

**PCSB/PESPA Bargaining Meeting**  
**November 11, 2021**  
**Minutes**  
Admin Building

Meeting Called to order at 12:05

In Attendance: Paula Texel, Kevin Smith, Laurie Dart, Dave Richmond, Bryan Bouton, Nelly Henjes, Lindsey Blankenkaker

Paula Texel started there are two Articles (Articles 18 and 20) that needed clarification as per Lindsey Blankenkaker. Lindsey shared there were concerns with language in defined benefit plan, they do not agree with 59.5 years – normal retirement does not mean the same anymore. Laurie Dart stated normal retirement is only referring to that in Article 18(I). Paula and Laurie both mentioned there will not be a discussion about this as this is with regards to insurance -19(b) terminal pay

Article 20 - Lindsey stated this refers to having one payroll slot and our members need more than that and have had more in the past. She asked how this could just be taken away and not agree to something they have had in the past. Nelly Henjes stated PESPA had three slots in the past, they requested three, but keep getting denied. She shared that their members want options even though we may not be using them. Dave Richmond stated for 20+ years there has only been one payroll slot for deductions. He also shared that most companies use electronic deductions, which do not require payroll slots.

Laurie stated it has become a bigger issue and it shouldn't have even been one slot in order to market other companies. It was open for whole life insurance, since it the district didn't offer whole life in the past, but it was not intended for the purpose of multiple vendors. This creates more work for our employees in payroll. Kevin Smith stated we don't have contracts with American Fidelity and holding money on behalf of employees causes administrative burdens. No agreement was reached on this Article.

Lindsey brought an MOU to address the attendance issues with an incentive of up to \$4,800, with a total approximate cost of \$11 million dollars. Lindsey stated that she doesn't mean to separate the groups but the difference for this group (PESPA) from 3.25% to 3.75% is only a difference of \$260,000. Kevin stated the bus driver attendance incentive was due to the shortage as it has been harder to replace drivers. Also, a monetary motivation has a short life. He again shared that the district did not raise health insurance this year, even though there was a \$9 million increase in rates, proposed a salary increase of 3.25%, no increase in FRS and everyone in PESPA bargaining group received \$1,000 bonus paid by the district.

As a follow up, Paula shared the approximate vacancy percentages are as follows: 1% instructional, 8% support and 25% bus drivers.

PCSB Caucused 1:15 – 2:25

Paula shared that the district rejects PESPA's proposal for a 3.75% salary increase, as well as the attendance incentive.

Lindsey supplied a proposal for updated language for Article 5, Section F. PESPA requests the use of email, a dedicated mailbox on PCSB server and would like to survey the entire bargaining unit. Laurie stated only the Superintendent can conduct surveys and that the recent PCTA survey sent by the union was analyzed by AAR, in which there were questions raised towards the validity of the survey. Lindsey questioned the policy regarding the superintendent being the only who can survey the entire district and stated she can't provide the data that was shared from the survey as it was not about the organization as it was about the employee themselves.

Meeting adjourned.