



PCSB/PCTA Bargaining Meeting
September 29, 2021
Minutes
PCTA Building

PCTA caucused at 4:35pm

Meeting was called to order at 4:50pm.

In attendance: Paula Texel, Laurie Dart, Kevin Smith, Rita Vasquez, Nancy Velardi, Janet Cunningham, Paula Stephens, Thomas "Lee" Bryant, Ginger Brengle, Kristen Coffelt, Christine Everett, Dan Perazzo, Juliana Stolz, Alisha Ford, Bryan Bouton, Lindsey Blankenbaker, Tracey McConnell, Dia Falco

Paula Texel started the meeting by stating we have time sensitive items that need to be addressed first. Sick Leave in reference to COVID since March 2020. Federal leave allowance is expiring September 30, 2021. We have had discussions to extend this on a limited basis. The district has quantified doing this and wants to provide coverage if employees test positive and are vaccinated, or unless there is a medical exemption. The estimated cost would be \$600,000 to \$1 million, through November 12, 2021.

Laurie Dart stated the district would like to couple this MOU with salary Increases. Nancy Velardi stated that PCTA was not ready to bargain salary, and that these two should not be negotiated together. Laurie stated sick leave is negotiated and should be ratified. There was much discussion back and forth regarding the COVID MOU and its criteria. PCSB wants to move forward with these provisions as we'd like the employees to receive their salary increase by November. Nancy stated it won't be tonight and when they are prepared to negotiate salary they will. She also stated that PCTA was dissecting the information they received and needed to consult with FEA.

Laurie stated the FFCRA is expiring September 30 and if are discussing an MOU then we should add a Salaries and Evaluations to the package.

PCTA caucused 5:30pm, returned 5:46pm

Nancy stated the MOU should be separate, it doesn't alter the contract and doesn't need ratification. Laurie stated it does, as it alters the sick leave available to employees and needs ratified. Nancy stated our people are saying we're going to wait for the lousy 3% raise to get better working conditions. Rita Vasquez shared that she felt that comment was insulting. Kevin Smith stated that he took offense to the comment that a 3% is a lousy raise, as the district is also paying the \$9 million to cover the increase in healthcare costs.

Break – 6:05-6:36pm

Nancy shared that PCTA will do the COVID MOU and take it to ratification. Laurie asked about timeline, Dia stated it will take at least 2-3 weeks. There was continued discussion regarding if the MOU needed to be ratified or not. Also, discussion was held regarding vaccinated employees or non-vaccinated. Lindsey stated the district isn't doing enough to mitigate the spread. Laurie stated she takes issue with that, as our numbers are down and our rate is the same as those with mask mandates.

PCTA caucused 7:35-7:50pm

Group came back and discussed the goal on both sides is to protect the employees from getting sick. Laurie stated we can keep the COVID MOU as proposed and modify the Sick Leave Bank so that unvaccinated and quarantined employees may utilize it to be paid while out. Nancy stated this should work. Paula stated the district will propose the guideline for Sick Leave Bank.

Meeting adjourned at 8:05 p.m.