

PCTA/PCSB
Minutes
July 27, 2023
PCS Administration Building

Present: Paula Texel, Laurie Dart, Kevin Smith, Dena Collins, Carly Spicer, Lee Bryan, Lindsey Blankenbaker, Dan Perazza, Mary Gressle, Tracey McConnell, Paula Stephens, Ottesha Williams, Juliana Stolz, Ginger Brengle

Meeting started at 3:05

Paula Texel, Chief Human Resource Officer, begins the meeting with a welcome and introductions of the group. Our purpose today is to kick off bargaining for the 23-24 school year. We want to bring forward information from the budget to be presented by Kevin Smith, Chief Financial Officer.

Kevin Smith begins by sharing we are in year end closing- this is based on estimates as we are working to close the books. Items that we are waiting on to close the books are terminal pay, worker's compensation and transfers from capital outlay. He shared information on the legislation with the group: funding increased FEFP- year over year is increased by over 75.9 million- embedded is the scholarship dollars for the private schools. Our obligation last year for the scholarships was over 23 million. This coming year we expect to see 101.7 million roughly- of the 75 million, 47 million will go out- this leaves us about 28 million. The retirement DROP rules changed slightly- expanded the availability from staying in DROP from 5 years to 8 years and up to 10 years for teachers. Those in DROP earned interest of 1.3% and with changes in legislation, those increases have moved to 4%. The contributors (school districts) have an increased obligation to submit to cover the increases. Our FRS obligation is about 9.2 million moving forward this year. Health insurance cost is looking at 6.8 million increase. The board, for the past few years, has picked up some of the cost- if we go back to the 80/20- this would also go into the increase. We also provided 1.9 million to support bus driver/transportation increases. Mr. Smith stated for increases, we are looking at 12.4-13 million for all groups. After sharing the information, Mr. Smith opened it up to budget questions.

Lindsey Blankenbaker, PCTA Executive Director, requested Mr. Smith talk about the additional changes in law this year, specifically, the allocation of the budget with the categoricals.

Mr. Smith explains the categoricals – these are allocated for specific funding purposes- ex. Teacher salary increases from the governor (TSIA). Text books is another allocation that are a categorical. At the end of the year- if we have not spent what was provided in the categorical, we need to carry over into the following year. In the current fiscal year, they (legislation) collapsed into the BSA (base student allocation). This is where the school board has flexibility- what went away from the traditional categorical where: reading, instructional materials, supplies, turn around services, educational enrichment allocation (SAI). The challenge with this is there are things that are in the conforming language- how we spend the money. We have zero dollars for classroom supplies- collapsed into the BSA- but we must provide to all teachers is \$300. This is the same for instructional materials- it is now in the BSA; however, we must buy materials. For the purposes of the workshop- we computed what they would have been if they had remained.

Lindsey would like Kevin to walk us through the TSIA dollars- funding teacher salaries- removing restrictions- the way we allocate salary. There are still requirements- can you walk us through this. The requirement to raise the minimum base salary for teachers.

Kevin shared we are remaining the same- the language of until you reach 47,500 was removed. The two performance schedules- 25% greater on the one schedule is still in the language. Districts still have to make minimum base.

Lee Bryant, PCTA President, continues with the conversation about our current base pay for teachers. When do we reach that as we have a supplement to make that pay- referendum. We are quite a bit under the requirement.

Kevin Smith continued our goal from both the previous and current superintendent is to have our salary above the 47,500 without the referendum. Our goal is to continue to push more money into the salary- it is the goal of both groups. If we ever lost the referendum going away- we would be below.

PCTA rarely is mentioned that they drive the referendum, the district cannot, is shared by Lindsey. It has been historically promoted by PCTA. Kevin shares that we also have citizens groups that participate in sharing the message.

Lee shares there is no guarantee the referendum will pass. He shares a message into the audience that may be watching the live stream. Kevin shares the last time it was passed by our voters it was at 80%, but we can't take that for granted. He continues by stating, anyone can be in a circumstance of it not passing. We have grown from our first year 25 mil to 62 mil in the most recent year with the referendum.

Lee requests of the group to make sure we plan out the timeline so that we can get this passed as we have other things we are worrying about with membership goals. There are deadlines set by the state that this year that may be enforced. He would like to ensure the days are secured and enough hours to get this accomplished- look at the schedule over the next few months. PCTA's goal is to have everything agreed upon by September 15- to get everything be passed should the bargaining unit agreed.

Paula also shares we would like to work together to get raises into our teachers hands early. We also want to finish our books and the timelines. As long as we have the information on what we can afford and in the next week to 14 days we should know more.

Lindsey looked at some quick numbers- the instructional vacancies- the data we are working on- how many new instructional employees have come in brand new. The number of new teachers daily- estimated. Need updated data – to look at the numbers.

Dates and times for 3 upcoming meetings have been determined and the district requested that if there are "asks" of information, can this be provided in advance. August 15- 4 pm is the first date scheduled. We will go ahead and schedule the 3 Tuesdays in a row- Location to flip flop back in forth. 15th at PCTA, then largo and back to PCTA.

Paula shares we will share with EWBS updates. Juliana asked about a supplement meeting. Paula shares that we have recommendations from the supplement meeting. This will be brought back to the August 15th meeting. The purpose of the committee meeting early, was to bring the coming increases with the available funds as opposed to doing the salaries and then pull amount to add to the supplements. Supplements will be brought forth first this year.

Lindsey communicated with members our bargaining on the open book are on a 3-year cycle generally- our contract is through June of 2025. PCTA does have the right to request reopeners that can have a value and equity impact and opportunity to address issues that have come up between open books. The process of identifying some of the points-she shared she did not know the process. They do have some talking points. Would like to discuss today.

Laurie Dart, staff attorney, shares that PCTA can provide the request and we can decide to open or not.

Lindsey shares the request to discuss the following articles:

1. Revisit job responsibilities and compensation for LMT's. Their responsibilities have been changed but their time has not. The LMT is taking on the technology of another support job- would like to discuss the changes in their role. Would like to add an article. The LMT have worked on some language that could be incorporated. Impacts to all instructional, general provisions that could apply, we would acknowledge the shortage that is being created. This has an impact on those that are remaining- the time is valued. We have some ideas that will dovetail with salary. (Article 38)

2. Would like employee autonomy over personal days- language to use personal days for approval- reopen as Article 8 to address personal days. (Article 8)

- 3 Look at class coverage- looking at the compensation rate due to an absence. We have scaled that to look at vacancies- need to look at how these classes are being covered. Class size average- difficult to feel the impact in the classroom- but seen on the spreadsheet. Our concern this will be an impact on the classrooms condensed or combined- to scale vacancy- open article 28 scale to vacancies. (Article 28)

4. Revisit the adjustments in the last open book regarding comp time- to standardize it- item J under the general provisions. This involves commitment outside of the normal work hours- earning comp time and using comp time can use further clarification. (Article 27)

5. It was also discussed, made changes timing – meeting time and planning time in pre-school. Language right now, calls back to the table if pre school is reduced. Coming back to the table if pre-school is expanded. (Article 41)

6. School schedule changes at the site- discussed as a team- this happens in the fall- principals try to work with the employees. Would like to do this in the spring. (Article 27)

7. Would like a change in article 12- student discipline. We would like a system to make our classrooms safer- we need to address in Article 12- a requirement for a student that has committed assault to be permanently removed. Violent student would be back in the room- the fear that a student would return was shared by Lee. (Article 12)

8. Probationary dismissals- non-renewal number is more or less is inline with other counties- higher than other counties- Article 31. Like to look at putting some additional requirements in place prior to probationary dismissed. Would like a higher bar to stabilize our classrooms. We would like to have a similar discussion on the non-renewal- some standards that provide some uniformity with administrators. Would like to talk about language clarification the purpose- it is not appropriately used for unit allocations- based on performance- not budget. These are the points that would like to be looked at for the bargaining unit. (Article 31)

9. For PCTA would like to look at the recognition section of the contract- Article 3 to acknowledge our historical role as the bargaining unit- how the district would support PCTA if they faced statutory decertification.

10. Would like to talk about the communication rights- using the district email system that are dated. (Article 9)

11. Under the grievance procedure- different finish line for grievances- under level 3 we agree to arbitration- this is a costly process. Like to explore the possibility going to hearing before DOA. This would help both sides. (Article 7)

12. Lindsey stated that we have done good work in transparency and due process when it comes to complaints. Would like to expand the language- teacher's right about more information about the allegation against them- the right of someone accused to under the accusation to ensure they have the representation to make the defense for them. (Article 36)

Laurie Dart reminds the group that this is not a year for open book for language, what is open this year is salary. However, we would like to bring this back to review and we will discuss the concerns even if we don't change the language.

Lee shares we have made lots of progress and we all agree to have the discussion.

Lee passes out a MOU- with an agreement to change the name from the "Grandfathered Schedule" to a "Legacy Schedule" and the "Performance Schedule" to the "Annual Schedule". He shares the consumer price index is 7.3 % in the Tampa Bay area. We are one of the highest in the nation- would like to seek a 7.3% increase as the proposal. They would like to increase the grandfathered schedule by adding \$7,145 to all on continuing contract. For those on the Performance schedule the increase would be \$8931 to each teacher rated highly effective and \$6,698 for teachers on effective. For all others add \$3,349. There is no percentage- listed. The statutory changes- speak to the flexibility that we can do. Lindsey continues to share in 2b and 2c on performance salary scale. Would like to change the name of the performance scale as the annual salary scale. The ratings comply with the ratings- it orients the starting point around the scale. 7.3% would be on the grandfathered schedule- this would be the minimum on that scale. To come to these numbers, they took the highest paid on the grandfather schedule and added 7.3% to yield that amount- \$7,145. This triggers the ratio adjustment- this would comply the law. This would assist our veteran teachers. The minimum increase that any one would receive. Lee shares this would make them whole- to survive in the area against the consumer price index.

Kevin asked for the dollar amount- Lindsey doesn't know the total exact- she estimates \$53 million increase.

Lauri asks for suggestions or cuts to bridge this gap in salary? Lindsey maintains a healthy reserve- for our district- this has not happened by accident- it has been consistent. It has not been consistently allocated. Some of this has been non-reoccurring funds- this has been a consistent position. The most important thing we do is keep educators in front of students.

Lee shares we have to find away to keep people in the education field. Lindsey shares our district is well below what we can spend in debt service- not a bad idea. Not suggesting we can borrow for salary- which we cannot do.

Kevin shares capital dollars can not be spent on salaries. Lindsey shares we can take different stances. We can move money with certain limits that give us some flexibility. The strategy to remain conservative- the reserve and debt service is a way to look at. Lindsey continues to say are we too top heavy or programs not being effective. We need to look at how we budget and spent.

Kevin would like to go back and quantify this information.

Meeting ends at 4:36 pm.