



PCSB/PCTA Bargaining Meeting
December 8, 2021
Minutes
PCTA Building

In attendance: Paula Texel, Laurie Dart, Kevin Smith, Nancy Velardi, Bryan Bouton, Janet Cunningham, Paula Stephens, Ginger Brengle, Kristen Coffelt, Juliana Stolz, Patrick Mugan, Lindsey Blankenbaker, Tracey McConnell, Don Perazzo, Alisha Ford

Meeting was called to order at 4:38pm.

Paula Texel wished everyone a Happy Holiday. Paula started the meeting off stating PCSB wants to revisit the salary discussion stating she knows this is important to all. Regarding the PCTA proposal of longevity bonuses of \$250-\$1250 with it sunsetting in 3 years...PCSB has voiced their concern over it being recurring and what would happen after the 3 years? Kevin Smith stated we should avoid using these funds for recurring expenses, funding is down by \$18 million, scholarships are going up, and FRS rates are going up. We are reluctant to agree to a 3-year deal. It's over \$7 million dollars and concerns were raised over what would happen after the 3 years - how do we just stop providing those bonuses?

Laurie Dart stated maybe use the ARP funds for salary that would not be recurring. Compensate teacher's that aren't included in the salary schedule? We'd like ideas from the group on how we can do that? \$300 million is enticing, but we can't use it for recurring expenses. Options would include using it for training or covering classes?

Nancy Velardi stated she appreciates this, but her concern is the veteran teachers. She feels the longevity bonus would keep them here at PCS. Paula asked how they would envision this program, if we are declining in enrollment, what do we do in 3 years?

Further discussion was held regarding permissive subjects of bargaining and how the group will move forward. PCS stated that the areas that PCTA has asked for creative solutions on such as evaluations and protection around planning time have been addressed. Nancy stated that the issues PCTA are bringing forward are the ones being reported on a regular basis from schools. Discussion was held regarding success plans and statute interpretation. Lindsey shared that PCTA is not asking for bonuses, that they are asking for supplements. Nancy stated that she has asked from the very beginning when the law was passed that we were going to have to work around this and needed to be creative in our thinking. She stated that there were other things that needed to be addressed, such as the MOU at the start of the year.

There was discussion back and forth over the proposals both parties have brought to the table and how do we compromise? Paula stated PCSB hears what PCTA is saying, however, statute has to be followed. We need to be creative. Many different options were shared and discussed. PCTA asked PCSB to come back to the table with some creative ways to use the ARP funds in a non-recurring way.

Meeting adjourned at 6:00 p.m.