



TALC Negotiations Minutes April 17, 2009

District Team: Dr. Greg Adkins, Carl Burnside, Mike Bursztyn, Cheryl Curry, Ami Desamours, Robert Dodig, Jeananne Folaros, Ron Frazer, Dr. Connie Jones, Georgianna McDaniel, Susan Strong

TALC Team: Donna Mutzenard, Mark Castellano, Leah Allen, Jerry Buonocore, Dr. Liz Cooper, Jack Edmonds, Roberta Hill, Nathan Pugh, Steve Solak, Martha Simmons, Bob Scoppettuolo, Annie Spielmaker

Facilitators: Patti Elkin, Shellie Halstead, Marsha Bur, Sara Kohlhauff, Neketa Carthan

Recording Secretary: Linda Jo Sanders

Agenda

Check In
Minute
Teacher Planning

Check In

Who are you ?
Missing? ~~Nate~~, Jeananne, ~~Ami~~
Time Constraints?
How are you?
Expectations

Come to consensus on numerous issues ~~###~~////
Get so much done tonight that we can cancel the rest of the sessions
Move along ~~###~~ ~~###~~ //
Remain thankful and deal with some hard situations

Minutes of 3-27-09 approved

Caucus report – TALC – talked about meeting Donna and Mark had with Dr. Browder yesterday and with the middle school teachers last night and group's thoughts
District – Also talked about conversation with Dr. Browder and conversation with principals

Teacher Planning

Story cont'd

- Middle school requirements include students credits (3-math, science, language arts and social studies) (½ credit of career exploration, ½ credit in PE per year)
- 2nd waiver options are more strict
- Level 1 or 2 required to have a double block of reading (90 minutes-but would put in a waiver for 80 minutes)
- New students are tested and screened for placement
- Level 1 (or maybe level 2 depending on RTI) need double block of math
- ESE students IEP's may require a learning strategies class (full year class)
- Required IEP driven social personal class
- Requirement to pass is 60%
- If student gets behind in even 1 core academic they are at risk of being held back
- Florida Statute 1003.4156 – Middle school requirements
- New FCAT math graduation test change from 20% → 80% geometry requirement so more students must be algebra complete
- High school level 1 and 2 – 9th grade students will need to be double blocked into math classes
- Algebra 1 end of course exam will be a requirement
- Probably passing score for FCAT will be raised
- State is setting the bar for college entrance
- PE is new requirement for this next year (middle school)
- High schools are required to be in a class 135 hours (45 minute period-daily)
- Alternating block schedule → statute allows for 120 hours (80 minute period)
- Vertical plan will be important in helping students meet high school requirements
- Learning math cannot be done by solely lectures, so more time would be beneficial (block)
- Worst case scenario schedule in middle school would be impossible
- Middle school population is getting older because of requirements, middle school dropout rate is not tracked
- Alternating block 4 – 80 minute periods each day (320 contact minutes /day) plus 25 minutes lunch plus 10 minutes between classes for passing time
- Nature of before and after school will need to change
- Hard to get a period out of the extra time (like morning news)
- 45 minute periods -135 hours x 60 = 8100 minutes/180
- 80 minute periods: 120 x 60 = 7200 minutes/90
- New middle school requirements will be difficult for kids who may have coasted through middle school in the past
- Used to have a longer high school day but have shortened it for transportation needs, which eliminates wiggle room
- Unaccounted for time in schedule ends up being at the end of the day to have it in the middle of the day results in an extended day and additional transportation costs

Teacher Planning

Story cont'd

- By the end of the day it is hard to focus on planning
- Planning time is inextricably linked to the schedule that will be adopted
- We are looking at doing things differently, then we need to avoid hanging on to all the things we've always offered kids and employees
- Passing time in high school is not consistent
- If there is 60 minutes of unscheduled student contact time, it should work
- 1/7th of teachers already have last period planning
- Planning could be assigned to middle school and high school by start/end time
- Can get teachers planning every day but class periods are set by schedule
- Budget (money) is the "elephant" that is out there
- Class size amendment prohibits an increase in each class so students must be spread out over more periods
- Middle school may have more opportunity to preserve not contact time
- Principals are committed to preserving planning
- State legislature has impacted schools dramatically and we need to not make working conditions more difficult
- Alternate block schedule will allow for planning every other day and either before or after school time without students
- Already more than 1 period of planning each day
- An "instructional" planning period would be lost every other day
- Some teachers are already giving up planning to preserve the block in their school
- Basically-planning minutes per week remains the same but if is distributed differently
- End of day time must be protected to keep morale high
- Many teachers think of 7th period planning as a perk
- Increased requirements plus district move toward standardization, principal opportunities to do things differently is decreased
- Providing contract language similar to what is currently written for elementary allows some flexibility
- Due to current situation we may be looking at only 1 year contract
- Language changes to specifically limit number of meetings
- Elementary planning has not been equitable
- Elementary principals trying to work a plan that would mirror what is current for secondary
- In 12 hours of teacher planning tiptoeing around subject of cutting teachers
- Losing 1/7th of teachers in mid/high - \$17.5 million
- District asking teachers to do more with less and good bye 1/7th of the people in their building
- Before and after school planning has it's limitations-some personnel not accessible
- Planning time is "2nd class" time

Teacher Planning

Story cont'd

- 4x4 schedule is being abandoned by Barron Collier High School
- Why are they leaving 4x4?
- What are they going to?
- Barron Collier has more \$ to work with – we have less operational \$
- Also have not made necessary curricular adjustments – violating state statute
- If we lost 1/7th of our teachers would not be \$17.5 million
- 170 teachers = \$10 million
- DRA = base salary plus benefits, & health insurance
- Everyone wants to do their best for the kids
- There is an attitude with high school principals that if this is to work they have to maintain curricular mandates
- Legitimate fear & concern-implementation must be accurate
- Principals are committed to making this work because of curricular demands
- Children will suffer if we don't work together
- Teacher attrition is over 400 with natural attrition, temporary teachers we've crossed worst case scenario
- Vast majority of change will occur thru attrition
- Attrition = retirement, moving out of area (spouses), performance, rookie teachers that become non reappointments are large group in attrition

Options cont'd

15. Develop a labor management process for monitoring the enforcement of the planning period language
16. In 4 years time we can revisit – this is not a permanent planning option

Straw Design E

2. Secondary planning period language (5.01 (b) mirror elementary (250 per week – 30 minutes continuous per day)
4. Limit required meetings to 2 per month (non student contact hours)
15. Develop a labor management process for monitoring the enforcement of the planning period language

Additional session scheduled for Friday, April 24, 8:30 a.m. – 4:30 p.m. – Community Training Room –South Wing, LCPEC.