



**Collaborative Bargaining Session**  
Pinellas County Schools  
301 4th Street SW, Largo, FL



**PESPA**  
**October 1, 2019, 5 p.m.**

Meeting began at 5:10 p.m. with a signature sheet passed around.

Paula Texel started off the meeting with salaries, passing out a counter offer of 3.25% with everyone moving up one level. Over the last six (6) years this bargaining group received 17.85% in salary increases. 17.4% for Instructional

Joanne McCall inquired about the proposal package that was presented at the last meeting, she stated they want to consider the package as a whole.

**Proposal #1 – Article 7**

B. Postings – change in language to reflect that a promotional position will be posted throughout the District instead of within the work site. Laurie stated it's a valuable thing to hire from within, we are not inclined to delete the language. We want to reserve the right to hire from within.

D. Processing of Requests, copies of notice of denial of transfer – Paula stated we eliminated that paperwork, everyone has the right to transfer. Laurie stated this section is antiquated, we can agree to delete or know that we don't use this process.

**Proposal #2 -Article 12 – Professional Development**

G. Certificate of Distinction – increase COD I from \$250 to \$300 and COD II from \$275 to \$325 – Kevin Smith stated we don't feel we can increase this as it would be a recurring cost. It was increased \$25 in 2016/2017.

I. State Mandated Professional Development - proposal to add this paragraph regarding state mandated Professional Development – when the DOE requires mandatory training, that if it takes place outside the work day employee's will be paid their hourly rate.

**Proposal #3 - Article 17**

J. Shift Differential –Kevin Smith stated there are six (6) employees in the PESPA bargaining unit, the majority is in SEIU. It would be approximately \$52,500 for SEIU/Non-Rep/PESPA, at this time we are not looking to increase this.

M. Bus Assistant Supplement and Guidelines – Laurie stated we inserted language in M, #2 stating bus assignments will be provided to ESE Associates first, we think this is sufficient. Kevin stated the Bus Rider supplement was changed in 2017 and would cost approximately \$49, 215 to increase.

**Proposal #4** – Article 18 – EWBS...was TA'd on 9/11/19

**Proposal #5** – Article 19 – Terminal Pay

B. Terminal Pay

This would have to go to the Board, Kevin stated there will be less money for compensation if we went this route.

PESPA caucused at this time.

Joanne McCall passed out their counter proposal. Includes leaving their original Article 7 proposal, crossing off denial of transfer since the process was eliminated. Changed the COD increase from \$50 to \$25 for each level. Added that if trainings take place outside of the workday employees will be paid their hourly rate. Leave the Shift differential as written in the contract. Add ESE Associate to the title for Letter M in Article 17, and also add Letter N, stating Non-Instruction employees working at Tier III or IV will receive a \$3,000 bonus, language is exact as the PCTA language. Left in Terminal Pay, and added develop the CDA job description. Salary proposal 4.5%

Laurie Dart stated if you're willing to consider the salary proposal we can look at the other offers, otherwise we can schedule another meeting.

Joanne stated they'll think about it and schedule another meeting.

Meeting adjourned 6:20 p.m.