

PCSB / PESPA Bargaining Meeting
Minutes
Administration Building, Room E-111
August 8, 2022

In attendance: Paula Texel, Laurie Dart, Dena Collins, Nelly Henjes, Lindsey Blankenbaker, Jamie Beck

Meeting began at 1:05pm.

Participants introduced themselves.

Focus for bargaining this year focuses on finances, including salaries and benefits. Lindsey asked about what items are being overbudgeted. She stated that they have learned a lot about Family Empowerment funding, and the way we pay support professionals. As we have learned, there are no allocations from the state for support staff.

Lindsey stated that her calculations on the unit are different than the district, but understands that when we are talking about this money we know it's not all about PESPA. PESPA asked about the allocation to the reserves. The Board has policy to have reserves at 5%. Lindsey said that this year it looks to be over 10% and the district unilaterally has increased the reserves. PCSB stated the reserves are at 6%, with the additional reserves being earmarked as ESSER/ARP expenditures. She discussed how the funding has impacted our support staff employees and that the Consumer Price Index is at 11.3%. Concerns about compression were also shared.

Lindsey shared that they had proposed an 11.3% increase on the instructional salary, tied directly to the CPI. On the PESPA side they are proposing to treat the 11.3% differently as we have to balance the legal obligation. But focus is to avoid compression and maintain equity across the scale. Lindsey proposed an increase to all PESPA unit employees by \$3.89/hour. That would have a monumental impact, where all would feel the support. The total dollar amount for this increase would be \$11M.

Further discussion was held regarding the reserves. Lindsey stated that we have the numbers for the public hearing, and this is an area where we can look at to find dollars. She stated that we can't get people and we can't keep people. She feels there is a little more creativity and flexibility with providing funds for our staff. Lindsey shared that we need to take drastic measures.

It was requested that Mr. Smith clarify the use of ARP funds, and if we are putting any into the reserves? Are any ARP/ESSER funds that weren't used? We will have Mr. Smith speak on this at our next meeting.

Discussion was held regarding general salaries, increase in costs, etc.

Discussion was held regarding healthcare. PESPA requested to circle back around regarding healthcare at a later date.

PESPA appreciates that we are meeting two times this week, as we know the state requirement to bring to \$15/hour needs to occur by October 1.

Meeting ended at 1:45.