

PCSB/PCTA Bargaining Meeting

November 10, 2021

Minutes

Admin Building

Meeting Called to order at 3:45

In Attendance: Paula Texel, Laurie Dart, Kevin Smith, Bryan Bouton, Nancy, Velardi, Lindsey Blankenbaker, Ginger Brengle, Thomas Lee Bryant, Kristen Coffelt, Dan Perazzo, Juliana Stolz, Janet Cunningham, Paula Stephens, Tracey McConnell

Paula Texel started the meeting asking if anyone had any questions regarding the salary.

Kevin Smith discussed the salaries proposed are within the state law

Nancy Velardi asked that supplements be relooked at for veteran teachers for an increase to their salaries.

Laurie Dart stated supplements are paid for extra work according to the negotiated contract

Lindsey Blankenbaker stated the salary increase needs to be more equitable, and needs to be higher for veteran teachers looking for more of a supplement if an increase cannot happen within the parameters. Does not feel the state statute has a supplement as unlawful and it's not unlawful to circumvent the law with a salary formula that's more equitable for veterans even if it's a flat rate. Finding an agreeable solution that stays within the intent of the law and the intent of the legislature. Could a supplement be negotiated yearly for veterans to circumvent the performance paid teachers and the 125% and be paid out of the ESSER funds. She stated the district is making choices that don't support the veteran teachers by focusing on programs and purchasing things not on the people and salaries.

Kevin Smith reiterated the ESSER funds are non-recurring and it is not fiscally responsible to pay recurring expenses from these funds. He stated that we value our employees and we continued to pay everyone through COVID because our district has been fiscally responsible through the year. It is not fiscally prudent to use non-recurring funds for salaries. We have to comply with the statute when it comes to the performance pay salary schedule.

Paula Texel reiterated we value our most veteran teachers as we have continued to increase the years on the salary schedule.

Nancy Velardi shared that teachers aren't staying, they are leaving at the 5-7 year mark and there needs to be a focus on retention, the new teachers need the veteran teachers. There needs to be a balance and the most valued and loyal are given less. She stated that she felt the laptops are a waste as they forced students to have them and many were lost, and virtual classes were ineffective.

Kevin Smith reiterated, if we spend the money now from non-recurring funds on salaries we will have a reduction in force in a few years when the money is gone and that is not sound business practice or something that as a district we want for our employees.

Paula Texel mentioned that a great deal of time has been spent reviewing salaries and discussing the salary issue for veteran teachers. She stated again that the district does not support using non-recurring funds for recurring salaries. Laurie Dart asked if there was a counter proposal of a non-recurring bonus. There was none.

Paula Texel suggested the groups move back to contract language. Article 20 to adjust section A – added resignation. Laurie Dart addressed the payout changing the formula which would be consistent with the statute 6 years 40%, 9 years 45%, 12 years 50%, 13 years 100%, agreement going forward – time earned after this date, will discuss at another time.

Paula Texel moved to Article 21 - Teacher Assignments and noted every attempt is made to honor teacher choices. At this time, the district is not recommending any changes to the contract language. Nancy Velardi wants principals to communicate with teachers when it comes to teacher assignments.

Meeting adjourned at 5:05