

PCTA/PCSB Bargaining Meeting

Minutes

October 19, 2022

PCTA Building

In Attendance: Paula Texel, Kevin Smith, David Richmond, Laurie Dart, Dena Collins, Paula Stephens, Thomas Lee Bryant, Nancy Velardi, Lindsey Blankenbaker, Juliana Stolz, Janet Cunningham, Tracey McComell, Dan Perazzo, Ginger Brengle, Bryan Boughton

4:41 pm

Paula welcomes everyone back to the table- last time we met the union proposed the following below that has been “cost out” by the district:

Costed out PCTA proposal

5.25%	\$18.2M
Bonus	\$5M
Adv Degree	\$256,830 (3.25%)

We have exceeded the \$18.4 million we had for all groups- we are rejecting the \$23 million that has been proposed from PCTA. Proposing this counter:

4% average	\$13.8M
Bonus	\$2.1M – which is an increase of \$1.1M from last time
Adv Degree	\$256,830 (3.25%, as requested)
Ath/Arts Supp	\$106,000
Healthcare	\$5.5M (for all employees)
Paid Planning	1.21% (2 days) 2.42% (4 days)

We can provide scenarios for the bonuses- look at different levels on how we provide. We have doubled the bonus amount- adding the advanced degrees and we are picking up the increase the health care for all employees, increase to athletic and arts supplements and agreed upon paid planning days. We are looking to get to agreement with salaries- we will pause for question or caucus.

Lindsey does have questions- you asked about the value of 5.25% at \$18 million. 5.25% we see closer to \$16 million. Dave Richmond is asking- what salary are you using? The 4% track about the same- a significant difference with the 5.25%. Juliana speaks out – this confuses me- you actually are taking salaries at the different levels. Lindsey shares that no it is not- because it is an average- you can apply it to the entire unit. Dave shares in the calculations, we subtract the referendum from the overall salary.

Caucus 4:52 pm

Return from Caucus at 5:30 pm

Nancy shares PCTA’s counter-

Average increase would drop to 5%. The retention one- time bonus- drop off the first tier and second tier- 13-20 years @ 750 and the 21 and above- \$1250. Everything else remains the same.

Paul shares we would need to cost this out- unless you have a have an average. Lindsey shares the cost would be about \$3.45 million. Paula shares the 5% would be approximately \$17.3 million. Paula continues, we can not go with the 5%- this goes back to the first meetings- we started 3.25%. Kevin continues- we went to the 4%- we have incalculable family empowerment- we just cannot get to the 5%.

Nancy shares- even if we are the same % as the other groups- the other groups get the same percentage- the number being lower- is the difference. The admin gets the straight number. The teachers are the only group that get the average. It hurts the people at the top the most. The perception of the teachers is there. This is why we are doing the one- time bonus- to lessen that pain. Paula shares- this is your decision to make.

Nancy continues we are looking at the pot of money and looking at the group- defined by the PCTA to determine how this would be used- we would not turn away the one-time bonus- this would be the last resort. They don't do anyone a favor- it doesn't help my retirement. The main concern this year- due to the inflation- it puts money in their pockets. The bonus needs to be substantial enough to help. Lindsey shares the reality of homelessness. You hear that corporations talking to their employees about use public benefits- you don't think this happens to our employees- but it does. The idea that are lowest employees and our instructional employees are looking at homelessness. Shouldering the burden of advanced degrees is facing them as well- shortages in our classrooms- crowding our classroom- the work load is still there- more grading, more coverage, more supervision. The snowball effect is overwhelming.

Kevin shares, we are not talking about comfort- we are talking about financial reality that we will regret next year. As the CFO, that is my job to ensure we are fiscally responsible. Kevin shares there is funding doubts and we may not have the capability of paying for raises for next year. It is maintaining a level of fiscal responsibility- not paying employees and or reducing employees.

Nancy shares what is also true- front page of the times- page after page of charts it is impossible to live in Tampa Bay- the raise needed, no more than 30% of your income should be spent on rent. Everyone is doing way more. What would be devastating is more teachers walking out- because of the struggle about the money- on top of that- so much additional work as the classes are larger- the workload is larger- no incentive to stay. We tell them hang in there- get more people- getting a decent raise- we are not able to talk these teachers into staying. This is my terror- the reality of Pinellas County schools- the quality goes down when you can't get what you want. This is a one time- we have to go way above to keep people and be saddles with the extra work.

Laurie shares- the proposal you shared is approximately \$4 million and 5%- is a total of \$21.3 million. We can not do this much- we offered the 4% and the \$2.1 million and you rejected this.

Nancy shares what I am afraid of- if we put a lower amount- our people will not ratify- they will be upset if the percentage is less than the other groups. Nancy shares there is money in the ESSER in the account- there is money for this- it is well worth the use. Esser was for this purpose. The bonus is quite high.

Lindsey shares acknowledge the way of work- keep making the distinction- fiscal responsibility- the operating budget and the reserve. We keep coming back to the reserve- it is 5% by policy- twice as much as the state. We don't get to feed piggy bank if we can't feed our people.

We would like to take a break- 5:50 PM Caucus
Return from caucus at 6:05 pm

Paula returns with the counteroffer from the district. Thank you for the time to discuss- look at and hopefully come to an agreement- really hopeful we can come to an agreement. Stretched beyond on the agreement and the concerns that have been shared.

District proposal is-

4.25 % average salary increase

100% increase

Additional planning- 2 days for gen ed 4 for ESE

Increasing the proposal of one- time bonus @ 3 million- at your discretion- how to be allocated

3.25% advanced degree supplements-

Increase other supplements- \$108,000- athletics, fine arts

Move to caucus 6:11 pm

Return at 6:32 pm

Nancy shares- this is looking really good- we need to go back and rerun the numbers- not too many issues if any- we would need to set the athletic and the appraisal committee meeting-

Paula shares the proposal for the evaluation language - appraisal provided input- and the union had input also. District – shares their proposal and union shared theirs.

Laurie asks- can we agree to the amount and allow you to decide. Laurie asks, can we agree tonight? Lindsey shares this is very encouraging and because we have outstanding items- we need to look at the one-time payment.

Nancy shares- it will be a couple of days. Nancy continue by stating she knows how to sell a deal- how to present it to the members- the total amount will not be impressive. It would be better if we can break down the break downs. We would like scenarios and come up with the best scenarios- we can't sign off tonight- we have to work on other stuff.

The concerns over the deliberate practice concern- Nancy shares, the response- having deliberate practice and keeping the scores higher. We don't want it gone- because it helps the scores- we want the 1-3-year teachers- still need to work with the administrator targeting their elements. Success plan- would also need. Was stated that in Domain 3 to lower the number of required elements – Paula shared that that was part of the discussion at Appraisal Advisory – implementation of process, but it is not mentioned in contract.

6:41 pm- Meeting ends.