contracts for Instructional employees.
- Lori Swaby stated that OCEA is conscious that there are emergency situations that cannot be avoided.
- Jim Hickey thanked her for her response and said that in August and September, he sometimes must hold the students due to the weather.
- Janet Moody stated that Instructional employees time is valuable and should be compensated.
- Jim Hickey stated that at his school, he tries to give employees Board Leave.
- Sarah Graber asked what the rationale was for OCEA's salary proposal.
- Janet Moody responded that it felt good.
- John Boyd thanked Ms. Moody for her honesty.
- John Boyd stated that Management needed to reflect on OCEA's salary proposal.
- Dr. Carl Howard stated that OCEAs proposed numbers make more sense to address cost of living increases and truly retain employees.
- Dr. Carl Howard stated that Management's proposal would have thousands of Instructional employees make \$48,400 and that would not work.
- John Boyd stated that Management could provide the number of employees at each salary level.
- John Boyd stated that Management is not authorized to bargain any amount above what is on the table tonight.
- Janet Moody stated that while some Instructional employees receive 2% to 3%, others have barely received 2% over eight (8) years.
- Janet Moody stated that OCEA is trying to take steps that can help an employee when they retire.
- Dr. Michael Allen asked when Management was going to be able to pay the \$500 supplement.
- Sarah Graber responded that Management would be able to pay the \$500 supplement by September 30, 2022.
- Dr. Michael Allen asked whether OCEA's proposal was meant to be paid prior to June 30, 2022.
- Dr. Carl Howard responded that Dr. Allen is correct unless it is a conflict with state law.
- Dr. Michael Allen stated that he would prefer to provide salary increases and supplements to Instructional employees next school year as a retention incentive.





## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Janet Moody stated that OCEA would like to do more retaining then recruiting.
- Dr. Carl Howard stated that some Instructional employees will be upset if they only get \$500, and he asked why Management does not spend the money that has already been ratified.
- John Boyd stated that Management had thought about paying the supplements out before June 30, 2022, before the new law took effect.
- Tammy Cope-Otterson stated that Instructional employees hurt retention when they complain about teaching.
- Dr. Carl Howard asked whether Management does exit surveys.
- Tammy Cope-Otterson responded that stay and exit interviews are done.
- Tammy Cope-Otterson stated that the exit interviews are anonymous and only about 20% to 30% reply.
- John Boyd stated that exit interviews are required and part of our School District's Strategic Plan.
- Tammy Cope-Otterson stated that she would like to have a committee that is focused on recruiting.
- Janet Moody stated that Management's proposal states that it will expire on June 30, 2024.
- John Boyd responded that it should state June 30, 2023, and thanked Ms. Moody for noting the error.
- Janet Moody stated that OCEA would like to meet during summer.
- John Boyd stated that Management was hoping to reach tentative agreement before the end of the school year.
- Zahira Pena Andino stated that bargaining team members were supposed to review supplements.
- John Boyd stated that bargaining team members would still be able to discuss supplements after tentative agreement on salaries and benefits.
- Dr. Carl Howard stated that on February 15, 2022, OCEA proposed a \$1,000 supplement for Instructional employees.
- John Boyd stated that was not in OCEA's proposal shared tonight.
- Dr. Carl Howard asked whether OCEA would receive a response from Management on OCEA's prior proposal for a \$1,000 supplement for Instructional employees.
- John Boyd stated that Management brought a proposed Salaries and Benefits Package tonight, and it did not include a \$1,000 supplement.
- Dr. Carl Howard stated that our contract does not allow for a unilateral payment of the \$500 supplement that employees received recently, and it must be bargained.
- John Boyd stated that he understood OCEA's concern and asked OCEA to assume positive intent.
- John Boyd stated that the next bargaining meeting is on May 12, 2022.
- Dr. Carl Howard asked when the next School Board Meeting was scheduled.
- Sarah Graber responded that the next School Board Meeting is on May 3, 2022.

**The meeting recessed at 05:56 PM.**

**The meeting reconvened and resumed at 06:06 PM.**

- Janet Moody stated that OCEA would like to hear Management's counter-proposal next week.
- Janet Moody reminded team members that OCEA must post the tentative agreement for fourteen (14) days and transport ballots to bargaining unit members for ratification.
- John Boyd proposed to meet on May 5, 2022.
- Janet Moody stated that the week of May 5, 2022, would be too difficult due to state testing.
- John Boyd stated that he would ask School District Leadership about meeting next week.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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## Agenda Items for Next Meeting: John Boyd/ Lare Allen

- Agenda items for the next meeting may be sent to John Boyd via e-mail by the deadline established in the Bargaining Calendar.

**Next Meeting: Thursday, May 12, 2022; 04:30 – 06:30 PM**  
**Virtual Meeting**

## Pluses

- John Boyd stated that OCEA's proposal is creative and thorough.
- Tammy Cope-Otterson thanked everyone for recognizing that both parties are in this together.
- Lori Swaby stated that she would like both parties to consider a committee for employee retention.
- Janet Moody thanked Management because she has requested a lot of information and has received it promptly.
- Dr. Carl Howard stated that Management's priority is OCEA's priority.
- Dr. Michael Allen stated that he appreciated everyone and hopes that everyone continues to maintain professionalism during bargaining this spring.

## Deltas

- N/A

**ADJOURNED at 06:11 PM**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Thursday, May 12, 2022

**Location:** SDOC Transportation Department, International Room  
401 Simpson Road  
Kissimmee, FL 34744

OSCEOLA COUNTY EDUCATION ASSOCIATION (OCEA) MEMBERS ATTENDANCE				
1	Lare Allen	OCEA President/ Teacher	OCEA	<input checked="" type="checkbox"/>
2	Dr. Carl Howard	Resource Compliance Specialist	Osceola High School	<input type="checkbox"/>
3	Janet Moody	OCEA Chief Negotiator/Teacher	Narcoossee Elementary	<input checked="" type="checkbox"/>
4	Paul Klauman	Teacher	Chestnut Elementary School	<input checked="" type="checkbox"/>
5	Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
6	Latrechia Simpson	Teacher	Denn John Middle School	<input checked="" type="checkbox"/>
7	Norine Stazko	ESOL Compliance Specialist	Gateway High School	<input checked="" type="checkbox"/>
8	Lori Swaby	OCEA Chief Negotiator/ Resource Compliance Specialist	ESE Department	<input checked="" type="checkbox"/>
9	Zahira Pena Andino	Teacher	Sunrise Elementary	<input checked="" type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
MEMBERS ON BEHALF OF THE OSCEOLA COUNTY SCHOOL BOARD (OCSB) ATTENDANCE				
1	Dr. Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
2	John Boyd	Director/ Chief Negotiator	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Rolando Casado	Assistant Principal	Horizon Middle School	<input checked="" type="checkbox"/>
4	Jose Gonzalez	Director	Business & Finance	<input checked="" type="checkbox"/>
5	Sarah Graber	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
6	James Hickey	Principal	Harmony High School	<input checked="" type="checkbox"/>
7	Scott Knoebel	Principal	Narcoossee Elementary School	<input checked="" type="checkbox"/>
8	Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
9	Nadia Winston	Principal	Central Avenue Elementary	<input type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
N/A	Jennifer Gomez	Recording Secretary	Human Resources	<input checked="" type="checkbox"/>

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** May 14, 2022



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### GUEST(S):

<i>Nicholson, Randa</i>	<i>Cypress Elementary</i>
<i>Rupchand, Kristie</i>	<i>OCEA</i>



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 04:39 PM**

Meeting Protocol	
Mission Statement:	John Boyd
Philosophy:	Janet Moody
Rationale:	Sarah Graber
Salary and Fringes:	Janet Moody
Goals:	John Boyd
Guest Protocol:	John Boyd
Speaking Order:	Scott Knoebel
Time Keeper:	Jim Hickey

John Boyd reviewed the Meeting Protocol.

## Introduction of New Bargaining Team Members

- N/A

## Reflection on Our Progress Together: John Boyd/ April Isaacs

- John Boyd stated that a summary of our work together was sent to bargaining team members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.

## Salaries and Benefits Package: John Boyd/ April Isaacs

- John Boyd shared and reviewed Management's proposed Salaries and Benefits package with bargaining team members.
- John Boyd stated that there was no change to Management's salary offer.
- John Boyd stated that Management does agree to add a \$1,500 supplement for English Speakers of Other Languages (ESOL) Compliance/ Program Specialists.
- John Boyd stated that Management did not add additional compensation for teachers of Gifted students.
- John Boyd stated that Management did not add additional special compensation for teachers who work beyond the contractual workday for student safety and supervision because our current contract already requires that if administrators require and assign an instructional employee to work beyond the contractual workday, then administrators must compensate the instructional employee.
- John Boyd stated that Management did not add additional special compensation for teachers who take Professional Development beyond the contractual workday because it is voluntary.
- John Boyd stated that Management did not increase the amount of the Employee Recruitment Incentive Supplement because Management wanted to direct funds to salaries for all employees.
- John Boyd stated that class size is not always a safety issue.
- John Boyd stated that employees must alert administrators about any safety hazards promptly, and administrators should investigate these concerns promptly and rectify them as needed.

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** May 14, 2022



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- John Boyd stated that Management's counter-proposal includes an additional one-time, non-recurring \$500 supplement using funds from the Retention Incentive Supplement that state law no longer permits without prorating the salary adjustment of teachers on the Grandfather Salary Schedule.
- John Boyd stated that the School Board has already given employees a one-time, non-recurring \$500 supplement.
- John Boyd stated that the two (2) \$500 supplements equal the \$1,000 supplement that OCEA desires for instructional employees.
- John Boyd stated that Management did provide a counterproposal for all of OCEA's requests either as part of the salary and benefits proposal or as contract language.
- Rolando Casado asked Ms. Lori Swaby how long she stays with the students doing bus duty.
- Lori Swaby responded that she sometimes finishes at 4:45 PM.
- Janet Moody stated that it usually takes about thirty (30) minutes for car duty.
- Scott Knoebel stated that he allows employees to flex their work schedule if bus duty requires them to stay later.
- John Boyd asked Ms. Swaby if they offer flex time at her facility.
- Lori Swaby responded yes, some are allowed to leave early.
- Lori Swaby stated that usually there is no problem in the morning with getting students to school. However, in the afternoon it can get difficult.
- Janet Moody distributed a document to all bargaining team members that responded to Management's original salary and benefits proposal.
- John Boyd stated that he did not appreciate the tone in the document that inferred Management delayed scheduling bargaining meetings or did not want to meet.
- John Boyd stated that he has offered many times to schedule additional bargaining meetings.
- John Boyd stated that to date, he has not received any suggested dates for additional meetings.
- John Boyd stated that he did not see the need to meet over summer, and Management remains open to scheduling additional meetings in May as needed.
- Janet Moody asked whether Mr. Boyd told April Isaacs that he would get back to her.
- John Boyd stated that as a past practice, Management waits for OCEA to provide specific dates as a courtesy to OCEA, and Management communicates which of those dates Management's members of the bargaining team are available.
- Janet Moody stated that OCEA was not told to send Mr. Boyd dates.
- John Boyd stated that when he is given dates by OCEA, he will respond to them to let them know when the bargaining team is available and schedule dates that .
- John Boyd stated that when the President was a member of the bargaining team, communication for scheduling bargaining dates would go through the President.
- Sarah Graber asked whether OCEA did not agree with the contract language for the \$500 supplement.
- Janet Moody stated that OCEA wanted to come to the table before the new law (e.g., Senate Bill 2524) was passed, and OCEA is not okay with an employee who was supposed to get a \$2,000 supplement receiving a \$500 supplement.
- John Boyd stated that the new law has been approved by both chambers of the Florida Legislature and awaits the Governor's likely signature.
- John Boyd stated that the Florida Legislature's intent is that longevity supplements may not be in addition to salary for teachers on the Grandfather Salary Schedule.
- John Boyd stated that what was ratified in the past would be a violation of the new law.
- John Boyd stated that if longevity supplements are paid as negotiated, the new law would require Management to reduce salaries for teachers on the Grandfather Salary Schedule by the amount of the longevity supplement, but the additional one-time non-recurring \$500 supplement avoids this problem and provides an equitable solution that is fair for all instructional employees.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- John Boyd stated that the new law closes the loophole that would permit additional longevity pay for teachers on the Grandfather Salary Schedule.
- Janet Moody stated that since 2014, veteran instructional employees have gotten about \$5,000-\$6,000.
- Janet Moody stated that on July 1, 2022, some employees will receive a \$5,000 because of the 3.5% one-time, non-recurring supplement that the Board agreed to give to non-bargaining and administrators.
- Lori Swaby asked what deficit grandfathered employees would see.
- Janet Moody stated that the School District could give more money to grandfathered employees but do not want to do it.
- Tammy Cope-Otterson stated that non-bargaining employees and administrators have only received a \$500 supplement.
- John Boyd stated that no school district in Florida could change what the Florida Legislature has put in place, as it is law.
- John Boyd stated that when he goes to state meetings, all of his counterparts have the same issue.
- Lori Swaby asked how many instructional employees are on the Grandfather Salary Schedule.
- Janet Moody responded that there are 1,048 instructional employees on the Grandfather Salary Schedule.
- Tammy Cope-Otterson stated that instructional employees on the Grandfather Salary Schedule can elect to move from Continuing Contract/ Professional Services Contract status to Annual Contract status and join the Performance Pay Schedule.
- Tammy Cope-Otterson stated that if employees show up and do the best they can, then they will have job security, especially under the current economic circumstances.
- John Boyd stated that Management does their best to retain employees.
- John Boyd stated that next Thursday, both bargaining teams could meet on the same day.
- Janet Moody stated that she would discuss it with her team and get back to Mr. Boyd.
- Zahira Pena-Andino asked if Management would agree to pay the longevity supplements before the end of the school year.
- Janet Moody responded that the Governor signed the new law yesterday.
- John Boyd clarified that it is not that Management did not want to pay the longevity supplements, it is because the intent of the new law changed the legality of what was ratified.
- John Boyd stated that if the law had not changed, the longevity pay would not be a concern and could be paid as both parties had ratified it.
- John Boyd stated that whether or not the Governor had signed the new law did not change the Legislature's intent to prohibit longevity pay in addition to salary adjustments for instructional employees on the Grandfather Salary Schedule.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**





## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### MOU re: oTECH CAPE Reward: John Boyd

- John Boyd shared and reviewed Management's proposed Salaries and Benefits package with bargaining team members.
- John Boyd stated that the funding source for this MOU is not connected to Management's Salaries & Benefits proposal.
- Janet Moody stated that she believed this MOU was already agreed upon.
- John Boyd stated that Dr. Carl Howard and April Isaacs did not want to agree to the MOU at a prior meeting until Management had heard all of OCEA's proposals, and no vote was taken.
- John Boyd asked if OCEA was ready to vote on this proposal.
- Janet Moody stated that OCEA was ready to vote.

**ACTION: Following a fist of five vote, BLT members tentatively agreed to approve this item.**

### Agenda Items for Next Meeting: John Boyd/ Lare Allen

- Agenda items for the next meeting may be sent to John Boyd via e-mail by the deadline established in the Bargaining Calendar.

**Next Meeting: Thursday, May 19, 2022**  
**SDOC Transportation Department, International Room**  
**401 Simpson Road**  
**Kissimmee, FL 34744**

### Pluses

- Bargaining Team Members wished Lori Swaby a Happy Birthday.
- Bargaining Team Members signed a card for Anne Calandrino.

### Deltas

- N/A

**ADJOURNED at 05:55 PM**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Thursday, May 19, 2022

**Location:** SDOC Transportation Department, International Room  
401 Simpson Road  
Kissimmee, FL 34744

OSCEOLA COUNTY EDUCATION ASSOCIATION (OCEA) MEMBERS ATTENDANCE				
1	Lare Allen	OCEA President/ Teacher	OCEA	<input checked="" type="checkbox"/>
2	Dr. Carl Howard	Resource Compliance Specialist	Osceola High School	<input type="checkbox"/>
3	Janet Moody	OCEA Chief Negotiator/Teacher	Narcoossee Elementary	<input checked="" type="checkbox"/>
4	Paul Klauman	Teacher	Chestnut Elementary School	<input type="checkbox"/>
5	Karen Pruitt	Media Specialist	TECO-PATHS	<input checked="" type="checkbox"/>
6	Latrechia Simpson	Teacher	Denn John Middle School	<input checked="" type="checkbox"/>
7	Norine Stazko	ESOL Compliance Specialist	Gateway High School	<input checked="" type="checkbox"/>
8	Lori Swaby	OCEA Chief Negotiator/ Resource Compliance Specialist	ESE Department	<input checked="" type="checkbox"/>
9	Zahira Pena Andino	Teacher	Sunrise Elementary	<input checked="" type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
MEMBERS ON BEHALF OF THE OSCEOLA COUNTY SCHOOL BOARD (OCSB) ATTENDANCE				
1	Dr. Michael Allen	Assistant Superintendent	Middle School Education	<input type="checkbox"/>
2	John Boyd	Director/ Chief Negotiator	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Dr. Rolando Casado	Assistant Principal	Horizon Middle School	<input type="checkbox"/>
4	Jose Gonzalez	Director	Business & Finance	<input checked="" type="checkbox"/>
5	Sarah Graber	Chief Officer	Business & Finance	<input type="checkbox"/>
6	James Hickey	Principal	Harmony High School	<input type="checkbox"/>
7	Scott Knoebel	Principal	Narcoossee Elementary School	<input checked="" type="checkbox"/>
8	Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
9	Nadia Winston	Principal	Central Avenue Elementary	<input type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
N/A	Jennifer Gomez	Recording Secretary	Human Resources	<input checked="" type="checkbox"/>

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** May 25, 2022



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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GUEST(S):

<i>Rupchand, Kristie</i>	<i>OCEA</i>
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# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 04:38 PM**

Meeting Protocol	
Mission Statement:	Janet Moody
Philosophy:	John Boyd
Rationale:	Janet Moody
Salary and Fringes:	John Boyd
Goals:	Janet Moody
Guest Protocol:	N/A
Speaking Order:	Janet Moody
Time Keeper:	Tammy Cope-Otterson/Norine Stazko

John Boyd reviewed the Meeting Protocol.

## Introduction of New Bargaining Team Members

- N/A

**OCEA requested to caucus prior to the beginning of the meeting.**

**The meeting recessed at 04:38 PM in order for OCEA members to caucus about Management's proposal.**

**The meeting reconvened and resumed at 04:42 PM.**

## Reflection on Our Progress Together: John Boyd/ April Isaacs

- John Boyd stated that a summary of our work together was sent to bargaining team members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.

## Salaries and Benefits Package: John Boyd/Apryle Isaacs

- John Boyd shared and reviewed Management's proposed Salaries and Benefits package with bargaining team members.
- John Boyd stated that all changes from the prior proposal document are highlighted in yellow.
- John Boyd stated that a first-year Instructional employee would make \$48,400 as a minimum base salary.
- John Boyd stated that all other Instructional employees would get a raise.
- John Boyd stated that after speaking with the School Board Attorney, Management has decided to continue with what was bargained last year regarding the Retention Incentive Supplement.
- John Boyd stated that Management still has some concerns but is willing to take a risk to honor the ratified collective bargaining agreement/ contract in good faith.

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** May 25, 2022



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- John Boyd stated that both parties ratified the Salaries and Benefits Package before Senate Bill 2524 was filed and passed both chambers of the Florida Legislature.
- John Boyd stated that once it becomes law, Management cannot agree to the same terms again and would have to bargain new terms in accordance with the state law.
- John Boyd stated that it is a priority of the School Board to address salary compression.
- John Boyd shared and reviewed the terms and conditions of the proposed *MOU re: Flex Day*, which is part of Management's package proposal.
- Janet Moody asked whether both parties have to ratify the 2022-23 Retention Incentive Supplement a second time.
- John Boyd stated that technically, both parties do not, but it would provide the School District with strong standing to state that the terms and conditions were ratified twice.
- Janet Moody stated that contract law covers existing law.
- John Boyd stated that since the Retention Incentive Supplement was ratified before Senate Bill 2524 was filed and passed both chambers, Management's position was in agreement with Ms. Moody on this item.

**The meeting recessed at 04:57 PM in order for OCEA members to caucus about Management's proposal.**

**The meeting reconvened and resumed at 05:18 PM.**

- Janet Moody stated that OCEA is happy that the School District came back and honored the original terms and conditions of the Retention Incentive Supplement for the 2022-23 school year.
- Zahira Pena-Andino asked who would make the determination on what option an employee can take for compensation for extended workday.
- John Boyd stated that the Administrator would decide.
- Zahira Pena-Andino asked if Management would be able to add that language to the proposed contract language.
- John Boyd responded that yes, Management would be able to add that language.
- Janet Moody stated that OCEA is not prepared to accept Management's Salaries and Benefits package proposal.
- Janet Moody stated that Teacher Salary Increase Allocation is close to \$8 million.
- Jose Gonzalez stated that a portion of the Teacher Salary Increase Allocation goes to charter schools.
- Jose Gonzalez stated that this school year, the Teacher Salary Increase Allocation is \$13.5 million, and next school year it is \$20.6 million.
- Janet Moody asked what percentage of students are enrolled in charter schools.
- Jose Gonzalez responded 22% of total enrollment.
- Janet Moody stated that there are not many Instructional employees who are "Highly Effective" or "Grandfather."
- John Boyd stated that his concern is fulfilling the proportions required in state law.
- Zahira Pena Andino stated that the vacancies for Instructional employees are increasing.
- Zahira Pena Andino stated that Instructional employees want to feel heard and supported.
- Zahira Pena Andino stated that no one wants Instructional employees to have to work two (2) or three (3) jobs.
- Zahira Pena Andino stated that students suffer when their teacher leaves.
- Janet Moody stated that bargaining team members need to make sure we take care of veteran Instructional employees.
- Janet Moody stated that no one wants to lose the veteran Instructional employees that are left.
- John Boyd asked if they would consider \$1,100 for Instructional employees rated "Effective."

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** May 25, 2022

Page 4 of 6



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Jose Gonzalez stated that \$1,100 for “Effective” is as high as Management could go for funds within the Teacher Salary Increase Allocation with \$1,500 for “Highly Effective” per the requirements within state law.
- Karen Pruitt stated that she wants salary increases to be fair for the employees at the bottom.
- John Boyd suggested that Bargaining Leadership Team members could meet again on Wednesday, May 25, 2022, at 2:00 PM.
- April Isaacs stated that Bargaining Leadership Team were close to reaching tentative agreement and suggested that Management contact School District Leadership.
- John Boyd stated that he would like to do that.
- Janet Moody stated that OCEA would like Instructional employees who were rated “Effective” to receive a \$1,500 salary increase.
- John Boyd asked Mr. Gonzalez to calculate the cost of OCEA’s counterproposal.
- Jose Gonzalez stated that if Instructional employees who were rated “Effective” received a \$1,500 salary increase, then the salary increase for Grandfather employees would become \$1,600 and Instructional employees who were rated “Highly Effective” would become \$2,000.
- Jose Gonzalez stated that the cost would be \$1.7 million above Management’s current proposal.

**The meeting recessed at 05:41 PM.**

**The meeting reconvened and resumed at 05:56 PM.**

- John Boyd stated that Management is taking a risk on distributing the Retention Incentive Supplement, but Management wanted to meet OCEA half way on their new counterproposal.
- John Boyd stated that Management proposed a new minimum salary of \$48,500 according to the requirements within state law.
- John Boyd stated that Management proposed the following changes to its current proposal:
  - Highly Effective = \$1,650
  - Grandfather = \$1,300
  - Effective = \$1,250
- Karen Pruitt asked that Management email the *MOU Re: Flex Day* to all employees by the last day of school.
- John Boyd stated that Ms. Pruitt’s recommendation was a great idea and not a problem.
- Karen Pruitt stated that if everyone receives an email with it, then no one can say that they did not receive it.

**The meeting recessed at 05:59 PM.**

**The meeting reconvened and resumed at 06:10 PM.**



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Janet Moody stated that OCEA agreed with Management's Salaries and Benefits Package proposal.
- April Isaacs asked whether we could ratify the tentative agreement in a timely manner.
- April Isaacs stated that there is not enough time to get the tentative agreement out to schools.
- Janet Moody stated that OCEA needs to give a fourteen (14) day notice, and it is costly to mail out the ratification packet and ballots.
- April Isaacs stated that to promote fair collaborative bargaining and to celebrate teachers, bargaining team members should put the news out immediately.
- John Boyd stated that he could submit a School Board agenda item, and the School Board could possibly vote to ratify the tentative agreement first.
- John Boyd stated that Management and OCEA could do a joint press release.
- April Isaacs stated that the press release should go out on Monday.
- Lori Swaby stated that this would be a big win for everyone.
- John Boyd stated that many will be happy to receive the Retention Incentive Supplement.
- John Boyd stated that Management agreed to send an e-mail to all instructional employees about the *MOU Re: Flex Day* by the last day of school.
- Norine Stazko asked when employees would receive the 2022-23 Payroll Schedule.
- Jose Gonzalez responded that it should go out by next week.

**ACTION: Following a fist of five vote, BLT members tentatively agreed to approve this item.**

### Agenda Items for Next Meeting: John Boyd/ Lare Allen

- Agenda items for the next meeting may be sent to John Boyd via e-mail by the deadline established in the Bargaining Calendar.

**Next Meeting: TBD**

### Pluses

- Bargaining Leadership Team members complimented and thanked OCEA for the refreshments.

### Deltas

- N/A.

**ADJOURNED at 06:24 PM**





# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Friday, September 9, 2022  
**Location:** SDOC Transportation Department, International Room  
401 Simpson Road, Kissimmee, FL 34744

OSCEOLA COUNTY EDUCATION ASSOCIATION (OCEA) MEMBERS ATTENDANCE				
1	Lare Allen	OCEA President	OCEA	<input checked="" type="checkbox"/>
2	Janet Moody	OCEA Chief Negotiator/Teacher	Narcoossee Elementary	<input checked="" type="checkbox"/>
3	Karen Pruitt	Media Specialist	TECO-PATHS (Technical Center of Osceola County – Professional and Technical High School)	<input checked="" type="checkbox"/>
4	Norine Stazko	ESOL Compliance Specialist	Gateway High School	<input checked="" type="checkbox"/>
5	Lori Swaby	Resource Compliance Specialist	Exceptional Student Education (ESE)	<input checked="" type="checkbox"/>
6	Zahira Pena-Andino	Teacher	Sunrise Elementary	<input checked="" type="checkbox"/>
7	Brian Kerekes	Teacher	Tohopekaliga High School	<input checked="" type="checkbox"/>
8	Emily Gorentz	Teacher	East Lake Elementary School	<input checked="" type="checkbox"/>
9	VACANCY			<input checked="" type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
MEMBERS ON BEHALF OF THE OSCEOLA COUNTY SCHOOL BOARD (OCSB) ATTENDANCE				
1	Dr. Michael Allen	Assistant Superintendent	Middle School Education	<input type="checkbox"/>
2	John Boyd	Director/ Chief Negotiator	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Dr. Rolando Casado	Assistant Principal	Horizon Middle School	<input type="checkbox"/>
4	Jose Gonzalez	Director	Business & Finance	<input checked="" type="checkbox"/>
5	Sarah Graber	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
6	James Hickey	Principal	Harmony High School	<input checked="" type="checkbox"/>
7	Scott Knoebel	Principal	Narcoossee Elementary School	<input checked="" type="checkbox"/>
8	Tammy Cope-Ottersen	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
9	Nadia Winston	Principal	Central Avenue Elementary	<input checked="" type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
N/A	Jennifer Gomez	Recording Secretary	Human Resources	<input checked="" type="checkbox"/>



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### GUEST(S):

<i>Rearick, Trenton</i>	<i>Ventura Elementary</i>
<i>Rupchand, Kristie</i>	<i>OCEA</i>



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 04:33 PM**

Meeting Protocol	
Mission Statement:	John Boyd
Philosophy:	Nadia Winston
Rationale:	Janet Moody
Salary and Fringes:	Karen Pruitt
Goals:	Norine Stazko
Guest Protocol:	John Boyd
Speaking Order:	Scott Knoebel
Time Keeper:	Jim Hickey

John Boyd reviewed the Meeting Protocol.

## Introduction of New Bargaining Team Members

- Brian Kerekes and Emily Gorentz introduced themselves as new bargaining team members for OCEA.

## Reflection on Our Progress Together: John Boyd/ April Isaacs

- John Boyd stated that a summary of our work together was sent to bargaining team members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.

## MOU re: UniSIG Grant Impact: John Boyd/Janet Moody

- John Boyd shared and reviewed Management's proposed MOU Re: UniSIG Grant Impact with bargaining team members.
- John Boyd stated that this proposed MOU is time sensitive, and a decision would need to be made before September 15, 2022.
- John Boyd stated that he shared the proposed MOU with bargaining team members as soon as he received the information to complete it.
- John Boyd stated that the Florida Department of Education (FLDOE) has established criteria for who is eligible and that it is specific to the eligible teacher's Value Added Model (VAM) score.
- John Boyd stated that this proposed MOU will provide to all eligible Central Avenue Elementary and Highland Elementary School instructional employees an allocation not to exceed \$15,000 for an eligible State VAM rating of "Highly Effective."
- John Boyd stated that this is a one-year grant period.
- John Boyd stated that this is an incentive for eligible teachers who are currently at both schools.
- John Boyd stated that this grant could be paid in quarters or by semester.
- Karen Pruitt asked whether teachers could transfer to these schools.
- John Boyd stated that the eligible teachers would need to be in place by September 15, 2022.
- Karen Pruitt asked what the requirements for teachers at these two (2) schools are.

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** September 13, 2022



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- John Boyd responded that eligible teachers need only to have VAM scores that meet the state's required criteria.
- John Boyd stated that if the employees at these schools are required to work beyond the 7.5 hour contractual workday, then the employees shall be compensated with either the employee's regular rate of pay or Board Leave.
- Karen Pruitt asked whether there would be a Reduction in Force (RIF) at these schools.
- John Boyd responded that there would not be a RIF at these schools.
- John Boyd stated that K-3 instructional employees at these schools are not eligible for the supplements in this grant.
- Tammy Cope-Otterson stated that Dr. Reyes and she have been working together on transferring Grade 4 and 5 classroom teachers who have VAM scores that FLDOE defines as "Unsatisfactory" to other schools.
- Tammy Cope-Otterson stated that in between the two (2) schools there are five (5) Grade 4 and 5 classroom teachers who have VAM scores that FLDOE defines as "Unsatisfactory."
- Tammy Cope-Otterson stated that the good news is that we have vacancies.
- Tammy Cope-Otterson stated that all five (5) teachers are getting their first-choice schools.
- Zahira Pena-Andino asked for clarification on the proposed MOU language: "Have ten (10) assessments/ observations within the state VAM."
- John Boyd stated that he asked FLDOE about the same language, and FLDOE responded that it means that there must be at least ten (10) students with completed assessments and scores.
- Zahira Pena-Andino asked whether Grade 4 and 5 classroom teachers who have VAM scores that FLDOE defines as "Unsatisfactory" can stay where they are.
- John Boyd responded that state law requires these teachers to be moved out of the schools.
- Janet Moody asked if there are any plans to fill these vacancies by September 15, 2022.
- Nadia Winston stated that there are no set plans, but there are still pending discussions.
- Nadia Winston stated that if other instructional employees would like to transfer to these vacancies they could.
- Emily Gorentz stated that the last two (2) bullet points state a "two (2) year period of the grant."
- John Boyd thanked Emily and stated that it needed to say one (1) instead of two (2).
- Karen Pruitt stated that OCEA is worried about how K-3 instructional employees could feel and how the grant may be divisive.
- Karen Pruitt stated that K-3 instructional employees work hard as well.
- John Boyd stated that if bargaining team members agree to this grant, they have to follow the grant's terms and conditions.

**The meeting recessed at 04:56 PM in order for OCEA members to caucus about Management's proposal.**

**The meeting reconvened and resumed at 05:07 PM.**

- Janet Moody stated that OCEA would like to be provided with more data for both schools.
- Janet Moody asked how many K-3 classroom teachers who were rated either "Effective" and "Highly Effective" there are at both schools.
- Janet Moody stated that OCEA proposes a separate MOU of \$7,500 for K-3 instructional employees.
- Janet Moody stated that school employees are a family, and all work together.
- Janet Moody stated that OCEA does not want anyone to be upset.
- Sarah Graber stated that OCEA's proposed MOU would need to identify a separate fund source.
- Janet Moody stated that OCEA's proposed MOU could be paid from ESSER funds.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Janet Moody stated that bargaining team members could meet through Zoom to take a vote before September 15, 2022.
- John Boyd stated that collective bargaining team meetings are no longer allowed to meet virtually because state law defines these meetings as public meetings subject to the Sunshine Law.
- John Boyd stated that if bargaining team members could agree to Management's proposed MOU tonight and negotiate a separate MOU for K-3 teachers in October.
- Janet Moody stated that OCEA was concerned that it might not be well received.
- Zahira Pena-Andino asked whether Management could provide the data Janet Moody requested at tonight's meeting.
- John Boyd stated that no member from Management's team has the data available today.
- John Boyd asked whether the \$7,500 that OCEA proposed was for K-3 classroom teachers rated as "Highly Effective" only or for K-3 classroom teachers rated as "Highly Effective" or "Effective."
- Janet Moody stated that it was for both.

**The meeting recessed at 05:13 PM in order for Management's members to caucus about OCEA's proposal.**

**The meeting reconvened and resumed at 05:21 PM.**

- John Boyd stated that the terms of the grant are specific, and bargaining team members need to act on this proposed MOU so that eligible classroom teachers do not lose the opportunity to earn additional pay.
- John Boyd stated that Management's bargaining team was not authorized to offer more than the terms and conditions in the grant defined by FLDOE, and that in order to offer additional compensation for K-3 classroom teachers, the School Board would have to agree to conduct an Executive Session to discuss it and provide Management with direction.
- Lori Swaby stated that it was crucial for bargaining team members to commit and guarantee that something would be done for K-3 instructional employees.
- Emily Gorentz suggested that there should be language added to the MOU stating that K-3 classroom teachers would receive compensation.
- John stated that he could add language stating both parties agree to continue negotiations regarding compensation for K-3 instructional employees at both schools.

**The meeting recessed at 05:26 PM in order for Management's members to caucus.**

**The meeting reconvened and resumed at 05:29 PM.**

- John Boyd stated that Management would keep language specific to federal grant but in the minutes, they could include that there would be further discussion about compensation for K-3 classroom teachers.
- Janet Moody stated that she did not like saying conversation as there is a level of distrust.
- Emily Gorentz asked if Management could commit to telling instructional employees that negotiations are continuing for K-3 instructional employees.
- John Boyd stated that Management could commit to further negotiation.
- Sarah Graber stated that OCEA could say that on September 8, 2022, OCEA proposed compensation for K-3 instructional employees.
- John Boyd agreed with Sarah Graber.
- Janet Moody stated that once OCEA signs the MOU, they lose any leverage.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- John Boyd responded that OCEA would not lose their leverage, but Grades 4 and 5 classroom teachers could lose the supplements that this grant provides if a timely agreement is not reached.
- Janet Moody stated that this grant would benefit only a few classroom teachers and could harm the school environment because many would not qualify.

**The meeting recessed at 05:37 PM in order for OCEA members to caucus about Management's proposal.**

**The meeting reconvened and resumed at 05:46 PM.**

- Janet Moody stated that OCEA would take a vote.
- Janet Moody stated that OCEA would like certain language entered into the minutes and that bargaining team members would commit to going back to the table on September 22, 2022.
- John Boyd stated that Management would be unavailable on September 22, 2022.
- Emily Gorentz stated that OCEA wants both parties to agree on the language first so that no miscommunication exists.
- John Boyd stated that he could email all bargaining team members the language, and if both parties agreed, it could go into the minutes.
- Jim Hickey asked whether OCEA was attempting to write proposals into the meeting minutes.
- Jim Hickey stated that the minutes do not need to reflect that, and OCEA could still bring a proposal to the next meeting.
- Sarah Graber stated that it could also be on the agenda.
- Sarah Graber and Jim Hickey stated that the minutes will reflect what is happening in the meeting today.
- John Boyd stated that he could add OCEA's proposal to the agenda of the next meeting.
- Zahira Pena-Andino stated that OCEA wanted to make sure all classroom teachers benefit.
- John Boyd stated that in the body of his email he would write: "Both parties agree to continue negotiations regarding compensation of Kindergarten through Grade 3 teachers at Central and Highlands Elementary Schools, and this will be included as an item on the agenda of the next bargaining meeting."
- Bargaining Team members agreed to the language of John Boyd's email.
- OCEA's bargaining team members verified that they received John Boyd's email.
- Janet Moody responded to John Boyd's email to acknowledge receipt.
- Emily Gorentz asked whether a classroom teacher with a Highly Effective or Effective VAM who was moved to another grade would still qualify.
- John Boyd stated that the classroom teacher in that example would still be eligible.

**ACTION: Following a fist of five vote, BLT members tentatively agreed to approve this item.**

### Retired Employees and Credit for Years of Teaching Experience: John Boyd

- John Boyd shared and reviewed Management's proposed changes to contract language regarding retired employees and credit for years of teaching experience with bargaining team members.
- John Boyd stated that instructional employees who receive retirement benefits only receive credit for a certain number of years of teaching experience.
- John Boyd stated that other Central Florida school districts do not have the same limits as our school district.
- Tammy Cope-Otterson stated that this proposal is a recruitment tool.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Tammy Cope-Otterson stated that many newly hired employees who receive retirement benefits are declining jobs because they do not receive credit for all years of teaching experience.
- Lori Swaby stated that she thought this proposal was excellent.
- Lori Swaby stated that she chose not to extend her DROP because her pay would have been reduced to that of teachers with five (5) years of teaching experience.
- Tammy Cope-Otterson confirmed Lori Swaby's statement.
- Tammy Cope-Otterson stated that with this proposed change to contract language the employee could stay at the employee's current regular rate of pay instead.
- Karen Pruitt thanked Tammy for this proposal and stated that it should be expedited.
- Tammy Cope-Otterson stated that employees may request every year, once a year up to three (3) times for an extension in DROP.
- Karen Pruitt asked whether Tammy would be able to email retirees.
- Tammy Cope-Otterson responded that she would.
- John Boyd stated that if agreed upon, this proposed change to contract language would be retroactive for this school year to July 01, 2022, but no earlier.
- John Boyd called for a vote on this item.

**ACTION: Following a fist of five vote, BLT members tentatively agreed to approve this item.**

### **MOU re: Supplements: John Boyd/ Janet Moody**

- John Boyd shared and reviewed Management's proposed MOU regarding changes to the existing supplements schedule.
- Zahira Pena-Andino stated that at last year's bargaining meetings, team members discussed about creating a committee for supplements.
- Zahira Pena-Andino stated that OCEA would like to bargain increases to existing supplements since it has been a while since that has occurred.
- John Boyd responded that he understands that OCEA would like a Supplements Subcommittee.
- Zahira Pena-Andino stated that some coaches pay out-of-pocket for snacks for students.
- John Boyd stated that there is a budget for that, and the schools should be able to help.
- John Boyd suggested that OCEA contact Mr. Ryan Adams.
- Zahira Pena-Andino asked for the difference between coaches and sponsors.
- John Boyd responded that coaches usually are required to do more than sponsors.
- John Boyd stated that bargaining team members could discuss expectations and duties, but job descriptions remain a Management right.
- John Boyd stated that he understood that OCEA would like a Supplements Subcommittee.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### **Additional Pay for Substituting and Auto-Splitting: Janet Moody**

- Brian Kerekes shared and reviewed OCEA's proposed contract language regarding additional pay for classroom teachers who substitute for other classroom teacher's students or who take additional students into their classrooms when other classroom teacher's students are auto-split as a result of the classroom teacher's absence.
- Brian Kerekes stated that OCEA's proposal provides an incentive to classroom teachers.





## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- John Boyd stated that he understood OCEA's proposal, but our existing contract language states that auto-splitting should be a last resort.
- Emily Gorentz stated that auto-splitting happened before the pandemic because of no budget.
- John Boyd stated that he would communicate OCEA's proposal to School District Leadership.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Additional Pay for Class Size: Janet Moody

- Emily Gorentz shared and reviewed OCEA's proposed contract language regarding class size with bargaining team members.
- Emily Gorentz stated that there are many vacancies.
- Emily Gorentz stated that class size limits are set by statute.
- Emily Gorentz stated that this proposal is to acknowledge that it is more work to take on more students in the classroom.
- Emily Gorentz stated that OCEA would address employee burn out.
- Emily Gorentz stated that employees would like compensation like an OPS contract for the extra hours worked at their regular rate of pay.
- Tammy Cope-Otterson asked what would happen if the teacher were out for part of the week.
- Emily Gorentz stated that it would not matter because the number of students would still be extra work.
- John Boyd stated that he would communicate OCEA's proposal to School District Leadership.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Miscellaneous Concerns: Janet Moody

- Norine Stazko stated that she has received her tenth (10th) notice for a separate required training, which totals about thirty-five (35) hours of required training for this school year.
- Norine Stazko stated that some classroom teachers have to use their planning times to complete required trainings.
- Norine Stazko stated that she believes all training should be done at the beginning of the year.
- Norine Stazko asked why four (4) checks are held for the end of the year instead of just one (1).
- Norine Stazko asked if an SDOC instructional employee who was rated "Highly Effective" in another Florida school district last school year could receive the same salary increase negotiated for Osceola County instructional employees for the current school year.
- Tammy Cope-Otterson stated that rating criteria are different throughout Florida, and it may not be fair for Osceola County instructional employees rated "Highly Effective" if a new instructional employee from another school district with the same rating was paid the same.
- Karen Pruitt stated that pre-planning calendar meetings were scheduled on the two (2) days reserved for classroom teachers to work in their classrooms, and some employees threatened to quit.
- Karen Pruitt asked for it not to be done again.
- Janet Moody asked that if bargaining team members come to an agreement that there should be clearly defined dates of implementation after ratification.
- Janet Moody shared related proposed contract language.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Janet Moody stated that they were surprised that the health insurance benefits premium holiday was in the first paycheck for this school year instead of December like last school year.
- Janet Moody stated that the bargaining meetings for October 13, 2022, and November 10, 2022, would need to be rescheduled because they are on the day before a non-workday and holiday.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Agenda Items for Next Meeting: John Boyd/ Lare Allen

- Agenda items for the next meeting may be sent to John Boyd via e-mail by the deadline established in the Bargaining Calendar.
- Both parties agree to continue negotiations regarding compensation of Kindergarten through Grade 3 teachers at Central and Highlands Elementary Schools, and this will be included as an item on the agenda of the next bargaining meeting.

**Next Meeting: Thursday, October 20, 2022**

### Pluses

- Bargaining Leadership Team members complimented and thanked Management for the refreshments.

### Deltas

- N/A.

**ADJOURNED at 06:42 PM**

**MEMORANDUM OF UNDERSTANDING**  
**2022-23 Central Elementary and Highlands School Improvement Impact Supplement**  
**Instructional Employees**

Whereas, Osceola County Education Association (OCEA), and the School District of Osceola County, Florida agree to work collaboratively to resolve all issues that impact the wages, hours, terms, and conditions of employment for instructional employees, and

Whereas, both parties agree that efficient compliance with applicable state and federal laws and our collective bargaining agreement and that consistency in standards of service are priorities for School District employees, students, parents, and community members; and

Whereas, both parties agree that the School District should be encouraged to apply for significant grant opportunities that may provide additional earning opportunities for instructional employees; and

Whereas, the School District currently has two (2) elementary schools (e.g., Central Avenue Elementary School and Highlands Elementary School) that may meet the required criteria designated within the application for the *2022-23 Unified School Improvement Grant (UniSIG)*;

Whereas, OCEA supported the application of the *2022-23 Unified School Improvement Grant (UniSIG)*, which did not include compensation for all instructional employees;

Whereas, both parties agree that equitable treatment with compensation is essential to a collaborative spirit that is vital to the improvement of low performing schools;

Therefore, be it resolved that both parties agree to the *2022-23 Central Elementary and Highlands School Improvement Impact Supplement* and the following terms and conditions of employment in the event of and pursuant to the School District's award of the *2022-2023 Unified School Improvement Grant (UniSIG)*:

- The School District shall compensate all remaining instructional employees at Central Avenue Elementary School and Highlands Elementary School meeting the following criteria:
  - Have a two year (2021-22 and 2022-23) district evaluation rating of Highly Effective or Effective;
  - Have a start date of no later than October 15, 2022
- Upon completion of the 2022-2023 school year and no later than June 30, 2023 all eligible instructional employees at Central Avenue Elementary and Highlands Elementary covered by this agreement shall receive:
  - \$7500 for a district evaluation of Highly Effective or Effective.
- If an instructional employee leaves Central Avenue Elementary School or Highlands Elementary School prior to the last day of school year ending in 2022-23 the award amount shall not be awarded.

- Upon release of all student and school data the School District of Osceola County and the Osceola County Education Association shall evaluate the effectiveness of the *2022-23 Central Elementary and Highlands School Improvement Impact Supplement* and the *2022-2023 Unified School Improvement Grant (UniSIG)* is complete.
- The *2022-23 Central Elementary and Highlands School Improvement Impact Supplement* will expire upon the completion of payment to all eligible employees and/or at such time as the *2022-2023 Unified School Improvement Grant (UniSIG)* is complete.

**OSCEOLA COUNTY  
SCHOOL BOARD**

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SUPERINTENDENT  
Debra Pace

---

CHIEF NEGOTIATOR FOR OCSB  
John Boyd

**OSCEOLA COUNTY  
EDUCATION ASSOCIATION**

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OCEA PRESIDENT  
Lare Allen

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CHIEF NEGOTIATOR FOR OCEA  
Janet Moody

## Article II: Negotiations Procedure

*OCEA Proposes*

2.02-a

**RATIFICATION:** No final agreement between the parties may be executed without ratification by the bargaining unit and the Board. Following tentative agreement by the negotiating teams, OCEA shall submit the full agreement to the members of the bargaining unit for ratification or rejection with no less than two full weeks to review prior to taking a vote. At no time will an agreement be submitted for member ratification vote later than the first full week in May. Superintendent shall promptly submit the full agreement to the Board for consideration and ratification or rejection.

## **Additional Pay for Substituting or Auto-splitting**

### **Rationale:**

Finding substitutes to cover classes has become an increasing challenge resulting in instructional staff taking on the additional duties and responsibilities. Recognizing the need to value the contribution, the following emergency sub pay will be implemented for the 2022-2023 school year. Pay shall be recorded on the pay stub as “Substitute” and will be paid concurrently to the time period submitted to the district for normal pay. The parties agree to revisit this to determine the cost savings benefit to the district prior to renewal or adding to the contract.

### ***OCEA Proposal:***

- Non-classroom instructional employees (i.e. coaches, interventionist, media specialist, compliance specialist, etc.) \$50 for half of the day and \$100 for a full day.
- Classroom instruction employees who take on a whole class for half of the day shall be paid \$50 and for an entire day will be paid \$100.
- Teachers who substitute during their planning time shall be paid their hourly rate of pay.
- Teachers who receive students due to auto splitting for more than half the day shall be paid \$30. Should more than one teacher split on the same day, the teachers receiving the students shall be eligible for an additional \$30 for each subsequent split. There will be no additional pay for splits which are less than half a day.

## Class Size Workload

The parties agree that class size optimums are established and that said optimums are set in accordance with Florida Statute 1003.03 as follows:

(1) *CLASS SIZE MAXIMUMS.*—Each year, on or before the October student membership survey, the following class size maximums shall be satisfied:

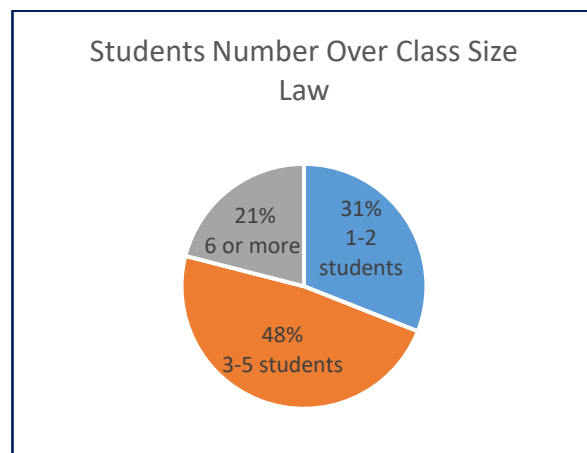
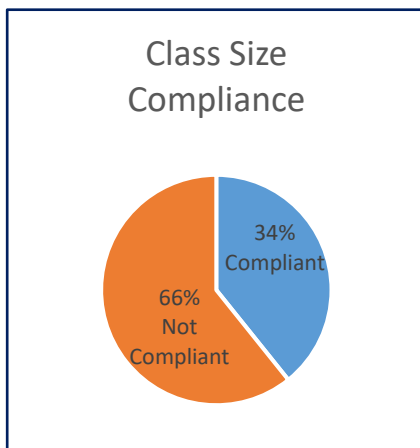
(a) *The maximum number of students assigned to each teacher who is teaching core-curricula courses in public school classrooms for prekindergarten through grade 3 may not exceed 18 students.*

(b) *The maximum number of students assigned to each teacher who is teaching core-curricula courses in public school classrooms for grades 4 through 8 may not exceed 22 students. The maximum number of students assigned to a core-curricula high school course in which a student in grades 4 through 8 is enrolled shall be governed by the requirements in paragraph (c).*

(c) *The maximum number of students assigned to each teacher who is teaching core-curricula courses in public school classrooms for grades 9 through 12 may not exceed 25 students.*

The Board and the Association agree that optimum class size is important and impacts the effective educational program. OCEA recognizes an unprecedented amount of vacancies exist beyond the control of the district due to shortages in education and that these vacancies are causing individual class size problems and additional workload for educators. The State of Florida and SDOC continue to hold educators to the same high standards for academic achievement. Educators with larger student numbers are disadvantaged with the workload, which leads to loss of even more educators. With each additional student added to a roster, the number of papers to grade increases, tracking data and differentiating instruction along with assembling supplies is timelier. The need for more parent communication is required, as is more ESE and ESOL meetings which causes loss of planning time.

OCEA conducted a survey with district instructional employees September 1-6, 2022. The survey had 951 responses. Instructional classroom teacher responses are included in the chart.





*OCEA proposes SDOC pay for the additional workload created when student class size is not met according to Florida Statute 1003.03 Sections (1)(a-c).*

Position	Student number above amendment	OPS Contract amount
Elementary (Self-Contained)	1-3	4 hours per week
Elementary (Team)	1-3	2 hour per week per teacher, per class
Elementary (Self-Contained)	4-6	10 hours per week
Elementary (Team)	4-6	6 hours per week per teacher
Secondary Core* & Electives	1-5 (across all periods)	2 hour per week
Secondary Core * & Electives	6-10 (across all periods)	4 hours per week
Secondary Core* & Electives	11-20 (across all periods)	10 hours per week
Extra-Curricular/Electives, etc. Elementary Schools	≤ 800	4 hours per week
	801 ≤ SFTE 1201	6 hours per week
	1201 ≤ SFTE ≤ 1600	8 hours per week
	1601 ≤ SFTE ≤ 2000	10 hours per week

*\* Florida Statute 1033.03*

*Section (14) “Core-curricula courses” means:*

*(a) Courses in language arts/reading, mathematics, social studies, and science in prekindergarten through grade 3, excluding extracurricular courses pursuant to subsection (15);*

*(b) Courses in grades 4 through 8 in subjects that are measured by state assessment at any grade level and courses required for middle school promotion, excluding extracurricular courses pursuant to subsection (15);*

*(c) Courses in grades 9 through 12 in subjects that are measured by state assessment at any grade level and courses that are specifically identified by name in statute as required for high school graduation and that are not measured by state assessment, excluding extracurricular courses pursuant to subsection (15);*

*(d) Exceptional student education courses; and*

*(e) English for Speakers of Other Languages courses.*



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Thursday, October 20, 2022  
**Location:** SDOC Transportation Department, International Room  
401 Simpson Road, Kissimmee, FL 34744

OSCEOLA COUNTY EDUCATION ASSOCIATION (OCEA) MEMBERS ATTENDANCE				
1	Janet Moody	OCEA Chief Negotiator/Teacher	Narcoossee Elementary	<input checked="" type="checkbox"/>
2	Karen Pruitt	Media Specialist	TECO-PATHS (Technical Center of Osceola County – Professional and Technical High School)	<input checked="" type="checkbox"/>
3	Norine Stazko	ESOL Compliance Specialist	Gateway High School	<input checked="" type="checkbox"/>
4	Lori Swaby	Resource Compliance Specialist	Exceptional Student Education (ESE)	<input checked="" type="checkbox"/>
5	Zahira Pena-Andino	Teacher	Sunrise Elementary	<input checked="" type="checkbox"/>
6	Brian Kerekes	Teacher	Tohopekaliga High School	<input checked="" type="checkbox"/>
7	Emily Gorentz	Teacher	East Lake Elementary School	<input checked="" type="checkbox"/>
8	VACANCY			<input type="checkbox"/>
9	VACANCY			<input type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
N/A	Lare Allen	OCEA President	OCEA	<input checked="" type="checkbox"/>
MEMBERS ON BEHALF OF THE OSCEOLA COUNTY SCHOOL BOARD (OCSB) ATTENDANCE				
1	Dr. Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
2	John Boyd	Director/ Chief Negotiator	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Dr. Rolando Casado	Assistant Principal	Horizon Middle School	<input type="checkbox"/>
4	Jose Gonzalez	Director	Business & Finance	<input checked="" type="checkbox"/>
5	Sarah Graber	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
6	James Hickey	Principal	Harmony High School	<input type="checkbox"/>
7	Scott Knoebel	Principal	Narcoossee Elementary School	<input checked="" type="checkbox"/>
8	Tammy Cope-Ottersen	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
9	Nadia Winston	Principal	Central Avenue Elementary	<input checked="" type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
N/A	Jennifer Gomez	Recording Secretary	Human Resources	<input checked="" type="checkbox"/>



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### GUEST(S):

Calandrino, Anne	OCEA
Matthew, Patricia	New Beginnings Center
Murray, Jr., Gayle	New Beginnings Center
Reinsel, Dylan	St. Cloud High School
Rick, Trenton Rea	Ventura Elementary
Rios, Edwin	New Beginnings Center
Rupchand, Kristie	OCEA
Schneck, Larry	Osceola High School



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 04:42 PM**\_\_\_\_\_

Meeting Protocol	
Mission Statement:	N/A
Philosophy:	N/A
Rationale:	N/A
Salary and Fringes:	N/A
Goals:	N/A
Guest Protocol:	N/A
Speaking Order:	Scott Knoebel
Time Keeper:	Sarah Graber

John Boyd reminded bargaining team members that the Meeting Protocol is posted on the [Bargaining Meetings Protocol webpage](#) of the [School District's public website](#).

## Introduction of New Bargaining Team Members

- N/A

## Reflection on Our Progress Together: John Boyd/ Janet Moody

- John Boyd stated that a summary of our work together is posted on the [Bargaining Teams Information webpage](#) of the [School District's public website](#), was sent to bargaining team members in the meeting announcement e-mail, and thanked bargaining team members for their collaboration.

## Negotiations Procedure: John Boyd/ Janet Moody

- John Boyd shared and reviewed Management's response to OCEA's proposal.
- Janet Moody stated that Management paid compensation to instructional employees before ratification of the tentative agreement took place.
- John Boyd stated that he understood and that in the future, the tentative agreement could list the terms and conditions of the date of the first payment, such as no sooner than two (2) weeks after ratification.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### MOU re: Extra Pay for Serving as a Substitute Teacher: John Boyd/ Janet Moody

- John Boyd shared and reviewed Management's response to OCEA's proposal.
- Janet Moody stated that academic coaches who serve as substitutes still have their first job to do.
- Dr. Michael Allen requested clarity on items one (1) and three (3).
- John Boyd stated that Management's proposal is specific to classroom teachers with a planning period, and that if an administrator assigned a teacher to serve as a substitute teacher during the classroom teacher's planning period, then the administrator would have to compensate the classroom teacher.
- Janet Moody stated that this proposed MOU seems like the new practice instead of hiring substitute teachers.
- John Boyd stated that with Kelly Services, the substitute fill rate has increased from 40% to 83%.
- Dr. Michael Allen stated that the cost for assigning a teacher would prohibit it from becoming a standard practice.
- Janet Moody stated that this proposed MOU would not work in elementary schools.
- John Boyd stated that Kelly Services and this proposed MOU would dramatically reduce the occurrence of auto-splitting.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Class Size: John Boyd/ Janet Moody

- John Boyd shared and reviewed Management's response to OCEA's proposal.
- John Boyd stated that the School District was in compliance with state law on class size for the prior 2021-22 school year and on track for the current 2022-23 school year.
- Janet Moody stated that she does not believe the Florida Constitution permits the flexibility that the Florida Legislature has made state law.
- Janet Moody asked how the School District is awarded allocations for instructional employees.
- Sarah Graber stated that the School District determines its own number of teacher allocations based upon the funds received through the Florida Education Finance Program (FEFP).
- Emily Gorentz stated that instructional employees are overloaded.
- Emily Gorentz asked whether Management considered class size for non-core content area classes.
- John Boyd responded that state law for class size is required for core content area classes only.
- John Boyd stated that as public educators, we cannot turn any students away, especially since we are funded per student.
- John Boyd stated that what OCEA is expressing is that while it may be legal to calculate class size at the school level, larger class sizes still affect the working conditions and morale of instructional employees.
- Janet Moody asked how much the School District has saved by calculating class size at the schoolwide average.
- Sarah Graber stated that it would take time to complete that analysis.
- Janet Moody asked if the School District has been fined for class size.
- John Boyd and Sarah Graber responded that no, the School District has not been fined to our knowledge during the time we have been administrators.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### MOU re: UniSIG Grant Impact, K-3 Teachers: John Boyd/ Janet Moody

- John Boyd shared and reviewed Management's response to OCEA's proposal.
- Janet Moody stated that a counter-proposal would have been appreciated.
- Janet Moody stated federal stimulus money (e.g., ESSER) could be used.
- Sarah Graber stated that the School District's budget for the 2022-23 school year has been approved.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Supplements: Janet Moody

- Janet Moody stated that she has been reading many contracts for other school districts, and the School District has more supplements than other school districts.
- Janet Moody stated that some employees earn \$20,000 each year in supplements.
- Zahira Pena-Andino stated that OCEA is trying to see where the needs are.
- John Boyd stated that he agreed and respects OCEA's response.
- Janet Moody asked whether athletic fundraisers could support the athletic supplements.
- Sarah Graber stated that internal funds cannot pay for salaries.
- Sarah Graber stated that she does not think the money raised could cover supplements.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Salaries: Janet Moody

- Janet Moody stated that OCEA is requesting a Cost-of-Living Adjustment (COLA) of 8.7% to help employees with inflation.
- John Boyd stated that he would share it with School District Leadership.
- John Boyd stated that he does not believe that Management would be able to offer 8.7%.
- Janet Moody stated that she got her data from the Social Security website.
- John Boyd thanked her for identifying here source.
- Sarah Graber asked if OCEA calculated how much their proposal would cost.
- Janet Moody responded that OCEA had not.
- John Boyd asked whether OCEA would request a salary increase in addition to this COLA.
- Janet Moody responded that instructional employees already received a salary increase for the current 2022-23 school year, and this proposal would be in addition to it and separate from salary negotiations for the 2023-24 school year.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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## Agenda Items for Next Meeting: John Boyd/ Janet Moody

- John Boyd shared the School District's information about the Renewal of Sales Tax Referendum
  - The School District's portion of the sales tax generates \$16 million revenue.
  - This sales tax cannot be used for salaries, but it can be used to fund other items that would otherwise come from the same General Fund as salaries.
  - The School District's position is to support the renewal of the sales tax.
- Agenda items for the next meeting may be sent to John Boyd via e-mail by the deadline established in the Bargaining Calendar that is posted on the [Public Notices of Collective Bargaining webpage](#) of the [School District's public website](#).
- In accordance with *Section 286.011 – Public meetings and records; public inspection; criminal and civil penalties, Florida Statutes*, and *Section 447.605 – Public meetings and records law; exemptions and compliance, Florida Statutes*, meeting minutes are posted on the [Bargaining Meetings Minutes webpage](#) of the [School District's public website](#).

**Next Meeting:** Thursday, November 17, 2022, 03:00 - 04:30 PM  
**Location:** SDOC Transportation Department, International Room  
401 Simpson Road, Kissimmee, FL 34744

## Pluses

- Bargaining Leadership Team members complimented and thanked Management for the refreshments.

## Deltas

- N/A

**ADJOURNED at 05:51 PM**





# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Thursday, November 17, 2022  
**Location:** SDOC Transportation Department, International Room  
401 Simpson Road, Kissimmee, FL 34744

OSCEOLA COUNTY EDUCATION ASSOCIATION (OCEA) MEMBERS ATTENDANCE				
1	Janet Moody	OCEA Chief Negotiator/Teacher	Narcoossee Elementary	<input checked="" type="checkbox"/>
2	Karen Pruitt	Media Specialist	TECO-PATHS (Technical Center of Osceola County – Professional and Technical High School)	<input checked="" type="checkbox"/>
3	Norine Stazko	ESOL Compliance Specialist	Gateway High School	<input checked="" type="checkbox"/>
4	Lori Swaby	Resource Compliance Specialist	Exceptional Student Education (ESE)	<input checked="" type="checkbox"/>
5	Zahira Pena-Andino	Teacher	Sunrise Elementary	<input checked="" type="checkbox"/>
6	Brian Kerekes	Teacher	Tohopekaliga High School	<input checked="" type="checkbox"/>
7	Emily Gorentz	Teacher	East Lake Elementary School	<input checked="" type="checkbox"/>
8	VACANCY			<input type="checkbox"/>
9	VACANCY			<input type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
N/A	Lare Allen	OCEA President	OCEA	<input type="checkbox"/>
MEMBERS ON BEHALF OF THE OSCEOLA COUNTY SCHOOL BOARD (OCSB) ATTENDANCE				
1	Dr. Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
2	John Boyd	Director/ Chief Negotiator	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Dr. Rolando Casado	Assistant Principal	Horizon Middle School	<input type="checkbox"/>
4	Jose Gonzalez	Director	Business & Finance	<input type="checkbox"/>
5	Sarah Graber	Chief Officer	Business & Finance	<input type="checkbox"/>
6	James Hickey	Principal	Harmony High School	<input type="checkbox"/>
7	Scott Knoebel	Principal	Narcoossee Elementary School	<input type="checkbox"/>
8	Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
9	Nadia Winston	Principal	Central Avenue Elementary	<input type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
N/A	Jennifer Gomez	Recording Secretary	Human Resources	<input checked="" type="checkbox"/>



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### GUEST(S):

<i>Calandrino, Anne</i>	<i>OCEA</i>
<i>Ravenelle Austin, Lori</i>	<i>Sunrise Elementary</i>
<i>Rupchand, Kristie</i>	<i>OCEA</i>



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 04:30 PM**

Meeting Protocol	
Mission Statement:	N/A
Philosophy:	N/A
Rationale:	N/A
Salary and Fringes:	N/A
Goals:	N/A
Guest Protocol:	John Boyd
Speaking Order:	Emily Gorentz
Time Keeper:	Brian Kerekes

John Boyd reminded bargaining team members that the Meeting Protocol is posted on the [Bargaining Meetings Protocol webpage](#) of the [School District's public website](#).

## Introduction of New Bargaining Team Members

- N/A

## Reflection on Our Progress Together: John Boyd/ Janet Moody

- John Boyd stated that a summary of our work together is posted on the [Bargaining Teams Information webpage](#) of the [School District's public website](#), was sent to bargaining team members in the meeting announcement e-mail, and thanked bargaining team members for their collaboration.

## Negotiations Procedure: John Boyd/ Janet Moody

- Janet Moody stated that Management's last response was that contract language was not needed.
- Janet Moody stated that paying salary increases before ratification is completed should not take place, but it did, and contract language is needed.
- John Boyd stated that Management's position is unchanged at this time, and he would take OCEA's response to School District Leadership.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

## Class Size: John Boyd/ Janet Moody

- Janet Moody stated that class sizes are too large and causing teachers to leave the School District
- Janet Moody stated that larger class sizes are having a negative effect on the quality of student's education.
- Janet Moody stated that Management looks at this with a different lens than OCEA.

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** December 1, 2022



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- John Boyd stated that state law permits Management to use the average number of students at the school level.
- Zahira Pena-Andino stated that OCEA would like Management to consider larger class sizes as a state of emergency.
- Zahira Pena-Andino stated that Instructional employees leaving the district and an excess of students created an emergency.
- Brian Kerekes states that in addition to his larger class size, he has more students with Section 504 plans than any other time, and these students require extra support that is difficult to provide without adding a paraprofessional.
- John Boyd stated that Management's position is unchanged at this time, and he would take OCEA's response to School District Leadership.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### MOU re: Extra Pay: John Boyd/ Janet Moody

- Janet Moody stated that OCEA rejects this proposed MOU because it will require teachers to substitute during their planning period.
- Janet Moody stated that OCEA contends that School District fails when instructional employees are being pulled from their responsibility.
- Janet Moody stated that it would be more penalizing than rewarding.
- John Boyd stated that this MOU is intended to be a reward of extra pay, not a penalty.
- John Boyd stated that Kelly Services has a higher substitute fill rate than the School District had last year.
- Janet Moody stated that her experience is that it is not better.
- John Boyd stated that he understood that may be Ms. Moody's perception.
- Janet Moody stated that "assigned" means that you would be assigned that task.
- John Boyd stated that this language in the MOU came from our existing contract language.
- Tammy Cope-Otterson stated that the fill rate has improved from last school year.
- Tammy Cope-Otterson stated that yesterday's fill rate was 91% and last year was 60%.
- Tammy Cope-Otterson stated that Monday's fill rate was 82% and last year was 51%.
- Tammy Cope-Otterson stated that Kelly Services is doing better than the School District did last school year.
- Janet Moody asked whether some schools may not be getting substitute teachers.
- Tammy Cope-Otterson stated that some instructional employees may not be requesting substitute teachers.
- John Boyd stated that the proposed MOU in spirit still stands, and Management will adjust language.
- Janet Moody stated that OCEA would like to address the last bullet.
- John Boyd stated that unless it is an unexpected emergency, and Management must ensure adequate student safety and supervision, instructional employees should not be asked to sacrifice their personal time.
- John Boyd stated that a substitute teacher needs to be called for as the first resort.
- John Boyd stated that other options must be exhausted before auto-splitting.
- Karen Pruitt stated that non-classroom instructional employees are asked to cover classes for months in addition to doing their hired jobs.
- Zahira Pena-Andino asked why long-term substitute instructional employees are not hired and supported by academic coaches.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Zahira Pena-Andino stated that School District employees should cover classes.
- Tammy Cope-Otterson stated that it is just as hard to find long term substitute teachers as it is to find substitute teachers.
- Tammy Cope-Otterson stated that if OCEA knows of students being kept in auditoriums, please let Management know.
- Dr. Michael Allen stated that last year, students were in auditoriums due to not having many substitute teachers, but this year, Management does not want that to happen.
- Dr. Michael Allen stated that Management tracks vacancies at each school and contacts school administrators to see what the contingency plan is.
- Emily Gorentz asked how OCEA can know if the intent has been communicated.
- John Boyd stated that it has been communicated in the past in administrative meetings.
- Dr. Michael Allen asked if MOU language were changed whether OCEA would reconsider.
- Janet Moody responded no.
- John Boyd stated that Management's position is unchanged at this time, and he would take OCEA's response to School District Leadership.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### MOU re: UniSIG Grant Impact: John Boyd/ Janet Moody

- Janet Moody stated that it is not in good faith bargaining to say no.
- Janet Moody stated that School District does have funds to provide supplements for twenty-four (24) employees at Central Avenue Elementary and Highlands Elementary Schools.
- John Boyd stated that Management does engage in good faith bargaining and must think globally in regard to the School District's budget, not piecemeal.
- John Boyd stated that grants come to Management as an addition to the School District's budget, and it is not a good practice to supplement grants with general funds for the purpose of paying employees that the terms and conditions of a grant exclude.
- John Boyd stated that Management will not turn down grant funds and penalize all employees even if some employees are not eligible according to the terms of the grant.
- John Boyd stated that Management agrees that funds may be available, but these funds would be taken from the same source that could be used to bargain salary increases for all employees.
- Emily Gorentz stated that keeping instructional employees is a priority, and compensating these twenty-four (24) employees would solve that problem and show that they are respected and appreciated.
- Tammy Cope-Otterson stated that she understands Ms. Gorentz's position, but in the past, employees have received up to \$10,000 and still left.
- Tammy Cope-Otterson stated that this grant limits Management on what they could do.
- Janet Moody stated that OCEA wrote their MOU so that these twenty-four (24) employees would be paid at the end of the year.
- Janet Moody stated that five (5) of these twenty-four (24) employees have contacted her.
- Zahira Pea-Andino stated that OCEA's proposed MOU would recognize other employees who are excluded from the grant.
- John Boyd stated that Management's position is unchanged at this time, and he would take OCEA's response to School District Leadership.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** December 1, 2022

Page 5 of 7



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

### Supplements: John Boyd/ Janet Moody

- Zahira Pena-Andino stated that OCEA requests a Supplements Subcommittee meeting in early spring.
- John Boyd stated that Orange County has their own Supplements Handbook that he would share with bargaining team members.
- John Boyd stated that SDOC has more supplements than most school districts.
- Janet Moody stated that OCEA still has not received the supplements data it requested.
- John Boyd stated that OCEA may request a meeting with Management to understand the supplements data file better.
- John Boyd stated that Management's position is unchanged at this time, and he would take OCEA's response to School District Leadership.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Salaries: John Boyd/ Janet Moody

- John Boyd shared and reviewed Management's response to OCEA's proposal regarding the 8.7% Cost of Living Adjustment (COLA) – the Master Teacher concept with three (3) separate job descriptions with different salary ranges.
- John Boyd stated that the Master Teacher concept could expand opportunities for professional advancement and compensation to more instructional employees.
- Norine Stazko stated that the required hours of professional development were too high, and teachers would not give up their Professional Service Contract (PSC) or Continuing Contract (CC) status.
- John Boyd stated that the required hours could easily be reduced, and the performance-based salary ranges may encourage teachers to rethink their PSC or CC status.
- John Boyd stated that state law requires instructional employees to change their contract status to Annual in order to receive performance-based salary increases.
- Tammy Cope-Otterson stated that there are instructional employees who have given up PSC status to go to a performance-based Annual Contract.
- John Boyd stated that there are 962 PSC and CC instructional employees and 3,159 Annual Contract instructional employees out of 4,121 total instructional employees.
- John Boyd stated that out of 962 PSC and CC instructional employees, 577, or 60%, earned evaluation ratings of "Highly Effective."
- John Boyd stated that it is Management's expectation that non-classroom instructional employees should earn an evaluation rating of "Highly Effective" before and after being assigned to those jobs.
- Janet Moody asked how many PSC/ CC instructional employees were in the classroom.
- Tammy Cope-Otterson stated that 65.64% of them were classroom instructional employees.
- Janet Moody stated that larger class sizes make it more difficult to earn an evaluation rating of "Highly Effective."
- Janet Moody thanked Mr. Boyd and said it was a start.
- John Boyd stated that he welcomed constructive feedback and that the Master Teacher concept was part of Management's response to OCEA's proposed COLA.
- Janet Moody requested that Management schedule a bargaining meeting on December 08, 2022.
- John Boyd stated that Management could not commit to a meeting in December at this time.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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## Agenda Items for Next Meeting: John Boyd/ Janet Moody

- Agenda items for the next meeting may be sent to John Boyd via e-mail by the deadline established in the Bargaining Calendar that is posted on the [Public Notices of Collective Bargaining webpage](#) of the [School District's public website](#).
- In accordance with *Section 286.011 – Public meetings and records; public inspection; criminal and civil penalties, Florida Statutes*, and *Section 447.605 – Public meetings and records law; exemptions and compliance, Florida Statutes*, meeting minutes are posted on the [Bargaining Meetings Minutes webpage](#) of the [School District's public website](#).

**Next Meeting:**                      **Date:**                      **Thursday, January 12, 2023**  
**Time:**                              **04:30 – 06:00 PM**

**Location:**                      **SDOC Transportation Department, International Room**  
**401 Simpson Road, Kissimmee, FL 34744**

## Pluses

- Bargaining Leadership Team members complimented and thanked Management for the refreshments.
- Bargaining Team Members wished Mrs. Lori Swaby a happy retirement.

## Deltas

- N/A

**ADJOURNED at 06:02 PM**





# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Thursday, January 12, 2023  
**Location:** SDOC Transportation Department, International Room  
401 Simpson Road, Kissimmee, FL 34744

OSCEOLA COUNTY EDUCATION ASSOCIATION (OCEA) MEMBERS ATTENDANCE				
1	Lare Allen	OCEA President	OCEA	<input checked="" type="checkbox"/>
2	Janet Moody	OCEA Chief Negotiator/Teacher	Narcoossee Elementary	<input checked="" type="checkbox"/>
3	Karen Pruitt	Media Specialist	TECO-PATHS (Technical Center of Osceola County – Professional and Technical High School)	<input checked="" type="checkbox"/>
4	Norine Stazko	ESOL Compliance Specialist	Gateway High School	<input checked="" type="checkbox"/>
5	Zahira Pena-Andino	Teacher	Sunrise Elementary	<input checked="" type="checkbox"/>
6	Brian Kerekes	Teacher	Tohopekaliga High School	<input checked="" type="checkbox"/>
7	Emily Gorentz	Teacher	East Lake Elementary School	<input checked="" type="checkbox"/>
8	VACANCY			<input type="checkbox"/>
9	VACANCY			<input type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
MEMBERS ON BEHALF OF THE OSCEOLA COUNTY SCHOOL BOARD (OCSB) ATTENDANCE				
1	Dr. Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
2	John Boyd	Director/ Chief Negotiator	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Dr. Rolando Casado	Assistant Principal	Horizon Middle School	<input checked="" type="checkbox"/>
4	Jose Gonzalez	Director	Business & Finance	<input checked="" type="checkbox"/>
5	Sarah Graber	Chief Officer	Business & Finance	<input checked="" type="checkbox"/>
6	James Hickey	Principal	Harmony High School	<input checked="" type="checkbox"/>
7	Scott Knoebel	Principal	Narcoossee Elementary School	<input checked="" type="checkbox"/>
8	Tammy Cope-Ottersen	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
9	Nadia Winston	Principal	Central Avenue Elementary	<input type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
N/A	Jennifer Gomez	Recording Secretary	Human Resources	<input checked="" type="checkbox"/>



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### GUEST(S):

<i>Calandrino, Anne</i>	<i>OCEA</i>
<i>Rupchand, Kristie</i>	<i>OCEA</i>



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 04:31 PM**\_\_\_\_\_

Meeting Protocol	
Mission Statement:	N/A
Philosophy:	N/A
Rationale:	N/A
Salary and Fringes:	N/A
Goals:	N/A
Guest Protocol:	John Boyd
Speaking Order:	Emily Gorentz
Time Keeper:	Sarah Graber

John Boyd reviewed the Meeting Protocol.

## Introduction of New Bargaining Team Members

- N/A.

## Reflection on Our Progress Together: John Boyd/ April Isaacs

- John Boyd stated that a summary of our work together was sent to bargaining team members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.

## Negotiations Procedure: John Boyd/Janet Moody

- John Boyd stated that Management's response has not significantly changed since the last meeting.
- John Boyd stated that there is a Government & Labor Relations website where he shares information documents about the collaborative bargaining process.
- John Boyd stated that he believes that the Bargaining Leadership Team would benefit from collaborative bargaining training since OCEA has new members.
- John Boyd stated that the tentative agreement document can address the terms of payment.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

## Class Size: John Boyd/Janet Moody

- John Boyd stated that Management's response has not changed since the last meeting, and Management complies with state law and recognizes that OCEA has a different interpretation.
- Janet Moody stated that instructional employees have been resigning due to large class sizes.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** January 17, 2023



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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## MOU Re: Extra Pay: John Boyd/Janet Moody

- John Boyd stated that Management's response has not significantly changed since the last meeting.
- John Boyd shared and reviewed Management's proposed *MOU re: Additional Earning Opportunities as a Substitute Teacher*.
- Janet Moody stated that she could not agree to the second bullet point because she believes that it forces teachers to serve as substitutes.
- John Boyd clarified that even without the MOU, as a last resort, when no substitute is available, Management can assign a teacher to serve as substitute during the teacher's planning period to ensure student safety and supervision, and Management must compensate the teacher by extending the teacher's workday to provide a planning period and paying the teacher's hourly rate of pay since state law does not permit "double-dipping."
- Dr. Michael Allen asked whether "daily rate" in the third bullet point was intentional.
- John Boyd stated that it could be changed to "hourly rate."

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

## MOU Re: UniSIG Grant Impact, K-3 Teachers: John Boyd/Janet Moody

- John Boyd stated that Management's position has not changed.
- Janet Moody stated that OCEA suggested that Management use ESSER and Title I funds.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

## Supplements: John Boyd/Janet Moody

- John Boyd stated that Management remains open to scheduling a meeting of the Supplements Subcommittee.
- Zahira Pena-Andino stated that OCEA would like to know the budget allocated for supplements.
- Sarah Graber stated that no specific budget line item for supplements exists since it is part of salaries.
- Sarah Graber stated that OCEA can calculate last year's amount using the supplement file that Management has already shared.
- Tammy Cope-Otterson stated that there is no set number of allocations since it is based on each school's student enrollment and needs each year, and school principals choose from many options.
- Janet Moody asked how many extracurricular activities a school can have.
- Tammy Cope-Otterson stated that the terms are in the Appendix of our Contract.
- Janet Moody stated that she is concerned that Management does not know how much is spent on supplements.
- John Boyd stated that Management budgets for supplements as part of salaries.
- John Boyd stated that the School District does have more supplements than other Central Florida school districts.
- John Boyd stated that this discussion is one that the Supplements Subcommittee should have.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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## Salaries: John Boyd/ Janet Moody

- John Boyd shared and reviewed Management's proposed *MOU re: One Time, Non-Recurring Supplement, Instructional Employees*.
- John Boyd stated that Management would like to propose a one-time, non-recurring supplement of \$1,000 for each current Instructional employee of the School District.
- Sarah Graber shared and reviewed the School District's analyses that show the effects that an 8.7% COLA for Instructional employees and for all employees would have on the School District's General Fund over time.
- Janet Moody stated that the General Fund would lower because some employees make over \$100,000.
- John Boyd stated that the number of employees that get paid that amount is a small number and does not affect the School District's budget as much as some might assume.
- Janet Moody stated that OCEA members are not interested in non-recurring supplements.
- John Boyd stated that the funding source for Management's proposal expires in part this year and entirely next year.
- Janet Moody stated that SDOC employees are resigning faster than the vacancies can be filled.
- John Boyd stated that turnover varies by school, and that the School District's vacancies are lower than the national and state averages.
- Tammy Cope-Otterson stated that she went to a Human Resources conference in December and other people were astonished that our turnover rate was low.
- Tammy Cope-Otterson stated that the national turnover rate for teachers is 28% or 29%, but the School District's turnover rate is 20%.
- Janet Moody stated that we have a problem in this School District.
- Tammy Cope-Otterson stated that she does not disagree with Ms. Moody.
- Janet Moody stated that other school districts and the private sector are paying workers more.
- Janet Moody stated that Instructional employees and paraprofessionals are assigned more students.
- Tammy Cope-Otterson stated that the School District wants to pay as much as they can sustain.
- Tammy Cope-Otterson stated that other school districts have tax referendums that voters approved.
- Sarah Graber stated that the School Board has to approve whether to seek a tax referendum.
- Jim Hickey asked if the supplemental pay for covering a class can go towards retirement.
- Jose Gonzalez responded that it could go to retirement.
- Jim Hickey stated that we have one proposal (e.g., *MOU re: Additional Earning Opportunities as a Substitute Teacher*) that goes towards retirement.
- Dr. Michael Allen stated that he agrees a salary increase would help employees with inflation.
- Dr. Michael Allen stated that there is an opportunity on the table with \$1,000 for employees as a non-recurring supplement.
- Emily Gorentz asked if Management could propose something that is recurring.
- Emily Gorentz stated that this proposal is not creating the change that employees want to see.
- Emily Gorentz stated that with this proposal, Management attempts to do the bare minimum.
- Emily Gorentz stated that Osceola County did vote to give the School District money.
- Tammy Cope-Otterson stated that the sales tax referendum that voters approved is for buildings, not salaries.
- Janet Moody asked whether Leadership could be asked in the next executive session if they would support a tax referendum.
- Sarah Graber stated that a tax referendum could not be done until the next General Election in November 2024.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Janet Moody stated that the General Fund had \$65 Million left over last year that should go to employee salaries.
- Sarah Graber clarified that it is usually \$30 million, and the roll over funds are often encumbered or are categorical funds such as Instructional Materials that cannot be spent on employee salaries.
- John Boyd stated that Orange County, Manatee County, and Pasco County have passed tax referenda that can be spent on employee salaries.
- John Boyd stated that OCEA could circulate a petition about a tax referendum to get the temperature of their members just as they have for the COLA.
- John Boyd stated that previous School Boards did not pursue a special tax referendum, but the current School Board may have a different perspective.
- John Boyd stated that OCEA's proposal for an 8.7% COLA lowers the General Fund balance to below 6% in the first year which violates School Board Rule and below 3% in the second year which would trigger state law where the State of Florida can take over the School District and decides who continues to work and who is terminated.
- Emily Gorentz asked whether the Instructional salary line item is different from the Instructional Materials line item.
- John Boyd responded that yes, each line item is different.
- Emily Gorentz asked for a list of each object and function.
- Sarah Graber stated that they would provide it to OCEA.
- Karen Pruitt stated that she has seen charts like the General Fund Forecast many times.
- John Boyd stated that the General Fund Forecast is a projection.
- Sarah Graber stated that Management is currently building the budget for the remainder of this school year and next school year.
- Emily Gorentz stated that Management's proposal does not make employee salaries a priority.
- Sarah Graber responded that salaries have been settled for this 2022-23 school year.
- John Boyd stated that OCEA's proposed COLA is counter-productive to a recurring salary increase.
- Zahira Pena-Andino stated that she understood that Management could not offer an 8.7% COLA increase, but a \$1,000 non-recurring supplement is an insult.

**The meeting recessed at 05:37 PM in order for OCEA members to caucus about Management's proposals.**

**The meeting resumed at 05:44 PM.**

- Brian Kerekes asked how much money is in the ESSER and ARP grants and their expiration dates.
- Jose Gonzalez stated that these federal funds expire in September 2023 and September 2024.
- Sarah Graber stated that the ESSER grant is made up of twenty different grants and will need time to gather the information OCEA requests.
- Janet Moody requested that OCEA come back with a recurring supplement.
- John Boyd stated that the Bargaining Leadership Team members would negotiate salaries in March for next 2023-24 school year once the state proposes its budget for 2023-24.
- John Boyd suggested that OCEA might consider speaking to other Osceola County public sector unions about their support for a tax referendum.
- John Boyd stated that the Master Teacher Career Ladder is still on the table.
- John Boyd stated that salaries are a love letter to our employees and a commitment that must be sustainable in order to honor the contract.
- Janet Moody stated that her salary is not sustainable with inflation, and Management could do better.
- Emily Gorentz stated that bargaining should be long term, and she struggles to see collaboration.
- Emily Gorentz stated that Management's plan is not sustainable to recruit future employees.

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** January 17, 2023

Page 6 of 7



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- John Boyd stated that salaries have been negotiated for this school year and Management will come to the table to negotiate for next school year once the state proposes its 2023-24 budget.
- John Boyd stated that Management's current proposal can be paid within two (2) pay periods to all Instructional employees.
- Dr. Rolando Casado stated that Management will negotiate salaries for next school year, and that the proposals on the table are great opportunities that supplement employee salaries now.
- Janet Moody stated that Instructional employees cannot take on more work.
- John Boyd stated that OCEA's proposal for an 8.7% COLA does not address compression in the salary schedule and in fact multiplies it and makes it a more difficult problem to solve.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Agenda Items for Next Meeting: John Boyd/ Lare Allen

- Agenda items for the next meeting may be sent to John Boyd via e-mail by the deadline established in the Bargaining Calendar.

**Next Meeting: February 09, 2023  
Transportation Department  
International Room  
401 Simpson Road  
Kissimmee, Florida 34744**

### Pluses

- Bargaining Leadership Team members complimented and thanked SDOC for the refreshments.

### Deltas

- N/A

**ADJOURNED at 06:07 PM**





# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Thursday, February 09, 2023  
**Location:** Transportation Department, International Room,  
401 Simpson Road, Kissimmee, Florida 34744

OSCEOLA COUNTY EDUCATION ASSOCIATION (OCEA) MEMBERS ATTENDANCE				
1	Lare Allen	OCEA President	OCEA	<input checked="" type="checkbox"/>
2	Janet Moody	OCEA Chief Negotiator/Teacher	Narcoossee Elementary	<input checked="" type="checkbox"/>
3	Karen Pruitt	Media Specialist	TECO-PATHS (Technical Center of Osceola County – Professional and Technical High School)	<input checked="" type="checkbox"/>
4	Norine Stazko	ESOL Compliance Specialist	Gateway High School	<input checked="" type="checkbox"/>
5	Zahira Pena-Andino	Teacher	Sunrise Elementary	<input checked="" type="checkbox"/>
6	Brian Kerekes	Teacher	Tohopekaliga High School	<input checked="" type="checkbox"/>
7	Emily Gorentz	Teacher	East Lake Elementary School	<input checked="" type="checkbox"/>
8	VACANCY			<input type="checkbox"/>
9	VACANCY			<input type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
MEMBERS ON BEHALF OF THE OSCEOLA COUNTY SCHOOL BOARD (OCSB) ATTENDANCE				
1	Dr. Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
2	John Boyd	Director/ Chief Negotiator	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
3	Dr. Rolando Casado	Assistant Principal	Horizon Middle School	<input type="checkbox"/>
4	Jose Gonzalez	Director	Business & Finance	<input checked="" type="checkbox"/>
	Angela Barner	Director	Finance	<input checked="" type="checkbox"/>
5	James Hickey	Principal	Harmony High School	<input type="checkbox"/>
6	Scott Knoebel	Principal	Narcoossee Elementary School	<input checked="" type="checkbox"/>
7	Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
8	Nadia Winston	Principal	Central Avenue Elementary	<input type="checkbox"/>
9	VACANCY			<input type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
N/A	Jennifer Gomez	Recording Secretary	Human Resources	<input checked="" type="checkbox"/>



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### GUEST(S):

<i>Ramsey, Jennifer</i>	<i>Harmony High School</i>
<i>Rupchand, Kristie</i>	<i>OCEA</i>



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 04:36 PM**

Meeting Protocol	
Mission Statement:	N/A
Philosophy:	N/A
Rationale:	N/A
Salary and Fringes:	N/A
Goals:	N/A
Guest Protocol:	N/A
Speaking Order:	Scott Knoebel
Time Keeper:	Tammy Cope-Otterson

John Boyd reviewed the Meeting Protocol.

## Introduction of New Bargaining Team Members

- John Boyd stated that a summary of our work together is posted on the [Bargaining Teams Information webpage](#) of the [School District's public website](#), was sent to bargaining team members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.

## Reflection on Our Progress Together: John Boyd/ April Isaacs

- John Boyd stated that a summary of our work together was sent to bargaining team members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.
- John Boyd stated that he was concerned with statements made during Public Comment at the School Board meeting on January 17, 2023.
- John Boyd stated that bargaining team members need to be careful what is said during Public Comment during School Board Meetings because these statements can affect the work at the bargaining table in unintended ways.
- John Boyd stated that statements made during Public Comment during the January 17, 2023, School Board Meeting were particularly hurtful including:
  - "At the last bargaining meeting, there were some questions posed regarding budget, and every answer was 'We don't know.'"
  - "No one on the District's bargaining team knows anything."
  - "OCEA is constantly given the runaround."
- John Boyd stated that these statements are not true, and Management provides a large amount of information to OCEA.
- John Boyd stated that he has been Chief Negotiator for ten (10) years, and when Management states that they do not know the answer to OCEA's question immediately, it is because the question deserves thoughtful analysis for a correct response.
- John Boyd stated that although bargaining team members should be careful with what they say at the table, he does not want members to be fearful and less likely to think aloud creatively at the table.
- John Boyd stated that bargaining team members need to be careful with what they communicate to others outside bargaining meetings so that they do not get false perceptions about the bargaining process.

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** February 22, 2023

Page 3 of 9



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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## Negotiations Procedure: John Boyd/ Janet Moody

- John Boyd stated that Management has not changed its disposition and commits to negotiate the terms and conditions for the payment of salaries and benefits within the tentative agreement.
- Zahira Pena-Andino stated that OCEA does not understand how Management does not feel that there need to be contract language to address OCEA's concerns.
- John Boyd stated that the terms and conditions for the payment of salaries and benefits within the tentative agreement would be clear.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

## MOU Re: Extra Pay: John Boyd/ Janet Moody

- John Boyd stated that Management has not changed its disposition on this bargaining item, and Management's proposed MOU had not changed.
- Janet Moody stated that OCEA has a counter-proposal.
- John Boyd thanked OCEA for their counter-proposal.
- Janet Moody stated that she would like to prevent instructional employees from being required to give up their planning times to serve as substitute teachers.
- John Boyd stated that OCEA's counter-proposal was creative.
- Janet Moody stated that in other companies, employees get time and a half.
- Jose Gonzalez stated that where it says time and a half, it should say hourly not daily.
- Tammy Cope-Otterson stated that instructional employees are overtime exempt and asked Mr. Gonzalez if they were able to pay time and a half.
- Jose Gonzalez stated that the two were completely separate.
- Janet Moody stated that OCEA's hope is that instructional employees would choose to substitute.
- John Boyd stated that bargaining team members are collaborating on the shared interest of incentivizing employees.
- Dr. Michael Allen stated that this has a lot of merit and creativity, however, there may be challenges to paying one and a half hours.
- Dr. Michael Allen stated that planning would have to be scheduled at the beginning or end of the regular workday.
- Dr. Michael Allen asked OCEA if they would agree with adding an additional half hour of planning.
- Janet Moody responded that instructional employees would be working more if they had an additional half hour of planning.
- John Boyd stated that participating instructional employees may be able to work from home for their planning time.
- Janet Moody stated that some administrators may want their employees to work for one and a half hour onsite.
- John Boyd stated that *Article 5.08-4* of our *Contract* states: "*Teachers shall not be restricted to a particular work location for their preparation period, or isolated from other teachers on planning time.*"
- John Boyd stated that not every teacher's planning period equals sixty (60) minutes.
- Janet Moody stated that the terms of the MOU could not be done in elementary schools.
- John Boyd asked for an explanation.
- Zahira Pena-Andino stated that you cannot substitute for your own grade level, but you can substitute for a different grade level.
- Dr. Michael Allen stated that it would be great to pay one and a half hours for one hour of planning, but he does not believe it is possible legally.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Dr. Michael Allen stated that he appreciates OCEA's creative thinking and that their proposal deserves careful thought.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### **Class Size: John Boyd/ Janet Moody**

- John Boyd stated that Management has not changed its disposition on this bargaining item.
- John Boyd stated that he provided OCEA whole copies of related law, not quoted excerpts, for this meeting.
- Janet Moody stated that state law specifies the number of students in each class.
- John Boyd stated that based on the remainder of state law, it is permissible to use the schoolwide average for each grade group.
- Janet Moody asked if state law nullifies the class size amendment to the state constitution.
- John Boyd responded that it is the court's job to interpret whether it did so.
- John Boyd stated that neither state courts nor the Florida Legislature have changed the interpretation of existing state law that school districts are following.
- Janet Moody stated that OCEA is concerned because high class size affects instruction and is harmful to teacher evaluations, student learning, and school grades.
- John Boyd stated that larger class size can affect instruction but does not determine lower student achievement or poor teacher evaluations.
- Emily Gorentz stated that she has twenty-three (23) students whose test scores count toward her evaluation and six (6) additional students whose test scores do not, but she still has to teach twenty-nine (29) students.
- Emily Gorentz stated that there should be acknowledgement that instructional employees are doing extra work.
- Janet Moody stated that last year's \$500 supplement came from salary lapse when class sizes are larger, and vacancies are not filled.
- John Boyd stated that he understood and agrees in part, but some decision-makers believe it is the instructional employee's job to educate all of the students who enroll despite the number of students assigned to each teacher.
- John Boyd stated that he understands OCEA's points, and that class size can affect working conditions and the quality of the teacher's engagement with students during instruction.
- John Boyd stated that framing concerns about class size in terms of extra pay is a mistake, and class sizes should be balanced to make working conditions better.
- Janet Moody stated that the behavior of students is not the same in larger classes.
- John Boyd stated that he understands OCEA's concerns about student behavior and sees it indirectly in employee investigations of allegations are made against classroom teachers by students who misbehave.
- Zahira Pena-Andino stated that there is still a lot of work to do for our students even when situations are beyond the control of the School District.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### MOU Re: UniSIG Grant Impact, K-3 Teachers: John Boyd/ Janet Moody

- John Boyd stated that Management has not changed its disposition on this bargaining item.
- Karen Pruitt asked if fourth and fifth grade instructional employees have received their supplements because there have been rumors that they have not been paid.
- John Boyd stated that they have received their supplements.
- Jose Gonzalez stated that all employees eligible received their supplement on January 31, 2023.
- John Boyd stated that all supplements are paid in installments, and this supplement has two (2) installments per the terms of the grant.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Supplements: John Boyd/ Janet Moody

- Janet Moody stated that OCEA would like to start scheduling meetings.
- Zahira Pena-Andino stated that she would like to meet with athletics and arts to revamp the supplements schedule and bring offers to the table.
- Zahira Pena-Andino asked if they can meet the entire day.
- John Boyd stated that he will see what can be arranged.
- Zahira Pena-Andino stated that Mr. Ryan Adams is available and willing to schedule a meeting.
- Zahira Pena-Andino stated that she has not heard from Dr. D'Ambrosi.
- John Boyd asked if the first week of March they are available.
- Zahira Pena-Andino responded that she is available.
- John Boyd stated that supplements are handled together at the table, but they get a lot of input from Mr. Adams.
- Zahira Pena-Andino stated that she wants to make sure she talks to all grade levels before putting something in writing.
- Zahira Pena-Andino asked if she could share the Orange County document.
- John Boyd responded that she could but would want to keep everything similar to what Osceola County has.
- Zahira Pena-Andino stated that when she looks at Osceola Counties document it looks disorganized.
- John Boyd stated that he would have to ask Leadership for their availability.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Adjunct Hourly Pay Schedule: John Boyd/ Janet Moody

- John Boyd shared and reviewed the proposed contract language regarding *Appendix A-1: Adjunct Hourly Pay Schedule*.
- John Boyd stated that it included the Juvenile Detention Center per Ms. Moody's request.
- John Boyd stated that Dr. Jeff Arnott, Executive Director of Career and Technical Education, requested the language about pay for adjunct instructors hired from outside the School District.
- Janet Moody asked if anyone would be taking a cut.
- John Boyd responded no.
- Karen Pruitt stated that she heard that that the Criminal Justice Academy adjunct instructors have been getting paid their hourly rates of pay, but not those at ALCO.

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** February 22, 2023



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- John Boyd responded that he would ask and provide that information to her.
- Tammy Cope-Otterson stated that she approves extra pay and the \$26.60 rate has not changed at these work sites.
- Emily Gorentz asked what was meant by “hired from outside.”
- John Boyd stated that it meant employees who do not currently work for the School District.
- Karen Pruitt stated that if the proposed language was approved, then the School District would be able to recruit employees from Florida Technical College that are already in the field.
- Janet Moody stated that she would like the employees to get retroactive pay to build morale.
- Tammy Cope-Otterson stated that the sooner bargaining team members vote, the sooner those employees will get paid.
- Janet Moody stated that if OCEA agrees to vote on the proposed contract language tonight, they believe that retroactive pay will not happen.
- John Boyd stated that even if retroactive pay is not feasible, employees would now be paid their regular rate of pay.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Salaries and Benefits: John Boyd/ Janet Moody

- John Boyd stated that salaries and benefits for instructional employees for the current 2022-23 school year were already settled and ratified last school year.
- John Boyd stated that the proposed Cost of Living Adjustment (COLA) bifurcates both the settlement that both parties reached last school year and the subsequent ratification of salaries and benefits for the current 2022-23 school year.
- John Boyd stated that Management does not agree to reopen the settlement of salaries and benefits for the current 2022-23 school year in regard to the COLA that OCEA has proposed.
- John Boyd stated that Management does agree to open the negotiations of salaries and benefits for the next 2023-24 school year.
- Emily Gorentz asked whether this 2022-23 school year closes if OCEA accepts to negotiate for the next 2023-24 school year.
- John Boyd responded that salaries and benefits negotiations for this 2022-23 school year had already been closed, settled, ratified, budgeted, and paid.
- John Boyd stated that he understands that OCEA would like to reopen negotiations for this current 2022-23 school year in regard to the COLA, but that would be problematic because the COLA was not budgeted for this school year and bifurcates what both parties settled and ratified.
- John Boyd stated that Management is open to discussion and negotiations on the Master Teacher concept and Management’s Proposed Career Ladder.
- Janet Moody stated that OCEA is not ready to do that yet and reviewed the related items of concern in OCEA’s response.
- John Boyd stated that he understood OCEA’s items of concern and would prepare revisions to address them in the near future.
- Janet Moody stated that she does not feel that the School District does not have money and does not believe the COLA would bankrupt the School District.
- Norine Stazko stated that teachers used to be rewarded money for inservice points earned.
- Tammy Cope-Otterson stated that in 2002, both parties ratified an agreement that instead of a supplement, that amount is now included within the salaries of instructional employees.
- Karen Pruitt asked whether the proposed Career Ladder would mean a salary increase for instructional employees.

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** February 22, 2023

Page 7 of 9





## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- John Boyd responded that yes, that the proposed Career Ladder would reward successful teaching experience.
- Janet Moody asked how much is in the ESSER funds.
- Jose Gonzalez responded that the School District received a total of \$155.7 million, has spent \$81.9 million, has \$73.8 million remaining.
- Emily Gorentz stated that OCEA proposes a COLA raise of 6.5% and a one-time offer of \$2,000.
- Emily Gorentz stated that the supplement would take \$15.1 Million from ESSER funds.
- Emily Gorentz stated that in the 2018-19 school year, the School District budgeted \$49.7 Million, but only spent \$9.7 Million.
- Emily Gorentz stated that the money can be moved from Materials and Supplies to salaries.
- Jose Gonzalez asked which data OCEA used for their analysis.
- Janet Moody stated that the data OCEA used was in the School District's Annual Financial Reports (AFRs).
- Jose Gonzalez stated that Materials and Supplies is an object in the School District budget, and he would review the budget to help OCEA understand how funds are allocated within the School District budget.
- John Boyd thanked OCEA for thinking creatively.
- John Boyd stated that he would share OCEA's proposal with School District Leadership.
- Janet Moody stated that OCEA had not shared this proposal with members yet and will start having conversations with School Board Members about the budget.
- John Boyd stated that Management cannot vote on OCEA's proposal tonight but appreciated OCEA's creativity.
- John Boyd stated that bargaining team members are closer to an agreement than before.
- Zahira Pena-Andino stated that she hopes Management appreciated OCEA's time and effort.
- John Boyd responded that Management does appreciate OCEA's collaboration and time and effort toward learning more about the School District budget.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

**The meeting recessed at 06:18 PM in order for OCEA members to caucus about the proposal.**

**The meeting resumed at 06:21 PM.**

### Adjunct Hourly Pay Schedule: John Boyd/ Janet Moody

- Janet Moody stated that OCEA agreed to vote on this item as is tonight but would like to know how much retroactive pay would cost.

**ACTION: Following a fist of five vote, BLT members tentatively agreed to approve this item.**



- Agenda items for the next meeting may be sent to John Boyd via e-mail by the deadline established in the Bargaining Calendar that is posted on the [Public Notices of Collective Bargaining webpage](#) of the [School District's public website](#).
- In accordance with Section 286.011 – Public meetings and records; public inspection; criminal and civil penalties, Florida Statutes, and Section 447.605 – Public meetings and records law; exemptions and compliance, Florida Statutes, meeting minutes are posted on the [Bargaining Meetings Minutes webpage](#) of the [School District's public website](#).



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Thursday, April 13, 2023  
**Location:** Transportation Department, International Room,  
401 Simpson Road, Kissimmee, Florida 34744

OSCEOLA COUNTY EDUCATION ASSOCIATION (OCEA) MEMBERS ATTENDANCE				
1	Zahira Pena-Andino	Teacher	Sunrise Elementary	<input checked="" type="checkbox"/>
2	Emily Gorentz	Teacher	East Lake Elementary School	<input checked="" type="checkbox"/>
3	Brian Kerekes	Teacher	Tohopekaliga High School	<input checked="" type="checkbox"/>
4	Janet Moody	OCEA Chief Negotiator/Teacher	Narcoossee Elementary	<input checked="" type="checkbox"/>
5	Karen Pruitt	Media Specialist	TECO-PATHS (Technical Center of Osceola County – Professional and Technical High School)	<input checked="" type="checkbox"/>
6	Dylan Reinsel	Teacher	St. Cloud High School	<input checked="" type="checkbox"/>
7	Norine Stazko	ESOL Compliance Specialist	Gateway High School	<input checked="" type="checkbox"/>
8	VACANCY			<input type="checkbox"/>
9	VACANCY			<input type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
N/A	Lare Allen	OCEA President	OCEA	<input type="checkbox"/>
MEMBERS ON BEHALF OF THE OSCEOLA COUNTY SCHOOL BOARD (OCSB) ATTENDANCE				
1	Dr. Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
2	Angela Barner	Director	Finance	<input checked="" type="checkbox"/>
3	John Boyd	Director/ Chief Negotiator	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
4	Dr. Rolando Casado	Assistant Principal	Horizon Middle School	<input checked="" type="checkbox"/>
5	Jose Gonzalez	Director	Business & Finance	<input type="checkbox"/>
6	James Hickey	Principal	Harmony High School	<input checked="" type="checkbox"/>
7	Scott Knoebel	Chief Officer	School Operations	<input type="checkbox"/>
8	Tammy Cope-Ottersen	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
9	Nadia Winston	Principal	Central Avenue Elementary	<input type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
N/A	Jennifer Gomez	Recording Secretary	Human Resources	<input checked="" type="checkbox"/>



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### GUEST(S):

<i>Calandrino, Anne</i>	<i>OCEA</i>
<i>Crawford, Nicole</i>	<i>Tohopekaliga High School</i>
<i>Garcia, Christine</i>	<i>St. Cloud High School</i>
<i>Haddox, Lauren</i>	<i>Risk &amp; Benefits Management</i>



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

Helpful School District Public Website Resources about the Collective Bargaining Process	
<b><u>Labor Relations Webpages</u></b>	<a href="https://www.osceolaschools.net/Page/2552">https://www.osceolaschools.net/Page/2552</a>
• <a href="#"><u>Union Contracts</u></a>	<a href="https://www.osceolaschools.net/Page/2552">https://www.osceolaschools.net/Page/2552</a>
• <a href="#"><u>Public Notices of Collective Bargaining</u></a>	<a href="https://www.osceolaschools.net/Page/2554">https://www.osceolaschools.net/Page/2554</a>
• <a href="#"><u>Bargaining Meetings Minutes</u></a>	<a href="https://www.osceolaschools.net/Page/7244">https://www.osceolaschools.net/Page/7244</a>
• <a href="#"><u>Salaries and Benefits Proposals</u></a>	<a href="https://www.osceolaschools.net/Page/8004">https://www.osceolaschools.net/Page/8004</a>
• <a href="#"><u>Tentative Agreements and Ratification Documents</u></a>	<a href="https://www.osceolaschools.net/Page/6812">https://www.osceolaschools.net/Page/6812</a>
• <a href="#"><u>Bargaining Teams Information</u></a>	<a href="https://www.osceolaschools.net/Page/6332">https://www.osceolaschools.net/Page/6332</a>
• <a href="#"><u>Bargaining Leadership Teams' Summaries of Collaborative Work, 2014-15 to Present</u></a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=12843&amp;dataid=69393&amp;FileName=Bargaining%20Leadership%20Teams%20Summaries%20of%20Collaborative%20Work%202014-15%20to%20Present.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=12843&amp;dataid=69393&amp;FileName=Bargaining%20Leadership%20Teams%20Summaries%20of%20Collaborative%20Work%202014-15%20to%20Present.pdf</a>
• <a href="#"><u>Bargaining Meetings Protocol</u></a>	<a href="https://www.osceolaschools.net/Page/6810">https://www.osceolaschools.net/Page/6810</a>
• <a href="#"><u>Policies Related to Civility at Bargaining Meetings</u></a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=13900&amp;dataid=71534&amp;FileName=Policies%20Related%20to%20Civility%20at%20Bargaining%20Meetings%20Binder.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=13900&amp;dataid=71534&amp;FileName=Policies%20Related%20to%20Civility%20at%20Bargaining%20Meetings%20Binder.pdf</a>
• <a href="#"><u>General Collective Bargaining Information</u></a>	<a href="https://www.osceolaschools.net/Page/2551">https://www.osceolaschools.net/Page/2551</a>
• <a href="#"><u>What Is Collaborative Bargaining?</u></a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30089&amp;FileName=What%20Is%20Collaborative%20Bargaining.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30089&amp;FileName=What%20Is%20Collaborative%20Bargaining.pdf</a>
• <a href="#"><u>A Primer for Collective Bargaining and Employee Relations</u></a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30256&amp;FileName=A%20Primer%20for%20Collective%20Bargaining%20and%20Employee%20Relations.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30256&amp;FileName=A%20Primer%20for%20Collective%20Bargaining%20and%20Employee%20Relations.pdf</a>
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• <a href="#"><u>Subjects/ Topics of Bargaining</u></a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30253&amp;FileName=Subjects%20of%20Bargaining.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30253&amp;FileName=Subjects%20of%20Bargaining.pdf</a>
• <a href="#"><u>Salaries and Supplements Schedules</u></a>	<a href="https://www.osceolaschools.net/Page/293">https://www.osceolaschools.net/Page/293</a>



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 04:39 PM**

Meeting Protocol	
Mission Statement:	N/A
Philosophy:	N/A
Rationale:	N/A
Salary and Fringes:	N/A
Goals:	N/A
Guest Protocol:	N/A
Speaking Order:	Emily Gorentz
Time Keeper:	Jim Hickey

John Boyd reviewed the Meeting Protocol.

## Introduction of New Bargaining Team Members

- Janet Moody introduced Dylan Reinsel, Teacher, St. Cloud High School, as a new member of our Bargaining Leadership Team.
- 

## Reflection on Our Progress Together: John Boyd/ Janet Moody

- John Boyd stated that a summary of our work together is posted on the [Bargaining Teams Information webpage](#) of the [School District's public website](#), was sent to bargaining team members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.

## Adjunct Hourly Pay Schedule: John Boyd/ Janet Moody

- John Boyd shared and reviewed the related proposal and stated that its terms and conditions were the same as the last proposal that both parties approved and signed at the prior meeting with one exception.
- John Boyd clarified that this proposal included the language that OCEA requested that this would make payments retroactive to July 01, 2022.
- John Boyd stated that Dr. Jeffrey Arnott, Executive Director of Career and Technical Education, approved this change.

**ACTION: Following a fist of five vote, BLT members tentatively agreed to approve this item.**

**Note:** The tentative agreement document is posted on the [Tentative Agreements and Ratification Documents webpage](#) of the [School District's public website](#).



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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## Salaries and Benefits: John Boyd/Janet Moody

- John Boyd introduced Lauren Haddox, Director of Risk and Benefits Management.
- John Boyd stated that the Health Insurance Benefits Committee was still working on recommendations, and that Management was not requesting the bargaining team to take action.
- John Boyd clarified that Ms. Haddox was only presenting information and answering questions for the bargaining team.
- Lauren Haddox shared and reviewed the proposed changes to the Health Insurance Benefit Plan being discussed in the Health Insurance Benefits Committee.
- Lauren Haddox clarified that there would be no increase to premiums for all employees, and that there would be an increase to premiums in the buy-up Plan options.
- Janet Moody asked if the employee's doctor refers the employee to a specialist who is not in the Plan network, how does the employee's bill get paid.
- Lauren Haddox stated that the employee can start an appeal process for payment.
- Lauren Haddox stated that if the Medical Advocate Program (MAP) refers the employee to a specialist, then the referral is good for one (1) year.
- Zahira Pena-Andino asked whether MAP will waive the deductible if the employee calls MAP.
- Lauren Haddox responded that yes, when an employee calls MAP, MAP will waive their deductible.
- John Boyd clarified that employees would not be required to choose the Center-only Plan option, and employees can still choose a Plan option that permits them to continue going to their in-network provider instead.
- John Boyd shared and reviewed the *MOU re: One-Time, Non-Recurring Inflation Supplement*.
- John Boyd stated that Management accepts OCEA's proposal of a one-time, non-recurring supplement of \$2,000.
- John Boyd stated that Management has added language that states both parties shall return to the bargaining table to negotiate salaries and benefits for the 2023-24 school year.
- John Boyd stated that Management's rationale is to get this additional money to employees now.
- John Boyd stated that Management would be able to pay this supplement within two (2) pay periods.
- John Boyd stated that Management offers to schedule additional bargaining meetings as needed in May and during the summer.
- John Boyd stated that Management's offer would expire on June 30, 2023, and Management would like to know sooner rather than later if OCEA agrees to these terms and conditions.
- John Boyd stated that he added the last two (2) bullet points to build trust.
- Brian Kerekes asked when the state budget might be approved.
- John Boyd stated that the last week of the session was the first week of May, but if both chambers do not reach agreement, then it could cause a delay and even a special legislative session.
- John Boyd stated that the bargaining meeting currently scheduled in early May is too early to have final state budget information.
- Janet Moody stated that she likes Management's offer of the \$2,000 one-time, non-recurring supplement.
- Janet Moody stated that SDOC salaries are lagging every school district around us, and employees will leave SDOC for higher pay elsewhere.
- John Boyd stated that SDOC ranks high among Central Florida school districts for starting pay, but Management recognizes the concerns about compression of employees' salaries, especially for veteran teachers.
- Karen Pruitt asked whether OCEA had time to decide about Management's offer.
- John Boyd stated that the current offer would not expire until June 30, 2023, but Management would like for employees to receive the supplement now.
- Karen Pruitt asked whether the \$2,000 one-time, non-recurring supplement would be taxed.





## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- John Boyd responded that yes, the supplement would be taxed at the employee's regular tax rate.
- Tammy Cope-Otterson asked Janet Moody if she knew Orange County was paying more.
- Janet Moody responded that she did know.
- Tammy Cope-Otterson shared data to show that Osceola County actually pays instructional employees equal to or better than Orange County with a few exceptions related to advanced degrees and many more years of experience.
- Tammy Cope-Otterson stated that commuting to work in Orange County could cost employees more.
- Dr. Michael Allen stated that Management is trying to work on compression because our employees deserve more compensation.
- Dr. Michael Allen stated that he likes the bullet point that states that both parties will continue negotiations.
- Janet Moody asked whether Management could go higher than the \$2,000 one-time, non-recurring supplement.
- John Boyd responded that Management is only authorized to offer the \$2,000 one-time, non-recurring supplement.

**The meeting recessed at 05:19 PM for OCEA members to caucus about the proposal.**  
**The meeting resumed at 05:34 PM.**

- Janet Moody stated that OCEA likes the \$2,000 one-time, non-recurring supplement offer.
- Janet Moody asked if Management would incur the costs of employees' taxes on the supplement and add the words "Cost of Living Adjustment (COLA)" to the language of the last bullet.

**The meeting recessed at 05:35 PM for SDOC members to caucus about the proposal.**  
**The meeting resumed at 05:43 PM.**

- John Boyd stated that Management agrees to add the words "Cost of Living Adjustment (COLA)" to the language of the last bullet.
- John Boyd stated that Management cannot incur the cost of employees' taxes on the supplement.
- John Boyd stated that adding the words "Cost of Living Adjustment (COLA)" to the language of the last bullet is a win-win for both parties.
- Dylan Reinsel asked if Management did not know how much ESSER/ ARP funds were available, then how do they know they cannot afford to pay the cost of the employees' taxes on the supplement.
- John Boyd stated that Management can confirm that enough ESSER/ ARP funds exist to pay for the cost of the supplement offered on the table at this time.

**The meeting recessed at 05:45 PM for OCEA members to caucus about the proposal.**  
**The meeting resumed at 05:49 PM.**

- Janet Moody suggested changing the expiration date from June 30, 2023, to June 30, 2024.
- John Boyd responded that it was fair.
- John Boyd thanked all for their collaboration.
- Dr. Michael Allen stated that he would confirm the date of payment with Ms. Sarah Graber.

**ACTION: Following a fist of five vote, BLT members tentatively agreed to approve this item.**

**Note:** The tentative agreement document is posted on the [Tentative Agreements and Ratification Documents webpage](#) of the [School District's public website](#).



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

## Clarification for Statements Made at Recent School Board Meeting: John Boyd

- John Boyd shared and reviewed specific resource documents that provide available public information and facts in response to statements and questions made during Public Comment at the April 11, 2023, School Board Meeting, and prior School Board Meetings.
- John Boyd stated that he was sharing these resources with the Bargaining Leadership Team as a gesture of respect.
- John Boyd stated that one speaker stated, "Please look at the number of teachers that are leaving their professional careers or choosing to go to other counties with \$10,000 sign on bonuses for counties nearby."
  - <https://www.youtube.com/watch?v=kRRtbUHjtgo> [e.g., 02:53:07]
- John Boyd stated that as of today, the following school districts have responded to his request for information stating that they have not heard of any such \$10,000 teacher signing bonus in Florida:
  - Brevard
  - Broward
  - Miami-Dade
  - Duval
  - Franklin
  - Lake
  - Orange
  - Seminole
  - Volusia
  - Walton
- John Boyd stated that the following news sources do show large teacher signing bonuses in other states, but not Florida:
  - <https://www.the74million.org/article/want-to-become-a-teacher-you-could-land-a-25k-signing-bonus/>
  - <https://www.fox29.com/news/teachers-needed-10000-signing-bonus-being-offered-in-search-for-teachers-in-camden-county>
- John Boyd stated that SDOC ranks 63<sup>rd</sup> out of sixty-seven (67) school districts in administrative costs so that funds can be prioritized for students, schools, and employee compensation.
  - [\*Florida Department of Education's 2021-22 Educational Funding Accountability Act – Summary of Administrative Expenditures\*](#)
    - <https://www.fldoe.org/finance/fl-edu-finance-program-fefp/edual-funding-accountability-act-summa.stml>
- John Boyd shared copies of the Florida House and Florida Senate Florida Education Finance Program (FEFP) and Florida Retirement System (FRS) proposals.
  - [\*House Bill 5001 – General Appropriations Act\*](#)
    - <https://www.myfloridahouse.gov/Sections/Bills/billsdetail.aspx?BillId=78524>
  - [\*Senate Bill 2500 – Appropriations\*](#)
    - <https://www.flsenate.gov/Session/Bill/2023/2500>
  - [\*Senate Bill 7024 – Retirement\*](#)
    - <https://www.flsenate.gov/Session/Bill/2023/7024>
- John Boyd stated that the Florida Legislature's proposed changes would affect the funds available for salaries and benefits negotiations.
- John Boyd stated that several speakers stated that the School District's non-recurring fund balance could be spent on recurring salary increases for employees.
- John Boyd stated that the state law requires school districts to maintain a fund balance of at least 3%, in order to avoid financial emergency and state takeover; and that the School Board policy requires a fund balance of at least 6% to avoid such a financial risk.
  - [\*Fund Balance Policy Information\*](#)
    - <https://www.osceolaschools.net/Page/8137>
- John Boyd shared and reviewed the document [\*Government and Labor Relations Website Resources\*](#), which lists all of the webpages and electronic resources that he produces and manages on the [\*School District's public website\*](#).



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- John Boyd stated that the minutes of collective bargaining meetings are public records available to all who request to see them and that these minutes are posted promptly after each collective bargaining meeting on the appropriate webpage of the [School District's public website](#).
  - [Bargaining Meetings Minutes](#)
    - [\[https://www.osceolaschools.net/Page/7244\]](https://www.osceolaschools.net/Page/7244)

## Current Contract Language Proposals: John Boyd/ Janet Moody

- John Boyd shared and briefly reviewed Management's responses to OCEA's current contract language proposals.
  - *Negotiations Procedure*
  - *Memorandum of Understanding (MOU) re: Extra Pay for Serving as a Substitute Teacher*
  - *Class Size*
  - *Memorandum of Understanding (MOU) re: UniSIG Grant Impact, K-3 Teachers*
- Janet Moody asked for a response on OCEA's most recent proposal about extra pay for teachers who serve as substitute teachers.
- John Boyd stated that Management cannot agree to pay for one hour of work at the rate of one and a half hours of work.

**ACTION: No action was taken on these items at this time, and these items will be brought back to a future meeting.**

**Note:** All proposal documents are posted on the [Salaries and Benefits Proposals webpage](#) of the [School District's public website](#).

## New Contract Language Proposals: Janet Moody

- Janet Moody shared and reviewed the following new proposals for contract language:
  - *Critical Need Supplements*
  - *Bereavement Leave*
  - *Planning Time during Testing*
  - *216 Workday Flexible Calendar*
  - *Paycheck Protection*
- John Boyd stated that Management is not authorized to agree to the new items at this meeting and will take them to School District Leadership for review and response at our next scheduled bargaining meeting.

**ACTION: No action was taken on these items at this time, and these items will be brought back to a future meeting.**

**Note:** All proposal documents are posted on the [Salaries and Benefits Proposals webpage](#) of the [School District's public website](#).



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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## Supplements: John Boyd/ Janet Moody

- John Boyd stated that although both parties could not agree upon meeting dates for the Supplements Subcommittee that OCEA is welcome to bring related proposals to the bargaining table.
- Zahira Pena-Andino asked clarifying questions about specific supplements listed in our Instructional Employees Contract (e.g., History Lead, First Aid, Co-Curricular Sponsor, Guidance Director, Oasis).
- Management provided information in response to each question.

## Agenda Items for Next Meeting: John Boyd/ Janet Moody

- Agenda items for the next meeting may be sent to John Boyd via e-mail by the deadline established in the Bargaining Calendar that is posted on the [Public Notices of Collective Bargaining webpage](#) of the [School District's public website](#).
- In accordance with *Section 286.011 – Public meetings and records; public inspection; criminal and civil penalties, Florida Statutes*, and *Section 447.605 – Public meetings and records law; exemptions and compliance, Florida Statutes*, meeting minutes are posted on the [Bargaining Meetings Minutes webpage](#) of the [School District's public website](#).

**Next Meeting:**           **May 11, 2023**  
                                  **Transportation Department**  
                                  **International Room**  
                                  **401 Simpson Road**  
                                  **Kissimmee, Florida 34744**

## Pluses

- Bargaining Leadership Team members complimented and thanked SDOC for the refreshments.
- Dr. Michael Allen stated that he confirmed with Ms. Sarah Graber that the \$2,000 supplement would be paid out by mid-May.
- John Boyd stated that he is happy that Instructional employees will receive \$2,000 in May.

## Deltas

- N/A.

**ADJOURNED at 06:30 PM**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Thursday, May 18, 2023, 4:30 PM  
**Location:** Transportation Department, International Room,  
401 Simpson Road, Kissimmee, Florida 34744

OSCEOLA COUNTY EDUCATION ASSOCIATION (OCEA) MEMBERS ATTENDANCE				
1	Zahira Pena-Andino	Teacher	Sunrise Elementary	<input checked="" type="checkbox"/>
2	Emily Gorentz	Teacher	East Lake Elementary School	<input checked="" type="checkbox"/>
3	Brian Kerekes	Teacher	Tohopekalliga High School	<input checked="" type="checkbox"/>
4	Janet Moody	OCEA Chief Negotiator/Teacher	Narcoossee Elementary	<input checked="" type="checkbox"/>
5	Karen Pruitt	Media Specialist	TECO-PATHS (Technical Center of Osceola County – Professional and Technical High School)	<input checked="" type="checkbox"/>
6	Dylan Reinsel	Teacher	St. Cloud High School	<input checked="" type="checkbox"/>
7	Norine Stazko	ESOL Compliance Specialist	Gateway High School	<input checked="" type="checkbox"/>
8	VACANCY			<input type="checkbox"/>
9	VACANCY			<input type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
N/A	Lare Allen	OCEA President	OCEA	<input type="checkbox"/>
MEMBERS ON BEHALF OF THE OSCEOLA COUNTY SCHOOL BOARD (OCSB) ATTENDANCE				
1	Dr. Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
2	Angela Barner	Director	Finance	<input checked="" type="checkbox"/>
3	John Boyd	Director/ Chief Negotiator	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
4	Dr. Rolando Casado	Assistant Principal	Horizon Middle School	<input type="checkbox"/>
5	Jose Gonzalez	Director	Business & Finance	<input checked="" type="checkbox"/>
6	James Hickey	Principal	Harmony High School	<input type="checkbox"/>
7	Scott Knoebel	Chief Officer	School Operations	<input checked="" type="checkbox"/>
8	Tammy Cope-Otterson	Chief Officer	Human Resources & Personnel	<input checked="" type="checkbox"/>
9	Nadia Winston	Principal	Central Avenue Elementary	<input type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
N/A	Jennifer Gomez	Recording Secretary	Human Resources	<input checked="" type="checkbox"/>



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### GUEST(S):

<i>Calandrino, Anne</i>	<i>OCEA</i>
<i>Castro-Stevens, Kim</i>	<i>Hickory Tree Elementary School</i>



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

Helpful School District Public Website Resources about the Collective Bargaining Process	
<b><u>Labor Relations Webpages</u></b>	<a href="https://www.osceolaschools.net/Page/2552">https://www.osceolaschools.net/Page/2552</a>
• <a href="https://www.osceolaschools.net/Page/2552"><u>Union Contracts</u></a>	<a href="https://www.osceolaschools.net/Page/2552">https://www.osceolaschools.net/Page/2552</a>
• <a href="https://www.osceolaschools.net/Page/2554"><u>Public Notices of Collective Bargaining</u></a>	<a href="https://www.osceolaschools.net/Page/2554">https://www.osceolaschools.net/Page/2554</a>
• <a href="https://www.osceolaschools.net/Page/7244"><u>Bargaining Meetings Minutes</u></a>	<a href="https://www.osceolaschools.net/Page/7244">https://www.osceolaschools.net/Page/7244</a>
• <a href="https://www.osceolaschools.net/Page/8004"><u>Salaries and Benefits Proposals</u></a>	<a href="https://www.osceolaschools.net/Page/8004">https://www.osceolaschools.net/Page/8004</a>
• <a href="https://www.osceolaschools.net/Page/6812"><u>Tentative Agreements and Ratification Documents</u></a>	<a href="https://www.osceolaschools.net/Page/6812">https://www.osceolaschools.net/Page/6812</a>
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• <a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30250&amp;FileName=BARGAINING%20UNITS%20-%20EMPLOYEE%20GROUPS%20DEFINED%20062122.pdf"><u>Bargaining Units/ Employee Groups Defined</u></a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30250&amp;FileName=BARGAINING%20UNITS%20-%20EMPLOYEE%20GROUPS%20DEFINED%20062122.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30250&amp;FileName=BARGAINING%20UNITS%20-%20EMPLOYEE%20GROUPS%20DEFINED%20062122.pdf</a>
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• <a href="https://www.osceolaschools.net/Page/293"><u>Salaries and Supplements Schedules</u></a>	<a href="https://www.osceolaschools.net/Page/293">https://www.osceolaschools.net/Page/293</a>





# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

COMMENCED at 04:43 PM

Meeting Protocol	
Mission Statement:	• <a href="#">Bargaining Meetings Protocol</a>
Philosophy:	• <a href="#">Bargaining Meetings Protocol</a>
Rationale:	• <a href="#">Bargaining Meetings Protocol</a>
Salary and Fringes:	• <a href="#">Bargaining Meetings Protocol</a>
Goals:	• <a href="#">Bargaining Meetings Protocol</a>
Guest Protocol:	• <a href="#">Bargaining Meetings Protocol</a>
Speaking Order:	
Time Keeper:	

John Boyd reviewed the Meeting Protocol.

## Introduction of New Bargaining Team Members

- N/A

## Reflection on Our Progress Together: John Boyd/ Janet Moody

- John Boyd stated that a summary of our work together is posted on the [Bargaining Teams Information webpage](#) of the [School District's public website](#), was sent to bargaining team members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.
- John Boyd stated that the minutes of collective bargaining meetings are public records available to all who request to see them and that these minutes are posted promptly after each collective bargaining meeting on the appropriate webpage of the [School District's public website](#).
  - [Bargaining Meetings Minutes](#)
    - [\[https://www.osceolaschools.net/Page/7244\]](https://www.osceolaschools.net/Page/7244)



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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## Salaries and Benefits Package: John Boyd/ Janet Moody

- John Boyd shared and reviewed the *Salaries and Benefits package* with bargaining team members.
- John Boyd stated that page three (3) shows all of the state laws with which the School District must comply for salary increases for Instructional employees.
- John Boyd stated that state law permits the School District to use funds from the Teacher Salary Increase Allocation to address compression.
- John Boyd stated that the new starting salary would increase by \$500 from \$48,500 to \$49,000.
- John Boyd stated that Management would like to prioritize salaries for existing employees but remain competitive within the Central Florida region for starting salaries.
- John Boyd stated that page three (3) and four (4) show Management's proposal where salaries are differentiated by years of experience (e.g., 0-12 years and 13 and above).
- John Boyd stated that the proposed salary increases are more than last year.
- John Boyd stated that the Health Insurance Benefits Plan design changes are what has been discussed and what the Health Insurance Benefits Committee has already seen.
- John Boyd stated that the School Board's per employee contribution increased from \$6,800 to \$7,498.
- John Boyd stated that the School Board has committed an additional \$6 million for the Health Insurance Benefits Trust Fund.
- John Boyd stated that the proposal includes the Flexible Spending Account (FSA).
- John Boyd stated that new items are highlighted in yellow.
  - *2023-24 Uni-SIG Grant Impact [Central Avenue Elementary School and Highlands Elementary School]*
  - *2023-24 Uni-SIG Grant Impact [Liberty High School]*
  - *2023-24 Flex Day*
  - *Pallbearer-Bereavement Leave*
- Janet Moody stated that OCEA had asked for insurance changes.
- Janet Moody stated that after several months, Management did not have a counter-proposal, which is not good faith bargaining.
- John Boyd stated that he is considering moving into Plan 2.
- John Boyd stated that 40% are in Plan 3, but if they move to Plan 2, then they do not have to worry about an increase in premiums.
- John Boyd stated that it would not be fair to pass costs to employees who chose no cost plans.
- Dylan Reinsel asked the number of employees who use the Center for Employee Health.
- John Boyd responded that Management would provide that data to him.
- Dylan Reinsel stated that it seemed like Management wants to force 40% of employees to move to Plan 2.
- Karen Pruitt stated that salaries and benefits have been linked together and asked if this is an all or nothing deal.
- John Boyd stated that salaries and benefits cannot be bifurcated.
- Zahira Pena-Andino asked if Managements plans to have more employee clinics.
- John Boyd stated that there are no concrete plans at this time for another Center in the near future, but there is a smaller Center in Poinciana.
- Janet Moody asked why the years of 12 and 13 were chosen.
- John Boyd stated that the law changed in 2011-12.
- John Boyd stated that state law does not require the amount of the salary increases for "Grandfather" and "Effective" Instructional employees to be different.
- John Boyd stated that state law about performance pay remains.
- Janet Moody stated that performance used to be 25%.
- Jose Gonzalez stated that those proportions apply to both combined.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Jose Gonzalez stated that it was a challenge, and Management tried to give “Grandfather” Instructional employees more money.
- John Boyd stated that it is not a big difference, but it is \$100 more.
- John Boyd stated that Management tried to honor grandfathered teachers by giving them more money.
- Dylan Reinsel stated that if the focus is on retention, then the cut score for “Highly Effective” should be reduced so that it is reachable and added that it is not something to bargain but for Management to consider.
- John Boyd stated that it is true that the proportions of Instructional employees earning “Effective” and “Highly Effective” ratings in Osceola County are the reverse of the State of Florida.
- John Boyd stated that we have to be cautious because if it is too low, it could disincentivize the quality and effort required for instruction that leads to higher student achievement.
- Emily Gorentz stated that there are too many variables that affect reaching the level of “Highly Effective.”
- Emily Gorentz stated that no one can explain what is required in a sentence because there are too many factors.
- Emily Gorentz stated that changing the evaluation system would motivate people and honor them for the work they do.
- John Boyd responded duly noted.
- Karen Pruitt stated that OCEA’s survey showed that Instructional employees want a cost-of-living adjustment (COLA).
- John Boyd stated that a COLA raises everyone’s salaries by the same amount or percentage but does not address compression.
- John Boyd stated that if you paid a percentage on a salary, you are just inflating the problem of compression across the salary schedule.
- John Boyd stated that Management is trying to address compression and doing it within the restraints of the law.
- Janet Moody stated that employees are saying that they do not care about evaluations.
- Janet Moody asked whether both a COLA could be done and a salary increase based upon performance.
- John Boyd stated that he would share OCEA’s request with School District Leadership.
- John Boyd asked Jose Gonzalez what the cost of Management’s proposal was.
- Jose Gonzalez stated that the cost of this proposal is \$6.9 million, or an average salary increase of about 3%.
- John Boyd stated that OCEA could provide a counter-proposal that costs the same amount for Management to consider.
- Jose Gonzalez stated that Teacher Salary Increase Allocation (TSIA) funds are \$5.9 million, but the costs of Family Empowerment Scholarships and charter schools’ share come out of this amount.
- Jose Gonzalez stated that SDOC was left with \$3.4 million.
- Jose Gonzalez stated to add additional funds for this proposal, SDOC cut about \$4 million in positions at schools and departments.
- Dylan Reinsel asked for the amount of money spent on salaries.
- Jose Gonzalez stated that he would get that information to him.
- Janet Moody asked how many permanent substitute teachers there are.
- Tammy Cope-Otterson stated that there are 130 vacancies but is unsure how many of those are permanent substitute teachers.
- Janet Moody asked if it is cheaper to pay them through Kelly Services.
- Tammy Cope-Otterson stated that yes, Kelly Services pays for substitutes’ payroll taxes and benefits.
- Dylan Reinsel thanked Management for their creativity.

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** July 5, 2023

Page 6 of 10



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- John Boyd thanked him for acknowledging the creativity.
- Janet Moody stated that \$100 does not address compression.
- John Boyd stated that he understood Mrs. Moody's concern.
- John Boyd stated that this was Management's best solution within the constraints of the law.
- John Boyd stated that state law does not allow Management to address longevity.
- John Boyd stated that he believes bargaining team members are closer than farther apart.
- Janet Moody stated that OCEA does not have the current data to see who has retired.
- Jose Gonzalez stated that Management did not have all of the data either but tried to give their best estimate within the law.
- Jose Gonzalez stated that Management had many different proposals.
- Emily Gorentz stated that she feels Management's proposal is a tone-deaf offer.
- Karen Pruitt stated that both parties agreed to return to the bargaining table for the purpose of negotiations of the COLA, salaries, and benefits for the 2023-24 school year no later than May 31, 2023.
- John Boyd stated that Management's proposal provides higher salaries for Instructional employees based upon both longevity and performance within the constraints of state law.
- Zahira Pena-Andino stated that she understands that OCEA needs to make a counter-proposal.
- Janet Moody stated that this would lead anyone to believe that money had to be restructured.
- John Boyd stated that the School District ranks 63<sup>rd</sup> out of 67 school districts for administrative costs and does not have much that could be cut without affecting the delivery of the level of services that the public expects.
- Janet Moody stated that in the past she received higher salary increases.
- John Boyd stated that amounts in this offer are higher for all Instructional employees.
- John Boyd stated that there have been many changes in the state law and our School District has grown tremendously.
- Jose Gonzalez stated that the cost of school construction has increased to \$5.4 million.
- Dylan Reinsel asked what "Purchased Services" are.
- Jose Gonzalez stated that "Purchased Services" include vendors, Kelly Services, Speech and Language services, and nursing services and he could provide OCEA with a more detailed listing.

**ACTION: No action was taken on these items at this time, and these items will be brought back to a future meeting.**

**Note:** All proposal documents are posted on the [Salaries and Benefits Proposals webpage](#) of the [School District's public website](#).

### MOU re: Flex Day: John Boyd/ Janet Moody

- John Boyd shared and reviewed the *MOU re: Flex Day* with bargaining team members.
- Norine Stazko stated that she would like a guarantee that none of the dates listed would be taken away as make up days if there is a hurricane.
- Emily Gorentz stated that teachers have worked for it and should take it.
- John Boyd stated that teachers have four (4) options to take a Flex Day.
- John Boyd stated that Management picked those days because there are no students present and no substitute costs on those days.
- Norine Stazko stated that she is okay with this if the day is not taken away due to a hurricane.
- John Boyd stated that he would ask School District Leadership if language could be added so that the days will not be taken as hurricane make up days.

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** July 5, 2023

Page 7 of 10



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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**ACTION: No action was taken on these items at this time, and these items will be brought back to a future meeting.**

**Note:** All proposal documents are posted on the [Salaries and Benefits Proposals webpage](#) of the [School District's public website](#).

## MOUs re: UniSIG Grant Impact: John Boyd/ Janet Moody

- John Boyd shared and reviewed the proposed *MOUs Re UniSIG Grant Impact* with bargaining team members.
- John Boyd stated that Central Avenue Elementary, Highlands Elementary, and Liberty High School would receive the supplement amounts within this grant if both parties agree and if the grant is approved.
- Janet Moody asked what happens if OCEA does not sign.
- John Boyd stated that eligible teachers at the schools would not receive the money.

**ACTION: No action was taken on these items at this time, and these items will be brought back to a future meeting.**

**Note:** All proposal documents are posted on the [Salaries and Benefits Proposals webpage](#) of the [School District's public website](#).

## Pallbearer/ Bereavement Leave: John Boyd/ Janet Moody

- John Boyd shared and reviewed Management's counter-proposal for contract language regarding *Pallbearer/ Bereavement Leave* with bargaining team members.
- John Boyd stated that Management reduced the number of days to make it feasible to implement.
- John Boyd stated that Management also added "greater than or equal to two-hundred (200) miles" because Florida is a big state.

**ACTION: No action was taken on these items at this time, and these items will be brought back to a future meeting.**

**Note:** All proposal documents are posted on the [Salaries and Benefits Proposals webpage](#) of the [School District's public website](#).

## Payroll Protection: John Boyd/ Janet Moody

- Janet Moody stated the School Board agreed and changed the payroll schedule without bargaining the impact on employees.
- Janet Moody stated that one (1) check should be held.
- Janet Moody stated that four (4) checks are being held, and it is not right to keep people's money.
- John Boyd stated that for the coming year, Management is considering different procedures, but it is too late to change procedures for this current school year.
- Janet Moody stated that many of their members are not signing up for eDues because they will not be returning to Osceola County.
- Jose Gonzalez stated that the check for May 31, 2023, is the twentieth check.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Jose Gonzalez stated that the time cannot be captured on the twentieth check so that is why they hold the other checks.
- Jose Gonzalez stated that Management will pay employees for the month of May, although the leave has not been captured yet.
- Jose Gonzalez stated that when an employee takes leave days, Management wants to make sure that the employee's leave balance is being deducted correctly.
- Dylan Reinsel stated that he believes this item is an easy one to solve at the bargaining table because it will not cost the School District anything.
- Emily Gorentz stated that this item is an easy solution to retain employees.
- Janet Moody stated that Management is bleeding employees.
- Janet Moody stated that Management says a lot that things are a Management right.
- Karen Pruitt stated that employees using leave days that they do not have is a clerical issue.
- Karen Pruitt stated that it seems like Management is penalizing all employees.
- Jose Gonzalez stated that with the payroll schedule, employees are being paid in advance, not in arrears.
- Jose Gonzalez stated that Management is holding the checks for one (1) week.
- Jose Gonzalez stated that for this coming school year, Management will only hold two (2) checks.
- Janet Moody thanked Mr. Gonzalez.
- Janet Moody shared and reviewed OCEA's proposal regarding the state's online Civics Seal of Excellence Endorsement Course supplement.
- Janet Moody stated that many employees thought they were getting \$3,000 and only received a \$1,900 check due to taxes.
- Jose Gonzalez stated that school districts must withhold the cost of payroll taxes and benefits and then employees must pay their regular tax schedule rate of taxes on the remainder.
- Janet Moody stated that OCEA's proposal is that the School District pay the employee's taxes instead.
- John Boyd stated that OCEA's proposal would be a morale booster.
- John Boyd stated that he understands the frustration because the employee feels like the employee is being double-taxed.
- Janet Moody shared and reviewed OCEA's proposal regarding inservice pay.
- Janet Moody stated that other school districts are paying employees a higher rate of pay for inservice.
- Dr. Michael Allen stated that SDOC's rate has been \$100 for a long time.
- Dr. Michael Allen stated that he believes bargaining team members have to play with the language.
- John Boyd thanked OCEA for sharing their proposal.
- Tammy Cope-Otterson stated that the presenter pay is \$33.30 per hour.
- Tammy Cope-Otterson stated that this rate of pay is in our Employee Administrative Handbook, not in our contract.
- Karen Pruitt stated that there are less employees taking professional development.
- Janet Moody stated that she hoped Management would come back with different insurance premiums.
- John Boyd stated that on page four (4) of the School District's proposal, Management honored OCEA's concern about negotiation procedures (e.g., "no earlier") as promised.
- Karen Pruitt stated that some oTECH teachers have not received their retroactive pay.
- Jose Gonzalez stated that they should have received it in their May 15, 2023, paycheck.
- Janet Moody asked for the things on our pay stubs to be more specific.
- Jose Gonzalez stated that they are working with Information Services to change it.

**ACTION: No action was taken on these items at this time, and these items will be brought back to a future meeting.**

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** July 5, 2023

Page 9 of 10





# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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**Note:** All proposal documents are posted on the [Salaries and Benefits Proposals webpage](#) of the [School District's public website](#).

## Agenda Items for Next Meeting: John Boyd/ Janet Moody

- Agenda items for the next meeting may be sent to John Boyd via e-mail by the deadline established in the Bargaining Calendar that is posted on the [Public Notices of Collective Bargaining webpage](#) of the [School District's public website](#).
- In accordance with *Section 286.011 – Public meetings and records; public inspection; criminal and civil penalties, Florida Statutes*, and *Section 447.605 – Public meetings and records law; exemptions and compliance, Florida Statutes*, meeting minutes are posted on the [Bargaining Meetings Minutes webpage](#) of the [School District's public website](#).

**Next Meeting: TBD**

## Pluses

- Bargaining Leadership Team members complimented and thanked OCEA for the refreshments.
- Bargaining Team Members wished Karen Pruitt and Tammy Cope-Otterson well on their retirements.

## Deltas

- N/A

**ADJOURNED at 06:27 PM**





# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Wednesday, June 28, 2023, 12:00 AM  
**Location:** Transportation Department, International Room,  
401 Simpson Road, Kissimmee, Florida 34744

OSCEOLA COUNTY EDUCATION ASSOCIATION (OCEA) MEMBERS ATTENDANCE				
1	Janet Moody	OCEA President/ Chief Negotiator	OCEA	<input type="checkbox"/>
2	Zahira Pena-Andino	Teacher	Sunrise Elementary	<input type="checkbox"/>
3	Emily Gorentz	Teacher	East Lake Elementary School	<input type="checkbox"/>
4	Brian Kerekes	Teacher	Tohopekaliga High School	<input checked="" type="checkbox"/>
5	Karen Pruitt	Media Specialist	TECO-PATHS (Technical Center of Osceola County – Professional and Technical High School)	<input checked="" type="checkbox"/>
6	Dylan Reinsel	Teacher	St. Cloud High School	<input checked="" type="checkbox"/>
7	Norine Stazko	ESOL Compliance Specialist	Gateway High School	<input checked="" type="checkbox"/>
8	VACANCY			<input type="checkbox"/>
9	VACANCY			<input type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
MEMBERS ON BEHALF OF THE OSCEOLA COUNTY SCHOOL BOARD (OCSB) ATTENDANCE				
1	Dr. Michael Allen	Chief of Staff	Chief of Staff for Human Resources and Student Services	<input type="checkbox"/>
2	Angela Barner	Director	Finance	<input checked="" type="checkbox"/>
3	John Boyd	Director/ Chief Negotiator	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
4	Dr. Rolando Casado	Assistant Principal	Horizon Middle School	<input type="checkbox"/>
5	Jose Gonzalez	Director	Business & Finance	<input checked="" type="checkbox"/>
6	James Hickey	Principal	Harmony High School	<input checked="" type="checkbox"/>
7	Scott Knoebel	Chief Officer	School Operations	<input type="checkbox"/>
8	Nadia Winston	Principal	Central Avenue Elementary	<input type="checkbox"/>
9	VACANCY			<input type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
N/A	Jennifer Gomez	Recording Secretary	Human Resources	<input checked="" type="checkbox"/>



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### GUEST(S):

<i>Calandrino, Anne</i>	<i>OCEA</i>
<i>Castro-Stevens, Kim</i>	<i>Hickory Tree Elementary School</i>
<i>Mathews, Patricia</i>	<i>New Beginnings Education Center</i>



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

Helpful School District Public Website Resources about the Collective Bargaining Process	
<b><u>Labor Relations Webpages</u></b>	<a href="https://www.osceolaschools.net/Page/2552">https://www.osceolaschools.net/Page/2552</a>
• <a href="#"><u>Union Contracts</u></a>	<a href="https://www.osceolaschools.net/Page/2552">https://www.osceolaschools.net/Page/2552</a>
• <a href="#"><u>Public Notices of Collective Bargaining</u></a>	<a href="https://www.osceolaschools.net/Page/2554">https://www.osceolaschools.net/Page/2554</a>
• <a href="#"><u>Bargaining Meetings Minutes</u></a>	<a href="https://www.osceolaschools.net/Page/7244">https://www.osceolaschools.net/Page/7244</a>
• <a href="#"><u>Salaries and Benefits Proposals</u></a>	<a href="https://www.osceolaschools.net/Page/8004">https://www.osceolaschools.net/Page/8004</a>
• <a href="#"><u>Tentative Agreements and Ratification Documents</u></a>	<a href="https://www.osceolaschools.net/Page/6812">https://www.osceolaschools.net/Page/6812</a>
• <a href="#"><u>Bargaining Teams Information</u></a>	<a href="https://www.osceolaschools.net/Page/6332">https://www.osceolaschools.net/Page/6332</a>
• <a href="#"><u>Bargaining Leadership Teams' Summaries of Collaborative Work, 2014-15 to Present</u></a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=12843&amp;dataid=69393&amp;FileName=Bargaining%20Leadership%20Teams%20Summaries%20of%20Collaborative%20Work%202014-15%20to%20Present.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=12843&amp;dataid=69393&amp;FileName=Bargaining%20Leadership%20Teams%20Summaries%20of%20Collaborative%20Work%202014-15%20to%20Present.pdf</a>
• <a href="#"><u>Bargaining Meetings Protocol</u></a>	<a href="https://www.osceolaschools.net/Page/6810">https://www.osceolaschools.net/Page/6810</a>
• <a href="#"><u>Policies Related to Civility at Bargaining Meetings</u></a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=13900&amp;dataid=71534&amp;FileName=Policies%20Related%20to%20Civility%20at%20Bargaining%20Meetings%20Binder.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=13900&amp;dataid=71534&amp;FileName=Policies%20Related%20to%20Civility%20at%20Bargaining%20Meetings%20Binder.pdf</a>
• <a href="#"><u>General Collective Bargaining Information</u></a>	<a href="https://www.osceolaschools.net/Page/2551">https://www.osceolaschools.net/Page/2551</a>
• <a href="#"><u>What Is Collaborative Bargaining?</u></a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30089&amp;FileName=What%20Is%20Collaborative%20Bargaining.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30089&amp;FileName=What%20Is%20Collaborative%20Bargaining.pdf</a>
• <a href="#"><u>A Primer for Collective Bargaining and Employee Relations</u></a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30256&amp;FileName=A%20Primer%20for%20Collective%20Bargaining%20and%20Employee%20Relations.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30256&amp;FileName=A%20Primer%20for%20Collective%20Bargaining%20and%20Employee%20Relations.pdf</a>
• <a href="#"><u>Bargaining Units/ Employee Groups Defined</u></a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30250&amp;FileName=BARGAINING%20UNITS%20-%20EMPLOYEE%20GROUPS%20DEFINED%20062122.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30250&amp;FileName=BARGAINING%20UNITS%20-%20EMPLOYEE%20GROUPS%20DEFINED%20062122.pdf</a>
• <a href="#"><u>Subjects/ Topics of Bargaining</u></a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30253&amp;FileName=Subjects%20of%20Bargaining.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30253&amp;FileName=Subjects%20of%20Bargaining.pdf</a>
• <a href="#"><u>Salaries and Supplements Schedules</u></a>	<a href="https://www.osceolaschools.net/Page/293">https://www.osceolaschools.net/Page/293</a>



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 01:01 PM** \_\_\_\_\_

Meeting Protocol	
Mission Statement:	• <a href="#">Bargaining Meetings Protocol</a>
Philosophy:	• <a href="#">Bargaining Meetings Protocol</a>
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Goals:	• <a href="#">Bargaining Meetings Protocol</a>
Guest Protocol:	• <a href="#">Bargaining Meetings Protocol</a>
Speaking Order:	N/A
Time Keeper:	N/A

John Boyd reviewed the Meeting Protocol.

## Introduction of New Bargaining Team Members

- N/A

## Reflection on Our Progress Together: John Boyd/ Janet Moody

- John Boyd stated that a summary of our work together is posted on the [Bargaining Teams Information webpage](#) of the [School District's public website](#), was sent to bargaining team members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.
- John Boyd stated that the minutes of collective bargaining meetings are public records available to all who request to see them and that these minutes are posted promptly after each collective bargaining meeting on the appropriate webpage of the [School District's public website](#).
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# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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## Salaries and Benefits Package: John Boyd/ Janet Moody

- Janet Moody shared and reviewed OCEA's response to SDOC's *Salaries and Benefits* package proposal with bargaining team members.
- Janet Moody stated that OCEA's counter-proposal was in yellow highlight.
- Janet Moody stated that the sooner bargaining team members reach tentative agreement the better because many employees are leaving SDOC.
- John Boyd stated that Management agrees that both parties should reach tentative agreement as soon as possible, and the number of instructional employees leaving has not been what both parties feared, but we cannot assume anything.
- John Boyd stated that the average number of newly hired instructional employees during the summer months is about 500-700.
- Janet Moody stated that OCEA did not agree with the \$100 difference between a first-year teacher and someone who has over thirteen (13) years of experience with both rated as "Effective."
- John Boyd stated that he understood.
- Janet Moody stated that the estimated cost for OCEA's counter-proposal for a 6.5% COLA and performance pay was \$14.5 million.
- Janet Moody stated that Management has stated in the past that they prioritize instructional employees, and if Management agrees to this proposal, it would be prioritizing them.
- John Boyd stated that Management's offer costs \$6.9 Million, and OCEA's offer costs considerably more.
- John Boyd stated that he understands OCEA would like a COLA.
- John Boyd stated that he cannot commit to a tentative agreement on OCEA's counter-proposal today, but he would share it with Dr. Mark Shanoff, our new Superintendent, and his Leadership Team.
- Janet Moody stated that OCEA does not want a counter-proposal and would like Management to agree to OCEA's proposal instead.
- John Boyd stated that a COLA would magnify the problem of addressing compression in the salary schedule because it would increase the cost of a solution.
- Dylan Reinsel stated that OCEA believes COLA is a more equitable way of addressing compression for experienced instructional employees.
- Dylan Reinsel stated that the SDOC evaluation system is flawed and that classroom instructional employees feel that the rating of "Highly Effective" is unattainable.
- John Boyd stated that he understands OCEA's concerns, and he would offer that the system works efficiently as it is designed, but there is room for improvement because SDOC's data are the opposite of the state data in terms of the proportions of instructional employees who are rated "Effective" and "Highly Effective," and the cut score for "Highly Effective" ratings is different for classroom versus non-classroom instructional employees.
- John Boyd stated that no one will find a stronger advocate than himself to revise the current evaluation system to address that concern.
- Dylan Reinsel stated that he appreciated Mr. Boyd.
- John Boyd stated that he has had conversations with Dr. Torres in Research, Evaluation, and Accountability to see what could be done.
- John Boyd stated that Management commits to ensuring that administrators complete calibration training to ensure evaluation ratings are more consistent.
- Janet Moody stated that she is optimistic about Dr. Mark Shanoff being our new Superintendent.
- Norine Stazko stated that many instructional employees state they want a COLA.
- Norine Stazko stated that the past year many students were absent, and she would like Management to reconsider the ten (10) day rule for attendance.
- Janet Moody stated that instructional employees cannot control student absenteeism.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- John Boyd stated that Management reports students' attendance data to the state, and it is used in student growth calculations such as the Value Added Model (VAM).
- John Boyd asked whether OCEA wanted to keep the Flexible Spending Account (FSA).
- Janet Moody stated that OCEA is okay with FSA, but they do not like the \$250 match.
- Janet Moody stated that if services at the Center for Employee Health improved, OCEA would be open to other changes to the Health Insurance Benefits Plan.
- John Boyd stated that Care Spot is part of the School District's plan.
- Janet Moody stated that employees do not always have \$45 to \$100 to go to Care Spot.
- John Boyd asked whether OCEA wanted to renew the *MOU re Flex Day*.
- Janet Moody stated that OCEA believes that the School District has always violated the terms and conditions of the *MOU re Flex Day*.
- Janet Moody stated that OCEA feels that administrators hold the power to give Board Leave to employees.
- John Boyd clarified that administrators could give one-half day of Board Leave.
- John Boyd stated that if it is an entire day, that employee benefit would have to be bargained.
- Jim Hickey stated that his staff likes flex day and would like to know if he can give Board leave instead.
- John Boyd stated that Mr. Hickey could give two (2) half-days on two (2) different workdays instead.
- Dylan Reinsel stated that the Flex Day is not the problem, and the issue is that it is sometimes taken away.
- Jim Hickey stated that his staff understood when it was taken away due to Hurricane Nicole makeup days and state-mandated Youth Mental Health First Aid training.
- Dylan Reinsel stated that since instructional hours are being compressed in the school calendar for this year, instructional employees would lose their Flex Day if there is a hurricane.
- Karen Pruitt stated that she sees both sides, and she is not sure doing away with the Flex Day is the correct solution.
- John Boyd stated that he would ask School District Leadership whether the MOU could state that Teacher Workdays shall not be taken away for hurricane make-up days, and a student day/ teacher workday must be added to the end of the school year calendar instead, or instructional employees would be paid for an additional workday if they worked a day prior to the first workday.

**ACTION: No action was taken on these items at this time, and these items will be brought back to a future meeting.**

**Note:** All proposal documents are posted on the [Salaries and Benefits Proposals webpage](#) of the [School District's public website](#).

### MOU re: UniSIG Grant Impact for Central Avenue Elementary and Highlands Elementary: John Boyd/ Janet Moody

- John Boyd requested a formal vote for this MOU.

**ACTION: Following a fist of five vote, BLT members tentatively agreed to approve this item.**

**Note:** The tentative agreement document is posted on [Tentative Agreements and Ratification Documents webpage](#) of the [School District's public website](#).



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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## MOU re: UniSIG Grant Impact for Liberty High School: John Boyd/ Janet Moody

- John Boyd requested a formal vote for this MOU.

**ACTION: Following a fist of five vote, BLT members tentatively agreed to approve this item.**

**Note:** The tentative agreement document is posted on [Tentative Agreements and Ratification Documents webpage](#) of the [School District's public website](#).

## Pallbearer/ Bereavement Leave: John Boyd/ Janet Moody

- Janet Moody shared and reviewed OCEAs counter-proposal for contract language regarding Pallbearer/ *Bereavement Leave* with bargaining team members.
- Janet Moody stated that OCEA is requesting three (3) additional days for pallbearer/ bereavement leave and one (1) additional day for travel.
- Janet Moody stated that OCEA would like to meet Management in the middle.
- John Boyd responded that he appreciated that.
- Dylan Reinsel asked about the mileage amount.
- John Boyd stated that he could add the mileage language back into Management's counter-proposal.
- Janet Moody asked whether Management met the 80% attendance requirement for the state-mandated Youth Mental Health First Aid training.
- John Boyd stated that the School District did not.
- Janet Moody stated that she needs a monthly report of bargaining unit employees from Management so that OCEA can maintain their records updated to meet new state requirements.
- Jose Gonzalez stated that he could provide a report to OCEA.
- Norine Stazko asked why payroll was holding two (2) checks.
- Jose Gonzalez stated that the value of one (1) check is not enough if the employee misses too many workdays.
- John Boyd stated that he put payroll information as part of the SDOC Employee Orientation.
- Janet Moody stated that she believed Management bring a counter-proposal to today's meeting.
- Janet Moody stated that with the new Superintendent, OCEA hoped Management would be coming to the bargaining table with more authority.
- John Boyd responded that Management needs approval from the new superintendent and the School Board.
- John Boyd stated that Management was expecting a counter-proposal or response from OCEA since Management made the first proposal at the last meeting.
- John Boyd stated that he posts all bargaining documents on the SDOC public website.
- Dylan Reinsel stated that he hopes the School Board will give Management better parameters for making proposals at the bargaining table.

**The meeting recessed at 02:39 PM for OCEA members to caucus about the Center for Employee Health additional Health Insurance Benefits Plan Option.**





# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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**The meeting resumed at 02:51 PM.**

- Janet Moody stated that OCEA agreed to the Center for Employee Health additional Health Insurance Benefits Plan Option. However, OCEA does not agree to any increased premiums or costs for instructional employees.

**ACTION: Following a fist of five vote, BLT members tentatively agreed to approve this item.**

**Note:** The tentative agreement document is posted on [Tentative Agreements and Ratification Documents webpage](#) of the [School District's public website](#).

**Note:** All proposal documents are posted on the [Salaries and Benefits Proposals webpage](#) of the [School District's public website](#).

## Agenda Items for Next Meeting: John Boyd/ Janet Moody

- Agenda items for the next meeting may be sent to John Boyd via e-mail by the deadline established in the Bargaining Calendar that is posted on the [Public Notices of Collective Bargaining webpage](#) of the [School District's public website](#).
- In accordance with *Section 286.011 – Public meetings and records; public inspection; criminal and civil penalties, Florida Statutes*, and *Section 447.605 – Public meetings and records law; exemptions and compliance, Florida Statutes*, meeting minutes are posted on the [Bargaining Meetings Minutes webpage](#) of the [School District's public website](#).

**Next Meeting: TBD**

## Pluses

- John Boyd stated that he was glad to see everyone and hopes all have a good summer.

## Deltas

- N/A

**ADJOURNED at 02:54 PM**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Wednesday, June 28, 2023, 1:00 PM  
**Location:** NeoCity Academy, Mixer Room  
195 NeoCity Way, Kissimmee, Florida 34744

OSCEOLA COUNTY EDUCATION ASSOCIATION (OCEA) MEMBERS ATTENDANCE				
1	Janet Moody	OCEA President	OCEA	<input checked="" type="checkbox"/>
2	Zahira Pena-Andino	Teacher	Sunrise Elementary	<input checked="" type="checkbox"/>
3	Emily Gorentz	Teacher	East Lake Elementary School	<input type="checkbox"/>
4	Brian Kerekes	Teacher	Tohopekalliga High School	<input checked="" type="checkbox"/>
5	Karen Pruitt	Media Specialist	TECO-PATHS (Technical Center of Osceola County – Professional and Technical High School)	<input type="checkbox"/>
6	Dylan Reinsel	Teacher	St. Cloud High School	<input type="checkbox"/>
7	Norine Stazko	ESOL Compliance Specialist	Gateway High School	<input type="checkbox"/>
8	VACANCY			<input type="checkbox"/>
9	VACANCY			<input type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
MEMBERS ON BEHALF OF THE OSCEOLA COUNTY SCHOOL BOARD (OCSB) ATTENDANCE				
1	Dr. Michael Allen	Chief of Staff	Chief of Staff for Human Resources and Student Services	<input checked="" type="checkbox"/>
2	Angela Barner	Director	Finance	<input checked="" type="checkbox"/>
3	John Boyd	Director/ Chief Negotiator	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
4	Dr. Rolando Casado	Assistant Principal	Horizon Middle School	<input type="checkbox"/>
5	Jose Gonzalez	Director	Business & Finance	<input checked="" type="checkbox"/>
6	James Hickey	Principal	Harmony High School	<input type="checkbox"/>
7	Scott Knoebel	Chief Officer	School Operations	<input checked="" type="checkbox"/>
8	Nadia Winston	Principal	Central Avenue Elementary	<input type="checkbox"/>
9	VACANCY			<input type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
N/A	Jennifer Gomez	Recording Secretary	Human Resources	<input checked="" type="checkbox"/>



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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GUEST(S):

<i>Rupchand, Kristie</i>	<i>OCEA</i>
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# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

Helpful School District Public Website Resources about the Collective Bargaining Process	
<b><u>Labor Relations Webpages</u></b>	<a href="https://www.osceolaschools.net/Page/2552">https://www.osceolaschools.net/Page/2552</a>
• <a href="#"><u>Union Contracts</u></a>	<a href="https://www.osceolaschools.net/Page/2552">https://www.osceolaschools.net/Page/2552</a>
• <a href="#"><u>Public Notices of Collective Bargaining</u></a>	<a href="https://www.osceolaschools.net/Page/2554">https://www.osceolaschools.net/Page/2554</a>
• <a href="#"><u>Bargaining Meetings Minutes</u></a>	<a href="https://www.osceolaschools.net/Page/7244">https://www.osceolaschools.net/Page/7244</a>
• <a href="#"><u>Salaries and Benefits Proposals</u></a>	<a href="https://www.osceolaschools.net/Page/8004">https://www.osceolaschools.net/Page/8004</a>
• <a href="#"><u>Tentative Agreements and Ratification Documents</u></a>	<a href="https://www.osceolaschools.net/Page/6812">https://www.osceolaschools.net/Page/6812</a>
• <a href="#"><u>Bargaining Teams Information</u></a>	<a href="https://www.osceolaschools.net/Page/6332">https://www.osceolaschools.net/Page/6332</a>
• <a href="#"><u>Bargaining Leadership Teams' Summaries of Collaborative Work, 2014-15 to Present</u></a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=12843&amp;dataid=69393&amp;FileName=Bargaining%20Leadership%20Teams%20Summaries%20of%20Collaborative%20Work%202014-15%20to%20Present.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=12843&amp;dataid=69393&amp;FileName=Bargaining%20Leadership%20Teams%20Summaries%20of%20Collaborative%20Work%202014-15%20to%20Present.pdf</a>
• <a href="#"><u>Bargaining Meetings Protocol</u></a>	<a href="https://www.osceolaschools.net/Page/6810">https://www.osceolaschools.net/Page/6810</a>
• <a href="#"><u>Policies Related to Civility at Bargaining Meetings</u></a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=13900&amp;dataid=71534&amp;FileName=Policies%20Related%20to%20Civility%20at%20Bargaining%20Meetings%20Binder.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=13900&amp;dataid=71534&amp;FileName=Policies%20Related%20to%20Civility%20at%20Bargaining%20Meetings%20Binder.pdf</a>
• <a href="#"><u>General Collective Bargaining Information</u></a>	<a href="https://www.osceolaschools.net/Page/2551">https://www.osceolaschools.net/Page/2551</a>
• <a href="#"><u>What Is Collaborative Bargaining?</u></a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30089&amp;FileName=What%20Is%20Collaborative%20Bargaining.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30089&amp;FileName=What%20Is%20Collaborative%20Bargaining.pdf</a>
• <a href="#"><u>A Primer for Collective Bargaining and Employee Relations</u></a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30256&amp;FileName=A%20Primer%20for%20Collective%20Bargaining%20and%20Employee%20Relations.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30256&amp;FileName=A%20Primer%20for%20Collective%20Bargaining%20and%20Employee%20Relations.pdf</a>
• <a href="#"><u>Bargaining Units/ Employee Groups Defined</u></a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30250&amp;FileName=BARGAINING%20UNITS%20-%20EMPLOYEE%20GROUPS%20DEFINED%20062122.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30250&amp;FileName=BARGAINING%20UNITS%20-%20EMPLOYEE%20GROUPS%20DEFINED%20062122.pdf</a>
• <a href="#"><u>Subjects/ Topics of Bargaining</u></a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30253&amp;FileName=Subjects%20of%20Bargaining.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30253&amp;FileName=Subjects%20of%20Bargaining.pdf</a>
• <a href="#"><u>Salaries and Supplements Schedules</u></a>	<a href="https://www.osceolaschools.net/Page/293">https://www.osceolaschools.net/Page/293</a>



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

COMMENCED at 01:05 PM \_\_\_\_\_

Meeting Protocol	
Mission Statement:	• <a href="#">Bargaining Meetings Protocol</a>
Philosophy:	• <a href="#">Bargaining Meetings Protocol</a>
Rationale:	• <a href="#">Bargaining Meetings Protocol</a>
Salary and Fringes:	• <a href="#">Bargaining Meetings Protocol</a>
Goals:	• <a href="#">Bargaining Meetings Protocol</a>
Guest Protocol:	• <a href="#">Bargaining Meetings Protocol</a>
Speaking Order:	N/A
Time Keeper:	N/A

John Boyd reviewed the Meeting Protocol.

## Introduction of New Bargaining Team Members

- N/A

## Reflection on Our Progress Together: John Boyd/ Janet Moody

- John Boyd stated that a summary of our work together is posted on the [Bargaining Teams Information webpage](#) of the [School District's public website](#), was sent to bargaining team members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.
- John Boyd stated that the minutes of collective bargaining meetings are public records available to all who request to see them and that these minutes are posted promptly after each collective bargaining meeting on the appropriate webpage of the [School District's public website](#).
  - [Bargaining Meetings Minutes](#)
    - [\[https://www.osceolaschools.net/Page/7244\]](https://www.osceolaschools.net/Page/7244)



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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## Salaries and Benefits Package: John Boyd/ Janet Moody

- John Boyd stated that shared and reviewed Management's proposed *Salaries and Benefits Package Proposal* document with bargaining leadership team members.
- John Boyd stated that our School Board and Dr. Mark Shanoff, our new Superintendent, wanted to re-prioritize our School District budget to address employee compensation.
- John Boyd stated that Management wanted to honor and respect OCEA's proposal.
- John Boyd stated that this proposal includes the largest salary increase in the thirteen (13) years he has been a Chief Negotiator.
- John Boyd stated that Management is offering a 5% Cost-of-Living Adjustment (COLA) and performance pay per state law as salary increases for all instructional employees.
- John Boyd stated that Management had only one request in return for tentative agreement and that was to proceed with the Health Insurance Benefit Plan design changes that Management had already proposed.
- John Boyd stated that our School District's proposed premiums rank among the lowest in the Central Florida region.
- John Boyd stated that Management would like to keep the Flexible Spending Account (FSA) for the employees who participate.
- John Boyd stated that Management would like to keep the Pallbearer/ Bereavement Leave contract language consistent across bargaining units.
- Janet Moody stated that OCEA wanted Pallbearer/ Bereavement Leave to be in addition to Sick Leave.
- John Boyd stated that Flex Day has not been added to the package, but Management agreed to continue to negotiate it separately.
- John Boyd stated that Management needs the flexibility to use Teacher Planning Days for instructional make-up days in the event of a hurricane.
- John Boyd stated that Management cannot add a day at the end of the school year.
- John Boyd stated that if Teacher Planning Days were not used, then make-up days would affect days at Thanksgiving and Christmas break.
- Janet Moody asked if Management could pay instructional employees through OPS contracts if the day is taken away.
- John Boyd stated that he could not commit to that today, but he could commit to scheduling additional bargaining meeting days for related negotiations this summer.

**The meeting recessed at 01:15 PM for OCEA members to caucus.**

**The meeting resumed at 01:30 PM.**

- Janet Moody asked whether a first-year employee for the 2023-24 school year would receive a minimum base salary of \$49,000 and a 5% COLA.
- Janet Moody stated that the COLA is meant to benefit veteran instructional employees.
- John Boyd stated that Management agrees that a first-year employee for the 2023-24 school year should receive a minimum base salary of \$49,000 without a 5% COLA.
- Brian Kerekes asked whether the Professional Development Stipend would be ratified and retroactive for summer professional development.
- John Boyd stated that if ratified, it would be retroactive to July 1, 2023.
- John Boyd thanked Mr. Kerekes for taking time during his summer vacation to keep learning.
- Janet Moody stated that she heard that high school teachers VAM scores would not be released.
- John Boyd stated that he had not heard that yet, but he would check to verify.
- Janet Moody stated that OCEA recognizes that the salary offer is very good.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Janet Moody asked whether Management would be able to change the maximum out of pocket in Tier 1, Plan 2 to \$4,500/ \$9,000 instead of \$5,000/ \$10,000.

**The meeting recessed at 01:40 PM for Management members to caucus.**

**The meeting resumed at 01:45 PM.**

- John Boyd stated that he called Mrs. Sarah Graber about the changes OCEA would like to make.
- John Boyd stated that on Plan 3, employees pay higher premiums up front and receive lower deductibles as a result.
- John Boyd stated that on Plan 2, employees pay lower premiums up front and receive higher deductibles as a result.
- John Boyd stated that our School District's proposed premiums rank among the lowest in the Central Florida region.
- Janet Moody stated that if an employee is diabetic or has cancer, higher costs can be very difficult.
- Janet Moody stated that she hoped the Center for Employee Health would improve.
- John Boyd stated that Management is always looking at health care cost-savings innovations to benefit our employees.
- John Boyd stated that Management may be able to work on more cost-saving options for employees with diabetes or cancer.

**ACTION: Following a fist of five vote, BLT members tentatively agreed to approve this item.**

**Note:** The tentative agreement document is posted on [Tentative Agreements and Ratification Documents webpage](#) of the [School District's public website](#).

**Note:** All proposal documents are posted on the [Salaries and Benefits Proposals webpage](#) of the [School District's public website](#).

### MOU Re: Flex Day: John Boyd/ Janet Moody

- John Boyd stated that he understood OCEA's points on Flex Day.
- John Boyd stated that in the event of a hurricane, both parties could bargain the impact upon available Flex Days.
- Janet Moody stated that it is illegal to make someone work without pay.
- Dr. Michael Allen stated that hurricane days are paid.
- John Boyd stated that instructional employees have four (4) opportunities to use their Flex Day.
- Janet Moody stated that she worked several Flex Days, and she never got to use them.
- Dr. Michael Allen stated that Management does not want to affect student instructional days.
- Dr. Michael Allen agreed that in the event of a hurricane, both parties could bargain the impact upon available Flex Days.
- John Boyd asked whether OCEA could agree to adding a related statement within the proposed MOU.

**ACTION: Following a fist of five vote, BLT members tentatively agreed to approve this item.**

**Note:** The tentative agreement document is posted on [Tentative Agreements and Ratification Documents webpage](#) of the [School District's public website](#).





# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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**Note:** All proposal documents are posted on the [Salaries and Benefits Proposals webpage](#) of the [School District's public website](#).

## Pallbearer/ Bereavement Leave: John Boyd/ Janet Moody

- John Boyd stated that Pallbearer/ Bereavement Leave would still be at the discretion of the employee's supervisor/ administrator.
- Janet Moody asked whether Pallbearer/ Bereavement Leave would be in addition to sick leave.
- John Boyd stated that Pallbearer/ Bereavement Leave would be in addition to sick leave.
- John Boyd stated that Management is concerned about how this leave could affect instructional time for students and would like to proceed cautiously in order to make certain it is feasible for schools to implement.
- John Boyd stated that Management would like procedures for Pallbearer/ Bereavement Leave to be consistent throughout the School District.
- John Boyd stated that procedures would be drafted to permit one (1) day for the funeral and one (1) day for travel if beyond two hundred miles from the employee's home.

**ACTION:** Following a fist of five vote, BLT members tentatively agreed to approve this item.

**Note:** The tentative agreement document is posted on [Tentative Agreements and Ratification Documents webpage](#) of the [School District's public website](#).

**Note:** All proposal documents are posted on the [Salaries and Benefits Proposals webpage](#) of the [School District's public website](#).

## Agenda Items for Next Meeting: John Boyd/ Janet Moody

- Agenda items for the next meeting may be sent to John Boyd via e-mail by the deadline established in the Bargaining Calendar that is posted on the [Public Notices of Collective Bargaining webpage](#) of the [School District's public website](#).
- In accordance with *Section 286.011 – Public meetings and records; public inspection; criminal and civil penalties, Florida Statutes*, and *Section 447.605 – Public meetings and records law; exemptions and compliance, Florida Statutes*, meeting minutes are posted on the [Bargaining Meetings Minutes webpage](#) of the [School District's public website](#).

**Next Meeting:** TBD

## Pluses

- N/A

## Deltas

- N/A

**ADJOURNED at 02:08 PM**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Tuesday, July 25, 2023, 3:00 PM  
**Location:** NeoCity Academy, Mixer Room  
195 NeoCity Way, Kissimmee, Florida 34744

OSCEOLA COUNTY EDUCATION ASSOCIATION (OCEA) MEMBERS ATTENDANCE				
1	Janet Moody	OCEA President	OCEA	<input checked="" type="checkbox"/>
2	Zahira Pena-Andino	Teacher	Sunrise Elementary	<input checked="" type="checkbox"/>
3	Emily Gorentz	Teacher	East Lake Elementary School	<input type="checkbox"/>
4	Brian Kerekes	Teacher	Tohopekalgia High School	<input type="checkbox"/>
5	Karen Pruitt	Media Specialist	TECO-PATHS (Technical Center of Osceola County – Professional and Technical High School)	<input type="checkbox"/>
6	Dylan Reinsel	Teacher	St. Cloud High School	<input checked="" type="checkbox"/>
7	Norine Stazko	ESOL Compliance Specialist	Gateway High School	<input checked="" type="checkbox"/>
8	VACANCY			<input type="checkbox"/>
9	VACANCY			<input type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
MEMBERS ON BEHALF OF THE OSCEOLA COUNTY SCHOOL BOARD (OCSB) ATTENDANCE				
1	Dr. Michael Allen	Chief of Staff	Chief of Staff for Human Resources and Student Services	<input type="checkbox"/>
2	Angela Barner	Director	Finance	<input type="checkbox"/>
3	John Boyd	Director/ Chief Negotiator	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
4	Dr. Rolando Casado	Assistant Principal	Horizon Middle School	<input type="checkbox"/>
5	Jose Gonzalez	Director	Business & Finance	<input checked="" type="checkbox"/>
6	James Hickey	Principal	Harmony High School	<input type="checkbox"/>
7	Scott Knoebel	Chief Officer	School Operations	<input checked="" type="checkbox"/>
8	Nadia Winston	Principal	Central Avenue Elementary	<input type="checkbox"/>
9	VACANCY			<input type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
N/A	Jennifer Gomez	Recording Secretary	Human Resources	<input checked="" type="checkbox"/>



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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GUEST(S):

<i>Rupchand, Kristie</i>	<i>OCEA</i>
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# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

Helpful School District Public Website Resources about the Collective Bargaining Process	
<b><u>Labor Relations Webpages</u></b>	<a href="https://www.osceolaschools.net/Page/2552">https://www.osceolaschools.net/Page/2552</a>
• <a href="#"><u>Union Contracts</u></a>	<a href="https://www.osceolaschools.net/Page/2552">https://www.osceolaschools.net/Page/2552</a>
• <a href="#"><u>Public Notices of Collective Bargaining</u></a>	<a href="https://www.osceolaschools.net/Page/2554">https://www.osceolaschools.net/Page/2554</a>
• <a href="#"><u>Bargaining Meetings Minutes</u></a>	<a href="https://www.osceolaschools.net/Page/7244">https://www.osceolaschools.net/Page/7244</a>
• <a href="#"><u>Salaries and Benefits Proposals</u></a>	<a href="https://www.osceolaschools.net/Page/8004">https://www.osceolaschools.net/Page/8004</a>
• <a href="#"><u>Tentative Agreements and Ratification Documents</u></a>	<a href="https://www.osceolaschools.net/Page/6812">https://www.osceolaschools.net/Page/6812</a>
• <a href="#"><u>Bargaining Teams Information</u></a>	<a href="https://www.osceolaschools.net/Page/6332">https://www.osceolaschools.net/Page/6332</a>
• <a href="#"><u>Bargaining Leadership Teams' Summaries of Collaborative Work, 2014-15 to Present</u></a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=12843&amp;dataid=69393&amp;FileName=Bargaining%20Leadership%20Teams%20Summaries%20of%20Collaborative%20Work%202014-15%20to%20Present.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=12843&amp;dataid=69393&amp;FileName=Bargaining%20Leadership%20Teams%20Summaries%20of%20Collaborative%20Work%202014-15%20to%20Present.pdf</a>
• <a href="#"><u>Bargaining Meetings Protocol</u></a>	<a href="https://www.osceolaschools.net/Page/6810">https://www.osceolaschools.net/Page/6810</a>
• <a href="#"><u>Policies Related to Civility at Bargaining Meetings</u></a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=13900&amp;dataid=71534&amp;FileName=Policies%20Related%20to%20Civility%20at%20Bargaining%20Meetings%20Binder.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=13900&amp;dataid=71534&amp;FileName=Policies%20Related%20to%20Civility%20at%20Bargaining%20Meetings%20Binder.pdf</a>
• <a href="#"><u>General Collective Bargaining Information</u></a>	<a href="https://www.osceolaschools.net/Page/2551">https://www.osceolaschools.net/Page/2551</a>
• <a href="#"><u>What Is Collaborative Bargaining?</u></a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30089&amp;FileName=What%20Is%20Collaborative%20Bargaining.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30089&amp;FileName=What%20Is%20Collaborative%20Bargaining.pdf</a>
• <a href="#"><u>A Primer for Collective Bargaining and Employee Relations</u></a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30256&amp;FileName=A%20Primer%20for%20Collective%20Bargaining%20and%20Employee%20Relations.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30256&amp;FileName=A%20Primer%20for%20Collective%20Bargaining%20and%20Employee%20Relations.pdf</a>
• <a href="#"><u>Bargaining Units/ Employee Groups Defined</u></a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30250&amp;FileName=BARGAINING%20UNITS%20-%20EMPLOYEE%20GROUPS%20DEFINED%20062122.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30250&amp;FileName=BARGAINING%20UNITS%20-%20EMPLOYEE%20GROUPS%20DEFINED%20062122.pdf</a>
• <a href="#"><u>Subjects/ Topics of Bargaining</u></a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30253&amp;FileName=Subjects%20of%20Bargaining.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30253&amp;FileName=Subjects%20of%20Bargaining.pdf</a>
• <a href="#"><u>Salaries and Supplements Schedules</u></a>	<a href="https://www.osceolaschools.net/Page/293">https://www.osceolaschools.net/Page/293</a>



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 03:03 PM**

Meeting Protocol	
Mission Statement:	• <a href="#">Bargaining Meetings Protocol</a>
Philosophy:	• <a href="#">Bargaining Meetings Protocol</a>
Rationale:	• <a href="#">Bargaining Meetings Protocol</a>
Salary and Fringes:	• <a href="#">Bargaining Meetings Protocol</a>
Goals:	• <a href="#">Bargaining Meetings Protocol</a>
Guest Protocol:	• <a href="#">Bargaining Meetings Protocol</a>
Speaking Order:	N/A
Time Keeper:	N/A

John Boyd reviewed the Meeting Protocol.

## Introduction of New Bargaining Team Members

- N/A

## Reflection on Our Progress Together: John Boyd/ Janet Moody

- John Boyd stated that a summary of our work together is posted on the [Bargaining Teams Information webpage](#) of the [School District's public website](#), was sent to bargaining team members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.
- John Boyd stated that the minutes of collective bargaining meetings are public records available to all who request to see them and that these minutes are posted promptly after each collective bargaining meeting on the appropriate webpage of the [School District's public website](#).
  - [Bargaining Meetings Minutes](#)
    - [\[https://www.osceolaschools.net/Page/7244\]](https://www.osceolaschools.net/Page/7244)



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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## Salaries and Benefits Package: John Boyd/ Janet Moody

- John Boyd shared and reviewed the revised *Salaries and Benefits package* with the Instructional Bargaining Leadership Team members.
- John Boyd also shared a document that included the applicable Florida Statutes that require revisions to the prior tentative agreement that both parties reached at our prior bargaining meeting.
- John Boyd noted that specific language was highlighted in yellow so that Instructional Bargaining Leadership Team members could comply with requirements in state law and accomplish the same mutual goals that both parties had at the prior meeting (e.g., a recurring 5% increase to compensation for instructional employees that counted toward the calculation of each employee's retirement benefits).
- John Boyd stated that on page three (3) of the 2023-24 Salaries and Benefits package proposal, Management would like to replace "Cost-of-Living Adjustment (COLA)" with the term "Recurring Retention Supplement" to comply with state law but still provide the same compensation to instructional employees.
- John Boyd stated that Management proposes the recurring retention supplement to be:
  - Equal to 5% of each individual currently employed instructional employee's 2022-23 minimum base salary (and rounded up to the next highest \$50 increment on the existing salary schedule);
  - Eligible for inclusion within calculations of the individual employee's Florida Retirement System (FRS) retirement benefits;
  - An ongoing commitment to the compensation of eligible individual employees who continue to work for the School District without a break in service; and
  - In compliance with Sections 121.021 and 1012.22, Florida Statutes.
- John Boyd stated that Management cares about the active instructional employees and intends to make them whole with this revision to our prior tentative agreement.
- John Boyd stated that Ms. Sarah Graber, Chief Business and Finance Officer, contacted the Florida Department of Education (FLDOE) to make sure that the School District's proposed revisions to our prior tentative agreement would be in compliance with state law, and FLDOE indicated that yes, these revisions would be in compliance with state law.
- Janet Moody asked whether an employee who has a break in service will lose the 5%.
- John Boyd stated that yes, an employee would lose the 5%, and if the employee was re-hired, then the School District would use the placement schedule to determine the employee's salary.
- Janet Moody asked whether an employee on Family Medical Leave Act (FMLA) leave would lose the 5%.
- Jose Gonzalez stated that an employee on FMLA leave is protected and would not lose the 5%.
- Janet Moody asked whether an employee on maternity leave would lose the 5%.
- John Boyd stated that an employee on maternity leave is protected and would not lose the 5%.
- Janet Moody asked whether an employee on a Leave of Absence would lose the 5%.
- John Boyd stated that the employee on any other type of Leave of Absence is not protected and would lose the 5%.
- Janet Moody expressed reservations about doing another press release if both parties reach a second tentative agreement.
- John Boyd stated that he is not aware that Dr. Mark Shanoff, Superintendent, wants to do another press release yet.
- Dylan Reinsel asked how the recurring supplement would appear on the employee's paystub.
- Jose Gonzalez stated that it would not be separate and would appear within the employee's salary like the Advanced Degree Supplement already does.
- Janet Moody asked how many instructional employees are on a Leave of Absence now.
- John Boyd stated that it is not a large number of instructional employees.

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** July 27, 2023

Page 5 of 7



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Janet Moody asked whether the School District could inform instructional employees before they go on a Leave of Absence that they would lose the 5%.
- Janet Moody asked whether OCEA could receive the number of employees on a Leave of Absence.
- John Boyd responded that yes, a report could be provided.
- Kristie Rupchand stated that the School Board packet lists the employees on a Leave of Absence.

**ACTION: Following a fist of five vote, BLT members tentatively agreed to approve this item.**

**Note:** The tentative agreement document is posted on [Tentative Agreements and Ratification Documents webpage](#) of the [School District's public website](#).

**Note:** All proposal documents are posted on the [Salaries and Benefits Proposals webpage](#) of the [School District's public website](#).

### **MOU re: UniSIG Grant Impact for Liberty High School: John Boyd/ Janet Moody**

- John Boyd shared and reviewed the revised MOU re: UniSIG Grant Impact for Liberty High School with Instructional Bargaining Leadership Team members.
- John Boyd stated that the Florida Department of Education Bureau of School Improvement (FLDOE BSI) has stated that the School District cannot provide supplements to eligible Liberty High School instructional employees with a final summative evaluation rating of "Highly Effective" in the amount of \$10,000 and must reduce the amount to \$7,500 instead.
- John Boyd stated that the MOU has been amended to reflect this single change.
- Dylan Reinsel stated that he believed no one has applied for this supplement yet.
- John Boyd stated that the supplements in this grant must be paid by September 30, 2023.
- John Boyd stated that this is only for classroom teachers.
- Janet Moody stated that teachers cannot do their work without paraprofessionals.
- Dylan Reinsel asked who required these changes.
- John Boyd stated that the FLDOE BSI required this change before they would review our School District's grant application.
- Zahira Pena-Andino asked whether a reason was given.
- John Boyd stated that it was the FLDOE BSI's decision.

**ACTION: Following a fist of five vote, BLT members tentatively agreed to approve this item.**

**Note:** The tentative agreement document is posted on [Tentative Agreements and Ratification Documents webpage](#) of the [School District's public website](#).

**Note:** All proposal documents are posted on the [Salaries and Benefits Proposals webpage](#) of the [School District's public website](#).





## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### Agenda Items for Next Meeting: John Boyd/ Janet Moody

- Agenda items for the next meeting may be sent to John Boyd via e-mail by the deadline established in the Bargaining Calendar that is posted on the [Public Notices of Collective Bargaining webpage](#) of the [School District's public website](#).
- In accordance with *Section 286.011 – Public meetings and records; public inspection; criminal and civil penalties, Florida Statutes*, and *Section 447.605 – Public meetings and records law; exemptions and compliance, Florida Statutes*, meeting minutes are posted on the [Bargaining Meetings Minutes webpage](#) of the [School District's public website](#).

**Next Meeting: TBD**

### Pluses

- N/A

### Deltas

- N/A

**ADJOURNED at 03:43 PM**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Thursday, September 7, 2023, 4:30 PM  
**Location:** School Nutrition Services Conference Room  
2320 New Beginnings Road, Kissimmee, FL 34744

OSCEOLA COUNTY EDUCATION ASSOCIATION (OCEA) MEMBERS ATTENDANCE				
1	Ryans Calmont	Teacher	Poinciana High School	<input type="checkbox"/>
2	Emily Gorentz	Teacher	East Lake Elementary School	<input checked="" type="checkbox"/>
3	Brian Kerekes	Teacher	Tohopekaliga High School	<input checked="" type="checkbox"/>
4	Ryan McArdell	Teacher	Celebration School	<input checked="" type="checkbox"/>
5	Janet Moody	President/ Chief Negotiator	OCEA	<input checked="" type="checkbox"/>
6	Zahira Pena-Andino	Teacher	Sunrise Elementary	<input checked="" type="checkbox"/>
7	Dylan Reinsel	Teacher	St. Cloud High School	<input type="checkbox"/>
8	Norine Stazko	ESOL Compliance Specialist	Gateway High School	<input checked="" type="checkbox"/>
9	Jamila Taylor	Teacher	Flora Ridge Elementary School	<input checked="" type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
MEMBERS ON BEHALF OF THE OSCEOLA COUNTY SCHOOL BOARD (OCSB) ATTENDANCE				
1	Dr. Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
2	Michael Ballone	Principal	Denn John Middle School	<input checked="" type="checkbox"/>
3	Angela Barner	Director	Finance	<input type="checkbox"/>
4	John Boyd	Director/ Chief Negotiator	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
5	Alison Doe	Principal	Hickory Tree Elementary School	<input checked="" type="checkbox"/>
6	Jose Gonzalez	Director	Business & Finance	<input checked="" type="checkbox"/>
7	Dr. Karyle Green	Chief Officer	Human Resources	<input checked="" type="checkbox"/>
8	James Hickey	Principal	Harmony High School	<input checked="" type="checkbox"/>
9	Dr. Lastenia Penaloza	Assistant Superintendent	Educational Choices and Innovation	<input checked="" type="checkbox"/>
10	Dr. Belinda Reyes	Assistant Superintendent	Elementary Curriculum and Instruction	<input checked="" type="checkbox"/>
N/A	Jennifer Gomez	Recording Secretary	Human Resources	<input checked="" type="checkbox"/>



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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GUEST(S):

N/A	N/A
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# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

Helpful School District Public Website Resources about the Collective Bargaining Process	
<b><u>Labor Relations Webpages</u></b>	<a href="https://www.osceolaschools.net/Page/2552">https://www.osceolaschools.net/Page/2552</a>
• <a href="https://www.osceolaschools.net/Page/2552">Union Contracts</a>	<a href="https://www.osceolaschools.net/Page/2552">https://www.osceolaschools.net/Page/2552</a>
• <a href="https://www.osceolaschools.net/Page/2554">Public Notices of Collective Bargaining</a>	<a href="https://www.osceolaschools.net/Page/2554">https://www.osceolaschools.net/Page/2554</a>
• <a href="https://www.osceolaschools.net/Page/7244">Bargaining Meetings Minutes</a>	<a href="https://www.osceolaschools.net/Page/7244">https://www.osceolaschools.net/Page/7244</a>
• <a href="https://www.osceolaschools.net/Page/8004">Salaries and Benefits Proposals</a>	<a href="https://www.osceolaschools.net/Page/8004">https://www.osceolaschools.net/Page/8004</a>
• <a href="https://www.osceolaschools.net/Page/6812">Tentative Agreements and Ratification Documents</a>	<a href="https://www.osceolaschools.net/Page/6812">https://www.osceolaschools.net/Page/6812</a>
• <a href="https://www.osceolaschools.net/Page/6332">Bargaining Teams Information</a>	<a href="https://www.osceolaschools.net/Page/6332">https://www.osceolaschools.net/Page/6332</a>
• <a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=12843&amp;dataid=69393&amp;FileName=Bargaining%20Leadership%20Teams%20Summaries%20of%20Collaborative%20Work%202014-15%20to%20Present.pdf">Bargaining Leadership Teams' Summaries of Collaborative Work, 2014-15 to Present</a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=12843&amp;dataid=69393&amp;FileName=Bargaining%20Leadership%20Teams%20Summaries%20of%20Collaborative%20Work%202014-15%20to%20Present.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=12843&amp;dataid=69393&amp;FileName=Bargaining%20Leadership%20Teams%20Summaries%20of%20Collaborative%20Work%202014-15%20to%20Present.pdf</a>
• <a href="https://www.osceolaschools.net/Page/6810">Bargaining Meetings Protocol</a>	<a href="https://www.osceolaschools.net/Page/6810">https://www.osceolaschools.net/Page/6810</a>
• <a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=13900&amp;dataid=71534&amp;FileName=Policies%20Related%20to%20Civility%20at%20Bargaining%20Meetings%20Binder.pdf">Policies Related to Civility at Bargaining Meetings</a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=13900&amp;dataid=71534&amp;FileName=Policies%20Related%20to%20Civility%20at%20Bargaining%20Meetings%20Binder.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=13900&amp;dataid=71534&amp;FileName=Policies%20Related%20to%20Civility%20at%20Bargaining%20Meetings%20Binder.pdf</a>
• <a href="https://www.osceolaschools.net/Page/2551">General Collective Bargaining Information</a>	<a href="https://www.osceolaschools.net/Page/2551">https://www.osceolaschools.net/Page/2551</a>
• <a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30089&amp;FileName=What%20Is%20Collaborative%20Bargaining.pdf">What Is Collaborative Bargaining?</a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30089&amp;FileName=What%20Is%20Collaborative%20Bargaining.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30089&amp;FileName=What%20Is%20Collaborative%20Bargaining.pdf</a>
• <a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30256&amp;FileName=A%20Primer%20for%20Collective%20Bargaining%20and%20Employee%20Relations.pdf">A Primer for Collective Bargaining and Employee Relations</a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30256&amp;FileName=A%20Primer%20for%20Collective%20Bargaining%20and%20Employee%20Relations.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30256&amp;FileName=A%20Primer%20for%20Collective%20Bargaining%20and%20Employee%20Relations.pdf</a>
• <a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30250&amp;FileName=BARGAINING%20UNITS%20-%20EMPLOYEE%20GROUPS%20DEFINED%20062122.pdf">Bargaining Units/ Employee Groups Defined</a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30250&amp;FileName=BARGAINING%20UNITS%20-%20EMPLOYEE%20GROUPS%20DEFINED%20062122.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30250&amp;FileName=BARGAINING%20UNITS%20-%20EMPLOYEE%20GROUPS%20DEFINED%20062122.pdf</a>
• <a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30253&amp;FileName=Subjects%20of%20Bargaining.pdf">Subjects/ Topics of Bargaining</a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30253&amp;FileName=Subjects%20of%20Bargaining.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30253&amp;FileName=Subjects%20of%20Bargaining.pdf</a>
• <a href="https://www.osceolaschools.net/Page/293">Salaries and Supplements Schedules</a>	<a href="https://www.osceolaschools.net/Page/293">https://www.osceolaschools.net/Page/293</a>



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 04:13 PM**

Meeting Protocol	
Mission Statement:	John Boyd
Philosophy:	Jim Hickey
Rationale:	Emily Gorentz
Salary and Fringes:	Allison Doe
Goals:	Janet Moody
Guest Protocol:	John Boyd
Speaking Order:	Emily Gorentz
Time Keeper:	Jim Hickey

John Boyd reviewed the Meeting Protocol.

## Introduction of New Bargaining Team Members

- John Boyd introduced Dr. Karyle Green, Dr. Lastenia Penaloza, Dr. Belinda Reyes, Michael Ballone, and Allison Doe, as new members of our Bargaining Leadership Team.
- Janet Moody introduced Ryan McArdell and Jamila Taylor, as new members of our Bargaining Leadership Team.

## Reflection on Our Progress Together: John Boyd/ Janet Moody

- John Boyd stated that a summary of our work together is posted on the [Bargaining Teams Information webpage](#) of the [School District's public website](#), was sent to bargaining team members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.
- John Boyd stated that the minutes of collective bargaining meetings are public records available to all who request to see them and that these minutes are posted promptly after each collective bargaining meeting on the appropriate webpage of the [School District's public website](#).
  - [Bargaining Meetings Minutes](#)
    - [\[https://www.osceolaschools.net/Page/7244\]](https://www.osceolaschools.net/Page/7244)



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

### Retired Teachers Hired Prior to July 1, 2022: John Boyd/ Janet Moody

- John Boyd shared and reviewed the proposed contract language for retired classroom teachers who were re-hired before July 1, 2022.
- Janet Moody asked why the proposed contract language was not retroactive to the date the classroom teachers were re-hired.
- John Boyd stated that the revised contract language that was ratified during last school year was not retroactive to the date the classroom teachers were re-hired.
- Dr. Michael Allen stated that he worked with Dr. Green and Mr. Boyd on this issue.
- Dr. Michael Allen stated that a group of employees were overlooked, and Management would like to make them as whole as possible and as fair and affordable as possible.
- Janet Moody stated that she liked this item, and that her bargaining team members had discussed it in the past.
- Janet Moody asked whether Management would like to take a vote.
- John Boyd called for a vote.

**ACTION: Following a fist of five vote, BLT members tentatively agreed to approve this item.**

**Note:** All proposal documents are posted on the [Salaries and Benefits Proposals webpage](#) of the [School District's public website](#).

### Professional Development Trainer Rate of Pay: John Boyd/ Janet Moody

- John Boyd shared and reviewed the proposed contract language to increase the trainer rate of pay from \$33.00 to \$46.00 per hour.
- Michael Ballone asked whether this contract language would be retroactive.
- John Boyd responded that it would be retroactive to July 01, 2023.
- Emily Gorentz suggested that it could be either the employee's regular rate of pay or a proportion.
- John Boyd stated that Ms. Gorentz's proposal was fair and might work, but he would need to take it back to School District Leadership for discussion.
- Jose Gonzalez stated that the proposed rate of \$46 per hour is equal to a regular rate of pay for an employee who earns \$67,000 per year.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### School Emergencies: John Boyd/ Janet Moody

- John Boyd stated that Dr. Shanoff would like to have an MOU in place in case of an emergency where a school site had to be closed, and students and employees had to be relocated.
- John Boyd stated that Dr. Shanoff requested suggestions from OCEA.
- John Boyd shared details about an emergency situation at Koa Elementary School where it would have been necessary to move students to Discovery Intermediate School.
- Dr. Karyle Green stated that Dr. Reyes had a thorough plan where learning and services would continue for students.
- Dr. Green asked what things would bargaining team members like to see in case of an emergency.
- Janet Moody stated that elementary schools cannot switch to virtual.
- Janet Moody stated that it could become babysitting.
- Janet Moody stated that SDOC needs to have an emergency plan established.

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** September 11, 2023

Page 5 of 9



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Janet Moody stated that proper instruction needs to be given.
- Dr. Michael Allen stated that he worries about the parents and children because if the parents do not go to work, they do not get paid.
- Norine Stazko stated that Management should consider getting generators like the hospitals do.
- Michael Ballone stated that some schools may not have the correct electrical hookups to keep air conditioners running with generators.
- Jose Gonzalez stated that generators cannot fix all problems like fire.
- Jamila Taylor asked how plans would work when some schools are over capacity.
- Dr. Karyle Green suggested that it could go by grade level and that no one school could incorporate all of the students.
- Jim Hickey stated that any plan has to consider food and nutrition.
- Dr. Belinda Reyes stated that Management had an expectation that every school has an emergency plan.
- Janet Moody asked Dr. Reyes to share her original plan so that her team could review it and offer suggestions.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### **MOU Re: State Requirements for School Improvement: John Boyd/ Janet Moody**

- John Boyd shared and reviewed the *MOU Re: State Requirements for School Improvement* with bargaining team members.
- John Boyd stated that this proposed MOU affects Central Avenue Elementary, Liberty High School, and Highlands Elementary.
- John Boyd stated that the Florida Department of Education Bureau of School Improvement wants both parties to negotiate a new MOU.
- Janet Moody asked how this process makes the schools any different.
- John Boyd stated that the Bureau of School Improvement requires the School District to make innovations, such as collaborative planning.
- Janet Moody asked whether classroom teachers in these schools are still getting their individual planning time.
- John Boyd responded that Central Avenue Elementary classroom teachers were paid for an extra hour.
- Dr. Belinda Reyes stated that Management is working on payment for the extra hour and is not taking away the classroom teacher's individual planning time.
- Janet Moody stated that she would like to find options that work.
- Dr. Belinda Reyes stated that it is difficult to tell a teacher that they are moving schools.
- Zahira Pena-Andino stated that these schools have many grants and the same grades.
- Zahira Pena-Andino asked if the extra money was really working, if drastic measures are being taken, and if the teachers are getting the help that they truly need.
- Michael Ballone suggested that the schools could be K-8, instead of dismantling them.
- Dr. Belinda Reyes stated that nothing is off the table, and she is considering all the ideas.
- Janet Moody stated that in Brevard County, they have K-2 and 3-5 schools.
- Janet Moody stated that poverty plays a significant role, and that bargaining team members have to start thinking outside of the box.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** September 11, 2023

Page 6 of 9





# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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## MOU Re: Adjustments to Athletics Supplements: John Boyd/ Janet Moody

- John Boyd shared and reviewed the *MOU Re: Adjustments to Athletics Supplements* with bargaining team members.
- Zahira Pena-Andino asked why this MOU was being presented here first instead of the Supplements Committee.
- Zahira Pena-Andino stated that OCEA has asked to meet with athletics, and it has not been possible.
- Zahira Pena-Andino stated that Osceola loves sports, and it seems like athletic supplements are a priority over other supplements.
- Janet Moody stated that bargaining leadership team members should be looking at supplements yearly.
- Janet Moody stated that she is frustrated with the number of coaches that tell her that she is standing in the way of them receiving more money.
- Janet Moody stated that this is unfair labor practice and needs to stop.
- Janet Moody stated that she has started showing coaches e-mails to prove to them that she has tried to meet to discuss supplements.
- Emily Gorentz stated that OCEA also asked for how much is spent on supplements, and they did not receive a clear answer.
- Zahira Pena-Andino stated that the School District has continued to grow and add many supplements.
- Janet Moody asked when the last time was that supplements were raised.
- John Boyd responded that it was when Apryle Jackson was President.
- Zahira Pena-Andino stated that she would like the Supplements Committee to be formed within the next ten (10) business days.

**The meeting recessed at 05:28 PM in order for OCEA members to caucus about Management's proposal.**

**The meeting reconvened and resumed at 05:40 PM.**

- Janet Moody asked John Boyd whether it was his intent to schedule the Supplements Committee to meet within the next ten (10) business days.
- John Boyd stated that yes, it was his intent to do so, but he would not be in the country during that time.
- Janet Moody stated that John Boyd did not have to be on the Supplements Committee.
- Zahira Pena-Andino stated that she is concerned that Mr. Ryan Adams sent this item to the bargaining table without going through the Supplements Committee first.
- Zahira Pena-Andino stated that OCEA members have called to drop their membership if OCEA does not sign this MOU.
- Brian Kerekes stated that OCEA is not against supplements but does not like how this proposal was handled.
- Emily Gorentz stated that OCEA has added two (2) coaches to the bargaining leadership team to include their voices at bargaining meetings.
- Zahira Pena-Andino stated that this proposal is only for a third of all existing athletic supplements.
- Zahira Pena-Andino stated that OCEA requests the Supplements Committee to be formed by September 21, 2023.
- Dr. Karyle Green stated that an advisory committee is only to have a conversation to bring to the bargaining table and that they cannot make decisions.
- Janet Moody stated that Dr. Karyle Greene was correct.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Zahira Pena-Andino stated that OCEA would like someone on the Supplements Committee from Management who is knowledgeable about the School District's budget, and that the Supplements Committee not take a year to complete its work.
- John Boyd stated that recommendations for revisions could be completed within two (2) months.

**ACTION: Following a fist of five vote, BLT members tentatively agreed to approve this item.**

**Note:** All proposal documents are posted on the [Salaries and Benefits Proposals webpage](#) of the [School District's public website](#).

### Paychecks: John Boyd/ Janet Moody

- Janet Moody stated that employees do not know what they are being paid.
- Janet Moody stated that OCEA requests paychecks to be itemized.
- Jose Gonzalez stated that Business and Fiscal Services has talked to Information and Technology Services about OCEA's request, and the changes required are complicated and could take three (3) months to complete.
- Jose Gonzalez stated that he could request Information Services to make OCEA's request a priority.
- Norine Stazko asked whether each employee could get a printout of their base salary and supplements received.
- Dr. Karyle Green stated that it would be a manual process, but it could be done.
- Dr. Karyle Green proposed that someone from Information Services could come to the bargaining table.
- Janet Moody stated that insurance is itemized on our paychecks.
- Jose Gonzalez stated that the insurance items were coded a long time ago.
- Emily Gorentz stated that it is basic information that should be part of the employee's paycheck.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**



- Agenda items for the next meeting may be sent to John Boyd via e-mail by the deadline established in the Bargaining Calendar that is posted on the [Public Notices of Collective Bargaining webpage](#) of the [School District's public website](#).
- In accordance with *Section 286.011 – Public meetings and records; public inspection; criminal and civil penalties, Florida Statutes*, and *Section 447.605 – Public meetings and records law; exemptions and compliance, Florida Statutes*, meeting minutes are posted on the [Bargaining Meetings Minutes webpage](#) of the [School District's public website](#).

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources  
**Revised:** **September 11, 2023** Page 9 of 9



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Thursday, October 12, 2023, 4:30 PM

**Location:** Transportation Department, International Room  
401 Simpson Road; Kissimmee, FL 34744

OSCEOLA COUNTY EDUCATION ASSOCIATION (OCEA) MEMBERS ATTENDANCE				
1	Ryans Calmont	Teacher	Poinciana High School	<input checked="" type="checkbox"/>
2	Emily Gorentz	Teacher	East Lake Elementary School	<input type="checkbox"/>
3	Brian Kerekes	Teacher	Tohopekalgia High School	<input checked="" type="checkbox"/>
4	Ryan McArdell	Teacher	Celebration School	<input type="checkbox"/>
5	Janet Moody	President/ Chief Negotiator	OCEA	<input checked="" type="checkbox"/>
6	Zahira Pena-Andino	Teacher	Sunrise Elementary	<input type="checkbox"/>
7	Dylan Reinsel	Teacher	St. Cloud High School	<input checked="" type="checkbox"/>
8	Norine Stazko	ESOL Compliance Specialist	Gateway High School	<input checked="" type="checkbox"/>
9	Jamila Taylor	Teacher	Flora Ridge Elementary School	<input type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
MEMBERS ON BEHALF OF THE OSCEOLA COUNTY SCHOOL BOARD (OCSB) ATTENDANCE				
1	Dr. Michael Allen	Assistant Superintendent	Middle School Education	<input type="checkbox"/>
2	Michael Ballone	Principal	Denn John Middle School	<input checked="" type="checkbox"/>
3	Angela Barner	Director	Finance	<input checked="" type="checkbox"/>
4	John Boyd	Director/ Chief Negotiator	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
5	Alison Doe	Principal	Hickory Tree Elementary School	<input checked="" type="checkbox"/>
6	Jose Gonzalez	Director	Business & Finance	<input type="checkbox"/>
7	Dr. Karyle Green	Chief Officer	Human Resources	<input checked="" type="checkbox"/>
8	James Hickey	Principal	Harmony High School	<input type="checkbox"/>
9	Dr. Lastenia Penaloza	Assistant Superintendent	Educational Choices and Innovation	<input checked="" type="checkbox"/>
10	Dr. Belinda Reyes	Assistant Superintendent	Elementary Curriculum and Instruction	<input checked="" type="checkbox"/>
N/A	Gladys Maxwell	Recording Secretary	Human Resources	<input type="checkbox"/>

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** May 15, 2024

Page 1 of 8



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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GUEST(S):

N/A	N/A
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# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

Helpful School District Public Website Resources about the Collective Bargaining Process	
<b><u>Labor Relations Webpages</u></b>	<a href="https://www.osceolaschools.net/Page/2552">https://www.osceolaschools.net/Page/2552</a>
• <a href="https://www.osceolaschools.net/Page/2552"><u>Union Contracts</u></a>	<a href="https://www.osceolaschools.net/Page/2552">https://www.osceolaschools.net/Page/2552</a>
• <a href="https://www.osceolaschools.net/Page/2554"><u>Public Notices of Collective Bargaining</u></a>	<a href="https://www.osceolaschools.net/Page/2554">https://www.osceolaschools.net/Page/2554</a>
• <a href="https://www.osceolaschools.net/Page/7244"><u>Bargaining Meetings Minutes</u></a>	<a href="https://www.osceolaschools.net/Page/7244">https://www.osceolaschools.net/Page/7244</a>
• <a href="https://www.osceolaschools.net/Page/8004"><u>Salaries and Benefits Proposals</u></a>	<a href="https://www.osceolaschools.net/Page/8004">https://www.osceolaschools.net/Page/8004</a>
• <a href="https://www.osceolaschools.net/Page/6812"><u>Tentative Agreements and Ratification Documents</u></a>	<a href="https://www.osceolaschools.net/Page/6812">https://www.osceolaschools.net/Page/6812</a>
• <a href="https://www.osceolaschools.net/Page/6332"><u>Bargaining Teams Information</u></a>	<a href="https://www.osceolaschools.net/Page/6332">https://www.osceolaschools.net/Page/6332</a>
• <a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=12843&amp;dataid=69393&amp;FileName=Bargaining%20Leadership%20Teams%20Summaries%20of%20Collaborative%20Work%202014-15%20to%20Present.pdf"><u>Bargaining Leadership Teams' Summaries of Collaborative Work, 2014-15 to Present</u></a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=12843&amp;dataid=69393&amp;FileName=Bargaining%20Leadership%20Teams%20Summaries%20of%20Collaborative%20Work%202014-15%20to%20Present.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=12843&amp;dataid=69393&amp;FileName=Bargaining%20Leadership%20Teams%20Summaries%20of%20Collaborative%20Work%202014-15%20to%20Present.pdf</a>
• <a href="https://www.osceolaschools.net/Page/6810"><u>Bargaining Meetings Protocol</u></a>	<a href="https://www.osceolaschools.net/Page/6810">https://www.osceolaschools.net/Page/6810</a>
• <a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=13900&amp;dataid=71534&amp;FileName=Policies%20Related%20to%20Civility%20at%20Bargaining%20Meetings%20Binder.pdf"><u>Policies Related to Civility at Bargaining Meetings</u></a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=13900&amp;dataid=71534&amp;FileName=Policies%20Related%20to%20Civility%20at%20Bargaining%20Meetings%20Binder.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=13900&amp;dataid=71534&amp;FileName=Policies%20Related%20to%20Civility%20at%20Bargaining%20Meetings%20Binder.pdf</a>
• <a href="https://www.osceolaschools.net/Page/2551"><u>General Collective Bargaining Information</u></a>	<a href="https://www.osceolaschools.net/Page/2551">https://www.osceolaschools.net/Page/2551</a>
• <a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30089&amp;FileName=What%20Is%20Collaborative%20Bargaining.pdf"><u>What Is Collaborative Bargaining?</u></a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30089&amp;FileName=What%20Is%20Collaborative%20Bargaining.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30089&amp;FileName=What%20Is%20Collaborative%20Bargaining.pdf</a>
• <a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30256&amp;FileName=A%20Primer%20for%20Collective%20Bargaining%20and%20Employee%20Relations.pdf"><u>A Primer for Collective Bargaining and Employee Relations</u></a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30256&amp;FileName=A%20Primer%20for%20Collective%20Bargaining%20and%20Employee%20Relations.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30256&amp;FileName=A%20Primer%20for%20Collective%20Bargaining%20and%20Employee%20Relations.pdf</a>
• <a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30250&amp;FileName=BARGAINING%20UNITS%20-%20EMPLOYEE%20GROUPS%20DEFINED%20062122.pdf"><u>Bargaining Units/ Employee Groups Defined</u></a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30250&amp;FileName=BARGAINING%20UNITS%20-%20EMPLOYEE%20GROUPS%20DEFINED%20062122.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30250&amp;FileName=BARGAINING%20UNITS%20-%20EMPLOYEE%20GROUPS%20DEFINED%20062122.pdf</a>
• <a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30253&amp;FileName=Subjects%20of%20Bargaining.pdf"><u>Subjects/ Topics of Bargaining</u></a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30253&amp;FileName=Subjects%20of%20Bargaining.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30253&amp;FileName=Subjects%20of%20Bargaining.pdf</a>
• <a href="https://www.osceolaschools.net/Page/293"><u>Salaries and Supplements Schedules</u></a>	<a href="https://www.osceolaschools.net/Page/293">https://www.osceolaschools.net/Page/293</a>



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 04:33 PM**

Meeting Protocol	
Mission Statement:	N/A
Philosophy:	N/A
Rationale:	N/A
Salary and Fringes:	N/A
Goals:	N/A
Guest Protocol:	N/A
Speaking Order:	Brian Kerekes
Time Keeper:	Angela Barner

## Introduction of New Bargaining Team Members

- N/A.

## Reflection on Our Progress Together: John Boyd/ Janet Moody

- John Boyd stated that a summary of our work together is posted on the [Bargaining Teams Information webpage](#) of the [School District's public website](#), was sent to bargaining team members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.
- John Boyd stated that the minutes of collective bargaining meetings are public records available to all who request to see them and that these minutes are posted promptly after each collective bargaining meeting on the appropriate webpage of the [School District's public website](#).
  - [Bargaining Meetings Minutes](#)
    - [\[https://www.osceolaschools.net/Page/7244\]](https://www.osceolaschools.net/Page/7244)





# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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## Supplements: John Boyd/ Janet Moody

- Janet Moody shared and reviewed three proposals related to supplemental pay for Instructional employees:
  - Trainer Rate of Pay;
  - Critical Needs Supplements; and
  - Changes to the Supplement Schedule.

### Trainer Rate of Pay

- John Boyd stated that the School District would need to calculate the cost of OCEA's proposals before offering any counter-proposals.
- Dr. Belinda Reyes asked whether the proposed 120% for the trainer rate of pay would benefit the employee if the employee is already paid the employee's regular rate of pay for providing the training.
- Janet Moody stated the additional 20% was for extra hours for preparation to provide the training.

### Critical Needs Supplement

- Janet Moody shared and reviewed OCEA's proposal for Critical Needs Supplements.
- Dr. Karyle Green asked what "assignment of additional academic duties" included.
- Janet Moody stated that only the Florida Legislature knows.
- Dr. Belinda Reyes asked whether the word "and" should be "or" instead.
- John Boyd stated that he agreed it should be "or."
- Janet Moody stated that she understood the School District could provide a counter-proposal with different language.
- Dylan Reinsel asked if state law requires the supplement for teachers assigned to a Title I school, then why is there a need to discuss it.
- John Boyd stated he would bring the School District's response to the next meeting.

### Changes to the Supplements Schedule

- Janet Moody shared and reviewed OCEA's proposal for changes to the Supplements Schedule.
- Janet Moody stated that OCEA shared all committee work products with Jose Gonzalez.
- Janet Moody stated that OCEA agrees with Ryan Adams that the new minimum supplement should be \$850.
- John Boyd stated that Jose Gonzalez has calculated the cost of OCEA's proposed changes to supplements, excluding the changes to the Arts supplements, to be \$525,000.
- Janet Moody stated that Deans are being taken advantage of and required to come in early and stay late beyond the regular contractual workday.
- John Boyd asked whether OCEA was asking for Deans to be eligible for OPS contracts in addition to receiving a supplement.
- Janet Moody stated that OCEA is asking for Deans to be paid for their time and not be required to come in early or stay late.
- Dr. Karyle Green stated that the position of Dean is a gateway to administration.
- Brian Kerekes asked whether being a Dean means that the employee wants to be an administrator.
- Dr Green stated that she has never seen an employee who seeks a Dean position that does not want to become an administrator.
- Brian Kerekes stated that the employee might want just to be a Dean.
- Dylan Reinsel stated the majority of Deans do want to become administrators.
- Michael Ballone stated that he extends lunch times for Deans.
- Janet Moody stated that it was good that Michael Ballone does that for Deans, but Deans are being taken advantage of, not all Deans want to be administrators, and Deans may need to have a salary range that is different from other Instructional employees.

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** May 15, 2024

Page 5 of 8



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Norine Stazko stated that she would send John Boyd an email with additional information about Deans to share with the bargaining team.

[Note: John Boyd forwarded Norine Stazko's e-mail to bargaining team members on 10-13-23.]

### School Emergencies: John Boyd/ Janet Moody

- John Boyd stated that Dr. Shanoff would still like to have an MOU in place in case of an emergency where a school site had to be closed, and students and employees had to be relocated.
- Janet Moody stated that OCEA has not yet received the draft plan from Dr. Belinda Reyes.
- Dr. Belinda Reyes stated that she was still working on the draft plan with other School District administrators, and she would share the final draft with OCEA.
- John Boyd stated that this item would be on the agenda for the next bargaining meeting.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### MOU Re: State Requirements for School Improvement: John Boyd/ Janet Moody

- John Boyd stated that he shared and reviewed the *MOU re: State Requirements for School Improvement* with bargaining team members at the last bargaining meeting.
- John Boyd stated that there were no changes to the MOU that was presented at the last meeting and asked whether OCEA had a counter-proposal.
- Janet Moody stated that OCEA did not see in state law where it states a need for an MOU.
- John stated the proposed MOU included the requirements in state law and quoted existing contract language to the commitment of both parties to these terms and conditions during school improvement processes that state law might require.
- Janet Moody stated that OCEA could not agree to the MOU unless planning time is protected for classroom teachers.
- Janet Moody stated that classroom teachers are not getting their planning times at Chestnut, Highlands, Island Village, and St. Cloud Elementary Schools, and OCEA may need to file a class-action grievance.
- Janet Moody stated that it is her job to honor the contract.
- Dr. Belinda Reyes stated that instead of having everyone in the school media center, some school principals permit teachers the option to have PLCs on a different day during their planning time.
- Michael Ballone asked whether the classroom teachers at these schools were given the option.
- Janet Moody stated that no, the classroom teachers at some schools are not being given the option and are being required to meet in PLCs during their planning times on days other than Wednesdays.
- Michael Ballone stated that the classroom teachers should have the option.
- Janet Moody stated we need to find a way to balance things so that classroom teachers can prepare for instruction properly during their planning times.
- Dylan Reinsel stated that academic coaches are often assigned administrative duties that limit their time to help classroom teachers.
- Dr. Belinda Reyes stated that she would put a reminder in the weekly administrator newsletter that clarifies PLCs.

[Note: The following reminder was part of the October 16, 2023, newsletter and is quoted below.



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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## *"Communication for Grade Level & Content PLC's"*

*We appreciate you creating PLC time for teachers to plan with coaches. With 40% of our instructional staff new to the profession, this is critical. As a kind reminder, PLC work cannot be mandated during their planning time. However, teachers can opt to participate in planning during their planning period in lieu of Wednesday after school. Since teachers who opt out are still responsible to plan on Wednesday, we recommend coaches check in with them on Wednesday afternoons during regularly scheduled PLC time. Lastly, mandatory training (such as testing procedures) should be done during Wednesday afternoon to ensure there is no opt out. Thank you for your hard work and dedication."*

- Dylan Reinsel stated that it was important for administrators to clarify when something is optional so that new teachers are not afraid of opting not to attend.

### **Paychecks: John Boyd/ Janet Moody**

- John Boyd shared follow-up information with the Bargaining Leadership Team.
- John Boyd stated that Business and Fiscal Services has already been working with Information and Technology on the same things that OCEA has requested for the paycheck.
- John Boyd stated that while paychecks are a management right, the School District is open to collaboration and brainstorming on improvements to paychecks for employees.
- Janet Moody asked how long it would be until the School District replaced TERMS.
- Dr. Karyle Green stated that TERMS would be replaced by 2028.
- John stated that TERMS would be replaced with a new Enterprise Resource Program (ERP).

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### **Agenda Items for Next Meeting: John Boyd/ Janet Moody**

- Agenda items for the next meeting may be sent to John Boyd via e-mail by the deadline established in the Bargaining Calendar that is posted on the [Public Notices of Collective Bargaining webpage](#) of the [School District's public website](#).
- In accordance with *Section 286.011 Public meetings and records; public inspection; criminal and civil penalties, Florida Statutes*, and *Section 447.605 Public meetings and records law; exemptions and compliance, Florida Statutes*, meeting minutes are posted on the [Bargaining Meetings Minutes webpage](#) of the [School District's public website](#).

**Next Meeting: Thursday, November 9, 2023, 12:00 AM**  
**Transportation Department**  
**International Room**  
**401 Simpson Road**  
**Kissimmee, Florida 34744**



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### Pluses

- Bargaining Leadership Team members complimented and thanked OCEA for the refreshments.
- Janet Moody thanked talking and being vocal. Does not want to keep losing teachers and ESPs. I do not think supplements will make or break the loss of employees.

### Deltas

- N/A

**ADJOURNED at 5:28 PM**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Thursday, November 9, 2023, 4:30 PM

**Location:** Transportation Department, International Room  
401 Simpson Road; Kissimmee, FL 34744

OSCEOLA COUNTY EDUCATION ASSOCIATION (OCEA) MEMBERS ATTENDANCE				
1	Ryans Calmont	Teacher	Poinciana High School	<input checked="" type="checkbox"/>
2	Emily Gorentz	Teacher	East Lake Elementary School	<input checked="" type="checkbox"/>
3	Brian Kerekes	Teacher	Tohopekalgia High School	<input checked="" type="checkbox"/>
4	Ryan McArdell	Teacher	Celebration School	<input type="checkbox"/>
5	Janet Moody	President/ Chief Negotiator	OCEA	<input checked="" type="checkbox"/>
6	Zahira Pena-Andino	Teacher	Sunrise Elementary	<input checked="" type="checkbox"/>
7	Dylan Reinsel	Teacher	St. Cloud High School	<input checked="" type="checkbox"/>
8	Norine Stazko	ESOL Compliance Specialist	Gateway High School	<input checked="" type="checkbox"/>
9	Jamila Taylor	Teacher	Flora Ridge Elementary School	<input checked="" type="checkbox"/>
10	Marcelino Rivera	Acting UniServ Director	OCEA	<input checked="" type="checkbox"/>
N/A	Kristie Rupchand	Recording Secretary	OCEA	<input checked="" type="checkbox"/>
MEMBERS ON BEHALF OF THE OSCEOLA COUNTY SCHOOL BOARD (OCSB) ATTENDANCE				
1	Dr. Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
2	Michael Ballone	Principal	Denn John Middle School	<input checked="" type="checkbox"/>
3	Angela Barner	Director	Finance	<input type="checkbox"/>
4	John Boyd	Director/ Chief Negotiator	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
5	Alison Doe	Principal	Hickory Tree Elementary School	<input checked="" type="checkbox"/>
6	Jose Gonzalez	Director	Business & Finance	<input type="checkbox"/>
7	Dr. Karyle Green	Chief Officer	Human Resources	<input checked="" type="checkbox"/>
8	James Hickey	Principal	Harmony High School	<input type="checkbox"/>
9	Dr. Lastenia Penaloza	Assistant Superintendent	Educational Choices and Innovation	<input checked="" type="checkbox"/>
10	Dr. Belinda Reyes	Assistant Superintendent	Elementary Curriculum and Instruction	<input checked="" type="checkbox"/>
N/A	Gladys Maxwell	Recording Secretary	Human Resources	<input checked="" type="checkbox"/>

**GUEST(S):**

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** May 15, 2024



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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<i>Nicole Crawford</i>	<i>Tohopekaliga High School</i>
<i>Kim Castro-Stevens</i>	<i>Hickory Tree School</i>



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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• <a href="#"><u>Public Notices of Collective Bargaining</u></a>	<a href="https://www.osceolaschools.net/Page/2554">https://www.osceolaschools.net/Page/2554</a>
• <a href="#"><u>Bargaining Meetings Minutes</u></a>	<a href="https://www.osceolaschools.net/Page/7244">https://www.osceolaschools.net/Page/7244</a>
• <a href="#"><u>Salaries and Benefits Proposals</u></a>	<a href="https://www.osceolaschools.net/Page/8004">https://www.osceolaschools.net/Page/8004</a>
• <a href="#"><u>Tentative Agreements and Ratification Documents</u></a>	<a href="https://www.osceolaschools.net/Page/6812">https://www.osceolaschools.net/Page/6812</a>
• <a href="#"><u>Bargaining Teams Information</u></a>	<a href="https://www.osceolaschools.net/Page/6332">https://www.osceolaschools.net/Page/6332</a>
• <a href="#"><u>Bargaining Leadership Teams' Summaries of Collaborative Work, 2014-15 to Present</u></a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=12843&amp;dataid=69393&amp;FileName=Bargaining%20Leadership%20Teams%20Summaries%20of%20Collaborative%20Work%202014-15%20to%20Present.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=12843&amp;dataid=69393&amp;FileName=Bargaining%20Leadership%20Teams%20Summaries%20of%20Collaborative%20Work%202014-15%20to%20Present.pdf</a>
• <a href="#"><u>Bargaining Meetings Protocol</u></a>	<a href="https://www.osceolaschools.net/Page/6810">https://www.osceolaschools.net/Page/6810</a>
• <a href="#"><u>Policies Related to Civility at Bargaining Meetings</u></a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=13900&amp;dataid=71534&amp;FileName=Policies%20Related%20to%20Civility%20at%20Bargaining%20Meetings%20Binder.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=13900&amp;dataid=71534&amp;FileName=Policies%20Related%20to%20Civility%20at%20Bargaining%20Meetings%20Binder.pdf</a>
• <a href="#"><u>General Collective Bargaining Information</u></a>	<a href="https://www.osceolaschools.net/Page/2551">https://www.osceolaschools.net/Page/2551</a>
• <a href="#"><u>What Is Collaborative Bargaining?</u></a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30089&amp;FileName=What%20Is%20Collaborative%20Bargaining.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30089&amp;FileName=What%20Is%20Collaborative%20Bargaining.pdf</a>
• <a href="#"><u>A Primer for Collective Bargaining and Employee Relations</u></a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30256&amp;FileName=A%20Primer%20for%20Collective%20Bargaining%20and%20Employee%20Relations.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30256&amp;FileName=A%20Primer%20for%20Collective%20Bargaining%20and%20Employee%20Relations.pdf</a>
• <a href="#"><u>Bargaining Units/ Employee Groups Defined</u></a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30250&amp;FileName=BARGAINING%20UNITS%20-%20EMPLOYEE%20GROUPS%20DEFINED%20062122.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30250&amp;FileName=BARGAINING%20UNITS%20-%20EMPLOYEE%20GROUPS%20DEFINED%20062122.pdf</a>
• <a href="#"><u>Subjects/ Topics of Bargaining</u></a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30253&amp;FileName=Subjects%20of%20Bargaining.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30253&amp;FileName=Subjects%20of%20Bargaining.pdf</a>
• <a href="#"><u>Salaries and Supplements Schedules</u></a>	<a href="https://www.osceolaschools.net/Page/293">https://www.osceolaschools.net/Page/293</a>





# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 04:35 PM**

Meeting Protocol	
Mission Statement:	N/A
Philosophy:	N/A
Rationale:	N/A
Salary and Fringes:	N/A
Goals:	N/A
Guest Protocol:	N/A
Speaking Order:	Karyle Green
Time Keeper:	Janet Moody

## Introduction of New Bargaining Team Members

- Janet Moody introduced Marcelino Rivera, Acting UniServ Director, as a new member of the Instructional Bargaining Leadership Team.

## Reflection on Our Progress Together: John Boyd/ Janet Moody

- John Boyd stated that a summary of our work together is posted on the [Bargaining Teams Information webpage](#) of the [School District's public website](#), was sent to bargaining team members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.
- John Boyd stated that the minutes of collective bargaining meetings are public records available to all who request to see them and that these minutes are posted promptly after each collective bargaining meeting on the appropriate webpage of the [School District's public website](#).
  - [Bargaining Meetings Minutes](#)
    - [\[https://www.osceolaschools.net/Page/7244\]](https://www.osceolaschools.net/Page/7244)



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### Trainer Rate of Pay: John Boyd/ Janet Moody

- John Boyd stated that in response to OCEA's proposal for the trainer rate of pay as equal to 120% of the instructional employee's regular rate of pay (e.g., hourly rate of pay), the School District holds firm to the original offer of \$46 per hour as the trainer rate of pay.
- John Boyd stated that the School District's proposed \$46 per hour rate of pay would benefit 90% of instructional employees who choose to be trainers.
- Janet Moody stated that OCEA cares about the other 10% of instructional employees who make more than \$46 per hour.
- Emily Gorentz stated that language is needed to address those fourteen (14) teachers.
- John Boyd stated the difference in the trainer rate of pay would be around \$10 less for these fourteen (14) instructional employees, and that the School District's proposed \$46 rate of pay is more than the \$33 that employees are making now.
- Janet Moody stated these instructional employees are not making what they would make in the real world.
- John Boyd stated that classroom instruction is often more difficult than training peers.
- Janet Moody stated she disagreed because these employees are working outside of their contractual workday.
- Allison Doe stated that most of the presenters are volunteers who are not required to train their peers.
- Janet Moody stated that she is paid more in other school districts than she is in Osceola County.
- Zahira Pena-Andino stated that the School District's proposed rate of pay would not be an incentive for these employees who would be more effective trainers.
- John Boyd asked a member of his team to clarify whether the trainer rate of pay was above the employee's regular rate of pay.
- Dr. Michael Allen stated that the \$33 rate of pay is what an instructor would receive, not their regular rate of pay. What I hear from the group is the same \$46 per hour is less than some people's regular rate of pay.
- Dylan Reinsel stated that OCEA does not want instructional employees to be paid less than their regular rate of pay (e.g., hourly rate of pay).
- Janet Moody stated that instructional employees who serve as trainers should be paid their hourly rate of pay.
- Zahira Pena-Andino clarified that instructional employees who are providing courses that are offered across multiple sessions must prepare for more than one session.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### Supplements: John Boyd/ Janet Moody

- John Boyd stated that the School District was not saying no to changes to supplements, just not at this time for several fiscal reasons.
  - The Osceola County School Board (OCSB) recently provided an historic salary and benefits increase for instructional employees for the current 2023-24 school year that includes a 5% recurring retention supplement and performance pay.
  - On September 05, 2023, the Osceola County School Board approved the School District's budget for the current 2023-24 school year.
  - The estimated total cost of OCEA's current bargaining proposals for varying forms of new compensation above this ratified agreement is about \$2 million.
  - This \$2 million would significantly affect the funds available for negotiations for salary increases for all Instructional bargaining unit employees/ members for the 2024-25 school year.

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** May 15, 2024



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- The Florida Legislature is scheduled to convene on January 09, 2024, and certain fiscal data are not yet available to assist the School District in preparing a sustainable counter-proposal for the 2024-25 school year.
- The third calculation of the Florida Education Finance Program for the current 2023-24 school year has not yet been published, so the continuing impact of Family Empowerment Scholarships upon the School District budget is not fully known.
- Florida's Governor, the House of Representatives, and the Senate have not yet published their respective proposals for the 2024-25 state budget.
- The School District intends to bargain competitive salaries and benefits for instructional employees, including supplements as part of that package.
- Mid-year proposals reduce the total funds available for salary increases for all instructional employees.
- The School District agrees to work collaboratively, bargain in good faith, and resolve issues that impact the wages, hours, terms, and conditions of employment for all instructional employees.
- John Boyd stated that in response to OCEA's proposal for a Critical Needs Supplement, the School District has historically had a large number of Title I schools, and the School District negotiated salary increases for all instructional employees instead.
- John Boyd reviewed the statute and how it was organized so that supplements were listed under the section for instructional employees who were on the performance pay schedule, not the grandfather schedule, and the School District did not want to exclude instructional employees on the grandfather schedule.
- John Boyd shared cost estimates for OCEA's proposal based upon contract status, etc., but stated that the School District wanted to include all instructional employees regardless.
- Dylan Reinsel asked whether we should bargain supplements for instructional employees assigned to Title I schools now since state law requires it.
- John Boyd stated that we are in the middle of the fiscal year, and since all but four (4) of the schools in our School District are Title I schools, the cost for supplements would reduce the funds available for salaries and benefits negotiations for the 2024-25 school year for instructional employees.
- Janet Moody stated that other school districts are not paying performance pay, and that is getting in the way and holding us back.
- Zahira Pena-Andino stated that OCEA agreed to sign an MOU for athletic supplements with the understanding that the Supplements Committee would meet and bring recommendations to the bargaining table for negotiation, and now, the School District is offering excuses not to negotiate any changes to supplements.
- Dylan Reinsel asked whether the \$2 million was additional cost.
- John Boyd stated that he understood the amount is additional, but it is an estimate.
- Dylan Reinsel stated that what Zahira Pena-Andino is saying is that OCEA comes with a proposal to the table and then nothing happens.
- John Boyd stated that it is the middle of the school year, and the budget for the current school year has already been set, and the School District is saying not at this time, but is not saying no to changes to supplements in the future as part of the total salaries and benefits package.
- Janet Moody asked what was the School District's current fund balance.
- Janet Moody stated that \$2 million was not too much to ask.
- Janet Moody read a letter dated November 09, 2023, and addressed to Dr. Shanoff from Marcelino Rivera, Acting UniServ Director, that claimed that the School District unilaterally added supplements for OASIS School Volunteer Coordinators and committed an unfair labor practice.
- Emily Gorentz stated that the School District has known this proposal to increase supplements was coming and now the School District is saying there is no money.
- John Boyd stated that the MOU was signed on September 07, 2023, and it included the supplement for the OASIS School Volunteer Coordinator.

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** May 15, 2024

Page 6 of 9



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- John Boyd stated that there are two allocations per school for this supplement.
- John Boyd stated that the letter refers to one e-mail but does not mention the follow-up e-mail that clarified the first and that the MOU was signed that included the supplement for the OASIS School Volunteer Coordinators.
- Janet Moody asked whether she was copied on the second e-mail.
- John Boyd stated that no, she was not.
- Janet Moody stated the process is broken, including Other Professional Services contracts, such the ones for ESE instructional employees, excluding Gifted teachers.
- John Boyd provided Janet Moody the original signed tentative agreements of all the documents that were approved at the bargaining table and signed throughout the prior school year.
- Dr. Karyle Green stated that the School District did not say there was no money, but other fiscal concerns exist mid-year such as the impact of Family Empowerment Scholarships on the School District's current school year budget.
- Ryans Calmont stated that supplements do not pay for the time put in by deans or coaches.
- Dr. Karyle Green stated that a 5% raise and performance pay were just given, and the School District has to plan for the budget for next school year but does not have all of the data yet.
- Janet Moody asked whether budget amendments occur throughout the school year.
- John Boyd stated that yes, School Board does make budget amendments throughout the school year for specific purposes.
- Dr. Michael Allen stated that most assume that there may be an increase, but something could happen where there is a decrease, and making decisions about salaries and benefits, including supplements, but it is not feasible at this time.
- Emily Gorentz asked why do both parties meet mid-year.
- Dr. Karyle Green stated that both parties can meet mid-year to bargain changes to contract language that do not have a fiscal impact.
- Dr. Belinda Reyes asked whether there was a calendar or guide when things should be proposed.
- John Boyd stated we can address things throughout the year.
- John Boyd stated that bargaining is not instantaneous, he remains optimistic, but the School District must determine the costs of proposals before agreeing to them.
- Michael Ballone asked whether any of the supplements proposed were feasible.
- John Boyd stated that he would need to speak to the School District Leadership Team.
- Janet Moody stated that OCEA has requested supplements for many years.
- Emily Gorentz asked what the total cost of the \$46 per hour proposal for trainer rate of pay was.
- John Boyd stated that he did not have the total cost available to provide, but since that rate was the original proposal that he was authorized to offer, he was confident to offer it again.
- Dylan Reinsel asked whether the School District would consider offering more specifically for the instructional employees who make more than the \$46 per hour.
- John Boyd stated that he would ask School District Leadership whether he could offer:
  - the greater of \$46 per hour or the instructional employee's regular rate of pay; or
  - the instructional employee's regular rate of pay.
- Zahira Pena-Andino stated that she did not see the supplement listed in the MOU posted on the SDOC website.
- Emily Gorentz stated the MOU online does not match the hard copy of the tentative agreement that Mr. Boyd provided to OCEA at this meeting.
- John Boyd stated that
- Dr. Michael Allen stated that he wanted to keep with the meeting agenda, and that both parties had been discussing the agenda item for supplements beyond the time allotted.
- Emily Gorentz asked whether the grade level/ department chair supplements included ESE and special areas.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- John Boyd stated that it is managed differently across schools according to school needs.
- Emily Gorentz stated her block teacher goes to the meetings and is not being paid and asked whether her school principal could pay her.
- John Boyd stated that it would depend on the individual school's budget and whether there was an allocation available to pay the teacher.
- Brian Kerekes asked whether clarifications could be made for K-8 schools.
- John Boyd stated yes, clarifications could be made.
- Janet Moody stated she has yet to find a middle school that is paying both grade level and department chair supplements.
- Dr. Karyle Green stated the school has to have the allocation for the supplement first.
- John Boyd stated while a supplement may be listed in the Supplement Schedule in our contract, not every supplement is paid out if no one is filling the role.
- Janet Moody stated that middle schools are only paying one supplement or the other.
- Dr. Karyle Green stated that middle schools have either grade levels working together or departments working together, but not both.
- Michael Ballone stated that he assigns grade level chairs at this middle school and pays supplements for those specific roles, but not department chairs.
- Janet Moody stated that when she was in middle school, she was paid supplements for both roles, the contract lists both, and instructional employees are entitled to both.
- Zahira Pena-Andino stated that the supplements schedule needs to be revised.
- John Boyd called for the meeting to be adjourned due to the time even though not all agenda items were discussed.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### MOU re: School Emergencies: John Boyd

- The meeting was adjourned, and this item was not discussed.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### MOU re: State Requirements for School Improvement: John Boyd

- The meeting was adjourned, and this item was not discussed.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**



- Agenda items for the next meeting may be sent to John Boyd via e-mail by the deadline established in the Bargaining Calendar that is posted on the [Public Notices of Collective Bargaining webpage](#) of the [School District's public website](#).
- In accordance with *Section 286.011 Public meetings and records; public inspection; criminal and civil penalties, Florida Statutes*, and *Section 447.605 Public meetings and records law; exemptions and compliance, Florida Statutes*, meeting minutes are posted on the [Bargaining Meetings Minutes webpage](#) of the [School District's public website](#).

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources  
**Revised:** May 15, 2024 Page 9 of 9



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Tuesday, January 23, 2024, 4:30 PM

**Location:** Transportation Department, International Room  
401 Simpson Road, Kissimmee, FL 34744

OSCEOLA COUNTY EDUCATION ASSOCIATION (OCEA) MEMBERS ATTENDANCE				
1	Ryans Calmont	Teacher	Poinciana High School	<input checked="" type="checkbox"/>
2	Emily Gorentz	Teacher	East Lake Elementary School	<input checked="" type="checkbox"/>
3	Brian Kerekes	Teacher	Tohopekalgia High School	<input type="checkbox"/>
4	Ryan McArdell	Teacher	Celebration School	<input type="checkbox"/>
5	Janet Moody	President/ Chief Negotiator	OCEA	<input checked="" type="checkbox"/>
6	Zahira Pena-Andino	Teacher	Sunrise Elementary	<input type="checkbox"/>
7	Dylan Reinsel	Teacher	St. Cloud High School	<input checked="" type="checkbox"/>
8	Norine Stazko	ESOL Compliance Specialist	Gateway High School	<input checked="" type="checkbox"/>
9	Jamila Taylor	Teacher	Flora Ridge Elementary School	<input type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
N/A	Kristie Rupchand	Recording Secretary	OCEA	<input checked="" type="checkbox"/>
MEMBERS ON BEHALF OF THE OSCEOLA COUNTY SCHOOL BOARD (OCSB) ATTENDANCE				
1	Dr. Michael Allen	Assistant Superintendent	Middle School Education	<input type="checkbox"/>
2	Michael Ballone	Principal	Denn John Middle School	<input checked="" type="checkbox"/>
3	Mari Espinal	Director	Finance	<input checked="" type="checkbox"/>
4	John Boyd	Director/ Chief Negotiator	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
5	Alison Doe	Principal	Hickory Tree Elementary School	<input type="checkbox"/>
6	Jose Gonzalez	Director	Business & Finance	<input checked="" type="checkbox"/>
7	Dr. Karyle Green	Chief Officer	Human Resources	<input checked="" type="checkbox"/>
8	James Hickey	Principal	Harmony High School	<input type="checkbox"/>
9	Dr. Lastenia Penaloza	Assistant Superintendent	Educational Choices and Innovation	<input type="checkbox"/>
10	Dr. Belinda Reyes	Assistant Superintendent	Elementary Curriculum and Instruction	<input type="checkbox"/>
N/A	Gladys Maxwell	Recording Secretary	Human Resources	<input type="checkbox"/>

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** May 15, 2024





## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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GUEST(S):

N/A	N/A
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# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

Helpful School District Public Website Resources about the Collective Bargaining Process	
<b><u>Labor Relations Webpages</u></b>	<a href="https://www.osceolaschools.net/Page/2552">https://www.osceolaschools.net/Page/2552</a>
• <a href="https://www.osceolaschools.net/Page/2552"><u>Union Contracts</u></a>	<a href="https://www.osceolaschools.net/Page/2552">https://www.osceolaschools.net/Page/2552</a>
• <a href="https://www.osceolaschools.net/Page/2554"><u>Public Notices of Collective Bargaining</u></a>	<a href="https://www.osceolaschools.net/Page/2554">https://www.osceolaschools.net/Page/2554</a>
• <a href="https://www.osceolaschools.net/Page/7244"><u>Bargaining Meetings Minutes</u></a>	<a href="https://www.osceolaschools.net/Page/7244">https://www.osceolaschools.net/Page/7244</a>
• <a href="https://www.osceolaschools.net/Page/8004"><u>Salaries and Benefits Proposals</u></a>	<a href="https://www.osceolaschools.net/Page/8004">https://www.osceolaschools.net/Page/8004</a>
• <a href="https://www.osceolaschools.net/Page/6812"><u>Tentative Agreements and Ratification Documents</u></a>	<a href="https://www.osceolaschools.net/Page/6812">https://www.osceolaschools.net/Page/6812</a>
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• <a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=12843&amp;dataid=69393&amp;FileName=Bargaining%20Leadership%20Teams%20Summaries%20of%20Collaborative%20Work%202014-15%20to%20Present.pdf"><u>Bargaining Leadership Teams' Summaries of Collaborative Work, 2014-15 to Present</u></a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=12843&amp;dataid=69393&amp;FileName=Bargaining%20Leadership%20Teams%20Summaries%20of%20Collaborative%20Work%202014-15%20to%20Present.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=12843&amp;dataid=69393&amp;FileName=Bargaining%20Leadership%20Teams%20Summaries%20of%20Collaborative%20Work%202014-15%20to%20Present.pdf</a>
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• <a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=13900&amp;dataid=71534&amp;FileName=Policies%20Related%20to%20Civility%20at%20Bargaining%20Meetings%20Binder.pdf"><u>Policies Related to Civility at Bargaining Meetings</u></a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=13900&amp;dataid=71534&amp;FileName=Policies%20Related%20to%20Civility%20at%20Bargaining%20Meetings%20Binder.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=13900&amp;dataid=71534&amp;FileName=Policies%20Related%20to%20Civility%20at%20Bargaining%20Meetings%20Binder.pdf</a>
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• <a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30250&amp;FileName=BARGAINING%20UNITS%20-%20EMPLOYEE%20GROUPS%20DEFINED%20062122.pdf"><u>Bargaining Units/ Employee Groups Defined</u></a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30250&amp;FileName=BARGAINING%20UNITS%20-%20EMPLOYEE%20GROUPS%20DEFINED%20062122.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30250&amp;FileName=BARGAINING%20UNITS%20-%20EMPLOYEE%20GROUPS%20DEFINED%20062122.pdf</a>
• <a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30253&amp;FileName=Subjects%20of%20Bargaining.pdf"><u>Subjects/ Topics of Bargaining</u></a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30253&amp;FileName=Subjects%20of%20Bargaining.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30253&amp;FileName=Subjects%20of%20Bargaining.pdf</a>
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# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 04:30 PM**

Meeting Protocol	
Mission Statement:	N/A
Philosophy:	N/A
Rationale:	N/A
Salary and Fringes:	N/A
Goals:	N/A
Guest Protocol:	N/A
Speaking Order:	N/A
Time Keeper:	N/A

John Boyd waived the Meeting Protocol for the sake of brevity for the meeting.

## Introduction of New Bargaining Team Members

- N/A.

## Reflection on Our Progress Together: John Boyd/ Janet Moody

- John Boyd stated that a summary of our work together is posted on the [Bargaining Teams Information webpage](#) of the [School District's public website](#), was sent to bargaining team members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.
- John Boyd stated that the minutes of collective bargaining meetings are public records available to all who request to see them and that these minutes are posted promptly after each collective bargaining meeting on the appropriate webpage of the [School District's public website](#).
  - [Bargaining Meetings Minutes](#)
    - [\[https://www.osceolaschools.net/Page/7244\]](https://www.osceolaschools.net/Page/7244)



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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## Supplements: John Boyd/ Janet Moody

- John Boyd shared and reviewed the proposed MOU re OCEA Leave.
- John Boyd stated the MOU was shared with School Board Counsel for review and feedback, and the MOU reflects this feedback.
- John Boyd stated that Dr. Mark Shanoff directed him to share the revised MOU with OCEA for consideration of tentative agreement.
- Michael Ballone asked what coding would need to be used for OCEA Leave in the Employee Portal.
- John Boyd stated that he would confirm with School District Leadership.
- Janet Moody stated most teachers have used the code "TDE" in the past.
- John Boyd stated that he agreed with Ms. Moody.
- Janet Moody stated if an employee is hurt on School Board property as no fault of their own, then School District should pay for it.
- Dylan Reinsel and Emily Gorenz both asked what does "concerted union activity" mean.
- John Boyd stated concerted union activity means any activities that the union engages in with bargaining unit members for the purposes of communication and representation.
- John Boyd whether Bargaining Leadership Team members had any additional questions before he called for a vote on the MOU.
- Ryans Calmont asked whether the MOU would provide the additional 150 leave days forever.
- Janet Moody stated that the MOU expires on May 03, 2024.
- John Boyd stated that both parties could negotiate an MOU for next year if it is needed.
- Janet Moody stated that the School District added the additional items that OCEA discussed.
- John Boyd stated that he appreciated that OCEA came to the meeting on such short notice.
- John Boyd stated whether both parties could now take a vote on the MOU.

## **ACTION: Following a fist of five vote, BLT members tentatively agreed to approve this item.**

- John Body stated he would request Dr. Mark Shanoff's signature on the MOU, send OCEA a digital copy and a hard copy, and post a digital copy on the School District's public website.
- John Boyd asked whether OCEA would still like to meet on Thursday, February 8, 2024.
- Janet Moody stated she would meet with her team and let him know.
- John Body stated that since the current school year's contract was not yet published, and the state education budget was not yet finalized, the School District would not be in the position to negotiate salaries and benefits for 2024-25 school year.

**Note:** All proposal documents and tentative agreements are posted on the [Salaries and Benefits Proposals webpage](#) and [Tentative Agreements and Ratification Documents webpage](#) of the [School District's public website](#) respectively.



- Agenda items for the next meeting may be sent to John Boyd via e-mail by the deadline established in the Bargaining Calendar that is posted on the [Public Notices of Collective Bargaining webpage](#) of the [School District's public website](#).
- In accordance with *Section 286.011 – Public meetings and records; public inspection; criminal and civil penalties, Florida Statutes*, and *Section 447.605 – Public meetings and records law; exemptions and compliance, Florida Statutes*, meeting minutes are posted on the [Bargaining Meetings Minutes webpage](#) of the [School District's public website](#).

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources  
**Revised:** May 15, 2024 Page 6 of 6



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Thursday, April 11, 2024, 4:30 PM

**Location:** Transportation Department, International Room  
401 Simpson Road; Kissimmee, FL 34744

OSCEOLA COUNTY EDUCATION ASSOCIATION (OCEA) MEMBERS ATTENDANCE				
1	Ryans Calmont	Teacher	Poinciana High School	<input checked="" type="checkbox"/>
2	Emily Gorentz	Teacher	East Lake Elementary School	<input checked="" type="checkbox"/>
3	Brian Kerekes	Teacher	Tohopekalgia High School	<input checked="" type="checkbox"/>
4	Ryan McArdell	Teacher	Celebration School	<input checked="" type="checkbox"/>
5	Janet Moody	President/ Chief Negotiator	OCEA	<input checked="" type="checkbox"/>
6	Zahira Pena-Andino	Teacher	Sunrise Elementary	<input checked="" type="checkbox"/>
7	Dylan Reinsel	Teacher	St. Cloud High School	<input checked="" type="checkbox"/>
8	Norine Stazko	ESOL Compliance Specialist	Gateway High School	<input checked="" type="checkbox"/>
9	Jamila Taylor	Teacher	Flora Ridge Elementary School	<input checked="" type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
N/A	VACANCY	Recording Secretary	OCEA	<input type="checkbox"/>
MEMBERS ON BEHALF OF THE OSCEOLA COUNTY SCHOOL BOARD (OCSB) ATTENDANCE				
1	Dr. Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
2	Michael Ballone	Principal	Denn John Middle School	<input checked="" type="checkbox"/>
3	Mari Espinal	Director	Finance	<input checked="" type="checkbox"/>
4	John Boyd	Director/ Chief Negotiator	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
5	Alison Doe	Principal	Hickory Tree Elementary School	<input type="checkbox"/>
6	Jose Gonzalez	Director	Business & Finance	<input checked="" type="checkbox"/>
7	Dr. Karyle Green	Chief Officer	Human Resources	<input checked="" type="checkbox"/>
8	James Hickey	Principal	Harmony High School	<input checked="" type="checkbox"/>
9	Dr. Lastenia Penaloza	Assistant Superintendent	Educational Choices and Innovation	<input checked="" type="checkbox"/>
10	Dr. Belinda Reyes	Assistant Superintendent	Elementary Curriculum and Instruction	<input checked="" type="checkbox"/>
N/A	Gladys Maxwell	Recording Secretary	Human Resources	<input checked="" type="checkbox"/>

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** May 15, 2024



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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GUEST(S):

N/A	N/A
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# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

Helpful School District Public Website Resources about the Collective Bargaining Process	
<b><u>Labor Relations Webpages</u></b>	<a href="https://www.osceolaschools.net/Page/2552">https://www.osceolaschools.net/Page/2552</a>
• <a href="https://www.osceolaschools.net/Page/2552"><u>Union Contracts</u></a>	<a href="https://www.osceolaschools.net/Page/2552">https://www.osceolaschools.net/Page/2552</a>
• <a href="https://www.osceolaschools.net/Page/2554"><u>Public Notices of Collective Bargaining</u></a>	<a href="https://www.osceolaschools.net/Page/2554">https://www.osceolaschools.net/Page/2554</a>
• <a href="https://www.osceolaschools.net/Page/7244"><u>Bargaining Meetings Minutes</u></a>	<a href="https://www.osceolaschools.net/Page/7244">https://www.osceolaschools.net/Page/7244</a>
• <a href="https://www.osceolaschools.net/Page/8004"><u>Salaries and Benefits Proposals</u></a>	<a href="https://www.osceolaschools.net/Page/8004">https://www.osceolaschools.net/Page/8004</a>
• <a href="https://www.osceolaschools.net/Page/6812"><u>Tentative Agreements and Ratification Documents</u></a>	<a href="https://www.osceolaschools.net/Page/6812">https://www.osceolaschools.net/Page/6812</a>
• <a href="https://www.osceolaschools.net/Page/6332"><u>Bargaining Teams Information</u></a>	<a href="https://www.osceolaschools.net/Page/6332">https://www.osceolaschools.net/Page/6332</a>
• <a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=12843&amp;dataid=69393&amp;FileName=Bargaining%20Leadership%20Teams%20Summaries%20of%20Collaborative%20Work%202014-15%20to%20Present.pdf"><u>Bargaining Leadership Teams' Summaries of Collaborative Work, 2014-15 to Present</u></a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=12843&amp;dataid=69393&amp;FileName=Bargaining%20Leadership%20Teams%20Summaries%20of%20Collaborative%20Work%202014-15%20to%20Present.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=12843&amp;dataid=69393&amp;FileName=Bargaining%20Leadership%20Teams%20Summaries%20of%20Collaborative%20Work%202014-15%20to%20Present.pdf</a>
• <a href="https://www.osceolaschools.net/Page/6810"><u>Bargaining Meetings Protocol</u></a>	<a href="https://www.osceolaschools.net/Page/6810">https://www.osceolaschools.net/Page/6810</a>
• <a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=13900&amp;dataid=71534&amp;FileName=Policies%20Related%20to%20Civility%20at%20Bargaining%20Meetings%20Binder.pdf"><u>Policies Related to Civility at Bargaining Meetings</u></a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=13900&amp;dataid=71534&amp;FileName=Policies%20Related%20to%20Civility%20at%20Bargaining%20Meetings%20Binder.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=13900&amp;dataid=71534&amp;FileName=Policies%20Related%20to%20Civility%20at%20Bargaining%20Meetings%20Binder.pdf</a>
• <a href="https://www.osceolaschools.net/Page/2551"><u>General Collective Bargaining Information</u></a>	<a href="https://www.osceolaschools.net/Page/2551">https://www.osceolaschools.net/Page/2551</a>
• <a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30089&amp;FileName=What%20Is%20Collaborative%20Bargaining.pdf"><u>What Is Collaborative Bargaining?</u></a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30089&amp;FileName=What%20Is%20Collaborative%20Bargaining.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30089&amp;FileName=What%20Is%20Collaborative%20Bargaining.pdf</a>
• <a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30256&amp;FileName=A%20Primer%20for%20Collective%20Bargaining%20and%20Employee%20Relations.pdf"><u>A Primer for Collective Bargaining and Employee Relations</u></a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30256&amp;FileName=A%20Primer%20for%20Collective%20Bargaining%20and%20Employee%20Relations.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30256&amp;FileName=A%20Primer%20for%20Collective%20Bargaining%20and%20Employee%20Relations.pdf</a>
• <a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30250&amp;FileName=BARGAINING%20UNITS%20-%20EMPLOYEE%20GROUPS%20DEFINED%20062122.pdf"><u>Bargaining Units/ Employee Groups Defined</u></a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30250&amp;FileName=BARGAINING%20UNITS%20-%20EMPLOYEE%20GROUPS%20DEFINED%20062122.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30250&amp;FileName=BARGAINING%20UNITS%20-%20EMPLOYEE%20GROUPS%20DEFINED%20062122.pdf</a>
• <a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30253&amp;FileName=Subjects%20of%20Bargaining.pdf"><u>Subjects/ Topics of Bargaining</u></a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30253&amp;FileName=Subjects%20of%20Bargaining.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30253&amp;FileName=Subjects%20of%20Bargaining.pdf</a>
• <a href="https://www.osceolaschools.net/Page/293"><u>Salaries and Supplements Schedules</u></a>	<a href="https://www.osceolaschools.net/Page/293">https://www.osceolaschools.net/Page/293</a>



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 04:37 PM**

Meeting Protocol	
Mission Statement:	N/A
Philosophy:	N/A
Rationale:	N/A
Salary and Fringes:	N/A
Goals:	N/A
Guest Protocol:	N/A
Speaking Order:	Michael Ballone
Time Keeper:	Jose Gonzalez

## Introduction of New Bargaining Team Members

- N/A

## Reflection on Our Progress Together: John Boyd/ Janet Moody

- John Boyd stated that a summary of our work together is posted on the [Bargaining Teams Information webpage](#) of the [School District's public website](#), was sent to bargaining team members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.
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# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

## Salaries and Benefits: John Boyd/ Janet Moody

- Janet Moody stated that OCEA had a few items to bring to the bargaining table.
- Janet Moody shared a packet of the items with bargaining team members and asked them to review them for a few minutes.
- John Boyd stated that in the past, both parties share the titles of agenda items before the meeting so that they can be shared in the agenda document.
- John Boyd stated that the School District has prepared a Salaries and Benefits Package Proposal for the 2024-25 school year and asked whether OCEA would like to hear it first or present their items first instead.
- Janet Moody stated that OCEA would like to hear the School District's proposal first.
- John Boyd shared and reviewed the document *2024-25 SDOC Salaries and Benefits Package Proposal for Instructional Employees*, summarized below:

### 1. 2024-25 Salary Increases

In accordance with the requirements of state law [e.g., *Sections 1011.62, 1012.01, 1012.02, 1012.22, and 1012.34, Florida Statutes; 2024-25 General Appropriations Act; 2024-25 General Appropriations Act Implementing Bill; and the Education Conforming Bill (2024)*, or equivalent bills, etc.] and the performance pay salary schedule as previously bargained, **each instructional bargaining unit employee shall receive as:**

- *a first-year employee for the 2024-25 school year* = a minimum base salary of \$50,000 (which reflects a salary increase of \$1,000); or
- *an existing employee returning for the 2024-25 school year* = a recurring salary increase as follows:

Evaluation Rating	Total Amount	Salary Schedule Levels
• Highly Effective	\$1,000	20
• Grandfathered	\$750	15
• Effective	\$750	15

- Recurring Retention Supplement
  - equal to 3% of each individual currently employed instructional employee's 2023-24 minimum base salary [and rounded up to the next highest \$50 increment (e.g., level) on the existing salary schedule];
  - eligible for inclusion within calculations of the individual employee's Florida Retirement System (FRS) retirement benefits;
  - an ongoing commitment to the compensation of eligible individual employees who continue to work for the School District without a break in service; and
  - in compliance with Sections 121.021 and 1012.22, Florida Statutes;

Note: The 2024-25 Recurring Retention Supplement shall be separate from the prior 2023-24 Recurring Retention Supplement, which applies only to those employees who remain



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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eligible under the terms and conditions that both parties ratified for the 2023-24 school year. These eligible employees shall receive both Recurring Retention Supplements.

2. No design changes to our School District's major medical Health Insurance Plan;
3. Flexible Spending Account Match where the School Board shall match the employee's FSA savings of \$750 or more with a contribution of \$250 in order to assist the employee toward the employee's deductible;
4. Continued commitment to our School District's *Center for Employee Health*; and
5. Memoranda of Understanding and contract language upon which both parties have reached tentative agreement since the ratification of our current *Instructional Employees' Contract* on September 5, 2023.
  - Memoranda of Understanding
    - 2023-24 MOU re Uni-SIG Grant Impact [Liberty High School]
    - 2023-24 MOU re Adjustments to Supplements
    - 2023-24 MOU re OCEA Leave
  - Contract Language
    - Article 16.02 [Credit for Years of Service for Retired Educators]

The above items shall be contingent upon the agreement of both parties to the following Memorandum of Understanding and revisions to existing contract language in the articles listed below:

- 2024-25 MOU re: *Pre-Planning, School Open Houses, Elementary School Parent-Teacher Report Card Conferences, and Classroom Teacher Attendance Incentive Supplement* [attached];
- Article 4.13-3 [Professional Learning Trainer Rate of Pay]
- Article 4.27 [Association Representation]
- Article 5.08-5 [Collaborative Planning]
- Article 5.14 [Professional Learning Community (PLC) Leads]
- Article 5.22 [Professional Teacher Dress]
- Article 7.02-3 [Transfers]
- Article 16.11 [Obsolete Language]
- Article XIX: *Miscellaneous* [Changes in State or Federal Law]

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All calculations and payments of the items within this tentative agreement for eligible instructional bargaining unit employees shall be paid no earlier and no later than two (2) pay periods after the date of ratification of this tentative agreement by both parties and shall be retroactive to July 01, 2024.

Pursuant to *Article XX: Term of Contract* of our collective bargaining agreement, both parties continue to agree that Contract Articles, specific paragraphs, or new issues may be opened, bargained, ratified, and implemented throughout the fiscal year.

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## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

- John Boyd stated that the potential earnings for a classroom teacher within the School District's proposal could be a salary increase up to \$5,295, or 9.5%.

2024-25 Potential Earnings for Individual Classroom Teachers*		
Compensation Type	Amount	Percentage+
• Performance Pay (e.g., Highly Effective)	\$1,000	1.8%
• Recurring Retention Supplement	\$1,625*	3.0%
• Attendance Incentive Supplement (e.g., \$500 per quarter)	\$2,000	3.7%
• Two (2) Additional Pre-Planning Days	\$670*	1.0%
<b>Total Potential Earnings</b>	<b>\$5,295</b>	<b>9.5%</b>
*Based upon the 2023-24 SDOC Classroom Teacher's average salary of \$54,175, this amount will vary by individual classroom teacher.		

- John Boyd stated that the Attendance Incentive would be funded with the same funds that were used for substitute costs.
- Jose Gonzalez stated that substitute costs were \$8 million for the current 2023-24 school year.
- John Boyd shared and reviewed a handout with a list of Florida school districts that have discretionary millages that could be used toward salary increases for employees.
- John Boyd stated that the School District does not have a discretionary millage and must provide wages with state funds that must be used in ways that state law prescribes.
- John Boyd shared and referred to the document *2024 Education Appropriations Legislation that Governs Instructional Employees Salary Negotiations*, which is also posted on the School District's public website: <https://www.osceolaschools.net/Page/6281>
- John Boyd stated that *2024-25 Salaries and Benefits Package Proposal* is the School Board's best salaries and benefits offer using the funds available within the School District's budget for this purpose.
- Janet Moody stated that non-classroom employees would receive only 4%.
- Emily Gorentz asked what the estimated cost of the Pre-Planning Days would be.
- Jose Gonzalez stated that it is hard to estimate, but if 1,000 classroom teachers participated in the earnings opportunity offered, then the cost would be \$670,000.
- Zahira Pena-Andino asked whether administrators could schedule meetings on the two (2) optional Pre-Planning Days.
- John Boyd stated that no, these days would be uninterrupted so that classroom teachers could work in their classrooms.
- Zahira Pena-Andino asked whether classroom teachers who choose not to work on the two (2) optional Pre-Planning Days would still have two (2) uninterrupted days to work in their classrooms during the regular Pre-Planning Week.
- John Boyd stated that no, the five (5) Pre-Planning Days would be reserved for administration.
- Ryans Calmont stated that it would not be fair to classroom teachers who choose not to work on the two (2) optional Pre-Planning Days.
- John Boyd stated that in the past Flex Day was not an additional paid workday.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Janet Moody stated that she was “appalled” that the School District would bring a proposal to the bargaining table that asks instructional employees to give up things.
- Dylan Reinsel asked whether classroom teachers who choose not to work on the two (2) optional Pre-Planning Days would still have two (2) uninterrupted days to work in their classrooms later.
- John Boyd stated that no, the five (5) Pre-Planning Days would be reserved for administration.
- Dylan Reinsel stated that it is not really a choice for classroom teachers who need uninterrupted time to work in their classrooms.
- John Boyd stated it was meant to be two (2) optional Pre-Planning Days for the two (2) Pre-Planning Days.
- Janet Moody asked to recess so that OCEA’s bargaining team members could caucus.

**The meeting recessed at approximately 05:15 PM for OCEA bargaining leadership team members to caucus about the School District’s proposal and their proposed items.**

**The meeting resumed at approximately 05:30 PM.**

- Janet Moody state that OCEA was prepared to discuss their proposed items.
- Dylan Reinsel reviewed OCEA’s proposal for eight (8) weeks of paid maternity leave.
- Dylan Reinsel stated that in December, the Governor extended paid maternity leave to seven (7) weeks for state employees.
- Dylan Reinsel stated that since the School District is competing with other school districts for teachers, paid maternity leave would help with recruitment.
- Zahira Pena-Andino reviewed OCEA’s proposals for changes to supplements that include increasing and adding Curriculum and Leadership Supplements, adding supplements for ESE teachers for time spent writing Individual Education Plans and Gifted Education Plans.
- Jamila Taylor stated that last year, there was about \$13 million of unspent Title I funds that should go into the pockets of educators.
- Dr. Michael Allen asked whether the existing ESE supplement is intended to cover the work of ESE teachers beyond the regular workday.
- Emily Gorentz stated that academic coaches are not coaching because administrators assign other duties for them to do.
- Janet Moody stated that supplements for academic coaches would go a long way to cover what they are being asked to do.
- Norine Stazko stated that deans are asked to work two or more hours beyond their regular workday and should receive OPS contracts for the extra time worked.
- Michael Ballone stated we talked about supplements and the cost of the supplements that were proposed several months ago.
- John Boyd stated that it was 05:55 PM and that the meeting would need to adjourn on time.
- Janet Moody stated that time for bargaining meetings needed to be flexible in order to have collaboration and that additional dates and times for bargaining meetings must be a priority in order to reach a settlement.
- Dr. Michael Allen stated that he agreed with Ms. Moody.
- John Boyd stated that he would contact Ms. Moody no later than Tuesday, April 16, 2024, to schedule the next bargaining meeting as soon as possible in addition to the May meeting already on the Bargaining Meetings Calendar.

**ACTION: No action was taken on these items at this time, and these items will be brought back to a future meeting.**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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**Note:** All proposal documents and tentative agreements are posted on the [Salaries and Benefits Proposals webpage](#) and [Tentative Agreements and Ratification Documents webpage](#) of the [School District's public website](#) respectively.

## Agenda Items for Next Meeting: John Boyd/ Janet Moody

- Agenda items for the next meeting may be sent to John Boyd via e-mail by the deadline established in the Bargaining Calendar that is posted on the [Public Notices of Collective Bargaining webpage](#) of the [School District's public website](#).
- In accordance with *Section 286.011 – Public meetings and records; public inspection; criminal and civil penalties, Florida Statutes*, and *Section 447.605 – Public meetings and records law; exemptions and compliance, Florida Statutes*, meeting minutes are posted on the [Bargaining Meetings Minutes webpage](#) of the [School District's public website](#).

**Next Meeting:**            **Wednesday, April 24, 2024, 3:30 PM**  
                                 **Transportation Department**  
                                 **International Room**  
                                 **401 Simpson Road**  
                                 **Kissimmee, Florida 34744**

## Pluses

- N/A

## Deltas

- N/A

**ADJOURNED at 06:03 PM**





# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Wednesday, April 24, 2024, 3:00 PM

**Location:** Transportation Department, International Room  
401 Simpson Road; Kissimmee, FL 34744

OSCEOLA COUNTY EDUCATION ASSOCIATION (OCEA) MEMBERS ATTENDANCE				
1	Ryans Calmont	Teacher	Poinciana High School	<input checked="" type="checkbox"/>
2	Emily Gorentz	Teacher	East Lake Elementary School	<input checked="" type="checkbox"/>
3	Brian Kerekes	Teacher	Tohopekalgia High School	<input checked="" type="checkbox"/>
4	Ryan McArdell	Teacher	Celebration School	<input checked="" type="checkbox"/>
5	Janet Moody	President/ Chief Negotiator	OCEA	<input checked="" type="checkbox"/>
6	Zahira Pena-Andino	Teacher	Sunrise Elementary	<input checked="" type="checkbox"/>
7	Dylan Reinsel	Teacher	St. Cloud High School	<input checked="" type="checkbox"/>
8	Norine Stazko	ESOL Compliance Specialist	Gateway High School	<input checked="" type="checkbox"/>
9	Jamila Taylor	Teacher	Flora Ridge Elementary School	<input checked="" type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
N/A	VACANCY	Recording Secretary	OCEA	<input type="checkbox"/>
MEMBERS ON BEHALF OF THE OSCEOLA COUNTY SCHOOL BOARD (OCSB) ATTENDANCE				
1	Dr. Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
2	Michael Ballone	Principal	Denn John Middle School	<input checked="" type="checkbox"/>
3	Mari Espinal	Director	Finance	<input checked="" type="checkbox"/>
4	John Boyd	Executive Director/ Chief Negotiator	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
5	Alison Doe	Principal	Hickory Tree Elementary School	<input checked="" type="checkbox"/>
6	Jose Gonzalez	Director	Business & Finance	<input checked="" type="checkbox"/>
7	Dr. Karyle Green	Chief Officer	Human Resources	<input checked="" type="checkbox"/>
8	James Hickey	Principal	Harmony High School	<input checked="" type="checkbox"/>
9	Dr. Lastenia Penaloza	Assistant Superintendent	Educational Choices and Innovation	<input checked="" type="checkbox"/>
10	Dr. Belinda Reyes	Assistant Superintendent	Elementary Curriculum and Instruction	<input checked="" type="checkbox"/>
N/A	Gladys Maxwell	Recording Secretary	Human Resources	<input checked="" type="checkbox"/>

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** May 15, 2024



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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GUEST(S):

N/A	N/A
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# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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• <a href="#">Tentative Agreements and Ratification Documents</a>	<a href="https://www.osceolaschools.net/Page/6812">https://www.osceolaschools.net/Page/6812</a>
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# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 03:38 PM**

Meeting Protocol	
Mission Statement:	N/A
Philosophy:	N/A
Rationale:	N/A
Salary and Fringes:	N/A
Goals:	N/A
Guest Protocol:	N/A
Speaking Order:	Michael Ballone
Time Keeper:	Jose Gonzalez

## Introduction of New Bargaining Team Members

- N/A

## Reflection on Our Progress Together: John Boyd/ Janet Moody

- John Boyd stated that a summary of our work together is posted on the [Bargaining Teams Information webpage](#) of the [School District's public website](#), was sent to bargaining team members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.
- John Boyd stated that the minutes of collective bargaining meetings are public records available to all who request to see them and that these minutes are posted promptly after each collective bargaining meeting on the appropriate webpage of the [School District's public website](#).
  - [Bargaining Meetings Minutes](#)
    - [\[https://www.osceolaschools.net/Page/7244\]](https://www.osceolaschools.net/Page/7244)



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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## Salaries and Benefits: John Boyd/ Janet Moody

- Janet Moody shared OCEA's salaries and benefits counter-proposal and asked everyone to take time to read over it.
- Dylan Reinsel stated that the cost of OCEA's salaries and benefits counter-proposal was \$15.9 million.
- John Boyd stated that that total was only salaries and did not include the cost of additional supplements.
- Zahira Pena-Andino stated that OCEA did not have the numbers for the additional supplements.
- Emily Gorentz stated that OCEA never got the data for supplements for the full school year.
- Janet Moody stated that the School District shared a total of \$1.7 million in the past.
- Michael Ballone asked whether the cost of additional Other Professional Services (OPS) contracts were included.
- Emily Gorentz stated that the cost of additional OPS contracts were not included in the total cost.
- James Hickey asked whether OCEA's counter-proposal for the recurring retention supplement based upon years of experience was legal.
- Janet Moody stated that other school districts were already doing the same as OCEA's counter-proposal.
- Dr. Karyle Green reviewed state law that does not permit supplements to be based upon years of experience.
- John Boyd stated that supplements based upon years of experience are now prohibited in state law.
- Dylan Reinsel stated that the School District should review what other school districts have done and not reject OCEA's counter-proposal.
- Emily Gorentz stated that something must be done to retain veteran teachers.
- Janet Moody reviewed OCEA's proposal for payroll deductions and stated that OCEA has a couple organizations working with the union that would help with insurance.
- Zahira Pena-Andino stated that the School District does not have any supplements for elementary school clubs, but OCEA's counter-proposal would include them.
- James Hickey stated that there were not any changes to supplements for athletics.
- Janet Moody stated that the School District would have to bring that to the table.
- John Boyd stated that both parties had already signed an MOU this school year for athletic supplements.
- Janet Moody stated that elementary school teachers are sponsoring clubs and not getting paid.
- John Boyd shared and reviewed comparability data for Central Florida school districts.
- John Boyd clarified that state law requires that supplements be "paid according to a formal written policy that applies to all eligible employees equally."
- John Boyd stated that the School District would bring back a response to OCEA's counter-proposal.

**The meeting recessed at approximately 04:19 PM for SDOC bargaining leadership team members to caucus about the OCEA's proposal.**

**The meeting resumed at approximately 05:02 PM.**

- John Boyd shared and reviewed the School District's proposed MOU re Recruitment Incentives at high needs schools.
- John Boyd stated that the source of funds for this proposed MOU would be a Florida Department of Education Bureau of School Improvement grant.
- Janet Moody stated that she would like to see a copy of the grant.  
[Note: John Boyd provided a copy of the grant to Ms. Moody via e-mail on Friday, April 26, 2024.]

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** May 15, 2024

Page 5 of 7



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- John Boyd clarified that the recruitment incentive would be limited to up to ten classroom teachers at five (5) schools.
- Janet Moody asked when the incentives would be paid.
- John Boyd stated that the grant requires the funds to be spent no later than September 30, 2024.
- Emily Gorentz shared an e-mail with a digital copy of OCEA's response to the MOU.
- Janet Moody stated that OCEA proposed stipends for the two (2) additional Pre-Planning days instead of the employee's regular rate of pay.
- Janet Moody stated that OCEA proposed that teachers be permitted to choose the two (2) additional Pre-Planning days within the week prior to regularly scheduled Pre-Planning.
- Allison Doe stated that some schools would be going to be hubs during the summer months and may not have enough time to get their schools ready.
- Janet Moody stated we may have to be flexible if needed.
- Dr. Karyle Green asked OCEA to clarify whether OCEA's counter-proposal would change Pre-Planning.
- Janet Moody stated that no, Pre-Planning would not change.
- James Hickey stated that all high schools have summer graduations scheduled.
- Dr. Belynda Reyes stated that the purpose of the original proposal was to help teachers get their classrooms ready.
- Janet Moody stated that the original proposal came to the table, and teachers have already planned their vacation.
- Jamila Taylor stated that veteran teachers do not feel that the Professional Development required during Pre-Planning is something that they need.
- Dylan Reinsel stated if you ask teachers what they are concerned about within the first week back they would say it is planning time, not professional development.
- Emily Gorentz stated that days reserved for teachers to work in their classrooms during Pre-Planning could be opportunities for teachers to apply what they have learned during summer professional development.
- Janet Moody stated that teachers need time to work in their classrooms during Pre-Planning and not be in professional development.
- Zahira Pena-Andino asked why does the School District assume all information must be shared through professional development.
- James Hickey asked whether OCEA wanted the Meet the Teacher/ Open House events not to be required.
- Janet Moody stated that the School District has never required the Meet the Teacher/ Open House events in the past.
- Emily Gorentz asked whether the School District had a counter-proposal tonight.
- John Boyd stated that the School District did not have a counter-proposal tonight because the School District needed to see OCEA's counter-proposal to the School District's original salaries and benefits package proposal in context with OCEA's other stand-alone proposals, their costs, and available funds within the School District's budget.
- Emily Gorentz stated that the bargaining process is frustrating and asked how the process was collaborative.
- Zahira Pena-Andino asked why the School District did not come to the meeting with some numbers.
- Dr. Green stated that John Boyd has tried to schedule Collaborative Bargaining training.
- John Boyd stated the School District would have to review OCEA's counter-proposal to calculate costs.
- John Boyd stated OCEA has not provided estimated costs for the bargaining items in its counter-proposal.

## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

- Janet Moody stated that OCEA brought a counter-proposal tonight, but this meeting is not collaborative.

**ACTION: No action was taken on these items at this time, and these items will be brought back to a future meeting.**

**Note:** All proposal documents and tentative agreements are posted on the [Salaries and Benefits Proposals webpage](#) and [Tentative Agreements and Ratification Documents webpage](#) of the [School District's public website](#) respectively.

**Agenda Items for Next Meeting: John Boyd/ Janet Moody**

- Agenda items for the next meeting may be sent to John Boyd via e-mail by the deadline established in the Bargaining Calendar that is posted on the [Public Notices of Collective Bargaining webpage](#) of the [School District's public website](#).
- In accordance with *Section 286.011 – Public meetings and records; public inspection; criminal and civil penalties, Florida Statutes*, and *Section 447.605 – Public meetings and records law; exemptions and compliance, Florida Statutes*, meeting minutes are posted on the [Bargaining Meetings Minutes webpage](#) of the [School District's public website](#).

**Next Meeting: Thursday, May 9, 2024, 12:00 AM**  
**Transportation Department**  
**International Room**  
**401 Simpson Road**  
**Kissimmee, Florida 34744**

## Pluses

- N/A

## Deltas

- N/A

**ADJOURNED at 05:36 PM**





# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Thursday, May 9, 2024, 12:00 AM

**Location:** Transportation Department, International Room  
401 Simpson Road; Kissimmee, FL 34744

OSCEOLA COUNTY EDUCATION ASSOCIATION (OCEA) MEMBERS ATTENDANCE				
1	Ryans Calmont	Teacher, Varying Exceptionalities	Poinciana High School	<input checked="" type="checkbox"/>
2	Emily Gorentz	Teacher, Grade 4	East Lake Elementary School	<input checked="" type="checkbox"/>
3	Brian Kerekes	Teacher, Math	Tohopekaliga High School	<input checked="" type="checkbox"/>
4	Ryan McArdell	Teacher, Grade 4	Celebration School	<input checked="" type="checkbox"/>
5	Janet Moody	President/ Chief Negotiator	OCEA	<input checked="" type="checkbox"/>
6	Zahira Pena-Andino	Teacher, Grade 3	Sunrise Elementary	<input checked="" type="checkbox"/>
7	Dylan Reinsel	Teacher, Social Studies	St. Cloud High School	<input checked="" type="checkbox"/>
8	Norine Stazko	ESOL Compliance Specialist	Gateway High School	<input checked="" type="checkbox"/>
9	Jamila Taylor	Teacher, Grade 5	Flora Ridge Elementary School	<input checked="" type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
N/A	VACANCY	Recording Secretary	OCEA	<input type="checkbox"/>
MEMBERS ON BEHALF OF THE OSCEOLA COUNTY SCHOOL BOARD (OCSB) ATTENDANCE				
1	Dr. Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
2	Michael Ballone	Principal	Denn John Middle School	<input checked="" type="checkbox"/>
3	Mari Espinal	Director	Finance	<input checked="" type="checkbox"/>
4	John Boyd	Executive Director/ Chief Negotiator	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
5	Alison Doe	Principal	Hickory Tree Elementary School	<input type="checkbox"/>
6	Jose Gonzalez	Director	Business & Finance	<input checked="" type="checkbox"/>
7	Dr. Karyle Green	Chief Officer	Human Resources	<input checked="" type="checkbox"/>
8	James Hickey	Principal	Harmony High School	<input checked="" type="checkbox"/>
9	Dr. Lastenia Penaloza	Assistant Superintendent	Educational Choices and Innovation	<input checked="" type="checkbox"/>
10	Dr. Belinda Reyes	Assistant Superintendent	Elementary Curriculum and Instruction	<input checked="" type="checkbox"/>
N/A	Gladys Maxwell	Recording Secretary	Human Resources	<input checked="" type="checkbox"/>

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** May 16, 2024

Page 1 of 10



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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GUEST(S):

N/A	N/A
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# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 04:35 PM**

Meeting Protocol	
Mission Statement:	N/A
Philosophy:	N/A
Rationale:	N/A
Salary and Fringes:	N/A
Goals:	N/A
Guest Protocol:	N/A
Speaking Order:	Brian Kerekes
Time Keeper:	Jim Hickey

## Introduction of New Bargaining Team Members

- N/A

## Reflection on Our Progress Together: John Boyd/ Janet Moody

- John Boyd stated that a summary of our work together is posted on the [Bargaining Teams Information webpage](#) of the [School District's public website](#), was sent to bargaining team members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.
- John Boyd stated that the minutes of collective bargaining meetings are public records available to all who request to see them and that these minutes are posted promptly after each collective bargaining meeting on the appropriate webpage of the [School District's public website](#).
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# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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## Salaries and Benefits: John Boyd/ Janet Moody

- John Boyd shared and reviewed the School District's counter-proposal document *2024-25 SDOC Salaries and Benefits Package Proposal for Instructional Employees*, focusing upon the revisions from its original proposal shared on April 11, 2024, and highlighting areas of agreement.
- John Boyd stated that the School District agreed with OCEA's counter-proposal item to set the starting salary for instructional employees as \$49,500.
- John Boyd stated that the School District agreed to compromise on several items within the proposed *2024-25 MOU re Pre-Planning, Open Houses, and ES Report Card Conferences*.
- John Boyd shared and reviewed the revisions within the proposed *2024-25 MOU re Pre-Planning, Open Houses, and ES Report Card Conferences*.
- John Boyd clarified that the eligibility for the Classroom Teacher Attendance Incentive would start over each nine weeks so that classroom teachers could continue to participate each nine weeks.
- Janet Moody stated that is not a change, you said that at the last meeting.
- John Boyd stated he did, but he put it in writing in the MOU so that there was no question.
- John Boyd stated that it appears that both parties agree upon the trainer rate of pay of \$46 per hour.
- Janet Moody stated that no, OCEA does not agree with that.
- John Boyd stated that the related language in OCEA's counter-proposal did not have a strikethrough.
- John Boyd clarified the items for proposed revisions to contract language.
- John Boyd stated that the School District cannot agree to OCEA's proposal for eight (8) weeks of paid maternity leave because it does not benefit 70% of instructional employees.
- John Boyd stated that all SDOC schools qualify for Title I status by the federal definition, and the School District's salaries and benefits proposal would distribute funds to employees at all of our schools equitably which meets the intent of state law.
- Emily Gorentz stated I am confused on the state versus federal definitions of Title I status.
- Jose Gonzalez stated all our schools are Title I schools by the federal definition.
- Janet Moody asked what the threshold for Title I status is.
- Jose Gonzalez stated the threshold is 66%.
- Ryans Calmont asked about the data that Mr. Boyd shared.
- John Boyd stated the data referred to maternity leave.
- Ryans Calmont stated if we were to give a supplement based on attendance, only 10% would qualify this year, but 100% of women who choose to take maternity leave would be eligible.
- John Boyd stated that the attendance incentive is based upon the employee's work behavior.
- Janet Moody stated that only classroom teachers would be eligible.
- John Boyd stated that Ms. Moody was correct.
- Janet Moody requested to caucus with her team.

**The meeting recessed at approximately 05:06 PM so that bargaining team members could caucus.  
The meeting resumed at approximately 05:33 PM.**

- Zahira Pena-Andino stated I have been on this team for three years, and you have always put all of the School District's responses in writing, but not today.
- John Boyd stated that the School District's counter-proposal focused on its priorities and leaves out statements of disagreement because in the past, OCEA did not like how it was communicated.
- Janet Moody stated that OCEA has proposed changes to supplements since October 2021 and wants to break up into teams to discuss adding \$1.5 million into supplements.
- Dr. Karyle Green asked what the funding source would be.
- Janet Moody stated that OCEA would work with what is on the table.
- John Boyd stated that is fair.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Michael Ballone asked what was proposed?
- Janet Moody stated what we have proposed since 2021, increasing some of these supplements. We need to do something meaningful for these people.
- James Hickey stated you want us to negotiate on this one item now.
- Janet Moody shared and reviewed a demand to bargain letter with the group and provided a copy to Dr. Green and John Boyd.
- Dr. Karyle Green asked what the total cost of OCEA's proposal for supplements was.
- Jose Gonzalez stated it would be \$3.7 million in additional cost.
- James Hickey stated that at the last meeting, OCEA stated the cost of their proposal for supplements \$600,000 but now, OCEA is asking for \$1.5 million.
- Jose Gonzalez stated that would make the minimum supplement at \$850.
- Emily Gorentz stated that since there is disagreement about the costs of supplements, that is why OCEA requests to split up into groups to collaborate.
- Jose Gonzalez stated the largest part is the PLC Leads for every grade level.
- Janet Moody stated that the School District proposed the PLC Leads.
- John Boyd shared and reviewed the clarifying language within the School District's counter-proposal.
- Michael Ballone asked whether Grade Level Chairs and Department Chairs would be included.
- Janet Moody stated no, the School District's proposal would eliminate one.
- John Boyd clarified that Department Chairs would be eliminated in middle schools.
- John Boyd asked whether OCEA wanted the minimum supplement to \$850.
- Janet Moody stated that is what OCEA proposed.
- Zahira Pena-Andino asked what the School District's rationale was in replacing the Department Chairs and Grade Level Chairs at middle schools with PLC Leads.
- John Boyd stated that Grade Level Chairs organize field trips, but the PLC Leads can do that and more that is why School District would like to see the two combined.
- Dr. Karyle Green asked what the total amount for payroll is.
- Jose Gonzalez stated that payroll is \$300,000,000.
- Dr. Karyle Green asked whether OCEA wanted to focus on supplements, which is 1% of payroll.
- Janet Moody stated it has been three (3) years of discussion.
- Emily Gorentz stated supplements are supposed to be reviewed every year.
- Dr. Karyle Green stated we have been reviewing supplements.
- Janet Moody stated that the School District has not.
- Janet Moody stated that the work of Grade Level Chairs and PLC Leads is not the same, and one is not more work than the other.
- Janet Moody asked what the School District wanted to do next.
- John Boyd requested to caucus.

**The meeting recessed at approximately 05:56 PM for SDOC bargaining leadership team members to caucus about the OCEA's proposal.**

**The meeting resumed at approximately 06:14 PM.**

- John Boyd stated we understand that OCEA wants to do.
- John Boyd proposed that OCEA take \$1.5 million from the Recurring Retention Supplement and show the School District where OCEA wants to spend it in the Supplement Schedule.
- Janet Moody stated that OCEA never said that they wanted the funds to come out of the Recurring Retention Supplement and wanted it to come from another source.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- John Boyd asked from which source would OCEA want the funds to come. The Flexible Spending Account cannot be touched because it is required to remain within the Health Insurance Benefits Trust Fund.
- Janet Moody stated the School District came to the table with \$15.5 million, and OCEA wants \$1.5 million for supplements.
- John Boyd stated tell us where OCEA would put the \$1.5 million in the Supplements Schedule.
- Janet Moody stated that OCEA wants the School District to do it.
- James Hickey stated so you want us to cost it out for you.
- Emily Gorentz stated yes, you are a whole department with vast resources.
- Dr. Karyle Green stated the cost of the supplements that OCEA proposed is \$3.7 million, and OCEA is willing to decrease the cost of your proposal to \$1.5 million.
- Dr. Karyle Green asked what would your new proposal be.
- Janet Moody stated we want to collaborate with the School District.
- Dr. Karyle Green stated that OCEA needs to tell us what OCEA wants the School District to do with the \$1.5 million.
- Emily Gorentz asked whether the School District calculated the costs and stated that OCEA calculated the cost as \$1.6 million.
- John Boyd stated that OCEA should provide the School District with a proposal that OCEA has calculated the costs.
- Emily Gorentz stated that OCEA is asking the School District to do so.
- John Boyd stated that PLC Leads are the School District's priority for supplements.
- Emily Gorentz asked so you want PLC Leads and the rest of the funds for the Recurring Retention Supplement.
- John Boyd and James Hickey stated yes.
- John Boyd stated OCEA has to tell us where you want to put the \$1.5 million.
- James Hickey stated that the School District has calculated that OCEA's proposal is an additional cost of \$3.7 million.
- Janet Moody stated that OCEA does not have complete data.
- Jose Gonzalez stated that he did give OCEA complete data in October.
- Dr. Karyle Green stated the supplements are OCEA's supplements, OCEA has stated that \$1.5 million is the bottom line, and OCEA should provide their proposal.
- Emily Gorentz stated we wanted to split up and collaborate.
- Dr. Karyle Green stated that is a workshop not collaborating.
- Emily Gorentz stated that both parties will find out next week what collaboration is.
- Janet Moody stated we are trying to work within the \$15.8 million.
- Jose Gonzalez stated that the School District's offer was \$15.7 million.
- Janet Moody stated that is information that the School District did not share before.
- Ryans Calmont stated that OCEA's proposal was a cost of \$15.8 million.
- Janet Moody stated that the School District's proposal was a good media game, and that the Classroom Attendance Incentive was part of it.
- Michael Ballone stated that on Fridays, there can be 35% of teachers absent and 25% on Mondays at this school.
- James Hickey stated that it was likewise at his school.
- Ryan McArdell stated that he would have to risk coming to school ill, or he would be out of the \$2000 because of family emergencies or illnesses.
- Dr. Karyle Green stated that it would not be out of your pocket.
- Ryan McArdell stated that it would be out of my pocket because I would not receive that \$2000.
- Dr. Karyle Green stated it is an incentive.





## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Dr. Michael Allen stated it could go the other way too and that not agreeing to the incentive would take it out of other teachers' pockets who might want to earn it.
- James Hickey asked whether OCEA finds the proposed Classroom Attendance Incentive insulting.
- Janet Moody stated that only seventy-eight (78) classroom teacher would qualify now, and it upsets those who are not classroom teachers like Ryans Calmont, who is a VE teacher.

*Note: Eight hundred and forty-three (843) would actually be eligible for the proposed Classroom Attendance Incentive now. Seventy-eight (78) classroom teachers did not take leave of any kind. Seventy-nine percent (79%) of instructional employees are defined and coded as classroom teachers in TERMS. As a VE teacher, Mr. Calmont would be eligible.*

- Janet Moody requested a list of which instructional employees are eligible to receive the supplement.
- James Hickey stated that we are either paying Kelly Services or classroom teachers.
- James Hickey stated that OCEA is serious about supplements and is not going to move forward until both parties reach an agreement on the supplements.
- Zahira Pena-Andino asked what the School District's purpose for the additional time during Pre-Planning was.
- John Boyd stated the additional time would be used for work in Professional Learning Communities (PLCs), professional development, and administrative meetings that were School District-directed.
- Dr. Michael Allen stated clarified that although he was not on the Teaching and Learning side of School District Leadership, that it was his understanding.
- Emily Gorentz questioned the amount of the cost for the additional Pre-Planning Day in the School District's counter-proposal and stated that the \$ does not even match your own numbers.
- John Boyd stated that the School District's original proposal had two (2) days, and now, it is one (1) day, so I divided the cost in half.
- Emily Gorentz stated that the numbers still do not add up.
- Dr. Karyle Green stated that John Boyd was including benefits.
- Emily Gorentz asked whether the School District had calculated the cost of OCEA's proposed Leadership Supplement.
- Jose Gonzalez stated that the cost of OCEA's proposed Leadership Supplement was \$975, 000 for 545 positions.
- Emily Gorentz asked whether the cost of the Other Professional Services (OPS) contracts were included in that figure.
- Jose Gonzalez stated the OPS contracts were not part of that calculation.
- Janet Moody requested to caucus.

**The meeting recessed at approximately 06:52 PM for OCEA bargaining leadership team members to caucus about the SDOC's proposal.**

**The meeting resumed at approximately 07:11 PM.**

- Emily Gorentz stated that OCEA's team were problem-solvers but wanted to see a line-by-line response first.
- Dr. Karyle Green stated that she was not in favor of the School District doing that.
- John Boyd stated that it was late, and the School District would bring a counter-proposal.
- John Boyd stated that Jose Gonzalez was willing to provide OCEA the current spreadsheet so that OCEA could tell the School District where OCEA wanted to spend the money.
- Emily Gorentz stated that OCEA was not willing to provide a counter until the School District responded to OCEA's Supplements proposal.

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** May 16, 2024

Page 8 of 10



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- John Boyd stated we are willing to provide you simplified data so that OCEA can provide a revised counter-proposal.
- Emily Gorentz stated the point of having you do a strikethrough is to see what the School District's priorities are.
- John Boyd stated that the School District's priorities would be for OCEA to use the data that the School District provides and to provide a proposal that stays within the \$1.5 million.
- James Hickey stated if we came back with a percentage increase that would be a starting point or would OCEA be upset.
- Janet Moody stated that OCEA has no control over which people get those supplements.
- John Boyd stated supplements are not the same as positions.
- Janet Moody stated but supplements are part of our contract.
- Janet Moody stated if the School District provides an offer in good faith, then OCEA would not be upset.
- Janet Moody stated tonight felt like it was the first time both parties have really talked about supplements.
- Zahira Pena-Andino stated we want to start somewhere on a positive note instead of being shut down.
- Janet Moody stated that she felt like both parties are not stuck anymore.
- Dr. Michael Allen stated that he understood both parties were looking at \$1.5 million for supplements, the PLC supplements, and the supplements that OCEA proposed.
- Dr. Michael Allen stated the School District would help OCEA with the numbers and share data analysis resources.
- Emily Gorentz whether the School District was confirming that the PLC Lead supplement was the School District's top priority for supplements.
- John Boyd stated that yes, the PLC Lead supplement was the School District's top priority for supplements.
- Jose Gonzalez stated that he would need to adjust his calculations regarding Grade Level Chairs.
- Dr. Michael Allen asked Jose Gonzalez whether he could cost it out both ways.
- Jose Gonzalez stated that yes, he could.
- Dr. Michael Allen stated that the School District needed to check calculations for proposed supplements.
- Emily Gorentz stated we made progress, thank you.
- Jamila Taylor asked whether all bargaining team members would be present for the Collaborative Bargaining training next week.
- John Boyd stated not all bargaining team members can be present.
- Janet Moody asked which members would be absent
- John Boyd stated that Dr. Lastenia Penaloza and Dr. Belinda Reyes would be at the Florida Organization of Instructional Leadership (FOIL) state meeting.
- Janet Moody stated that her team was available on May 10, 13, 15, 24, 28, 29, and 30, 2024.
- Dr. Michael Allen asked whether specific times for meetings had been scheduled.
- John Boyd stated that no dates or times had been scheduled yet.
- Janet Moody stated if we could start at 08:00 AM in the morning, then we could reach a deal by the end of the day.
- Zahira Pena-Andino stated that tonight's meeting was very productive, but one full day would be more productive.
- John Boyd asked whether Ms. Moody still wanted the data she mentioned.
- Janet Moody stated yes, she did.
- John Boyd asked whether OCEA would bring counter-proposals to the next meeting.
- Emily Gorentz stated that yes, OCEA would, but wanted to see the School District's proposals for supplements first.

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** May 16, 2024

Page 9 of 10



**Note:** All proposal documents and tentative agreements are posted on the [Salaries and Benefits Proposals webpage](#) and [Tentative Agreements and Ratification Documents webpage](#) of the [School District's public website](#) respectively.

**Next Meeting:** TBA  
Transportation Department, International Room  
401 Simpson Road; Kissimmee, Florida 34744

**ADJOURNED at 07:30 PM**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Wednesday, May 29, 2024, 4:30 PM

**Location:** Transportation Department, International Room  
401 Simpson Road; Kissimmee, FL 34744

OSCEOLA COUNTY EDUCATION ASSOCIATION (OCEA) MEMBERS ATTENDANCE				
1	Ryans Calmont	Teacher, Varying Exceptionalities	Poinciana High School	<input checked="" type="checkbox"/>
2	Emily Gorentz	Teacher, Grade 4	East Lake Elementary School	<input checked="" type="checkbox"/>
3	Brian Kerekes	Teacher, Math	Tohopekalgia High School	<input checked="" type="checkbox"/>
4	Ryan McArdell	Teacher, Grade 4	Celebration School	<input checked="" type="checkbox"/>
5	Janet Moody	President/ Chief Negotiator	OCEA	<input checked="" type="checkbox"/>
6	Zahira Pena-Andino	Teacher, Grade 3	Sunrise Elementary	<input checked="" type="checkbox"/>
7	Dylan Reinsel	Teacher, Social Studies	St. Cloud High School	<input checked="" type="checkbox"/>
8	Norine Stazko	ESOL Compliance Specialist	Gateway High School	<input checked="" type="checkbox"/>
9	Jamila Taylor	Teacher, Grade 5	Flora Ridge Elementary School	<input checked="" type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
N/A	VACANCY	Recording Secretary	OCEA	<input type="checkbox"/>
MEMBERS ON BEHALF OF THE OSCEOLA COUNTY SCHOOL BOARD (OCSB) ATTENDANCE				
1	Dr. Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
2	Michael Ballone	Principal	Denn John Middle School	<input checked="" type="checkbox"/>
3	Mari Espinal	Director	Finance	<input type="checkbox"/>
4	John Boyd	Executive Director/ Chief Negotiator	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
5	Alison Doe	Principal	Hickory Tree Elementary School	<input checked="" type="checkbox"/>
6	Jose Gonzalez	Director	Business & Finance	<input checked="" type="checkbox"/>
7	Dr. Karyle Green	Chief Officer	Human Resources	<input checked="" type="checkbox"/>
8	James Hickey	Principal	Harmony High School	<input checked="" type="checkbox"/>
9	Dr. Lastenia Penaloza	Assistant Superintendent	Educational Choices and Innovation	<input checked="" type="checkbox"/>
10	Dr. Belinda Reyes	Assistant Superintendent	Elementary Curriculum and Instruction	<input checked="" type="checkbox"/>
N/A	Gladys Maxwell	Recording Secretary	Human Resources	<input checked="" type="checkbox"/>

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** May 31, 2024



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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GUEST(S):

N/A	N/A
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# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

Helpful School District Public Website Resources about the Collective Bargaining Process	
Labor Relations Webpages	<a href="https://www.osceolaschools.net/Page/2552">https://www.osceolaschools.net/Page/2552</a>
• <a href="#">Union Contracts</a>	<a href="https://www.osceolaschools.net/Page/2552">https://www.osceolaschools.net/Page/2552</a>
• <a href="#">Public Notices of Collective Bargaining</a>	<a href="https://www.osceolaschools.net/Page/2554">https://www.osceolaschools.net/Page/2554</a>
• <a href="#">Bargaining Meetings Minutes</a>	<a href="https://www.osceolaschools.net/Page/7244">https://www.osceolaschools.net/Page/7244</a>
• <a href="#">Salaries and Benefits Proposals</a>	<a href="https://www.osceolaschools.net/Page/8004">https://www.osceolaschools.net/Page/8004</a>
• <a href="#">Tentative Agreements and Ratification Documents</a>	<a href="https://www.osceolaschools.net/Page/6812">https://www.osceolaschools.net/Page/6812</a>
• <a href="#">Bargaining Teams Information</a>	<a href="https://www.osceolaschools.net/Page/6332">https://www.osceolaschools.net/Page/6332</a>
• <a href="#">Bargaining Leadership Teams' Summaries of Collaborative Work, 2014-15 to Present</a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=12843&amp;dataid=69393&amp;FileName=Bargaining%20Leadership%20Teams%20Summaries%20of%20Collaborative%20Work%202014-15%20to%20Present.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=12843&amp;dataid=69393&amp;FileName=Bargaining%20Leadership%20Teams%20Summaries%20of%20Collaborative%20Work%202014-15%20to%20Present.pdf</a>
• <a href="#">Bargaining Meetings Protocol</a>	<a href="https://www.osceolaschools.net/Page/6810">https://www.osceolaschools.net/Page/6810</a>
• <a href="#">Policies Related to Civility at Bargaining Meetings</a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=13900&amp;dataid=71534&amp;FileName=Policies%20Related%20to%20Civility%20at%20Bargaining%20Meetings%20Binder.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=13900&amp;dataid=71534&amp;FileName=Policies%20Related%20to%20Civility%20at%20Bargaining%20Meetings%20Binder.pdf</a>
• <a href="#">General Collective Bargaining Information</a>	<a href="https://www.osceolaschools.net/Page/2551">https://www.osceolaschools.net/Page/2551</a>
• <a href="#">What Is Collaborative Bargaining?</a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30089&amp;FileName=What%20Is%20Collaborative%20Bargaining.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30089&amp;FileName=What%20Is%20Collaborative%20Bargaining.pdf</a>
• <a href="#">A Primer for Collective Bargaining and Employee Relations</a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30256&amp;FileName=A%20Primer%20for%20Collective%20Bargaining%20and%20Employee%20Relations.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30256&amp;FileName=A%20Primer%20for%20Collective%20Bargaining%20and%20Employee%20Relations.pdf</a>
• <a href="#">Bargaining Units/ Employee Groups Defined</a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30250&amp;FileName=BARGAINING%20UNITS%20-%20EMPLOYEE%20GROUPS%20DEFINED%20062122.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30250&amp;FileName=BARGAINING%20UNITS%20-%20EMPLOYEE%20GROUPS%20DEFINED%20062122.pdf</a>
• <a href="#">Subjects/ Topics of Bargaining</a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30253&amp;FileName=Subjects%20of%20Bargaining.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30253&amp;FileName=Subjects%20of%20Bargaining.pdf</a>
• <a href="#">Salaries and Supplements Schedules</a>	<a href="https://www.osceolaschools.net/Page/293">https://www.osceolaschools.net/Page/293</a>



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 04:34 PM**

Meeting Protocol	
Mission Statement:	N/A
Philosophy:	N/A
Rationale:	N/A
Salary and Fringes:	N/A
Goals:	N/A
Guest Protocol:	N/A
Speaking Order:	Dylan Reinsel
Time Keeper:	James Hickey

## Introduction of New Bargaining Team Members

- N/A

## Reflection on Our Progress Together: John Boyd/ Janet Moody

- John Boyd stated that a summary of our work together is posted on the [Bargaining Teams Information webpage](#) of the [School District's public website](#), was sent to bargaining team members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.
- John Boyd stated that the minutes of collective bargaining meetings are public records available to all who request to see them and that these minutes are posted promptly after each collective bargaining meeting on the appropriate webpage of the [School District's public website](#).
  - [Bargaining Meetings Minutes](#)
    - [\[https://www.osceolaschools.net/Page/7244\]](https://www.osceolaschools.net/Page/7244)





# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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## Salaries and Benefits: John Boyd/ Janet Moody

- John Boyd shared and reviewed the School District's counter-proposal highlighting changes, specifically about supplements.
- Janet Moody stated that the April 24, 2024, meeting minutes stated that SDOC submitted a proposal, but OCEA only submitted items, but OCEA intended that these items were a partial proposal.
- John Boyd stated that he would review the minutes and reminded both parties that state law does not require meeting minutes to be a verbatim transcript but a summary of the meeting.
- John Boyd stated that the School District was not able to meet OCEA completely on all proposed items related to supplements due to cost, but the School District did meet OCEA on several items.
- John Boyd stated that the School District proposes a new Supplements Schedule that aligns with the School District's Employee Information System (e.g., TERMS) so that there would be full transparency.
- John Boyd highlighted that the School District proposed to raise the minimum amount for supplements from \$617 to \$700, to add supplements for Professional Learning Communities (PLCs) Leads in elementary and middle schools, and .
- John Boyd reviewed adjustments to the School District's proposed changes to contract language.
- Janet Moody stated that OCEA did not agree to Article 19.02 in the Education Staff Professionals (ESP) contract.
- John Boyd clarified that the same language already exists in the ESP Contract, and the School District's proposed changes were to provide consistency across both contracts.
- Ryans Calmont stated that the supplements for the PLC Leads state \$800, but \$617 are already being paid.
- John Boyd stated that Mr. Calmont was correct about cost, and that the School District did include the difference within its calculations for cost.
- John Boyd stated that the new supplements show their full new amount, and the old supplements that the School District proposes to end show zero as the amount.
- Zahira Pena-Andino stated when we met in the Supplements Committee meeting, Jose Gonzalez stated he would send us the cost of OCEA's counter-proposal.
- Jose Gonzalez stated he sent it to Janet Moody that same week.
- Janet Moody and Zahira Pena-Andino stated that we did not receive it.

Note: Upon review, Mr. Gonzalez's e-mail was sent to Ms. Moody's SDOC e-mail account instead of her Florida Education Association (FEA) e-mail account. During the bargaining meeting, Mr. Boyd forwarded the same e-mail to all Instructional Bargaining Leadership Team members to demonstrate good faith. Since the meeting, Mr. Boyd has requested SDOC Information Technology to ensure that all e-mail from Ms. Moody's SDOC e-mail account is forwarded to her FEA e-mail account.

- Zahira Pena-Andino stated that the School District's proposal combines the work of the Grade Level Chair with the PLC Lead for \$800, and the administration would select the PLC Lead, not the teachers.
- John Boyd stated that the School District's rationale is that the PLC Lead would assume the leadership for both roles.
- Zahira Pena-Andino asked why no supplement for the reading, math, and science coaches was included in the School District's counter-proposal.
- John Boyd stated that the School District's counter-proposal did not include some of OCEA's requests due to cost so that the Recurring Retention Supplement for all Instructional employees was not decreased.
- Zahira Pena-Andino asks do you have a definition of Flex Leave.
- John Boyd stated Flex Leave can be given in full day increments and combined with other leave types unlike Board Leave.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Dylan Reinsel asked whether it was possible for OCEA to get the financial data to see the costs of supplements and information on Flex Leave.
- John Boyd stated that tonight, he shared Mr. Gonzalez's e-mail and its attachment with the supplements data, and that he would follow-up with information about Flex Leave.
- Michael Ballone stated that the School District's counter-proposal actually solves OCEA's problem.
- Janet Moody stated that in the past, she received two (2) supplements, one (1) for the Grade Level Chair and one (1) for Department Chair.
- Michael Ballone stated that the School District's counter-proposal increases the number of supplements available for Instructional employees.
- Janet Moody asked who would do the work of the Grade Level Chair.
- Janet Moody stated that she disagreed with the School District's thinking and asked whether both parties could agree that both roles have a lot of work to do.
- Janet Moody stated that the School District's counter-proposal includes items that were not discussed at our meeting.
- Janet Moody stated that she felt like two (2) of the three (3) hours at the Supplements Committee meeting were wasted.
- Zahira Pena-Andino stated that she felt like the School District did not listen to what OCEA requested.
- John Boyd stated school principals have the discretion to provide Other Professional Services (OPS) contracts to academic coaches who are assigned and required to work beyond the contractual workday.
- Zahira Pena-Andino stated that employees do not know that.
- John Boyd stated if the work is assigned and required during the contractual workday, then the employee would not be offered an OPS contract.
- Zahira Pena-Andino stated that there need to be clear contract language.
- Janet Moody stated that she agreed with Ms. Andino.
- Janet Moody stated that teachers of Gifted students have to give up their planning to complete Gifted Education Plans or they complete them at home, the School District needs to fix this problem, and teachers of Gifted students need to stop doing this.
- Janet Moody stated that the items within the *MOU re: Pre-Planning, etc.* needs to be divided into more than one (1) MOU.
- Janet Moody asked how many Parent-Teacher Report Card Conferences the School District thinks that teachers can complete in three (3) hours.
- John Boyd stated that Parent-Teacher Report Card Conferences were intended for parents of students who receive D's and F's.
- Janet Moody stated that if a student is failing, then their parent would already schedule a conference.
- John Boyd stated that Parent-Teacher Report Card Conferences are for parents who do not react until their child has a D or F on their report card.
- Zahira Pena-Andino asked what Parent-Teacher Report Card Conferences look like in middle and high school.
- Michael Ballone stated that at his middle school, there are several scheduled each school year, usually at night, and he offers Board Leave and provides food.
- Zahira Pena-Andino asked why teacher attendance at School Open Houses and Parent-Teacher Report Card Conferences is not voluntary, instead of required.
- Norine Stazko stated that high school is a revolving door, and she did not believe the MOU should state that teachers are required to attend Open Houses.
- John Boyd stated that he would share OCEA's concerns with School District Leadership.
- Brian Kerekes stated that School Open Houses and Parent-Teacher Report Card Conferences that are required after hours are not practical for high schools.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Dr. Green stated that high school teachers should contact parents to schedule Parent-Teacher Report Card Conferences.
- Jamila Taylor asked what both parties could do to make the language sound friendlier than it does now and reach a happy medium.
- Janet Moody stated some individuals think that OCEA is against open houses, and we are not.
- Janet Moody stated that she did not like the word “required” and would like to see the word “should” instead.
- Janet Moody stated that if the goal is to have a conference, then she did not think the School District should punish employees by requiring just one night and time.
- Dr. Green stated that the contract is not a list of suggestions, and if language exists in the contract with requirements, then we have to comply.
- Dr. Green stated that each party shares proposals at the bargaining table, and each party has made concessions, so the time spent in the Supplements Committee was not a waste of time, and the School District’s counter-proposal increased the amount offered for supplements.
- Dylan Reinsel stated there are a lot of words in the contract and a lot of may’s and shall’s.
- Dylan Reinsel stated that increasing the supplements is a step in the right direction, but it took three (3) years to get to this point.
- Dylan Reinsel stated that OCEA understands that both parties need to stay within budget, but OCEA does not agree with where and how the funds are being spent.
- Dr. Reyes asked whether both parties could identify what they agree upon today.
- Janet Moody stated no, both parties have identified what they agree upon today.
- Dr. Reyes stated that both parties need to know what points we are still negotiating.
- Emily Gorentz asked whether Janet Moody would clarify what OCEA thought they would see tonight.
- Janet Moody stated that the Supplements Committee did not discuss supplements for the arts but did discuss adding supplements for academic coaches.
- Janet Moody stated that the Supplements Committee discussed keeping costs for proposed supplements under \$1.5 million.
- Janet Moody stated that the School District’s counter-proposal increased the minimum supplement to \$700 but does not value and excludes the Leadership Supplement and removes the supplements for Grade Level Chairs.
- John Boyd stated that costs were calculated for all proposed supplements discussed in the Supplements Committee.
- John Boyd apologized that the e-mail for Ms. Moody with the attached analysis was sent to the SDOC e-mail account instead of her FEA e-mail account.
- John Boyd stated that he forwarded this e-mail and attached cost analysis to all members of the Instructional Bargaining Leadership Team tonight.
- Zahira Pena-Andino asked whether the discussion could return to the proposal in the MOU about collaborative planning.
- Dr. Green stated that in my experiences as a school administrator, the PLC’s support student growth and exist to support student achievement.
- John Boyd stated that the School District would consider separating the proposals within the MOU.
- Dr. Reyes stated that PLCs are designed to support both students and teachers.
- Dr. Reyes stated that the principal selects the PLC Lead, and the Grade Level team selects the Grade Level Chair, but the work of the Grade Level Chair has evolved into PLC teamwork with the exception of organizing field trips.
- Dr. Reyes stated that the greatest part of the work is organizing data and information and scheduling time for teachers to discuss students and the work to support learning.
- Janet Moody stated that she appreciated Dr. Reyes sharing that information and shared that she has been a Grade Level Chair and a PLC Lead, and one role is not more important than the other one.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Janet Moody stated that Grade Level Chairs are the reasons that teachers meet for collaboration during their planning time.
- Janet Moody stated that she thought Dr. Reyes had been out of the classroom longer than she had been and maybe did not know what is truly going on now.
- Janet Moody stated that PLCs are not collaboration, and it does not matter how often teachers meet in PLCs if you do not share the same vision together.
- Janet Moody stated that PLCs can work, but the School District has lost focus on what we were doing with PLCs, and teachers and students have struggled to improve test scores.
- Dylan Reinsel stated that in order to value PLCs, the School District is devaluing other things and taking work done by two (2) employees and requiring one (1) person to do it for \$800 and wondered what the cost savings would be.
- Norine Stazko thanked Jose Gonzalez for the new information shared and changes made in the Employee Portal for employee paystubs.
- Both parties agreed to meet on Tuesday, June 04, 2024, 01:00 – 04:00 PM for the next Instructional Bargaining Leadership Team meeting.

**ACTION: No action was taken on these items at this time, and these items will be brought back to a future meeting.**

**Note:** All proposal documents and tentative agreements are posted on the [Salaries and Benefits Proposals webpage](#) and [Tentative Agreements and Ratification Documents webpage](#) of the [School District's public website](#) respectively.

### Agenda Items for Next Meeting: John Boyd/ Janet Moody

- Agenda items for the next meeting may be sent to John Boyd via e-mail by the deadline established in the Bargaining Calendar that is posted on the [Public Notices of Collective Bargaining webpage](#) of the [School District's public website](#).
- In accordance with *Section 286.011 – Public meetings and records; public inspection; criminal and civil penalties, Florida Statutes*, and *Section 447.605 – Public meetings and records law; exemptions and compliance, Florida Statutes*, meeting minutes are posted on the [Bargaining Meetings Minutes webpage](#) of the [School District's public website](#).

**Next Meeting: Tuesday, June 4, 2024, 1:00 AM**  
**Transportation Department, Training Classroom**  
**401 Simpson Road; Kissimmee, Florida 34744**

### Pluses

- N/A

### Deltas

- N/A

**ADJOURNED at 06:04 PM**

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** May 31, 2024

Page 8 of 8



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Tuesday, June 4, 2024, 1:00 PM

**Location:** Transportation Department, Training Classroom  
401 Simpson Road; Kissimmee, FL 34744

OSCEOLA COUNTY EDUCATION ASSOCIATION (OCEA) MEMBERS ATTENDANCE				
1	Ryans Calmont	Teacher, Varying Exceptionalities	Poinciana High School	<input checked="" type="checkbox"/>
2	Emily Gorentz	Teacher, Grade 4	East Lake Elementary School	<input checked="" type="checkbox"/>
3	Brian Kerekes	Teacher, Math	Tohopekalgia High School	<input type="checkbox"/>
4	Ryan McArdell	Teacher, Grade 4	Celebration School	<input checked="" type="checkbox"/>
5	Janet Moody	President/ Chief Negotiator	OCEA	<input checked="" type="checkbox"/>
6	Zahira Pena-Andino	Teacher, Grade 3	Sunrise Elementary	<input checked="" type="checkbox"/>
7	Dylan Reinsel	Teacher, Social Studies	St. Cloud High School	<input checked="" type="checkbox"/>
8	Norine Stazko	ESOL Compliance Specialist	Gateway High School	<input checked="" type="checkbox"/>
9	Jamila Taylor	Teacher, Grade 5	Flora Ridge Elementary School	<input type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
N/A	VACANCY	Recording Secretary	OCEA	<input type="checkbox"/>
MEMBERS ON BEHALF OF THE OSCEOLA COUNTY SCHOOL BOARD (OCSB) ATTENDANCE				
1	Dr. Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
2	Michael Ballone	Principal	Denn John Middle School	<input type="checkbox"/>
3	John Boyd	Executive Director/ Chief Negotiator	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
4	Alison Doe	Principal	Hickory Tree Elementary School	<input checked="" type="checkbox"/>
5	Mari Espinal	Director	Business & Fiscal Services, Finance	<input checked="" type="checkbox"/>
6	Jose Gonzalez	Director	Business & Fiscal Services, Budget	<input checked="" type="checkbox"/>
7	Dr. Karyle Green	Chief Officer	Human Resources	<input checked="" type="checkbox"/>
8	James Hickey	Principal	Harmony High School	<input checked="" type="checkbox"/>
9	Dr. Lastenia Penaloza	Assistant Superintendent	Educational Choices and Innovation	<input checked="" type="checkbox"/>
10	Dr. Belinda Reyes	Assistant Superintendent	Elementary Curriculum and Instruction	<input checked="" type="checkbox"/>
N/A	Gladys Maxwell	Recording Secretary	Human Resources	<input checked="" type="checkbox"/>

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** June 11, 2024

Page 1 of 10



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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GUEST(S):

N/A	N/A
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# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

Helpful School District Public Website Resources about the Collective Bargaining Process	
Labor Relations Webpages	<a href="https://www.osceolaschools.net/Page/2552">https://www.osceolaschools.net/Page/2552</a>
• <a href="#">Union Contracts</a>	<a href="https://www.osceolaschools.net/Page/2552">https://www.osceolaschools.net/Page/2552</a>
• <a href="#">Public Notices of Collective Bargaining</a>	<a href="https://www.osceolaschools.net/Page/2554">https://www.osceolaschools.net/Page/2554</a>
• <a href="#">Bargaining Meetings Minutes</a>	<a href="https://www.osceolaschools.net/Page/7244">https://www.osceolaschools.net/Page/7244</a>
• <a href="#">Salaries and Benefits Proposals</a>	<a href="https://www.osceolaschools.net/Page/8004">https://www.osceolaschools.net/Page/8004</a>
• <a href="#">Tentative Agreements and Ratification Documents</a>	<a href="https://www.osceolaschools.net/Page/6812">https://www.osceolaschools.net/Page/6812</a>
• <a href="#">Bargaining Teams Information</a>	<a href="https://www.osceolaschools.net/Page/6332">https://www.osceolaschools.net/Page/6332</a>
• <a href="#">Bargaining Leadership Teams' Summaries of Collaborative Work, 2014-15 to Present</a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=12843&amp;dataid=69393&amp;FileName=Bargaining%20Leadership%20Teams%20Summaries%20of%20Collaborative%20Work%202014-15%20to%20Present.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=12843&amp;dataid=69393&amp;FileName=Bargaining%20Leadership%20Teams%20Summaries%20of%20Collaborative%20Work%202014-15%20to%20Present.pdf</a>
• <a href="#">Bargaining Meetings Protocol</a>	<a href="https://www.osceolaschools.net/Page/6810">https://www.osceolaschools.net/Page/6810</a>
• <a href="#">Policies Related to Civility at Bargaining Meetings</a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=13900&amp;dataid=71534&amp;FileName=Policies%20Related%20to%20Civility%20at%20Bargaining%20Meetings%20Binder.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=13900&amp;dataid=71534&amp;FileName=Policies%20Related%20to%20Civility%20at%20Bargaining%20Meetings%20Binder.pdf</a>
• <a href="#">General Collective Bargaining Information</a>	<a href="https://www.osceolaschools.net/Page/2551">https://www.osceolaschools.net/Page/2551</a>
• <a href="#">What Is Collaborative Bargaining?</a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30089&amp;FileName=What%20Is%20Collaborative%20Bargaining.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30089&amp;FileName=What%20Is%20Collaborative%20Bargaining.pdf</a>
• <a href="#">A Primer for Collective Bargaining and Employee Relations</a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30256&amp;FileName=A%20Primer%20for%20Collective%20Bargaining%20and%20Employee%20Relations.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30256&amp;FileName=A%20Primer%20for%20Collective%20Bargaining%20and%20Employee%20Relations.pdf</a>
• <a href="#">Bargaining Units/ Employee Groups Defined</a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30250&amp;FileName=BARGAINING%20UNITS%20-%20EMPLOYEE%20GROUPS%20DEFINED%20062122.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30250&amp;FileName=BARGAINING%20UNITS%20-%20EMPLOYEE%20GROUPS%20DEFINED%20062122.pdf</a>
• <a href="#">Subjects/ Topics of Bargaining</a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30253&amp;FileName=Subjects%20of%20Bargaining.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30253&amp;FileName=Subjects%20of%20Bargaining.pdf</a>
• <a href="#">Salaries and Supplements Schedules</a>	<a href="https://www.osceolaschools.net/Page/293">https://www.osceolaschools.net/Page/293</a>





# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 01:08 PM**

Meeting Protocol	
Mission Statement:	N/A
Philosophy:	N/A
Rationale:	N/A
Salary and Fringes:	N/A
Goals:	N/A
Guest Protocol:	N/A
Speaking Order:	Norine Stazko
Time Keeper:	Janet Moody

## Introduction of New Bargaining Team Members

- N/A

## Reflection on Our Progress Together: John Boyd/ Janet Moody

- John Boyd stated that a summary of our work together is posted on the [Bargaining Teams Information webpage](#) of the [School District's public website](#), was sent to bargaining team members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.
- John Boyd stated that the minutes of collective bargaining meetings are public records available to all who request to see them and that these minutes are posted promptly after each collective bargaining meeting on the appropriate webpage of the [School District's public website](#).
  - [Bargaining Meetings Minutes](#)
    - [\[https://www.osceolaschools.net/Page/7244\]](https://www.osceolaschools.net/Page/7244)



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

## Salaries and Benefits: John Boyd/ Janet Moody

- John Boyd shared the School District's counter-proposal (e.g., *2024-25 SDOC Salaries and Benefits Package Proposal*) and reviewed the specific changes which included separating the former *2024-25 MOU re Pre-Planning, School Open Houses, and Elementary School Report Card Conferences* into three (3) separate MOUs:
  - *2024-25 MOU re: Voluntary Paid Workday Before Pre-Planning;*
  - *2024-25 MOU re: School Open Houses, and ES Report Card Conferences;* and
  - *2024-25 MOU re: Classroom Teacher Attendance Incentive*
- Dr. Michael Allen asked whether there were no changes to the School District's counter-proposal except for the language to the *2024-25 MOU re School Open Houses, and ES Report Card Conferences*.
- John Boyd stated yes, there were no changes except for the language to the *2024-25 MOU re School Open Houses, and ES Report Card Conferences*.
- Janet Moody asked whether the School District's proposed language in the *2024-25 MOU re Voluntary Paid Workday Before Pre-Planning* changed Article 6.13 of our *Contract*.
- John Boyd stated that it does not, and we can strike that part of the MOU.
- Zahira Pena-Andino asked whether the Meet the Teacher Events were two (2) hours.
- Dr. Michael Allen stated that Dr. Shanoff directed the change to two (2) hours instead of the three (3) hours.
- Zahira Pena-Andino asked whether both parties could speak to one MOU at a time.
- Janet Moody stated that the extra Pre-Planning day would be paid for with American Rescue Plan (ARP) funds which have a deadline for use.
- Jose Gonzalez stated yes, the funds must be encumbered by September 30, 2024.
- Juan Figueroa asked where the funds would go if they are not spent by the deadline.
- Jose Gonzalez stated the funds would go back to the state.
- Juan Figueroa asked for the dates of Open Houses.
- Janet Moody stated the fourth, fifth, or sixth week of school.
- Norine Stazko asked whether the dates had been sent yet for the Meet the Teacher Events.
- Dr. Michael Allen stated that Dr. Shanoff had designated the Wednesday for high schools, Thursday is for middle schools, and Friday for elementary schools.
- Norine Stazko asked whether Monday and Tuesday were designated as the uninterrupted workdays for teachers to work in their classrooms during Pre-Planning.
- Dr. Reyes stated that those days would vary by elementary, middle, and high schools.
- Janet Moody expressed her concerns about time to communicate bus schedules since school starts on a Monday instead of a Wednesday.
- Dr. Michael Allen stated that the School District understand the concerns and is working with Transportation to address them.
- Alison Doe stated that our parents have access to the School District's Transportation hotline, and representatives from Transportation can be at the schools as well.
- Emily Gorentz asked whether ARP funding would be used for any other budget items.
- Jose Gonzalez stated that he would have to work on providing the specific numbers.
- Janet Moody stated that she thought what Emily Gorentz was asking was whether the ARP funds could be used to compensate instructional employees for Open House instead of the extra Pre-Planning Day.
- Emily Gorentz asked whether there were enough ARP funds to pay for both the extra Pre-Planning Day and Open House for instructional employees.
- Jose Gonzalez stated that he would have to calculate the costs for both.
- Dylan Reinsel stated that some employees would miss out if we switch one for the other.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Ryans Calmont asked how many optional Pre-Planning days were in the School District's original proposal.
- John Boyd stated that the original proposal was for two (2) optional Pre-Planning days.
- Ryans Calmont stated that there should be enough ARP funds to cover both because there is only one optional Pre-Planning Day now.
- Janet Moody stated that the original MOU covered only classroom teachers.
- Dylan Reinsel stated that OCEA wants to know if the funds would cover both instead of just the one.
- James Hickey asked what OCEA would prioritize if there were only enough money for one.
- Ryans Calmont asked whether the School District would supplement a shortfall of ARP funds.
- John Boyd stated that the School District would still have to pay teachers who worked the two events.
- James Hickey asked whether OCEA would want the same the next school year when there is no ARP funding.
- Dylan Reinsel stated that available funds and the extra pay opportunities would end the next year, but we could pilot it this year with federal funds which is ultimately a win-win for both parties.
- Jose Gonzalez stated the cost for one day with two hours would be \$586,000.
- John Boyd stated that the available ARP funds would fund the Pre-Planning Day for all instructional employees or the three hours for the Open House.
- Emily Gorentz stated the cost of the two events is not one for one.
- Dylan Reinsel stated the question is how many people are going to use the extra Pre-Planning day.
- James Hickey asked what if we considered a half day of Pre-Planning instead.
- Emily Gorentz stated OCEA wants to know the number of teachers who participated in the Flex Day.
- Janet Moody stated that she did not think the School District tracks that participation.
- James Hickey stated the school do track the Flex Days.
- Dylan Reinsel stated we need to know how much ARP money is unencumbered.
- Zahira Pena-Andino asked whether OCEA could have that number now.
- Jose Gonzalez stated it would take more time to get the information.
- Janet Moody asked whether we could move on to discuss the Classroom Teacher Attendance Incentive.
- Janet Moody asked whether OCEA Leave would count against teachers for the incentive.
- John Boyd stated he would need to ask Dr. Shanoff to clarify whether that was permissible.
- Dylan Reinsel stated OCEA understands why management wants this item but has concerns about how employees may shift to taking leave on days other than the critical days.
- John Boyd stated the shift is intentional because substitutes are less available on critical days.
- John Boyd stated that if an employee must take a sick day on a critical day, then the employee would not earn the incentive for that nine weeks but would be eligible to participate in each remaining nine weeks.
- Dr. Michael Allen stated that employees may or may not shift absences, and the first proposal was for the whole year but is now for each nine weeks, but we should try it to see how it incentivizes employees or not.
- Dylan Reinsel asked whether the School District would consider a counter-proposal for this incentive.
- John Boyd stated the School District welcomes a counter-proposal, but the funding source is firm.
- Emily Gorentz stated that the messaging concerns OCEA because it is lumped into salary.
- Janet Moody stated that OCEA is not completely opposed to the incentive, but it does not include everyone, and asked whether we could lower the incentive amount to include all instructional employees.
- Dr. Reyes asked whether the incentive was being put together as part of the raise.
- John Boyd stated it is part of the proposal package for potential earnings of nine percent.
- Dr. Reyes stated regardless, the incentive is one way to make more money.
- Janet Moody asked to caucus with OCEA's team members.

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** June 11, 2024

Page 6 of 10



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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**The meeting recessed at approximately 02:25 PM for OCEA bargaining leadership team members to caucus about the School District's proposal.**

**The meeting resumed at approximately 02:37 PM.**

- Dylan Reinsel stated that OCEA was not prepared to provide a written counter-proposal.
- Dylan Reinsel stated that OCEA proposes that instructional employees with no more than two (2) absences per nine weeks should receive a \$400 supplement.
- John Boyd stated that he would share OCEA's counter-proposal with School District Leadership.
- Janet Moody asked if both parties could move on to another item.
- Janet Moody shared and reviewed OCEA's salaries and benefits counter-proposal.
- Janet Moody stated that the School District stated our prior proposal for supplements based upon years of experience was illegal, and OCEA has found it was illegal.
- Dylan Reinsel stated it is OCEA's position that the School District needs a salary structure that benefits veteran teachers and addresses compression.
- John Boyd stated please see page 30 in the *2024-25 SDOC Salaries and Benefits Package Proposal* and understand that the School District recognizes the concerns of our veteran teachers.
- Emily Gorentz asked what changed in the School District's proposal for the career ladder last year.
- John Boyd stated that the original job description for teacher was separated into apprentice teacher, artisan teacher, and master teacher where each position had a different salary range.
- Janet Moody stated that last year, no teacher was going to have to apply for the new positions and would just be moved into them.
- John Boyd stated that last year, both parties could not come reach an agreement about that point.
- Dylan Reinsel stated that last year, both parties negotiated a Recurring Retention Supplement.
- John Boyd stated that on pages 26 and 27 of the *2024-25 SDOC Salaries and Benefits Package Proposal*, the law is quoted that permitted the Recurring Retention Supplement because it was an equal percentage for all instructional employees.
- Dylan Reinsel asked whether anyone at the table had any ideas on how to help increase the pay for veteran teachers.
- Janet Moody asked Dr. Karyle Green what Brevard County did.
- Dr. Green stated that state law requires that a supplement cannot start later than the eleventh year of service, must be equal for every employee, and can be paid until there is a break in service.
- Dr. Green stated that since the supplement has to be equal and must be paid before the eleventh year of service, it does not help veteran teachers.
- Janet Moody stated that she shared an example of what Martin County just did with John Boyd and Jose Gonzalez and asked if it was legal.
- John Boyd stated that Martin County has discretionary mileage that permits them to do that.
- Janet Moody asked whether Osceola County had any discretionary revenues to do that.
- John Boyd stated that the sales tax is limited to facilities.
- John Boyd stated all of our School District budget is from the Florida Education Finance Program or grant funds.
- John Boyd asked Jose Gonzalez if there were any other discretionary funds.
- Jose Gonzalez stated there were very few and cited the example of the Addition Financial rebates.
- James Hickey asked Dr. Karyle Green whether the School District could negotiate a retention bonus in the eleventh year.
- Dr. Green stated Brevard County was able to do it because it was prior to the law changing on July 1 of that year.
- James Hickey whether it could start it at year twelve.

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** June 11, 2024

Page 7 of 10



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Dr. Green stated no, a retention bonus would have to be paid before year eleven.
- Zahira Pena-Andino asked whether there was any proposal that the School District could bring to benefit veteran teachers.
- Emily Gorentz stated that a supplement of a higher percentage closes the gap for the veteran teachers, and OCEA was told last year that the five percent (5%) was not possible, but then, the School District agreed to five percent (5%).
- Jose Gonzalez stated that salary lapse from last year helped to fund the salary increase for this year, and funding a recurring salary increase of three percent (3%) within the current projected budget is tight.
- Dr. Green stated that she has never been in a school district that used lapse to fund a recurring expense because it is not usually recurring.
- Janet Moody stated Dr. Green should not worry because the School District is not going to be without money.
- Dr. Allen stated yesterday we engaged in strategic planning discussions with the School Board, and increasing pay for veteran teachers is resonating with our community and teachers.
- Janet Moody stated if the idea is there, then the School District can find support for a discretionary millage referendum.
- Dr. Green stated that the process is a challenge for a school board because it is asking voters for a tax increase and takes at least three years to pass a discretionary millage referendum successfully.
- Dylan Reinsel stated that the School District needs to get the community to trust their budget and to identify how the funds are used.
- John Boyd stated that how the sales tax referendum was won and that the School District identified specific needs and quantified the costs to meet those needs.
- Norine Stazko stated Osceola County is asking for more taxes for the roads.
- Dr. Allen asked whether there were any other options to help compensate veteran teachers.
- John Boyd stated that TSIA funds must be used for performance pay and cannot be used otherwise.
- John Boyd stated that the funds for the Recurring Retention Supplement could be added to performance pay to increase the amounts.
- Emily Gorentz asked what funds the School District would receive for projected FTE.
- Jose Gonzalez stated the total funds projected are \$48.2 million for FTE for next year.
- Zahira Pena-Andino asked where all of the funds will go.
- Dylan Reinsel asked about money transferred in from capital funds.
- Jose Gonzalez stated that the School District maximizes the transferred amount.
- Janet Moody asked whether it could be assigned for salaries.
- Jose Gonzalez stated that the School District can only use transferred capital funds for certain things.
- Dylan Reinsel stated that we are not getting anywhere on veteran teachers.
- John Boyd stated that we are limited by existing state laws.
- Emily Gorentz asked why the School District was not willing to try things like other school districts.
- John Boyd stated that other school districts have discretionary millage that permits them flexibility, or they are not complying with state law.
- Janet Moody asked how Orange County managed to provide a 9.5% salary increase this year.
- John Boyd stated that Orange County has higher property values, higher property taxes, and a discretionary millage.
- Janet Moody asked what will stop our teachers from going to Orange County.
- James Hickey stated there are many factors why teachers do not go to Orange County such as distance and traffic.
- Jose Gonzalez stated what we are offering for is comparable to or better than Orange County over two years.
- Janet Moody stated that Orange County will negotiate another raise next year and come out ahead.

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** June 11, 2024

Page 8 of 10





## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Janet Moody asked whether the School District was stuck at 3% for the Recurring Retention Supplement.
- Ryans Calmont asked whether there were any other funding sources for a larger salary increase.
- Jose Gonzalez stated no other funds are available for salary increases and the School District bargaining team members are not authorized to go above what is in the current proposal.
- Emily Gorentz asks whether there was an estimated cost for the proposed trainer rate of pay.
- Jose Gonzalez stated that there was not at this time.
- John Boyd stated we proposed \$46 per hour, and 90% of instructional employees do not make more than \$46 per hour.
- Emily Gorentz stated that the School District has not calculated the cost of its proposal for trainer rate of pay.

Note: OCEA has not provided calculations for the costs of their proposal for an increased trainer rate of pay.

- John Boyd stated the reason we proposed the \$46 per hour for the trainer rate of pay is because OCEA asked to increase it in the past.
- Emily Gorentz stated OCEA just wants to have a number.
- Janet Moody asked whether the School District had a response to the proposed contract language for payroll slots,
- John Boyd stated that the payroll slots are deductions for your home insurance and such, the School District has legal and political concerns, and the School District's bargaining team is not authorized to agree to the proposed contract language.
- John Boyd stated that Janet Moody may continue the discussion with Dr. Shanoff.
- Janet Moody stated OCEA cannot agree to the School District's proposed supplements at this time because OCEA prioritized spreading the wealth for all Curriculum supplements, but the School District prioritized Professional Learning Community (PLC) Leads.
- John Boyd stated that the School District did propose an increase to the minimum supplement from \$617 to \$700 for supplements across all areas.
- Zahira Pena-Andino stated the School District's proposal diminishes the importance of the Grade Level Chairs.
- Alison Doe stated that school principals focus more on the PLC Leads, not Grade Level Chairs.
- Alison Doe stated the bookkeeper organizes the field trips.
- Emily Gorentz stated combining Grade Level Chair and the PLC Lead just gives someone more work for an extra \$45 per paycheck.
- Dylan Reinsel stated the School District should reconsider combining the roles so that good employees do not become overwhelmed and leave.
- Ryan McArdell stated that he is a Grade Level Chair now, does not want to be a PLC Lead, and combining the two roles would be too much work for one person.
- Janet Moody stated that Grade Level Chairs will now have to mentor new teachers.
- Norine Stazko stated the responsibility of mentoring is falling upon the academic coaches who do not receive a supplement.
- Dylan Reinsel stated that the problem is PLC Leads do not get a supplement and combining both roles for an extra \$176 is not enough.
- Zahira Pena-Andino stated that the School District needs to look at teacher burnout and leave the Grade Level Chairs in place.

**ACTION: No action was taken on these items at this time, and these items will be brought back to a future meeting.**

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** June 11, 2024

Page 9 of 10



**ADJOURNED at 04:06 PM**





# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Thursday, June 13, 2024, 2:00 PM

**Location:** Transportation Department, International Room  
401 Simpson Road; Kissimmee, FL 34744

OSCEOLA COUNTY EDUCATION ASSOCIATION (OCEA) MEMBERS ATTENDANCE				
1	Ryans Calmont	Teacher, Varying Exceptionalities	Poinciana High School	<input type="checkbox"/>
2	Emily Gorentz	Teacher, Grade 4	East Lake Elementary School	<input type="checkbox"/>
3	Brian Kerekes	Teacher, Math	Tohopekaliga High School	<input type="checkbox"/>
4	Ryan McArdell	Teacher, Grade 4	Celebration School	<input checked="" type="checkbox"/>
5	Janet Moody	President/ Chief Negotiator	OCEA	<input checked="" type="checkbox"/>
6	Zahira Pena-Andino	Teacher, Grade 3	Sunrise Elementary	<input checked="" type="checkbox"/>
7	Dylan Reinsel	Teacher, Social Studies	St. Cloud High School	<input checked="" type="checkbox"/>
8	Norine Stazko	ESOL Compliance Specialist	Gateway High School	<input checked="" type="checkbox"/>
9	Jamila Taylor	Teacher, Grade 5	Flora Ridge Elementary School	<input checked="" type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
N/A	VACANCY	Recording Secretary	OCEA	<input type="checkbox"/>
MEMBERS ON BEHALF OF THE OSCEOLA COUNTY SCHOOL BOARD (OCSB) ATTENDANCE				
1	Dr. Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
2	Michael Ballone	Principal	Denn John Middle School	<input type="checkbox"/>
3	John Boyd	Executive Director/ Chief Negotiator	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
4	Alison Doe	Principal	Hickory Tree Elementary School	<input type="checkbox"/>
5	Mari Espinal	Director	Business & Fiscal Services, Finance	<input checked="" type="checkbox"/>
6	Jose Gonzalez	Director	Business & Fiscal Services, Budget	<input checked="" type="checkbox"/>
7	Dr. Karyle Green	Chief Officer	Human Resources	<input type="checkbox"/>
8	James Hickey	Principal	Harmony High School	<input checked="" type="checkbox"/>
9	Dr. Lastenia Penaloza	Assistant Superintendent	Educational Choices and Innovation	<input type="checkbox"/>
10	Dr. Belinda Reyes	Assistant Superintendent	Elementary Curriculum and Instruction	<input type="checkbox"/>
N/A	Gladys Maxwell	Recording Secretary	Human Resources	<input checked="" type="checkbox"/>

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** June 21, 2024

Page 1 of 11



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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GUEST(S):

N/A	N/A
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# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

Helpful School District Public Website Resources about the Collective Bargaining Process	
Labor Relations Webpages	<a href="https://www.osceolaschools.net/Page/2552">https://www.osceolaschools.net/Page/2552</a>
• <a href="#">Union Contracts</a>	<a href="https://www.osceolaschools.net/Page/2552">https://www.osceolaschools.net/Page/2552</a>
• <a href="#">Public Notices of Collective Bargaining</a>	<a href="https://www.osceolaschools.net/Page/2554">https://www.osceolaschools.net/Page/2554</a>
• <a href="#">Bargaining Meetings Minutes</a>	<a href="https://www.osceolaschools.net/Page/7244">https://www.osceolaschools.net/Page/7244</a>
• <a href="#">Salaries and Benefits Proposals</a>	<a href="https://www.osceolaschools.net/Page/8004">https://www.osceolaschools.net/Page/8004</a>
• <a href="#">Tentative Agreements and Ratification Documents</a>	<a href="https://www.osceolaschools.net/Page/6812">https://www.osceolaschools.net/Page/6812</a>
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• <a href="#">Bargaining Leadership Teams' Summaries of Collaborative Work, 2014-15 to Present</a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=12843&amp;dataid=69393&amp;FileName=Bargaining%20Leadership%20Teams%20Summaries%20of%20Collaborative%20Work%202014-15%20to%20Present.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=12843&amp;dataid=69393&amp;FileName=Bargaining%20Leadership%20Teams%20Summaries%20of%20Collaborative%20Work%202014-15%20to%20Present.pdf</a>
• <a href="#">Bargaining Meetings Protocol</a>	<a href="https://www.osceolaschools.net/Page/6810">https://www.osceolaschools.net/Page/6810</a>
• <a href="#">Policies Related to Civility at Bargaining Meetings</a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=13900&amp;dataid=71534&amp;FileName=Policies%20Related%20to%20Civility%20at%20Bargaining%20Meetings%20Binder.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=13900&amp;dataid=71534&amp;FileName=Policies%20Related%20to%20Civility%20at%20Bargaining%20Meetings%20Binder.pdf</a>
• <a href="#">General Collective Bargaining Information</a>	<a href="https://www.osceolaschools.net/Page/2551">https://www.osceolaschools.net/Page/2551</a>
• <a href="#">What Is Collaborative Bargaining?</a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30089&amp;FileName=What%20Is%20Collaborative%20Bargaining.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30089&amp;FileName=What%20Is%20Collaborative%20Bargaining.pdf</a>
• <a href="#">A Primer for Collective Bargaining and Employee Relations</a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30256&amp;FileName=A%20Primer%20for%20Collective%20Bargaining%20and%20Employee%20Relations.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30256&amp;FileName=A%20Primer%20for%20Collective%20Bargaining%20and%20Employee%20Relations.pdf</a>
• <a href="#">Bargaining Units/ Employee Groups Defined</a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30250&amp;FileName=BARGAINING%20UNITS%20-%20EMPLOYEE%20GROUPS%20DEFINED%20062122.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30250&amp;FileName=BARGAINING%20UNITS%20-%20EMPLOYEE%20GROUPS%20DEFINED%20062122.pdf</a>
• <a href="#">Subjects/ Topics of Bargaining</a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30253&amp;FileName=Subjects%20of%20Bargaining.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30253&amp;FileName=Subjects%20of%20Bargaining.pdf</a>
• <a href="#">Salaries and Supplements Schedules</a>	<a href="https://www.osceolaschools.net/Page/293">https://www.osceolaschools.net/Page/293</a>



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 02:05 PM**

Meeting Protocol	
Mission Statement:	N/A
Philosophy:	N/A
Rationale:	N/A
Salary and Fringes:	N/A
Goals:	N/A
Guest Protocol:	N/A
Speaking Order:	Norine Stazko
Time Keeper:	Janet Moody

## Introduction of New Bargaining Team Members

- N/A

## Reflection on Our Progress Together: John Boyd/ Janet Moody

- John Boyd stated that a summary of our work together is posted on the [Bargaining Teams Information webpage](#) of the [School District's public website](#), was sent to bargaining team members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.
- John Boyd stated that the minutes of collective bargaining meetings are public records available to all who request to see them and that these minutes are posted promptly after each collective bargaining meeting on the appropriate webpage of the [School District's public website](#).
  - [Bargaining Meetings Minutes](#)
    - [\[https://www.osceolaschools.net/Page/7244\]](https://www.osceolaschools.net/Page/7244)



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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## Salaries and Benefits: John Boyd/ Janet Moody

- John Boyd shared the School District's counter-proposal (e.g., *2024-25 SDOC Salaries and Benefits Package Proposal*) and reviewed the specific changes, including concessions that the School District was willing to make in order to reach a tentative agreement and settle salaries for the 2024-25 school year.
- John Boyd stated that the School District was holding to its original proposal for salaries and was prepared today to take each MOU and contract language item one by one.
- Janet Moody stated that she was confused about items on the summary sheet that John Boyd shared with the Instructional Bargaining Leadership Team and did not agree to how the status of some of the items were designated.
- John Boyd stated that the document was a working draft to list the items that both parties have discussed so far and the status of where the School District thought both parties were on these items.
- John Boyd reviewed the changes to the School District's counter-proposal.
- Janet Moody stated that she would like to discuss the proposed contract language items first.
- John Boyd stated that the School District was still proposing \$46 per for the trainer rate of pay.
- John Boyd shared, reviewed his related cost analysis, and highlighted that during the 2023-24 school year, 217 instructional employees were received OPS contracts to serve as trainers, and that the School District's proposed trainer rate of pay would provide an increase for 91% of them.
- Janet Moody stated that OCEA could not agree with that rate of pay because some instructional employees earn more than that rate of pay.
- John Boyd asked whether OCEA would like the School District to withdraw or postpone its proposal.
- John Boyd paused and then reviewed the School District's proposal for professional dress.
- Zahira Pena-Andino asked for data related to the safety hazard that septum piercings may cause in the educational workplace.
- Zahira Pena-Andino stated that the School District permitted students to wear the same piercings.
- John Boyd stated the *Code of Student Conduct* does not permit students to wear certain piercings.
- Janet Moody stated that she did not oppose the School District's proposal.
- Norine Stazko stated that she did not oppose it either but did not understand why administration does not address it.
- Janet Moody stated that she would not oppose revising the language or keeping it the same.
- Dr. Michael Allen read the related language in the *Code of Student Conduct*.
- Dylan Reinsel stated that he agreed that teachers should be held to higher standards of dress than the students.
- Michael Ballone stated that he did not think professional dress was too much of an issue for school principals.

**ACTION: Instructional BLT members agreed to postpone discussion of this item to revise existing contract language regarding professional dress for instructional employees.**

- John Boyd shared and reviewed the School District's concession to change its proposal for the transfer window from year to semester.
- Janet Moody stated that quarter would be better than the current contract language.
- Dr. Michael Allen stated that there are some circumstances where employees must transfer, and his concern was if it was the beginning of the first quarter.
- Dylan Reinsel asked what the adequate time for administrators to find a new teacher would be.
- Janet Moody stated that she preferred end of the quarter for the students' sake.
- Zahira Pena-Andino asked whether language could be added to address those with special circumstances who must transfer.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- John Boyd stated that the struggle is meeting the student's needs and retaining teachers who request to transfer.
- Janet Moody asked whether both parties could write the language now.
- John Boyd stated that yes, both parties could.
- Dylan Reinsel whether language could be added that the transfer request must be at least two weeks before the end of the quarter.
- Janet Moody stated that the teacher should still be able to transfer at the end of the quarter.
- Michael Ballone stated that he agreed that we do not want to discourage a teacher who wants to grow.
- Dr. Michael Allen stated that the receiving administrator could not take the teacher before the end of the quarter.
- John Boyd typed the suggestions from the team until both parties seemed comfortable voting upon the draft language as it displayed on the projection screen.

**ACTION: Following a fist of five vote, Instructional BLT members unanimously and tentatively agreed to approve this item to revise existing contract language regarding transfers for instructional employees.**

**Note:** All proposal documents are posted on the [Salaries and Benefits Proposals webpage](#) of the [School District's public website](#).

- John Boyd shared the School District's proposed language related to arbitrations.
- Janet Moody stated that she would like the FEA attorneys to review the proposed language.

**ACTION: Instructional BLT members agreed to postpone discussion of this item to revise existing contract language regarding arbitrations.**

- Michael Ballone asked whether both parties could return to the discussion about the trainer rate of pay.
- Janet Moody stated that OCEA was asking to do more for those that make more than the \$46, not less.
- Michael Ballone asked whether both parties could meet in the middle.
- Dylan Reinsel stated that some would make more than \$46 per hour if paid for their hourly rate of pay.
- Dr. Michael Allen requested a quick caucus.

**The meeting recessed at approximately 02:58 PM for SDOC bargaining leadership team members to caucus about the OCEA's proposal.**

**The meeting resumed at approximately 03:02 PM.**

- John Boyd stated that the School District would be willing to offer either the trainer rate of pay of \$46 per hour or the employee's hourly rate of pay.
- Dylan Reinsel asked about estimated costs for the later.
- John Boyd reviewed the cost analysis data.
- Norine Stazko asked whether it could be \$46 per hour or the employee's hourly rate of pay, whichever is greater.
- Janet Moody stated that she thought that language would be fair.
- John Boyd called for a vote.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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**ACTION:** Following a fist of five vote, BLT members unanimously and tentatively agreed to approve this item to revise existing contract language regarding the trainer rate of pay.

**Note:** All proposal documents are posted on the [Salaries and Benefits Proposals webpage](#) of the [School District's public website](#).

- John Boyd continued with the proposed contract language for the savings clause and publication of contracts.
- Janet Moody stated that if the School District was asking to change all of the existing related language in the *Instructional Employees Contract* to the same as the *Education Staff Professionals Contract* language, then it would be a hard no for OCEA.
- John Boyd stated that , OK.

**ACTION:** Instructional BLT members agreed to postpone discussion of this item to revise existing contract language regarding the savings clause and publication of contracts.

- John Boyd continued with the proposed contract language for extracurricular club allocations.
- Zahira Pena-Andino stated that the item was confusing.
- John Boyd clarified that only the language in yellow highlight was proposed for revision to bring consistency across schools.
- Zahira Pena-Andino stated that it should include "K-8" somewhere to be clearer.
- John Boyd agreed and added "K-8" within the proposed language so that it displayed on the projection screen.
- Dr. Michael Allen asked to caucus.

**The meeting recessed at approximately 03:14 PM for SDOC bargaining leadership team members to caucus about the OCEA's proposal.**

**The meeting resumed at approximately 03:17 PM.**

- John Boyd stated that we will vote only on the language you see in the yellow highlight displayed on the projection screen.
- Janet Moody asked to confirm that the vote is on the language only and not the Supplements Schedule.
- John Boyd stated, yes, we will vote only on the language, not the Supplements Schedule.

**ACTION:** Following a fist of five vote, BLT members unanimously and tentatively agreed to approve this item to revise existing contract language regarding extracurricular club allocations.

**Note:** All proposal documents are posted on the [Salaries and Benefits Proposals webpage](#) of the [School District's public website](#).

- John Boyd asked whether OCEA wanted to continue with discussion of proposed changes to supplements or the proposed Memoranda of Understanding (MOU).
- Janet Moody asked to continue with discussion of the MOUs.
- John Boyd reviewed the School District's proposed *Memorandum of Understanding re: Voluntary Paid Workday Before Pre-Planning Day*.





## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Dylan Reinsel asked about the American Rescue Plan (ARP) funds being used to pay employees for the Voluntary Paid Workday and the Open Houses.
- John Boyd stated that the School District would like the open houses and report card conferences to be sustainable and ARP funding is non-recurring, so Flex Leave would be offered.
- Zahira Pena-Andino asked about ARP funds being used for the open houses.
- Jose Gonzalez stated the Florida Department of Education would not approve the use of ARP funds for the open houses or report card conferences.
- John Boyd stated that however, we can still pay instructional employees for a voluntary workday with those funds.
- Zahira Pena-Andino asked how much ARP funds remained.
- Jose Gonzalez stated that the remaining balance is \$5.1 million dollars unspent in ARP funds.
- Zahira Pena-Andino asked how the School District would use the remaining ARP funds.
- Jose Gonzalez stated that the funds will help the School District to continue some of the programs for students that the School District currently has.
- John Boyd stated that the good news is that the School District can still pay for the voluntary workday as proposed.
- Janet Moody requested to vote.

**ACTION: Following a fist of five vote, Instructional BLT members unanimously and tentatively agreed to approve this *Memorandum of Understanding re: Voluntary Paid Workday Before Pre-Planning Day*.**

- John Boyd reviewed the School District's proposed *Memorandum of Understanding re: Open Houses and Elementary School Report Card Conferences*.
- Jamila Taylor asked whether the School District would be collecting data to see whether it is beneficial.
- John Boyd stated that if it does not work, then the MOU expires in one (1) year.
- Dylan Reinsel stated that the proposed MOU is not money for time, but it is time for time.
- Michael Ballone stated could the Flex Leave be permitted for use on an early release Wednesday.
- John Boyd stated that the concern is that early release Wednesday when Professional Learning Communities (PLC) meet.
- Dr. Michael Allen stated that the open houses and report card conferences are touchpoints for parents.
- Janet Moody stated that her concern was instructional staff were not being given any flexibility on when they could take the Flex Leave earned.
- Dylan Reinsel whether language could be added to encourage school principals to be flexible about when the Flex Leave could be taken.
- John Boyd asked whether Dr. Michael Allen could agree with that.
- Dr. Michael Allen stated that he though it was a good spot to meet in the middle.
- Zahira Pena-Andino asked whether it could be for two and a half (2.5) hours instead.
- Janet Moody stated that it should be three (3) hours but could vary by school.
- Dylan Reinsel asked whether this applied to high school teachers.
- Janet Moody clarified that it was being proposed for elementary school teachers first.
- Michael Ballone shared how it has worked at his middle school.
- John Boyd typed the suggestions from the team until both parties seemed comfortable voting upon the draft language as it displayed on the projection screen.
- John Boyd called for a vote.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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**ACTION:** Following a fist of five vote, Instructional BLT members unanimously tentatively agreed to approve this *Memorandum of Understanding re: Open Houses and Elementary School Report Card Conferences*.

**Note:** All proposal documents are posted on the [Salaries and Benefits Proposals webpage](#) of the [School District's public website](#).

- Janet Moody stated that she understood that the School District withdrew its proposed MOU but asked whether it could be re-opened.
- John Boyd stated that the School District is only authorized to offer the same terms that are within the original MOU.
- Janet Moody shared OCEA's related counter-proposal.
- Janet Moody stated that OCEA proposes that the Attendance Incentive be \$400 per quarter for instructional employees with no more than two (2) absences per quarter.
- Norine Stazko stated that if an employee misses one of the days the School District's proposal does not permit, then they will react and take even more leave days.
- Dylan Reinsel stated that OCEA's counter-proposal values all employees and shows that non-classroom instructional employees are still an asset for students.
- Zahira Pena-Andino stated that OCEA is trying to benefit everyone and show that one group of employees is not more important than another.
- John Boyd stated that he appreciated OCEA providing a formal counter-proposal, and he would share it with School District Leadership.

**ACTION:** No action was taken on the *Memorandum of Understanding re: Classroom Teacher Attendance Incentive* at this time, the School District officially withdrew its proposed MOU, and OCEA provided a formal counter-proposal.

**Note:** All proposal documents and tentative agreements are posted on the [Salaries and Benefits Proposals webpage](#) and [Tentative Agreements and Ratification Documents webpage](#) of the [School District's public website](#) respectively.

- John Boyd asked whether OCEA would consider agreement with the School District's proposal and separating the remainder of the discussion about supplements more comprehensively within the Supplements Committee within the 2024-25 school year.
- Janet Moody stated that OCEA really wants to settle supplements and salaries.
- Janet Moody stated that we only need both Grade Level Chairs and PLC Leads for elementary schools.
- Zahira Pena-Andino stated that OCEA also wants supplements for Reading, Math, Science, and Multi-Tiered Systems of Support (MTSS) Coaches too.
- John Boyd clarified that the supplement proposals on the table were Grade Level Chairs and PLC Leads for elementary schools, PLC Leads only for middle schools, and no PLC Leads or changes to Department Chairs at high schools.
- Dylan Reinsel asked why there would be no supplements for PLC Leads at high schools.
- Zahira Pena-Andino stated that OCEA's original proposal was for PLC Leads at all schools.
- John Boyd stated the School District was willing to forgo our priority of PLC Leads at all schools in order to reach tentative agreement and settle salaries.
- Dylan Reinsel stated that paying for a supplement for PLC Leads for elementary schools but not for high schools would upset high school teachers.
- John Boyd stated that there are more supplements on the existing supplements schedule that are available to high school teachers.

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** June 21, 2024



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Zahira Pena-Andino asked why PLC Leads are no longer a priority in the School District's proposal for supplements.
- Dr. Michael Allen stated PLC Leads are still a priority for the School District, but the School District realizes that the current proposal was not one OCEA could agree with, so the School District made a concession to move closer to reaching tentative agreement and a salaries settlement.
- Janet Moody stated that OCEA could not agree to settle salaries without supplements, and the Governor's press release was confusing people who believe more money is available for salary increases.
- John Boyd stated that he understood that both parties were experiencing pressure about salaries.
- John Boyd asked OCEA whether both parties could still discuss the School District's proposal for salaries at today's meeting.
- Janet Moody asked Jose Gonzalez whether there was more money available for salary increases, especially within American Rescue Plan (ARP) funds.
- John Boyd stated that the School District Bargaining Leadership Team was not authorized to add any more funds to the existing salaries offer using ARP funds.
- Janet Moody stated that she was not opposed to administrators receiving a flat increase because four percent for administrators is a lot more money.
- John Boyd stated that the School District's proposal was their best offer as directed by the School Board, and the School District has made concessions on as many items as it can to achieve salary settlement.
- Janet Moody asked whether the remaining \$1.5 million of ARP money could be used for salary increases.
- Jose Gonzalez clarified that he did not state that it was not budgeted, and that he did state that it had not been spent as of June 3, 2024.
- Janet Moody stated that there has to be some money rolling over into the new school year.
- Jose Gonzalez stated that there were not any additional funds for salaries in the 2024-25 budget.
- Ryan McArdeU stated that Orange County got a \$6 million grant to provide salary increases to instructional employees.
- Janet Moody asked whether the School District would get the same type of grant.
- John Boyd stated that he did not believe the School District was eligible for the same grant.
- Ryan McArdeU stated that the School District needs to apply for the same grants.
- John Boyd stated that the School District does apply for the grants for which we are eligible.
- Janet Moody stated that if this proposal is all that the School District can do, then she did not know how to make the School District do more, but the School District should look for more ways to give more money to teachers.
- John Boyd stated that the Instructional Bargaining Leadership Team made a lot of progress today and should not take that for granted.

**ACTION:** No action was taken on the entirety of the Salaries and Benefits Package Proposal at this time, and the remainder of these items shall be brought back to a future meeting.

**Note:** All proposal documents and tentative agreements are posted on the [Salaries and Benefits Proposals webpage](#) and [Tentative Agreements and Ratification Documents webpage](#) of the [School District's public website](#) respectively.



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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**ADJOURNED at 04:54 PM**

## Agenda Items for Next Meeting: John Boyd/ Janet Moody

- Agenda items for the next meeting may be sent to John Boyd via e-mail by the deadline established in the Bargaining Calendar that is posted on the [Public Notices of Collective Bargaining webpage](#) of the [School District's public website](#).
- In accordance with *Section 286.011 – Public meetings and records; public inspection; criminal and civil penalties, Florida Statutes*, and *Section 447.605 – Public meetings and records law; exemptions and compliance, Florida Statutes*, meeting minutes are posted on the [Bargaining Meetings Minutes webpage](#) of the [School District's public website](#).

**Next Meeting:                Wednesday, June 26, 2024, 9:00 AM**  
**SDOC Media and Instructional Technology Department (MITD),**  
**Building 2000, Classroom 1**  
**817 Bill Beck Boulevard; Kissimmee, Florida 34744**

## Pluses

- N/A

## Deltas

- N/A

**ADJOURNED at 06:04 PM**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Wednesday, June 26, 2024, 9:00 AM

**Location:** SDOC Media and Instructional Technology Department (MITD)  
Building 2000, Classroom 1  
817 Bill Beck Boulevard, Kissimmee, FL 34744

OSCEOLA COUNTY EDUCATION ASSOCIATION (OCEA) MEMBERS ATTENDANCE				
1	Ryans Calmont	Teacher, Varying Exceptionalities	Poinciana High School	<input checked="" type="checkbox"/>
2	Emily Gorentz	Teacher, Grade 4	East Lake Elementary School	<input type="checkbox"/>
3	Brian Kerekes	Teacher, Math	Tohopekalliga High School	<input checked="" type="checkbox"/>
4	Ryan McArdell	Teacher, Grade 4	Celebration School	<input type="checkbox"/>
5	Janet Moody	President/ Chief Negotiator	OCEA	<input checked="" type="checkbox"/>
6	Zahira Pena-Andino	Teacher, Grade 3	Sunrise Elementary	<input checked="" type="checkbox"/>
7	Dylan Reinsel	Teacher, Social Studies	St. Cloud High School	<input checked="" type="checkbox"/>
8	Norine Stazko	ESOL Compliance Specialist	Gateway High School	<input checked="" type="checkbox"/>
9	Jamila Taylor	Teacher, Grade 5	Flora Ridge Elementary School	<input type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
N/A	VACANCY	Recording Secretary	OCEA	<input type="checkbox"/>
MEMBERS ON BEHALF OF THE OSCEOLA COUNTY SCHOOL BOARD (OCSB) ATTENDANCE				
1	Dr. Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
2	Michael Ballone	Principal	Denn John Middle School	<input type="checkbox"/>
3	John Boyd	Executive Director/ Chief Negotiator	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
4	Alison Doe	Principal	Hickory Tree Elementary School	<input type="checkbox"/>
5	Mari Espinal	Director	Business & Fiscal Services, Finance	<input checked="" type="checkbox"/>
6	Jose Gonzalez	Director	Business & Fiscal Services, Budget	<input checked="" type="checkbox"/>
7	Dr. Karyle Green	Chief Officer	Human Resources	<input checked="" type="checkbox"/>
8	James Hickey	Principal	Harmony High School	<input type="checkbox"/>
9	Dr. Lastenia Penaloza	Assistant Superintendent	Educational Choices and Innovation	<input type="checkbox"/>
10	Dr. Belinda Reyes	Assistant Superintendent	Elementary Curriculum and Instruction	<input type="checkbox"/>
N/A	Gladys Maxwell	Recording Secretary	Human Resources	<input checked="" type="checkbox"/>

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** June 28, 2024

Page 1 of 8



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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GUEST(S):

N/A	N/A
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# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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• <a href="#">Bargaining Leadership Teams' Summaries of Collaborative Work, 2014-15 to Present</a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=12843&amp;dataid=69393&amp;FileName=Bargaining%20Leadership%20Teams%20Summaries%20of%20Collaborative%20Work%202014-15%20to%20Present.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=12843&amp;dataid=69393&amp;FileName=Bargaining%20Leadership%20Teams%20Summaries%20of%20Collaborative%20Work%202014-15%20to%20Present.pdf</a>
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• <a href="#">Policies Related to Civility at Bargaining Meetings</a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=13900&amp;dataid=71534&amp;FileName=Policies%20Related%20to%20Civility%20at%20Bargaining%20Meetings%20Binder.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=13900&amp;dataid=71534&amp;FileName=Policies%20Related%20to%20Civility%20at%20Bargaining%20Meetings%20Binder.pdf</a>
• <a href="#">General Collective Bargaining Information</a>	<a href="https://www.osceolaschools.net/Page/2551">https://www.osceolaschools.net/Page/2551</a>
• <a href="#">What Is Collaborative Bargaining?</a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30089&amp;FileName=What%20Is%20Collaborative%20Bargaining.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30089&amp;FileName=What%20Is%20Collaborative%20Bargaining.pdf</a>
• <a href="#">A Primer for Collective Bargaining and Employee Relations</a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30256&amp;FileName=A%20Primer%20for%20Collective%20Bargaining%20and%20Employee%20Relations.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30256&amp;FileName=A%20Primer%20for%20Collective%20Bargaining%20and%20Employee%20Relations.pdf</a>
• <a href="#">Bargaining Units/ Employee Groups Defined</a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30250&amp;FileName=BARGAINING%20UNITS%20-%20EMPLOYEE%20GROUPS%20DEFINED%20062122.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30250&amp;FileName=BARGAINING%20UNITS%20-%20EMPLOYEE%20GROUPS%20DEFINED%20062122.pdf</a>
• <a href="#">Subjects/ Topics of Bargaining</a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30253&amp;FileName=Subjects%20of%20Bargaining.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30253&amp;FileName=Subjects%20of%20Bargaining.pdf</a>
• <a href="#">Salaries and Supplements Schedules</a>	<a href="https://www.osceolaschools.net/Page/293">https://www.osceolaschools.net/Page/293</a>





# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 09:10 AM**

Meeting Protocol	
Mission Statement:	N/A
Philosophy:	N/A
Rationale:	N/A
Salary and Fringes:	N/A
Goals:	N/A
Guest Protocol:	N/A
Speaking Order:	Norine Stazko
Time Keeper:	Janet Moody

## Introduction of New Bargaining Team Members

- N/A

## Reflection on Our Progress Together: John Boyd/ Janet Moody

- John Boyd stated that a summary of our work together is posted on the [Bargaining Teams Information webpage](#) of the [School District's public website](#), was sent to bargaining team members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.
- John Boyd stated that the minutes of collective bargaining meetings are public records available to all who request to see them and that these minutes are posted promptly after each collective bargaining meeting on the appropriate webpage of the [School District's public website](#).
  - [Bargaining Meetings Minutes](#)
    - [\[https://www.osceolaschools.net/Page/7244\]](https://www.osceolaschools.net/Page/7244)



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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## Salaries and Benefits: John Boyd/ Janet Moody

- John Boyd shared and reviewed the School District's response to OCEA's counter-proposal to the Classroom Teacher's Attendance Incentive Supplement.
- John Boyd stated the School District offers a choice of two MOU's – our original MOU and an optional MOU.
- Janet Moody asked whether the incentive could be paid as a separate check so that taxes were less.
- Jose Gonzalez stated that the tax rate is higher on a separate check than on a regular payroll check.
- John Boyd stated that the positive aspect is the employee's supplement would be taxed once per semester.
- Janet Moody asked whether this incentive would be for classroom teachers only.
- Dr. Allen asked how the incentive would be paid.
- Jose Gonzalez stated the incentive would be paid in the same way as supplements are now as part of the regular paycheck.
- Dr. Allen asked how the incentive would be taxed.
- Jose Gonzalez stated the incentive would be taxed using the employee's regular tax rate.
- Zahira Pena-Andino asked why the optional MOU would pay the incentive by semester instead of by quarter.
- John Boyd stated that the rationale is that it is simpler.
- Janet Moody stated neither of the options include non-classroom teachers.
- Ryans Calmont stated that the original MOU was better.
- Janet Moody stated that if she based OCEA's position on the Facebook comments, then the answer would be no to both options, but she felt that would be unfair to those who might benefit.
- Dylan Reinsel stated that a non-classroom teacher would be pulled to cover for the absence of a classroom teacher who is eligible for the incentives.
- Ryans Calmont stated that as a VE teacher, ninety percent of the time, school administrators pull Varying Exceptionalities (VE) teachers to cover classrooms for absent teachers.
- John Boyd stated that the School District's salaries offer was not contingent upon the proposed MOU, and that it could be considered at a later time.

**The meeting recessed at approximately 09:26 AM for the OCEA bargaining leadership team members to caucus about the OCEA's proposal.**

**The meeting resumed at approximately 09:32 AM.**

- Janet Moody stated that at this time, OCEA cannot agree to the MOU because it is not inclusive of all instructional employees.
- John Boyd stated that supplements are not always inclusive.
- John Boyd shared and reviewed the School District's proposed *Memorandum of Understanding re: Recruitment Incentives at Designated Schools*.
- John Boyd stated that the funding source for the recruitment incentives was a new state supplemental grant.
- Janet Moody asked how employees would be considered without showing favoritism.
- John Boyd stated that employees would be eligible based upon the date of being successfully hired.
- Janet Moody whether the wording could be changed from "not exceed" to "of."
- Janet Moody asked whether "Active" employment status could be removed.
- John Boyd stated that his team members would need to caucus to discuss that change.
- Janet Moody stated those were her greatest concerns.
- Brian Kerekes asked where the funds would go if the incentives were not paid.

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** June 28, 2024

Page 5 of 8



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- John Boyd stated the funds would return to the state.
- Dr. Allen stated that of the one-hundred fifty-seven (157) vacancies in the School District, forty-two (42) were for ESE teacher positions.
- Janet Moody asked why so many ESE teachers were non-renewed.
- John Boyd stated that it was related to certification.
- Zahira Pena-Andino asked why recruitment incentive would be just for ESE teacher positions.
- John Boyd stated that the Florida Department of Education made that part of the required criteria.
- John Boyd stated that after looking at available funds, the School District was willing to add supplements for Reading, Math, Science, and Multi-Tiered Systems of Support (MTSS) Coaches to the School District's offer.
- Janet Moody asked about the supplement for PLC Leads.
- John Boyd stated that the School District's offer withdrew supplements for PLC Leads to fund some of OCEA's other requests for supplements.
- Zahira Pena-Andino asked what the total cost for the PLC Lead supplement was.
- Jose Gonzalez stated that the cost was \$545,000, just for the PLC Leads.
- Dylan Reinsel stated what the total cost of adding supplements for Reading, Math, Science, and MTSS Coaches.
- Jose Gonzalez stated that the cost was \$300,361 for these additional supplements.
- Dylan Reinsel stated that the School District shared that the supplements have been the same since 2006, but the School District's offer is ceremonial at best.
- Dr. Allen stated, I would agree with Dylan that the offer is not enough, but it is a step in the right direction.
- Zahira Pena-Andino stated that, if PLC Leads are a serious commitment, then why not find the \$500,000 to add supplements for them.
- Janet Moody asked Jose Gonzalez how much money is in the School District's reserves.
- Jose Gonzalez stated that the unassigned balance is \$14 million, and the School District is already taking \$10 million from the reserves to fund the offer on the table and next year's budget.
- Janet Moody stated that money is well spent.

**The meeting recessed at approximately 09:58 AM for the OCEA bargaining leadership team members to caucus about the OCEA's proposal.**

**The meeting resumed at approximately 10:10 AM.**

- Janet Moody stated that her team would like to take a vote on the salary proposal.
- John Boyd asked whether OCEA meant salaries including proposed supplements.
- Janet Moody stated that yes, OCEA meant including proposed supplements.

**ACTION: Following a fist of five vote, Instructional BLT members unanimously and tentatively agreed to approve the 2024-25 OCSB-OCEA Salaries and Benefits Package.**

**Note:** All proposal documents and tentative agreements are posted on the [Salaries and Benefits Proposals webpage](#) and [Tentative Agreements and Ratification Documents webpage](#) of the [School District's public website](#) respectively.

- Dr. Green stated that in her experience, no supplements or salary increases were paid to any individual who was not on Active status such as those who retire or terminate employment.
- Janet Moody stated that OCEA's concern was not requiring Active status, but only requiring Active status on only one date.

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** June 28, 2024

Page 6 of 8



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Dr. Green stated asked whether those eligible for last year's recruitment incentive had to be hired by a certain date.
- John Boyd stated that yes, the deadline last year was September 15.
- Dr. Green asked whether the money had to be expended by a certain date.
- John Boyd stated that yes, the deadline for expenditure this year is September 30.
- Dylan Reinsel stated that OCEA's main concern was whether exceptions would be made for those employees who go on Family Medical Leave Act (FMLA) leave.
- Dr. Green stated that the appeals process would permit the opportunity to consider the exceptions.
- Janet Moody stated that last year, an employee had to take FMLA leave because her daughter had a brain tumor, and the employee did not receive a supplement because she was not on Active status.
- Dylan Reinsel stated that decision was wrong.
- Janet Moody stated that the employee should have received the supplement.
- Zahira Pena-Andino stated that the MOU should have clear language to address such situations.
- Dr. Allen asked Jose Gonzalez for clarification.
- Jose Gonzalez stated that if an individual is not on Active status, then the individual would not be paid.
- Dylan Reinsel asked whether there was a way to do the right thing.
- Dr. Green stated that the appeals process is how we would do that.
- John Boyd stated that the MOU is limited to the first forty-five (45) newly hired employees.
- Janet Moody whether Ryans Calmont would be eligible because he is a VE teacher.
- John Boyd stated that yes, Ryans Calmont would be eligible as a VE teacher.
- Ryans Calmont stated that the supplement may be a factor in some teachers choosing to transfer.
- Janet Moody asked whether ESE teachers at Voyager K-8 and Knights Point K-8 were eligible for the recruitment incentives.
- John Boyd stated that the new schools are not eligible because they do not meet the criteria that the Florida Department of Education requires.
- Janet Moody whether John Boyd would change the wording from "not exceed" to "of."
- John Boyd stated that yes, he would make the change.
- John Boyd stated that he would make the edits to both documents so that both parties could sign them before leaving today.

**ACTION:** Following a fist of five vote, Instructional BLT members unanimously and tentatively agreed to approve this *Memorandum of Understanding re: Recruitment Incentives at Designated Schools*.

**Note:** All proposal documents and tentative agreements are posted on the [Salaries and Benefits Proposals webpage](#) and [Tentative Agreements and Ratification Documents webpage](#) of the [School District's public website](#) respectively.

**ADJOURNED at 10:42 AM**



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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### Agenda Items for Next Meeting: John Boyd/ Janet Moody

- Agenda items for the next meeting may be sent to John Boyd via e-mail by the deadline established in the Bargaining Calendar that is posted on the [Public Notices of Collective Bargaining webpage](#) of the [School District's public website](#).
- In accordance with *Section 286.011 – Public meetings and records; public inspection; criminal and civil penalties, Florida Statutes*, and *Section 447.605 – Public meetings and records law; exemptions and compliance, Florida Statutes*, meeting minutes are posted on the [Bargaining Meetings Minutes webpage](#) of the [School District's public website](#).

**Next Meeting: TBA**

### Pluses

- N/A

### Deltas

- N/A

**ADJOURNED at 06:04 PM**



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Thursday, April 24, 2025, 4:30 PM

**Location:** Transportation Department, International Room  
401 Simpson Road; Kissimmee, FL 34744

OSCEOLA COUNTY EDUCATION ASSOCIATION (OCEA) MEMBERS ATTENDANCE				
1	Ryans Calmont	Teacher, Varying Exceptionalities	Poinciana High School	<input checked="" type="checkbox"/>
2	Emily Gorentz	Teacher, Grade 4	East Lake Elementary School	<input checked="" type="checkbox"/>
3	Brian Kerekes	Teacher, Math	Tohopekaliga High School	<input checked="" type="checkbox"/>
4	Ryan McArdell	Teacher, Grade 4	Celebration School	<input checked="" type="checkbox"/>
5	Janet Moody	President/ Chief Negotiator	OCEA	<input checked="" type="checkbox"/>
6	Zahira Pena-Andino	Teacher, Grade 3	Sunrise Elementary	<input checked="" type="checkbox"/>
7	Dylan Reinsel	Teacher, Social Studies	St. Cloud High School	<input checked="" type="checkbox"/>
8	Norine Stazko	ESOL Compliance Specialist	Gateway High School	<input checked="" type="checkbox"/>
9	Jamila Taylor	Teacher, Grade 5	Flora Ridge Elementary School	<input checked="" type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
N/A	Heidi Goicoechea	Recording Secretary	OCEA	<input checked="" type="checkbox"/>
MEMBERS ON BEHALF OF THE OSCEOLA COUNTY SCHOOL BOARD (OCSB) ATTENDANCE				
1	Dr. Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
2	Michael Ballone	Principal	Denn John Middle School	<input checked="" type="checkbox"/>
3	John Boyd	Executive Director/ Chief Negotiator	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
4	Mari Espinal	Director	Business & Fiscal Services, Finance	<input checked="" type="checkbox"/>
5	Jose Gonzalez	Director	Business & Fiscal Services, Budget	<input checked="" type="checkbox"/>
6	Dr. Karyle Green	Chief Officer	Human Resources	<input type="checkbox"/>
7	James Hickey	Principal	Harmony High School	<input checked="" type="checkbox"/>
8	Dr. Lastenia Penaloza	Assistant Superintendent	Educational Choices and Innovation	<input checked="" type="checkbox"/>
9	Dr. Belinda Reyes	Assistant Superintendent	Elementary Curriculum and Instruction	<input checked="" type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
N/A	Gladys Maxwell	Recording Secretary	Human Resources	<input checked="" type="checkbox"/>

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** April 28, 2025



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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**GUEST(S):** Cecilia Camacho, UniServ Director, OCEA; Stephanie Bermudez, UniServ Director, OCEA





# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

Helpful School District Public Website Resources about the Collective Bargaining Process	
Labor Relations Webpages	<a href="https://www.osceolaschools.net/Page/2552">https://www.osceolaschools.net/Page/2552</a>
• <a href="#">Union Contracts</a>	<a href="https://www.osceolaschools.net/Page/2552">https://www.osceolaschools.net/Page/2552</a>
• <a href="#">Public Notices of Collective Bargaining</a>	<a href="https://www.osceolaschools.net/Page/2554">https://www.osceolaschools.net/Page/2554</a>
• <a href="#">Bargaining Meetings Minutes</a>	<a href="https://www.osceolaschools.net/Page/7244">https://www.osceolaschools.net/Page/7244</a>
• <a href="#">Salaries and Benefits Proposals</a>	<a href="https://www.osceolaschools.net/Page/8004">https://www.osceolaschools.net/Page/8004</a>
• <a href="#">Tentative Agreements and Ratification Documents</a>	<a href="https://www.osceolaschools.net/Page/6812">https://www.osceolaschools.net/Page/6812</a>
• <a href="#">Bargaining Teams Information</a>	<a href="https://www.osceolaschools.net/Page/6332">https://www.osceolaschools.net/Page/6332</a>
• <a href="#">Bargaining Leadership Teams' Summaries of Collaborative Work, 2014-15 to Present</a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=12843&amp;dataid=69393&amp;FileName=Bargaining%20Leadership%20Teams%20Summaries%20of%20Collaborative%20Work%202014-15%20to%20Present.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=12843&amp;dataid=69393&amp;FileName=Bargaining%20Leadership%20Teams%20Summaries%20of%20Collaborative%20Work%202014-15%20to%20Present.pdf</a>
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• <a href="#">A Primer for Collective Bargaining and Employee Relations</a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30256&amp;FileName=A%20Primer%20for%20Collective%20Bargaining%20and%20Employee%20Relations.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30256&amp;FileName=A%20Primer%20for%20Collective%20Bargaining%20and%20Employee%20Relations.pdf</a>
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# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 04:32 PM**

Meeting Protocol	
Mission Statement:	N/A
Philosophy:	N/A
Rationale:	N/A
Salary and Fringes:	N/A
Goals:	N/A
Guest Protocol:	N/A
Speaking Order:	Jamila Taylor
Time Keeper:	Janet Moody

## Introduction of New Bargaining Team Members

- N/A

## Reflection on Our Progress Together: John Boyd/ Janet Moody

- John Boyd stated that a summary of our work together is posted on the [Bargaining Teams Information webpage](#) of the [School District's public website](#), was sent to bargaining team members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.
- John Boyd stated that the minutes of collective bargaining meetings are public records available to all who request to see them and that these minutes are posted promptly after each collective bargaining meeting on the appropriate webpage of the [School District's public website](#).
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    - [\[https://www.osceolaschools.net/Page/7244\]](https://www.osceolaschools.net/Page/7244)



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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## Meeting Protocols: John Boyd

- John Boyd stated that the School District would like OCEA's recommendations for any revisions to the Meeting Protocol documents, specifically the mission and goals.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

## Content for Budget Update: John Boyd

- John Boyd stated that the School District wants to respond to OCEA's request for a Budget Update prior to bargaining salaries and benefits.
- John Boyd shared and reviewed the handout entitled *Comparison of Proposed and Final State Education Budget*.
- John Boyd stated that the Governor, the House, and the Senate all propose a state education budget that is significantly less than last year and that does not cover the costs of the proposed changes to employer contributions to the Florida Retirement System (FRS).
- John Boyd asked what content OCEA would like the School District to include in a Budget Update once the state education budget is finalized.
- Emily Gorentz asked to see clarification about the funds for instructional supplies and the movement of capital funds.
- Dylan Reinsel asked to see greater transparency, a more detailed breakdown of the School District budget than what is presented at the School Board meetings, and an explanation of the logic that supports the School District's budgeting strategies.
- Janet Moody asked to see where the unspent funds for Flexible Spending Accounts go and how they are spent.
- Jose Gonzalez stated that the format of how the School District's budget is shared at the School Board meetings is what the School Board and constituents have requested in the past.
- Dylan Reinsel stated that OCEA just wants to be on the same page by knowing where the money goes.
- Emily Gorentz asked whether there were any potential cost savings related to instructional materials and supplies because it seems that there are items purchased that are not used.
- Dr. Belinda Reyes stated that the publishers bundle materials into classroom sets and determine how school districts may purchase the materials.
- Dr. Belinda Reyes stated that online access is part of the purchase of the textbook.
- Dylan Reinsel stated that he helps with the inventory of textbooks at St Cloud High School and that it feels like we purchase too many textbooks that are not needed.
- James Hickey stated statutory language requires school districts to supply a textbook for every student.
- Dylan Reinsel stated that it would be beneficial to see that statute.
- Ryans Calmont agreed.

**Note:** [Section 1006.40 – Purchase of Instructional Materials, Florida Statutes](#), governs how school districts purchase instructional materials. In addition, the Florida Department of Education provides related resources on its website at the links below:

- [Instructional Materials](#)
- [Instructional Materials Statutes](#)
- [Florida Statutes, K-20 Education Code, Excerpts Pertaining to Instructional Materials](#)

- Ryans Calmont asked how much ESSER money was spent on salaries.

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** April 28, 2025



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Jose Gonzalez stated that he could get that information for OCEA.
- Jose Gonzalez stated that summer programs have to be scaled back because we no longer have the same federal funding.
- Emily Gorentz asked whether the School District would share the state funding projections for the School District after the state budget is finalized.
- John Boyd stated that he would be happy to share the available state budget documents.
- Emily Gorentz asked whether school budgets change throughout the year.
- Jose Gonzalez stated that he could get that information for OCEA.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

### OCEA Proposals: John Boyd/ Janet Moody

- Janet Moody stated that OCEA would like to pursue the recommendations for collaborative bargaining that the federal mediators shared at the training last year and establish the ground rules for negotiations this school year.
- Emily Gorentz shared and reviewed a handout with notes from the training and an example of a bargaining item for this school year.
- Emily Gorentz stated that OCEA is interested in identifying the issues, brainstorming, and problem solving before bargaining specific items.
- Dylan Reinsel stated that OCEA would like to begin the collaborative process.
- James Hickey asked whether OCEA was proposing that Janet Moody calls John Boyd or vice versa and bring a packet that the Bargaining Leadership Team works through.
- Emily Gorentz stated that we would need an initial brainstorming session.
- Janet Moody stated that in the past, two people from each team would collaborate and then came back to the Bargaining Leadership Team with a solution.
- James Hickey stated that most bargaining issues can be sorted into three buckets – time, money, and other.
- Janet Moody stated that the Bargaining Leadership Team worked together on contract language using the Smart Board, that was truly collaboration.
- Emily Gorentz stated that we could put three (3) buckets on the Smart Board now and see what we want to work on together this year.
- Dylan Reinsel stated that it was fun last year when the Bargaining Leadership Team worked together on contract language using the Smart Board and that he would like to see us work together as one team.
- Emily Gorentz stated that the bargaining process helps all employees as a whole in the end.
- Dr. Michael Allen stated that having an open dialogue is great, and that he appreciates trying a different approach than before.
- Michael Ballone stated that the training last year was really good, and he appreciates trying a new process.
- Janet Moody stated that every member would have input into identifying issues, and we would need to find common ground on the issues so that we could do what is best for the employees.
- Dr. Belinda Reyes stated that she agreed with what everyone has said, that our priority is the kids, and that whatever we do for the teacher, we do for the child.
- Dr. Belinda Reyes stated that we would need to organize our thoughts so that we can live within our means in terms of the budget.
- Dylan Reinsel stated that he agreed with that, there are places where we can prioritize, and we can be equal partners to help OCEA understand the budget.



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- John Boyd asked whether we could challenge every member of the Bargaining Leadership Team to come back with an issue for each category – time, money, or other.
- Janet Moody asked James Hickey to provide an example of an item related to time.
- James Hickey stated that in my previous school district, we called it comp time where teachers could earn comp time up to one full workday to use during the school year.
- Norine Stazko stated that she did not like comp time because teachers never get to use it.
- Dylan Reinsel stated that bereavement leave would be an example of time.
- Dr. Belinda Reyes stated that to me, that is still money because a substitute teacher needs to be paid.
- Dylan Reinsel stated that if we categorize it that way, then everything will be money because money is needed to cover the time.
- James Hickey stated that in his former school district, the teacher would need to find another teacher to cover their class while they were out on comp time.
- Ryans Calmont stated that when high schools have tried to implement comp time in the past, the problems were making the teacher find their own substitute teacher and the times when the teacher could use comp time.
- Dr. Michael Allen asked whether John and Janet should meet to see how the process will look.
- Dylan Reinsel stated that we could do the circle chart, and after we see everything up there, we could prioritize the top five (5) things.
- Dr. Michael Allen stated that I think John and Janet should meet to see how this will look at the next meeting.
- Janet Moody stated that I think OCEA should prioritize our list and compare it to the School District's list.
- James Hickey stated that I think John and Janet should facilitate.
- John Boyd that I think we should take time to wrap our head around the process and come ready to do it at the next meeting.
- Janet Moody stated that she needed to rearrange some of our meeting dates.
- John Boyd stated that he was flexible with scheduling dates.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

**Note:** All proposal documents and tentative agreements are posted on the [Salaries and Benefits Proposals webpage](#) and [Tentative Agreements and Ratification Documents webpage](#) of the [School District's public website](#) respectively.

**ADJOURNED at 05:57 PM**



- Agenda items for the next meeting may be sent to John Boyd via e-mail by the deadline established in the Bargaining Calendar that is posted on the [Public Notices of Collective Bargaining webpage](#) of the [School District's public website](#).
- In accordance with *Section 286.011 – Public meetings and records; public inspection; criminal and civil penalties, Florida Statutes*, and *Section 447.605 – Public meetings and records law; exemptions and compliance, Florida Statutes*, meeting minutes are posted on the [Bargaining Meetings Minutes webpage](#) of the [School District's public website](#).

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources  
**Revised:** April 28, 2025 Page 8 of 8



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**Date:** Thursday, May 8, 2025, 4:30 PM

**Location:** Transportation Department, International Room  
401 Simpson Road; Kissimmee, FL 34744

OSCEOLA COUNTY EDUCATION ASSOCIATION (OCEA) MEMBERS ATTENDANCE				
1	Ryans Calmont	Teacher, Varying Exceptionalities	Poinciana High School	<input checked="" type="checkbox"/>
2	Cecilia Camacho	UniServ Director	OCEA	<input checked="" type="checkbox"/>
3	Emily Gorentz	Teacher, Grade 4	East Lake Elementary School	<input checked="" type="checkbox"/>
4	Brian Kerekes	Teacher, Math	Tohopekaliga High School	<input checked="" type="checkbox"/>
5	Ryan McArdell	Teacher, Grade 4	Celebration School	<input checked="" type="checkbox"/>
6	Janet Moody	President/ Chief Negotiator	OCEA	<input checked="" type="checkbox"/>
7	Zahira Pena-Andino	Teacher, Grade 3	Sunrise Elementary	<input checked="" type="checkbox"/>
8	Dylan Reinsel	Teacher, Social Studies	St. Cloud High School	<input checked="" type="checkbox"/>
9	Norine Stazko	ESOL Compliance Specialist	Gateway High School	<input checked="" type="checkbox"/>
10	Jamila Taylor-Gaines	Teacher, Grade 5	Flora Ridge Elementary School	<input checked="" type="checkbox"/>
N/A	Heidi Goicoechea	Recording Secretary	OCEA	<input checked="" type="checkbox"/>
MEMBERS ON BEHALF OF THE OSCEOLA COUNTY SCHOOL BOARD (OCSB) ATTENDANCE				
1	Dr. Michael Allen	Assistant Superintendent	Middle School Education	<input checked="" type="checkbox"/>
2	Michael Ballone	Principal	Denn John Middle School	<input checked="" type="checkbox"/>
3	John Boyd	Executive Director/ Chief Negotiator	Government & Labor Relations (Human Resources)	<input checked="" type="checkbox"/>
4	Mari Espinal	Director	Business & Fiscal Services, Finance	<input checked="" type="checkbox"/>
5	Jose Gonzalez	Director	Business & Fiscal Services, Budget	<input checked="" type="checkbox"/>
6	Dr. Karyle Green	Chief Officer	Human Resources	<input type="checkbox"/>
7	James Hickey	Principal	Harmony High School	<input checked="" type="checkbox"/>
8	Dr. Lastenia Penaloza	Assistant Superintendent	Educational Choices and Innovation	<input checked="" type="checkbox"/>
9	Dr. Belinda Reyes	Assistant Superintendent	Elementary Curriculum and Instruction	<input checked="" type="checkbox"/>
10	VACANCY			<input type="checkbox"/>
N/A	Gladys Maxwell	Recording Secretary	Human Resources	<input checked="" type="checkbox"/>

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** May 13, 2025





# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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**GUEST(S):** Stephanie Bermudez, UniServ Director, OCEA



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

Helpful School District Public Website Resources about the Collective Bargaining Process	
Labor Relations Webpages	<a href="https://www.osceolaschools.net/Page/2552">https://www.osceolaschools.net/Page/2552</a>
• <a href="#">Union Contracts</a>	<a href="https://www.osceolaschools.net/Page/2552">https://www.osceolaschools.net/Page/2552</a>
• <a href="#">Public Notices of Collective Bargaining</a>	<a href="https://www.osceolaschools.net/Page/2554">https://www.osceolaschools.net/Page/2554</a>
• <a href="#">Bargaining Meetings Minutes</a>	<a href="https://www.osceolaschools.net/Page/7244">https://www.osceolaschools.net/Page/7244</a>
• <a href="#">Salaries and Benefits Proposals</a>	<a href="https://www.osceolaschools.net/Page/8004">https://www.osceolaschools.net/Page/8004</a>
• <a href="#">Tentative Agreements and Ratification Documents</a>	<a href="https://www.osceolaschools.net/Page/6812">https://www.osceolaschools.net/Page/6812</a>
• <a href="#">Bargaining Teams Information</a>	<a href="https://www.osceolaschools.net/Page/6332">https://www.osceolaschools.net/Page/6332</a>
• <a href="#">Bargaining Leadership Teams' Summaries of Collaborative Work, 2014-15 to Present</a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=12843&amp;dataid=69393&amp;FileName=Bargaining%20Leadership%20Teams%20Summaries%20of%20Collaborative%20Work%202014-15%20to%20Present.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=12843&amp;dataid=69393&amp;FileName=Bargaining%20Leadership%20Teams%20Summaries%20of%20Collaborative%20Work%202014-15%20to%20Present.pdf</a>
• <a href="#">Bargaining Meetings Protocol</a>	<a href="https://www.osceolaschools.net/Page/6810">https://www.osceolaschools.net/Page/6810</a>
• <a href="#">Policies Related to Civility at Bargaining Meetings</a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=13900&amp;dataid=71534&amp;FileName=Policies%20Related%20to%20Civility%20at%20Bargaining%20Meetings%20Binder.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=13900&amp;dataid=71534&amp;FileName=Policies%20Related%20to%20Civility%20at%20Bargaining%20Meetings%20Binder.pdf</a>
• <a href="#">General Collective Bargaining Information</a>	<a href="https://www.osceolaschools.net/Page/2551">https://www.osceolaschools.net/Page/2551</a>
• <a href="#">What Is Collaborative Bargaining?</a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30089&amp;FileName=What%20Is%20Collaborative%20Bargaining.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30089&amp;FileName=What%20Is%20Collaborative%20Bargaining.pdf</a>
• <a href="#">A Primer for Collective Bargaining and Employee Relations</a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30256&amp;FileName=A%20Primer%20for%20Collective%20Bargaining%20and%20Employee%20Relations.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30256&amp;FileName=A%20Primer%20for%20Collective%20Bargaining%20and%20Employee%20Relations.pdf</a>
• <a href="#">Bargaining Units/ Employee Groups Defined</a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30250&amp;FileName=BARGAINING%20UNITS%20-%20EMPLOYEE%20GROUPS%20DEFINED%20062122.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30250&amp;FileName=BARGAINING%20UNITS%20-%20EMPLOYEE%20GROUPS%20DEFINED%20062122.pdf</a>
• <a href="#">Subjects/ Topics of Bargaining</a>	<a href="https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30253&amp;FileName=Subjects%20of%20Bargaining.pdf">https://www.osceolaschools.net/site/handlers/filedownload.ashx?moduleinstanceid=3833&amp;dataid=30253&amp;FileName=Subjects%20of%20Bargaining.pdf</a>
• <a href="#">Salaries and Supplements Schedules</a>	<a href="https://www.osceolaschools.net/Page/293">https://www.osceolaschools.net/Page/293</a>



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

**COMMENCED at 04:34 PM**

Meeting Protocol	
Mission Statement:	N/A
Philosophy:	N/A
Rationale:	N/A
Salary and Fringes:	N/A
Goals:	N/A
Guest Protocol:	N/A
Speaking Order:	N/A
Time Keeper:	N/A

## Introduction of New Bargaining Team Members

- N/A

## Reflection on Our Progress Together: John Boyd/ Janet Moody

- John Boyd stated that a summary of our work together is posted on the [Bargaining Teams Information webpage](#) of the [School District's public website](#), was sent to bargaining team members in the meeting announcement e-mail and thanked bargaining team members for their collaboration.
- John Boyd stated that the minutes of collective bargaining meetings are public records available to all who request to see them and that these minutes are posted promptly after each collective bargaining meeting on the appropriate webpage of the [School District's public website](#).
  - [Bargaining Meetings Minutes](#)
    - [\[https://www.osceolaschools.net/Page/7244\]](https://www.osceolaschools.net/Page/7244)



# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

## Legislative Update: John Boyd

- John Boyd shared the agenda and provided a brief legislature update.
- John Boyd stated that the Florida Legislature has not yet passed a state budget for the 2025-26 fiscal year.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

## Collaborative Bargaining Process: John Boyd/ Janet Moody

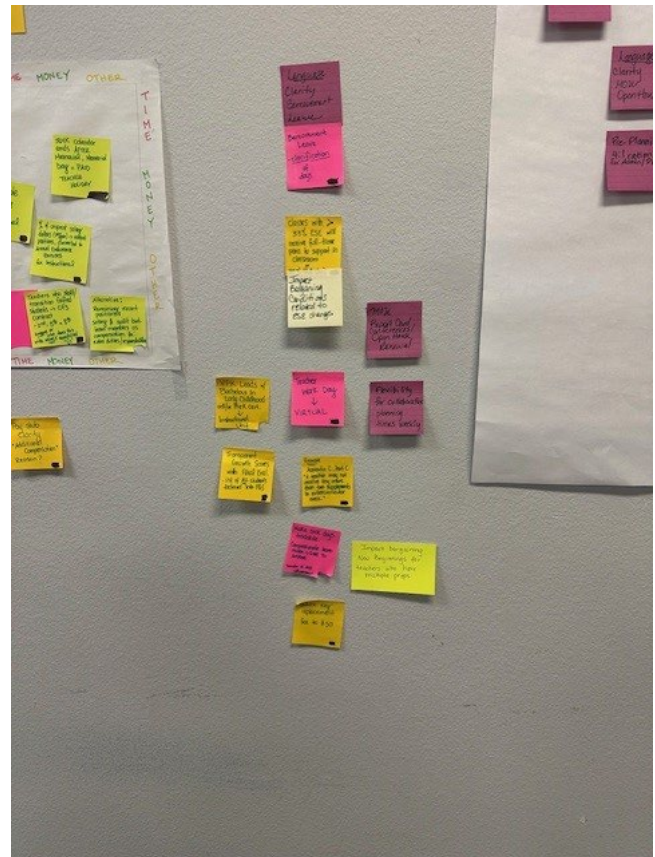
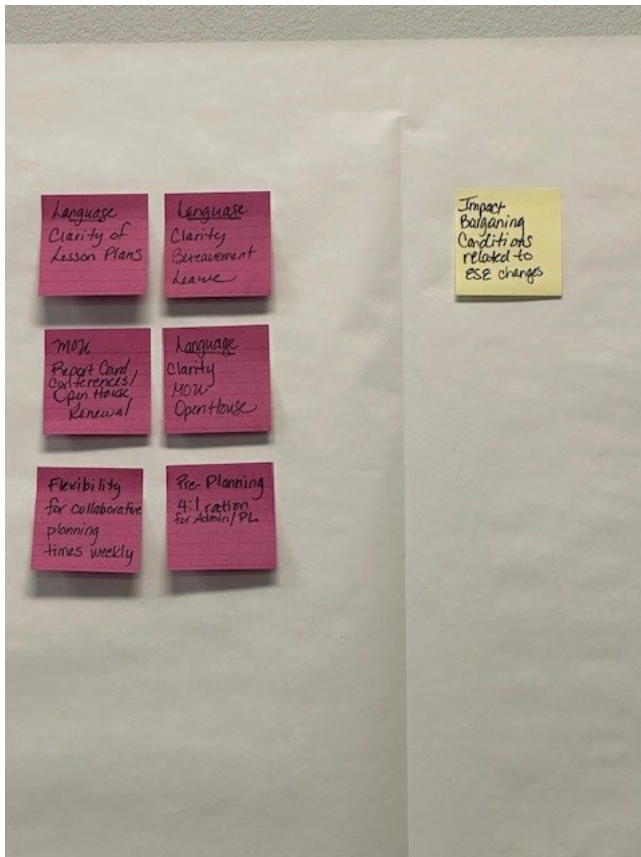
- John Boyd stated that the purpose of the collaborative bargaining process in today's meeting is to:
  - brainstorm and identify issues of mutual concern for proposed bargaining topics; and
  - not to exchange formal bargaining proposals at this meeting.
- Janet Moody stated that OCEA posted their chart with topics on the wall and asked whether management would like to put up their chart.
- Both parties mutually agreed to recess into caucuses at 04:38 PM
- Both parties returned from caucus at 05:02 PM.
- Both parties mutually agreed to pause the meeting from 05:04 - 05:20 PM to review the charts that each party posted.







# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees





# Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Janet Moody reviewed the following topics that OCEA identified as important:
  - Virtual Teacher Workdays
  - Increasing the number of supplements that employees may receive
  - Expanding Compassionate Sick Leave to include maternity, mental health, and alcohol and drug rehabilitation
  - Reducing the \$250 fee for lost keys
  - Making Student Growth Scores for teacher evaluations more transparent
  - Increasing planning times for teachers who are assigned multiple courses
  - Increasing pay and providing planning times for VPK Leads with bachelor's degrees
  - Enforcing protections for nursing mothers
  - Impact related to Exceptional Student Education program changes
- John Boyd reviewed the following topics that the School District identified as important:
  - Clarifying expectations for lesson plans
  - Clarifying the criteria for Bereavement Leave
  - Renewing the MOU re Open Houses and Report Card Conferences
  - Providing flexibility for weekly collaborative planning times beyond Early Release Wednesdays
  - Providing flexibility for meeting times during Pre-Planning
- Detailed discussions for specific topics are summarized below:
  - Lost Key Fees
    - Janet Moody stated that the \$250 fee for each lost key is too high.
    - John Boyd stated it is expensive to re-key the locks after employees lose their keys.

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources

**Revised:** May 13, 2025

Page 7 of 9



## Bargaining Leadership Team (BLT) Meeting Minutes, Instructional Employees

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- Dr. Karyle Green stated that the School District has a new key form, and no one is being charged the fee until they receive notice first.
- Open House/ Report Card Conferences
  - John Boyd stated that School District Leadership wants to renew the MOU for Open House/ Report Card Conferences.
  - Emily Gorentz stated that OCEA has strong survey data.
  - John Boyd stated School District Leadership would limit how late Open Houses could be scheduled.
  - Janet Moody stated that OCEA lost members over the MOU.
  - Dylan Reinsel asked whether School District Leadership thought Open House was a success this year.
- Professional Learning Communities (PLCs)
  - John Boyd stated that some schools do not want to have PLCs on Early Release Day.
  - Janet Moody stated that some schools have voted to do so.
- Planning Time for Teachers Assigned Multiple Courses
  - Janet Moody stated we want to discuss teachers teaching several classes with only one planning for all those classes.
- VPK Leads
  - Janet Moody stated VPK Leads who have bachelor's degrees do not receive teacher pay or planning time, but the School District expects them to function as a teacher.
  - Dr. Belinda Reyes stated that the job description of a VPK Lead is not that of a teacher, and the School District would love to hire them as Kindergarten teachers.
- Nursing Mothers
  - Janet Moody stated that OCEA wants a quick remedy for nursing mothers who are denied time and arrangements for this purpose.
  - John Boyd stated that Osceola County School Board Rule and School District procedures require compliance with federal and state law.
  - Janet Moody stated that OCEA wants contract language so that employees can file grievances for remedies.
  - Zahira Pena-Andina stated that reminders of the policy and procedures in administrators' meetings.
  - Dylan Reinsel asked what the risk would be to put it in the contract.
  - John Boyd stated that the contract language would not change that it is federal law.

**ACTION: No action was taken on this item at this time, and this item will be brought back to a future meeting.**

**Note:** All proposal documents and tentative agreements are posted on the [Salaries and Benefits Proposals webpage](#) and [Tentative Agreements and Ratification Documents webpage](#) of the [School District's public website](#) respectively.

**ADJOURNED at 06:04 PM**





- Agenda items for the next meeting may be sent to John Boyd via e-mail by the deadline established in the Bargaining Calendar that is posted on the [Public Notices of Collective Bargaining webpage](#) of the [School District's public website](#).
- In accordance with *Section 286.011 – Public meetings and records; public inspection; criminal and civil penalties, Florida Statutes*, and *Section 447.605 – Public meetings and records law; exemptions and compliance, Florida Statutes*, meeting minutes are posted on the [Bargaining Meetings Minutes webpage](#) of the [School District's public website](#).

**Prepared by:** John Boyd, Director of Government & Labor Relations, Department of Human Resources  
**Revised:** May 13, 2025 Page 9 of 9

**Florida Statutes and Attorney General Opinions about Meeting Minutes**  
**[Sources: Government in the Sunshine Manual and Online Sunshine]**

- **Section 286.011 – Public meetings and records; public inspection; criminal and civil penalties, Florida Statutes**, states:
    - (1) *All meetings of any board or commission of any state agency or authority or of any agency or authority of any county, municipal corporation, or political subdivision, except as otherwise provided in the Constitution, including meetings with or attended by any person elected to such board or commission, but who has not yet taken office, at which official acts are to be taken are declared to be public meetings open to the public at all times, and no resolution, rule, or formal action shall be considered binding except as taken or made at such meeting. The board or commission must provide reasonable notice of all such meetings.*
    - (2) *The minutes of a meeting of any such board or commission of any such state agency or authority shall be promptly recorded, and such records shall be open to public inspection. The circuit courts of this state shall have jurisdiction to issue injunctions to enforce the purposes of this section upon application by any citizen of this state.*
  - Section 286.011 – *Public meetings and records; public inspection; criminal and civil penalties, Florida Statutes*, requires that minutes of a meeting of a public board or commission be promptly recorded and open to public inspection. Workshop meetings are not exempted from this requirement. Attorney General Opinions (AGOs) 08-65 and 74-62.
  - Because the term “promptly” is not defined in the statute, it “should be construed in its plain and ordinary sense.” *Inf. Op. to Board of Trustees, January 27, 2009.*
  - The minutes are public records when the person responsible for preparing the minutes has performed his or her duty even though they have not yet been sent to the board members or officially approved by the board. AGO 91-26.
  - Section 286.011 – *Public meetings and records; public inspection; criminal and civil penalties, Florida Statutes*, does not specify who is responsible for taking the minutes of public meetings. This appears to be a procedural matter which the individual boards or commissions must resolve. *Inf. Op. to Baldwin, December 5, 1990.*
  - The term “minutes” as used in Section 286.011 – *Public meetings and records; public inspection; criminal and civil penalties, Florida Statutes*, contemplates a brief summary or series of brief notes or memoranda reflecting the events of the meeting; accordingly, a verbatim transcript is not required. AGO 82-47.
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- **Section 447.605 – Public meetings and records law; exemptions and compliance, Florida Statutes**, states:
    - (1) *All discussions between the chief executive officer of the public employer, or his or her representative, and the legislative body or the public employer relative to collective bargaining shall be closed and exempt from the provisions of s. 286.011.*
    - (2) *The collective bargaining negotiations between a chief executive officer, or his or her representative, and a bargaining agent shall be in compliance with the provisions of s. 286.011.*
    - (3) *All work products developed by the public employer in preparation for negotiations, and during negotiations, shall be confidential and exempt from the provisions of s. 119.07(1).*