

## PCTA/PCSB Bargaining Meeting

Minutes

September 6, 2022

PCTA/PESPA Building

In Attendance: Paula Texel, Kevin Smith, Laurie Dart, Dena Collins, Paula Stephens, Thomas Lee Bryant, Brian Bouton, Nancy Velardi, Lindsey Blankenbaker, Juliana Stolz, Janet Cunningham, Tracey Comell, Dan Perazzo

4:37 pm Paula begins by welcoming everyone - district proposal paperwork passed out to all members.

Last proposal we received from PCTA was for salary increase of 8.05%...

*"The parties enter an agreement to increase each annual instructional unit salary by 8.05%. They further agree to continue negotiation of the allocation of said increase, as well as any other compensation and contractual items mutually agreed."*

The district rejects this proposal. We have stated multiple times that the current available amount is \$18.4 million for all bargaining groups, and the proposals presented by PCTA amount to approximately \$33 million (close to double) – just for PCTA, this not even considering the other 3 bargaining units.

However, we have gone back, as requested, to re-evaluate our offer....

The district has prepared a counter proposal – **ranging between 6.21 and 7.42% total compensation increase** which includes:

|   |       |              |
|---|-------|--------------|
| Average salary increases  | 4.0%  | \$13,610,979 |
| 100% Board contribution to HC   | 1.0%  | \$3,473,457  |
| 2 days paid planning  | 1.21% | \$4,303,997* |
| 2 days paid planning (ESE)  | 1.21% | \$689,068*   |
| Increase to Adv Degree Suppl increase<br>And/or Acad, Athlet, Fine Arts |       | \$220,000    |

Paula restated again that the average increase for instructional staff is between 6.21% and 7.42% (ESE) – equating to over 22 million dollars. Some of the funding (noted by \*) is out of ESSR/ARP. This proposal is higher than most other districts in the state who have settled. Very generous RECURRING increase- just over \$17 million. Paula shared that the district has put this proposal together with the intention of paying our employees as much as possible, while also remaining fiscally responsible with the funds provided to us by the taxpayers of Pinellas County, as well as federal funds. This is also well above the amount provided by Mr. Smith, our CFO. We have been requested to look at all funding, and we have.

On the break, down of appendix A- it is broken down by each schedule.

Caucus 4:42 pm

Return from caucus at 5:28 pm

Nancy shares- we have a couple of questions- on page with the green- what does that mean- proposed starting salary. Paula shares, it is the desire of the superintendent- intention to continue to raise the beginning teacher salary to stay competitive with surrounding district. Some further discussions-

Nancy asks, if we say no- then the beginning salary will be-\$50,481.50, with referendum. She continues, the interest is solely on the opening salary- it ain't gonna work- get the news- they are coming in and they are going out- if you are concerned about the referendum- it is a legitimate concern to get to the statute. We are not going to agree to a higher raise if they are highly effective. This is rejected.

Nancy states I would like it to be explained- C- is that what we negotiated last year? District clarifies, this is the total compensation for this year- agreement from last year- part of the negotiations for this year.

Nancy- we discussed a few times - look at the advanced and professional degrees we were working on the raising the other supplements because they are far below other districts and now they are in the ballpark with other district. What we spoke about last year- in regard to the advanced degree supplements, we are below our neighbors. We recommend alternating each year. The professional has not been touched in over 20 years. Psych and SLP have had theirs only. Masters and those had not been touched. The focus needs to be on these this year. This is an ongoing job-

Paula clarified- you would recommend this- you then said it was agreed upon- there is no recollection of mine, this was not discussed. We do have a supplement committee that meets- I would like to allow the arts, athletics and academics to have a discussion on this. There are many supplements that are not in the ballpark. There are new supplements- there are tweaks that need to be made.

Nancy all we talked about the new sports- the ones starting- yes, they have a supplement. This is part of the conversation on what we had last year. You told me at the time, the professional supplements at a supplement meeting- need to happen at a bargaining meeting. Paula shared we collapsed 78-22 pages of supplements to 9 pages. The advanced degrees are in the proper forum to have those discussions through collective bargaining.

Paula states, I recognize this is a request of the group. We need to listen to all people involved.

Nancy requested several pieces of data to be collected: the number of people of advanced degrees with the cost out. We would also like to have the cost of all electronic contracts in the classroom.

Stephens- we are requesting all of the programs that are accessible to clever.

Lindsey is asking for a break down of all contracts with the district. Purchased services- materials and supplies.

Nancy continues, this is impacting the cost of these things- the movement through shared leadership. The superintendent is interested in this. These programs need to be piloted this legitimately. These programs get dumped into the classroom. They can be used as tools- they are so bad they are not useful in the classroom- this is wasteful spending and disrespectful to the teacher- teachers will know best what they need. They know what they are looking for- this is their job.

Laurie asks for a clarification of what is being requested of the district- we have contracts all over the discussion- this is not helpful to this discussion. Lindsey- it's broad- we need to see a list of contracts- not through purchasing?

Having an item by item- what they have, what they provide- what is the cost. What the district pays for is indicative of priorities and practice- it can still indicate an expenditure that does not impact the students as keeping an experienced teacher in the classroom. This is what the proposal is about- keeping veterans in the classroom- we have to keep harder to keep them.

Nancy- there could be contracts that we cancel, or they could be broken- these are discussions that we want to have for next year's negotiations. Pinellas is the slowest to come down in housing- including Pasco is giving 5.4% raise including a referendum. Nancy shares she really wanted this story to be about Pinellas- it is cheaper to live in Pasco- a hefty raise and the referendum next year.

Lindsey- with the health insurance, this is a movement in your health care- paying 100%. 3.5 million- this the value of the instructional bargaining unit.

Nancy- last year you looked to add the two additional days and the 4 for the ESE. Did it come into what you expected? Kevin shares it was pretty close to what was said to be projected. He does not believe that it came in under.

Lindsey asks another question- wants to go back to the proposed salary of 52,000 because of the state requirement being less. If the minimum- is 50, salary of 52- you raise this up to 52- you are saying you are making this separate- not subject to the proportions of the state.

Nancy, before the salary laws occurred, this would be presented in the schedule. With a certain percentage- upping it at first, then we turned down every time. It is not doing the job- it is not a concern by taking it away from everyone else.

Paula shares in concern to the contracts purchased, Dr. Evans is back on board, Mr. Hendrick was guiding the conversation as he has just left this position, these decisions are not made by a single person- vetted by teachers/employees before purchases are made. If you could be more specific, examples-

Kevin asks, any items that are general funds- in the 03 objects- largest amounts goes to charters.

Paula, do you want to schedule another session- I need to know if you want the information before we meet- can't tell you how long it will take.

Nancy, that is good idea- we can set another date to meet. According to Nancy, Dr. Evans agree that is high time we lesson the screen time when we have perfectly good teachers in front them.

Meeting ends 6:02