



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



PCTA
August 28, 2015, 1:30 p.m.

In attendance: Bruce Proud, Kevin Smith, Ron Ciranna, Pamela Kasardo, Mike Gandolfo

Dr. Corbett shared the topics for discussion:

- Salary Offer
- Salary Structure
- 80/20
- Model for health care
- Leave policy – still getting information

Salary Offer – The district would like to offer an average of 4 percent for salary increases this year. Discussed the two schedules (performance and grandfathered) and the difference between steps - \$1,650 between the levels.

Salary Structure – Another year of tweaking the grandfathered schedule and we don't see a whole lot of changes on the performance schedules, it will depend on the information; but it will be equitable/comparable. We are working on estimates but have to wait on the data from the VAM scores. The biggest increase must go to pay-for-performance, not grandfathered. Need to look at the current schedule and adjust based on the funding available – total salary. The pay-for-performance forms will go out next week. We need to work on smoothing the scale at the top and flatten at bottom.

There were 27-28 percent teachers who were highly effective last year. If we do the numbers by 28 percent, but again we have to wait until the numbers come out. Bruce Proud will play with numbers and get back with us. Dealing with schedules – those on annual contracts last year would go to the performance schedule and we will use the performance schedule for new hires.

Healthcare – 80/20 – The district would like to remove the 80/20 from the contract. The state is asking for 1.4 percent. The district is looking at not more than a \$900 increase; PCTA is looking for not more than a \$400 increase.

District states that every employee will be increasing their salary; Bruce Proud states that the lower teachers will not be increasing very much. Most simple sense is that it will be a 2 percent increase. They would be adding their increase to the salary instead of the insurance.

Mike Galdolfo the average teacher salary, say is \$46,000 – if they received a 4 percent increase, with the insurance it would be about a 2.25 percent increase take home. The district shares that if we're looking

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at the employee total deduction – that is not a big deduction. If you look at another county, they are insurance is higher than ours. Change needs to be more gradual. More discussion needs to take place.

Supplements – PCTA states there needs to be more discussion. We need to set up a process to talk about their supplements. District suggested that we add 4 percent to supplements. Put together a team – to discuss the various supplements. Pam Kasardo will provide to PCTA the supplements to be discussed.

There is not enough time to do this correctly, but we need to start and decide how to move forward. There have been additional programs that have started throughout the year in which supplements wanted to be added and we needed to do that in a timely manner and to be in compliance.

The district stated that we needed to get the insurance settled to know the dollar figures available to increase supplements.

Planning Time – don't know if we'll be able to tackle planning time with the full group.

Virtual Schools – PCTA stated that changes have been made without them knowing about it. Teachers are required to meet with students once a week for two hours in the evening and requiring teachers to go to Panera Bread for some scheduled meetings for marketing the virtual school programs during the week or on weekends. The district will check on this issue and get back with PCTA.

We need to finalize the evaluation language with the large group; the proposals we have with health and salary and supplements. The meeting is scheduled for September 15.

Dr. Corbett will run the actuaries for the health plan and share with PCTA.

It was requested that Judy Vigue be scheduled to meet with the small group to discuss the IB accountability and also for CAT (will get push back), PCCA not an issue.

Countywide Magnet Programs – are apparently using old documents - Boca Ciega, Palm Harbor University. Dr. Corbett and Mr. Ciranna will check on the forms being used.

Meeting adjourned.