



**PCSB/PCTA Bargaining Meeting
Minutes
09-30-19
PCTA Building
Conference Room**

Meeting was called to order at 5:20pm. Sign in sheet was passed around for signatures.

Paula Texel started off the meeting stating our biggest concern is salaries, we'd like to see our teachers paid by the winter break.

Mike Gandolfo passed out the proposals from PCTA. The salary proposal is 5% increase with \$114,000 for the Social Workers, \$225,000 for the Reading Supplement.

Paula Texel wanted to clarify the whole \$225,000 will be split up through the three (3) years, ie, \$80,000 one year and so on. Paula deferred to Kevin Smith to go over the funding for this year's salary proposal.

Kevin Smith went over the funding for this fiscal year. There is \$18.7 million available for all bargaining units. There was some discussion on the fund balance, Kevin stated it's stable from last year and the use of reserve funds is not a good idea unless it was a non-recurring request.

Paula stated we will take this offer into consideration.

Mike Gandolfo moved on to discuss the language proposals.

Article 10 – Class Sanctity – Add letter F. verbiage that states that the Board and Union will work together to rectify situations where staffing targets are exceeded. There was some discussion over which classes are they referring to and is it not currently being done. Joann McCall stated the Union wants it in writing so that long after the people at this are gone it will be memorialized.

Article 20 – Terminal Pay – Kevin Smith stated he and AON are working on the cost out.

Article 31 – Evaluation – Propose striking the beginning paragraph in # 2 and add the District's Professional Development department and a representative of the Union will review the process followed by an administrator to determine the reason for anomalies in the summative evaluations. Also, strike #3 stating this provision will sunset after the 2018-2019 school year.

There was discussion amongst the group regarding these proposals. They all agreed this Focus Model has worked out, discussion was over anomalies and bias. Laurie Dart stated we have approximately 99% of our teachers Highly Effective or Effective and don't believe this provision of bias is appropriate as Professional Development is monitoring this constantly. Paula stated we'll discuss this during caucus.

Article 38 – Specialized Clinical Services – propose to add Social Workers. Paula asked if this was the only group you are asking to add. Mike stated he didn't think any other group has the right platform.

Stipulation between the Board and PCTA for the use of live streaming at Elisa Nelson Elementary. Laurie stated we will bring this back to Lynne Mowatt, Executive Director, ESE.

Group caucus

Kevin reiterated our funds available and passed out our proposal of 3.25%. Laurie gave the timeline of the next Board meetings for getting this paid out by the winter break. There was discussion over all the proposals, Laurie suggested we come to an agreement on salaries tonight. Mike said he wants to agree on the whole package.

PCTA caucused at this time.

PCTA came back with a 4.5% proposal for salaries. Kevin Smith stated you know our finances. Group discussed dates for the following week to bargain.

Meeting adjourned at 6:40 p.m.