



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



**PESPA**  
**October 15, 2019, 5 p.m.**

Meeting began at 5:07 p.m. with a signature sheet passed around.

Paula Texel started off the meeting with salaries, stating we have counter proposals, we want a package deal. Paula shared our 3.25% salary increase with everyone moving up one level. Paula reiterated this is our final/maximum offer. She passed out the Salary schedule. Kevin Smith stated our enrollment projection is lower than we expected, we need to be fiscally responsible, this is the top amount we can offer. Laurie Dart spoke to the minimum wage heading to \$15/hr., we moved the schedule to everyone getting the 3.25% including Level C.

Joanne McCall stated they want a package deal and will review this. Laurie stated the District has made other financial concessions: accepted the COD I & II increase, addressed the language regarding Professional Development, and increased the Bus Rider supplement increases.

Paula went over the proposals below

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.

Article 12 – Professional Development

G. Certificate of Distinction – it was requested to increase COD I from \$250 to \$300 and COD II from \$275 to \$325. District is willing and able to increase both by \$25, COD I to \$275 and COD II to \$300

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. - Accepted

Article 17

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. Bus Rider supplement increase was accepted.

Paula asked Nelly Henjes to get with her regarding the CDA job description.

PESPA caucused at this time.

Upon return from group caucus Joanne McCall stated below:

Article 7 – withdraw – leave current language

Article 12 – T/A

Article 17 – T/A the supplement, but would like to resubmit the ESE Associate language.

Letter N - Change 1 to \$900, change 3 to \$450/\$600. The amount for Paraprofessionals can come from UNISIG. Laurie Dart stated we don't have the authority to spend UNISIG funds. Limit it to who works directly with students. Laurie stated we would need to cost it out, if you're prepared to T/A everything we'll go make some phone calls.

Joanne stated let's discuss this tonight. Group caucused at this time.

On return from caucus, Paula stated we've made some changes, presents counter proposal:

Limit to six (6) Tier IV schools, \$900 for paraprofessionals, \$450 for one letter grade increase and \$600 for two (2) letter grade increase. Sunset after this year, adding the Principal's will have the same rights as they do with the Instructional staff as having the right to transfer someone out of their school.

Joanne stated they will need to discuss and asked if there was any possibility of a salary increase of 3.75%. Kevin stated we can't fiscally do that and Laurie stated we made every financial concession.

PESPA caucused at this time

Upon return, Joanne stated they are very appreciative, but is there any possibility of going to 3.5%? Kevin stated we can't do that. She stated they have a counter on letter N – Tier III and IV and sunset at the end of 2021 and we will accept this package.

Paula stated the team need to discuss, caucused at this time.

Joann returned to let the district know that they would need more time to review. District reminded PESPA that the concessions that were made tonight were only on the table for tonight and the district has been working on wording to accommodate the new language in regards to the request for Bonus money for those support employees working at Tier 3 and Tier 4 schools. Encouraged PESPA to get back together to come to an agreement tonight.

Joann returned a few minutes later saying they would like to continue discussions.

District and PESPA worked on language for the bonuses at the Tier 3 and Tier 4 schools, specifically which employees would be entitled to these funds. The list was created.

District caucused in order to determine if there were sufficient funds to pay for this.

District proposed language that was approved by PESPA. (see contract for specific language.)

PESPA approved 3.25% across the board and the language that was proposed.

Meeting adjourned 8:45 p.m.