

**PCTA/Pinellas County Schools**

Minutes

8.22.23

Union Building

Present: Paula Texel, Laurie Dart, Kevin Smith, Dena Collins, Dave Richmond, Lee Bryant, Lindsey Blankenbaker, Tracey McConnell, Paula Stephens, Juliana Stolz, Janet Cunningham, Mary Gressle, Michael Johnson, Mary Pat Schallert, Tim Reynolds, Cindy Thigpen, Ottesha Williams

Meeting started at 4:07 pm

Lee Bryant welcomes and provides information to the group- the written agreement from the district. Paula Texel shared the intent of today is to have a counter from the Union. Lindsey recaps the district counter with those in the audience. Lee Bryant shares with group the FOP did receive an increase of 2.5% approved by the board. This is one of the four bargaining units with the district.

Lee shares the 7.3% increase requested first was based on the consumer price index. Lee brings up an issue about teachers scanning their libraries again if needed and will be compensated. Union provides a counter offer to the district. Offer from the union is to rename the Grandfathered schedule (state statute) to Legacy and the Performance schedule (state statute) to the Annual salary schedule. Counter is again 7.3%- 4,191.33 to all salaries on the grandfathered. 5,239.17 to all rated HE, 3,929.38 to all rated E, and 1,964.69 to any remaining on the performance salary. Lee shares the term grandfathered is historically racist. Lindsey shares this is a 7.3% average salary increase relating it to the consumer price index in Pinellas County and the Tampa Bay area and would like to continue with the instructional group not picking up the increase of the health care cost. Lindsey is asking again to revisit the reopeners that were addressed at the first meeting. The cost of the union request is approximately 31.5 million and with fringe 38.31 million.

Caucus- 4:20 pm

Return from Caucus at 4:56 pm

Mr. Smith addressed the numbers- the district costed out the union request close on the overall numbers. The available funding the district shared previously was 13 million. The first proposal from the union was 54 million. Mr. Smith and Mr. Bryant did meet this week to review the district finances. Yearly salary for the instructional group is 349 million dollars. The first request of the union was 54 million- this was an 15.5% percent ask. Today the union proposal on an annual instructional salary of 349 million with a 31.2 million ask- is 8.9% . A 7.3% increase would be about 25 million in reoccurring dollars.

Ms. Texel continues with a counter proposal to share. The district did go back and look at possibilities to find additional funding: books are now closed; reallocating units to match the enrollments district wide. Counter offer was provided to the union. District proposal was a 3.5% salary increase approx. 12,218,825 million for the instructional group. Grandfathered 1595; Performance HE 1993.75; Performance E 1495.31; COLA 732.70 with the supplements and raising the starting salary to 52,000.00 (with referendum).

Mr. Smith shares the state is funding less then the county is funding. The millage rate currently is the lowest since 1974-75. Our county is levying less taxes locally. The referendum is showing we are funding the salaries locally.

Lee shares there are 21 laws on how to pay salaries- to simplify that takes voter action. Lindsey has some additional questions. Asks for the district's take on the changes of the law. Lindsey indicates that the law no longer reads 47,500 as a starting salary. Laurie Dart responds what has been removed is once the 47,500 was reached the 75% increased no longer is in the law. In the contract, Laurie shares the union and the district agree to work to reach the minimum without the referendum. Laurie Dart will share with the union in the law where the 47,500 is stated. Lindsey asks will the district follow the ratios set by the statute. Lindsey states there are other ways of paying people other than the salary. Laurie Dart shares last year a lump sum of dollars to be used for bonuses was provided. Lindsey adds the law also allows for supplements- another way to be compensated that is not subject to the salary calculations. Laurie provides information on the statute- it does not say this, and other districts may see this- our district does not interpret the law the same way as those districts do. A reoccurring a supplement is salary. Laurie shares that longevity is in the salary and could be an adjustment in the formula.

Mr. Smith continues to share the counter from the district with fringe the total compensation is 14.5 million.

Lindsey points out the district proposal has information on the bottom that the increase in the addition to the referendum increase of \$594. Lindsey asks the question about increase to the base salary. Paula requests for clarification on the use of the language of salary schedule. Lindsey shares the term grandfathered is racist. The district asks for a clarification on why the term is considered racist. Lee provides some background on voting and history on the "Grandfathered Clause". Lindsey asks for clarification of raising the base and the grandfathered schedule, is the district stance that the base salary must increase by the 75%. Laurie provided the clarification- to raise the base salary of 75% is no longer there, it is the desire of the district to raise the minimum salary to be competitive with other districts and to not rely on the referendum. Referendum will be up next year for reauthorization.

Lee will take the information back to the union and we will meet next week at the union building.

Meeting adjourned 5:30 pm