

**PCTA/PCSB Bargaining Meeting
Minutes
10-2-18**

Meeting was called to order at 5:12pm at Pinellas County School Board Administration Building, Rooms 134/135.

Introductions were made.

Salaries - Kevin Smith stated that PCS had presented a salary proposal of a 2% increase at the last meeting and asked if PCTA had a counter offer for the group. Mike Gandolfo shared that PCTA does not have a counter at this time because he wanted to discuss the topic of terminal pay, as that ties in with salary increases. Mike had requested information regarding terminal pay from Kevin. Kevin stated that he had received the request, but that he had some clarifying questions regarding the request. Mike shared the questions that he was looking for. Kevin indicated that he understood the request and he would work on getting that information to Mike. There was also a question about what happens when someone is deceased. If someone dies, their beneficiary will get a percentage (based on their years of service) of their terminal pay. Kevin Smith will also retrieve the data on, "How many employees passed away in the last 5 years and how much was paid out"?

Kevin asked the team if they wanted to still consider bifurcating the healthcare and salaries with the contract language in order to give our teachers their increase in salaries. PCTA said not at this time.

Contract Language - PCS had made proposals to several articles last month and had sent the proposals the afternoon of Oct 2, 2018 to Mike Gandolfo and Tom Lentz in Word format. PCTA provided copies of Articles 1-7, 10-13, 15, 16, and 19 with few changes. Specific discussion was held on Article 4, Section Q relating to retroactive pay. PCTA was not in agreement with striking section Q and PCS agreed to leave it in. Discussion was also held regarding Articles 15. Colleen Parker suggested keeping the sections continuous, remove the title "Section A" and just letter the four (4) statements. PCS stated that this was agreeable.

- Paula Texel and Mike Gandolfo signed all the articles mentioned above as tentative agreements.

Contract Language (continued) - PCS had made proposals to several articles last month and at this time Mike Gandolfo and Tom Lentz proposed PCTA's counter offers to Articles 22, 23, 26, 29, 30, 31, 40, and 43.

All articles were agreed upon by both parties with discussion occurring on each article. Specific discussion was held on Article 26 relating to Teacher Facilities and Materials. PCTA Agreed with the proposal from PCS, except recommended to strike section J "A Dictionary shall be provided in every classroom" and then re-letter thru M. PCS agreed with this recommendation. PCTA suggested striking Article 30 on Financial Support from the contract and PCS agreed. Discussion was held regarding Article 43 – Schedule of Salary Payments. PCS had proposed striking section E dealing with retroactive pay. PCTA stated they would like to leave this in the contract. It was shared that each year the salary schedule is negotiated, but PCS agreed to leave this section in the contract.

- Paula Texel and Mike Gandolfo signed all the articles mentioned above as tentative agreements.

Mike Gandolfo stated that they looked at Article 32 – Teacher Evaluation language and they are not in agreement with the proposed changes. Discussion followed on this article, as well as the Lesson Plan section. Laurie Dart asked PCTA to propose new language and also stated that this is a provisional year with the new Focused Model.

PCTA stated they were not ready to counter for the salary proposal until they have the terminal pay information.



Meeting adjourned at 6:43.