

**PCTA/Pinellas County Schools**

Minutes

8.14.23

PCS Administration Building

Present: Paula Texel, Laurie Dart, Kevin Smith, Dena Collins, Dave Richmond, Lee Bryant, Lindsey Blankenbaker, Dan Perazzo, Tracey McConnell, Paula Stephens, Juliana Stolz, Karla Correa, Janet Cunningham

Meeting started at 4:07 pm

Paula Texel, Chief Human Resource Officer, begins the meeting with a welcome to the group and appreciation to having the meeting today. Provides purpose of the meeting to revisit the request to open the book and review the cost out from the PCTA request of 7.3% increase.

Mr. Smith provided us information on the total amount of the request from the proposal of 7.3%, as provided by the union previously; percentage reflecting the inflation rate in the Tampa Bay area. Mr. Smith provided the cost out with fringe would cost approx.. 64.2 million in reoccurring salary. The percentage provided by the union was lower than the actual percentage based on current salaries. With fringe approximately 14.8% and without approximately 13%.

Paula shared information regarding health care and the estimated increases to health care. The request from PCTA was no increase for the employee, we are coming back with the 80/20 share of the increase. The increase is picked up by both the board and the employee. There were no recommendations for any cost design- such as co-pay. Per pay period increase for an employee would be approximately \$60 per year for single plan.

Paula then provides recommendations from the supplement committee. In the past, we have met and then created a set amount of dollars to place to the side. We then went to the supplement committee with the money available. The timing has been off. The committee did meet last winter/spring. We came to some recommendations. A summary is being provided to the group. The summary includes the supplement amounts we had at the time and a comparison to those that were currently assigned to the supplement. The group was provided a draft of the suggested plan. The supplement committee suggested: increasing supplement under \$300- to raise to \$300; add flex options- allowing two per school; add the middle school sport cross country; add elementary music. There may be further restructuring needed. Based on these recommendations this would be at cost of 260,917. Paula shares the district proposal of 2.5%, approximately 10.6 million dollars for the group.

Caucus 4:28 pm Return at 4:54

Return from caucus. The union shares they did not receive a written proposal and the district stated they would provide this. Union asked about the fringe and Mr. Smith responded that the fringe is a large portion of the overall increase.

Lee shares that 2.5% is not ratifiable. He referenced other districts and their increase and shared the high inflation concerns over the past two years in our area. He also asked for additional information on the reopeners.

Paula shares that we met as a team, the district is not in agreement to open the articles at this time.

Lee shares his concern that it will be difficult to go back with the offer and no reopeners to his group.

Mr. Smith will provide the budgetary impact. He shares we have about 13 million for all raises. There is a wide gap between thirteen million and fifty-four million ask of PCTA. Mr. Smith shares that districts mentioned by the union have just passed their referendums. The family empowerment scholarship is impacting us. We look at what we have in funding, we are happy to meet with you again- we stretch what we can this year. Even this year, last year we could not afford it- when asked. As a district we received a significant reduction in funding last year- we need to continue to work this year to get even to continue to support the increases we have previously provided.

Lindsey shares that they do not feel the district is hiding things or top heavy- we disagree on how the district manages the money.

Kevin shares the FEFP funding formula- dollars per students. The question was about Miami Dade- they received more. We have traditionally given a raise each year- our raise cadence has been about 3.25% yearly and last year was 4.25%.

Lindsey continues with an issue on the reopener the October 1 date- is a report- we do not want to settle than less than the best. The numbers are not made up- it is expensive to live here. Kevin shares the state is not funding us based on the inflation- the demand on salaries, basic operations, health insurance and others. Until our legislator looks at the millage rate- it is as low as it has ever been. Other government agencies have not been hit by a reduced millage rate. We are not permitted to keep up with inflation in the eyes of the state.

Paula shares, from the very beginning we have spoken about our salaries- how can we get closer on the salary proposal. We are far away, and we need to come together. The next two meetings are scheduled at the union building and we will have in writing the proposal from today delivered to the union. Next meeting scheduled for: 8/22 @ 4:00 pm at the PCTA Building.

Meeting adjourns at 5:29 pm.