

## **PCTA/PCSB Bargaining Meeting**

Minutes, Admin Building

November 2, 2022

PESPA

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 McConnell, Dan Perazzo, Ginger Brengle, Jeff Solochech

4:30 pm

Paula begins a welcome to the group. Provides a summary of the last time the two groups were together:

- Average of 4.25% increase

- Additional 3 million to be used in a onetime non-re-occurring bonus.

- Include 2 days of paid planning- 4 days for ESE

- Board to cover 100% of new increase in health care

- 3.25% increase in advanced degree supplements.

- Additional funds to support increase in athletics supplements.

Lindsey confirmed the numbers provided and added for the 3 million, the dollars would be distributed by PCNON + PNON years. Those that are 10-19 years would receive 735 and those that are 20 and above would be 1000. She shared, regardless of the pay scale, both groups would be eligible- grandfathered and the performance schedules. She shared, according to her numbers took us a little over- \$1000. We think this would move very little. We believe the group would fit in this- the approximate value. Making this more equitable a total increase. On the grandfather scale- total increase 3.9% much closer to the range of the 4.25% that is given. Calculating on the performance scale- this walks you through the total increase.

Moving from the salary discussions, Paula shares the updates to Article 31- Evaluation

In addition to the observations- the probationary contract teachers request for a targeted observation- we will accept this request. Page 3, number B 2.

Lindsey shares the additional targeted observation for probationary affords our newest teachers the most opportunity to hone their craft and find their place in the district. Nancy shared, this gives the opportunity to get the best.

Paula moves to Article 38- Specialized Services- the committee that was formed came to several recommendations- a few areas that were agreed upon.

The district agrees with the following recommendations: school counselors added to the group. We are also recommending collaboration to review schedules for uninterrupted planning and lunch schedules, duty and proctoring tests to not impede other duties. One last sentence modification needs to make student needs- autonomy of the employee to make their schedules based on needs of the students.

Finally, the current evaluation does not meet the needs of this group and will be moving forward.

There were a couple of areas that were partial or could not come to an agreement- number 5. Around space for confidential information- class or office area- this is already in contract , we added for 1:1 there will be space provided. The request for all work done to have a private setting, we cannot guarantee that each school building for each employee to have a private area on their own.

Nancy would like the 1:1 to be removed- for sessions to be provided for work with students during the time of service. Paula shares there is a place in the contract that has language around space for working with students. Lindsey shares we don't have restate the contract. Confidential conversations can include more than one student. The existing language is for confidential or 1:1. Laurie shares the language in contract already affords this confidential space. We are limiting to 1:1- a private space can be agreed. A group of people- it's not confidential anymore. Space limitation we cannot always guarantee a larger space. Lindsey wants to make sure, confidential- exists in 26F. We understand this can be addressed- we hear from practioners- multiple conversations are happening- the failure to provide a private space would affect the quality of service. If you are saying- this is already happening- the district understands confidential conversation is private. Lindsey shares there are privacy requirements that must occur- are we acknowledging a private space is when this exist. Paula shares this is committee discussion- want to be sure- there is a difference between confidential and private. You don't have confidential with every student- some may. Counselors could be doing work- this could be confidential. Juliana asks could the language be: A private space will be provided for individual or small group sessions. Nancy states there is always a space to be provided.

Paula shares- we will caucus this when we get there. The other request was about caseloads- we cannot guarantee a specific number of students identified. We could not come to an agreement on those that are shared between more than one school when it comes to duty and assignments.

Lindsey responds for numbers 3- our counter was taking out the duty and proctor for interment staff. It is reasonable to expect us to try to meet the essential needs. The staff shortage- touches every part of our group. The heightened need of quality of mental health services- what happens is the existing staff cannot provide the level of services of what our students need. The challenges of this staff- they are greater number of students served and less time on campus. Can we exempt duty for split staff inside the student day? Duty could be before or afterschool to participate in this duty. If we can focus here- this would be a big step. Allow these professionals to do what is needed for students. Is concerned about number 6- what we started with a proposal align case load to the recommendations to the best practices of the organizations. We recognized this is exceedingly to do in our state- this limit what we can do about caseloads- this is something we all face. Not require- to align- to acknowledge these requirements- as a best practice. This keeps us to move forward and take a stand- for those that can make a difference- it should not just stay here- we can have a strong voice- our administrators and school board- meet this locally- give us the funding to make this happen. Adding as an aspirational goal.

Nancy shares the wording of they will be assigned- what better wording would show the aspirational work to try and come closer to the recommendation. Laurie says, we hear what you are saying- the purpose of the contract is a binding agreement- if you go over a certain ratio we go over. The intent- we want to work with the state requirements as possible. Laurie, if we work through Article 38- are we in agreement tonight- working with after student day for intermit positions and the affirmation of the requirements of caseload.

Lindsey asks, walk me through if I am missing- new teacher salary- the last cell- the last green cell- 50K. Paula, when we brought forth the previous agreement- it was turned down 52K, we brought up 51K. We need to have a 51K-starting salary- we have to be competitive. Starting salary is increase- they are not receiving an increase. \$49, 124 is our current starting salary. Lindsey shared, we didn't go through the whole sheet. I want to point out- why our veterans- in particularly say- a flat increase. The state changed- mandated these different levels- around the grandfather increase. What is important to note.

It changes everything else. The new teacher salary does not impact anything else- it is a way to get around the rest of the scale.

Nancy continued to speak: we discussed the \$3 million- that was the offer for the one-time bonus- we asked for an additional \$260,000 to cover the fringe. We were told no- this is all we have. This was for the teachers that are already here- we believed you and you are willing to do extra money for people that are not here. Lindsey asks for the total impact - we are always worried about ratifying- what will cause problems is something like this- this has more of a negative effect of how people view this package. This is the concern. We understand the restrictions of the budget. Laurie shared the reason we are looking to increase the starting salary is to be competitive. Lindsey- this raising of the beginning salary schedule without looking at compression. We are not in favor of raising their schedule-

Move to Caucus 5:22 pm

Return from Caucus 5:58 pm

Lindsey states, we have made it clear- our concern is the additional increases to the starting salary- you have heard the concerns. Would you like to talk about the salary piece and lead into Article 38?

Paula shared, we have struck through the \$51,000 starting salary and the adjustments to article 38- in number 5- private space for confidential sessions and number 6- split schedules excluded from duty during the student day. Did not accept the addition aspirational goal of the recommendation goal from state agency. Lindsey agrees it is difficult- it was evident at the table that clinicians need the time to best serve the students. Paula agrees the specialist that oversee this group are concerns and revisit all the time.

Nancy agrees that the district cares about this group and ensuring the students that get the mental health they need. When we revisit the contract again- we hope we resolve some of these issues. Right now, it is a bad time. Let's hope sometime in the future.

Lindsey shares it is respectful of the process affirmed for the school counselors in Article 38.

Paula asks PCTA, are we in agreement?

Nancy replies yes, we are.

Paula states we are ready to move forward- goal is to get this to the November 15 Board meeting. Thanks were shared to Dave and Mr. Smith- his team- it is easy for us to sign the paper- it is work from his team to get things right.

The bonus will be in a second check- Dave confirmed this with the union. The bonus might go first. We can talk about this. This will be determined by the pay dates.

Lindsey this is for the veterans and experience- this is for Pinellas. Juliana wanted to personally express gratitude from this group and for movement forward- Thank you very much.

Bargaining ended at 6:09 pm