

PCSB/PCTA Bargaining Session
August 29, 2019
Administration Building – Room 134/135
Minutes

In attendance: Paula Texel, Lisa Freeman, Seymour Brown, Janet Cunningham, Maggie Clark, Nancy Velardi, Mike Gandolfo, Joanne McCall, Kevin Smith, Victoria Hawkins, David Richmond, Laurie Dart, Dywayne Hinds, Barry Brown

Meeting began at 5:08 and introductions were held.

Update on Finances - Kevin Smith provided update on finances. He shared that at the recent EWBS meeting it was noted that there would be an increase of 2% in health insurance. However, with a small plan change the increase would be 1.7%, which would result in an increase of approximately \$1.7 million in total cost.

The district currently has \$15 million available for compensation - for salaries or health care or a combination of both. Mr. Smith shared that a goal would be to go with salaries so that it would positively impact a teacher's retirement. This would equate to a total compensation package increase of 2.5%.

Discussion was held regarding the funds in reserve. We are currently at 6.8%, with Board requirement at 5%. Mike thought it was 7%, but due to closeout it slipped a bit. Mike asked how much that would be - \$20 million? The 1.8% is equal to about \$8 million over what is required. Further discussion was held in regards to the reserve funds.

Ms. McCall asked about the unused referendum funds. Mr. Smith shared that these are only to be used for referendum salaries. He also reminded the group that we will have to share about \$3 million with charter schools. A part of the district's legislative platform is to approve the referendum for 10 years, as opposed to the current 4 years.

PCSB restated that we currently have \$15 million available for compensation package for all employees this year. PCSB shared that only about \$300,000 went into reserves this year. PCTA shared that they would like to see the \$6.8 million to go in reserves.

Mr. Gandolfo shared a salary proposal from PCTA with a salary increase of 6.25%. Mr. Smith shared that by doing this would leave the other groups at a deficit of \$5 million for their salaries.

PCSB will take the offer and provide a counter.

Healthcare – EWBS has had one meeting and will be reconvening in the next couple of weeks to determine healthcare.

Clinical Services – PCTA would like to reopen Article 38, which was just developed last year in order to include another group of employees, Social Workers, into this article. Maggie Clark shared with us that Social Workers are the only people who can Baker Act and bill Medicaid. She shared her background with us. She is now a LCSW, mentors, interns, shared the credentials to be a LCSW. Social Workers are called upon happily. She is here as the social worker. We have a code of ethics. Maggie shared with the

group a re-writing of the Article 38. She also stated that social workers put their licenses on the line – the amount we pay to keep up with our licensure. The clinical staff of the schools. The job of social workers has become more stressful. All they are asking is to be included in Article 38.

PCSB stated that last year when we added Article 38, PCSB shared that there were other groups we wanted to include. But this was declined at the time. PCSB isn't arguing that this group shouldn't belong in this article, but this should have been addressed when the article was written. Mr. Gandolfo shared that at the time he didn't have the research to add the group, but now he has the research.

PCSB recognized the request to open the Article and will consider.

Ms. McCall requested the following information:

- How many Social Workers (broken up between MSW and LCSW), SLP, OT, PT, Psych do we have on staff? (not to include those who are contracted out)
- What is the total salary for these people?
- How many FTE dollars do we generate?
- Do all have these licensure?

She also stated that with the number of Baker Acts that we do, it is important that have these employees on board. It was shared that schools do have school counselors who are certified to do Baker Acts. Question was asked, how many have LMHC licensures. And, how many do we have on staff who are LMHC?

Best & Brightest - PCSB shared information regarding the Best & Brightest information. Each section of this award was explained and the group agreed with the recommendations. Policy has to be written, go through workshop and then two readings. PCSB will work on this policy and share with PCTA before going to workshop.

UniSig Grant – PCTA asked how the information regarding the recruitment/retention funds through UniSig was shared. This involved the bonus money that is being offered to those with HE or E State VAM scores at the six (6) D and F schools. Ms. Texel explained the process that was used.

Teacher Evaluations – Article 31

Section E (3)

The group agreed that a great deal of time was spent working on this Article. PCTA proposed that the sunset provision be extended another year. There was one school we saw an anomaly and it is nice to be able to address it – in the manner that we are addressing it now. PCTA is asking that we put something similar in place so that we can continue to work in this manner.

PCSB recognized the request and will consider the proposal to extend the sunset provision.

Section F – Appeal Process

PCTA stated that those who are new teachers, it is the expectation that they be developing, but don't receive a bonus. If they see no raises, they will leave. PCTA will bring a proposal to reflect this request.

Mr. Barry Brown asked if there is data available that shows that the number of people who leave due to this.

PCSB recognizes that you would like to open this article and we will consider these requests.

Terminal Pay (Article 20) – Mr. Smith shared that PCSB is working with an actuary to gather the information. PCTA shared a proposal for Article 20.

PCSB will review and provide a response.

Reading Endorsement – PCTA asked if there is a concrete number of who actually needs to have Reading Endorsement. PCTA got Q&A from Pro Ed and FEA about the statute. At one time there was a stipend for obtaining the Reading Endorsement. Dr. Seymour Brown shared information regarding this. There are currently about 360 teachers who need the Reading endorsement. This will be an ongoing process to work with teachers who are required to obtain this endorsement. The district is expanding the avenues for teachers to obtain their reading endorsement. We are building a partnership with SPC and USF to provide the endorsement. At a reduced rate.

We will use the same protocol as we have in the past with ESOL, 5 courses of 60 points. In order to communicate this information, teachers will have an opportunity to view a powerpoint to learn about the requirements.

Mr. Gandolfo asked about the deadline for obtaining this endorsement. The date we need to be concerned about is that all teachers identified as needing this endorsement must begin this process no later than the start of the 2020-2021 school year.

Question was asked about those teachers who come in with multiple certification needs? PCSB is working to give them lots of opportunities to do this.

It is important to remember that after 2006, anyone coming out of a state college already has this endorsement/requirement.

In secondary, this requirement is only for Reading intensive teachers, which is less than 5% of the teachers required to obtain this endorsement.

We use Title 2 funds to provide the stipend. This is a small fund, less than \$7,000.

Equity with Excellence - Mike spoke with Kevin Hendrick who explained the flyer. PCTA has been in partnership regarding Restorative Practices and feel this is one more thing added to the plate. It isn't all bad – it's all good, it's just one more thing. By using the checklist provided, there is a score. They stated that you cannot tell a culture by a checklist. The culture of the classroom is relationship built between teachers/students and students/students. They feel it is belittling a movement (restorative practices) that teachers are really on board for.

PCTA feels there needs to be a cap on how many time you walk through a classroom. With ISM visits, walkthroughs, there is no classroom sanctity anymore and it is distracting the kids. PCTA is OK with principal or AP coming through. But they feel other groups are distracting and intimidating. Question was asked why ISM visits were being done during the first two weeks of school, and no more than one person should be coming in. They also have a concern about strangers participating on the walkthroughs. Ms. McCall shared that in the first two weeks of school it should be all about routines and consistency. When too many people come in and out, teachers can't build their culture.

Mr. Barry Brown shared that when he and others go into classrooms and teachers are working/teaching, it is not an issue for them. Ms. Clark shared that the most important thing we do is role modeling – try to bring everyone together.

Lisa – PCTA is pinpointing 8 people coming in room.

PCTA asked what forms are required? PBIS Walkthrough with RP Elements? PCTA also shared that it is fine for administration to come in as they have a key and come in as they see fit. However, now with the doors remaining locked at all times, it is even more annoying because they have to stop their teaching and open the doors for the visitors who don't have keys.

PCSB will talk with Teaching & Learning and respond back.

Elisa Nelson Elementary – PCTA shared that there are cameras installed in the classrooms and although they understand the rationale of why they are there, PCTA wants to put down parameters of what they can and can't be used for. Mr. Gandolfo suggested sitting down with Mrs. Dart to craft some language regarding this. Lynne Mowatt is the contact person on this issue.