

**PCTA/Pinellas County Schools**

Minutes

9.13.23

PCTA Building

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

Meeting started at 4:12 pm

Lee Bryant starts off with a welcome to the bargaining team. Lee has a request to push back the time for bargaining by a half hour for the middle school teachers that would like to attend.

Lindsey Blankenbaker provides a recap of the previous session- average of 3.5% increase from the district was proposed. The union is unable to accept the offer and is providing the district with a counteroffer. The request is to reevaluate the language that was previously asked. The union's proposal is to ask for a change of name from the current salary schedules and an increase of 5.9%. Of the 5.9% ask, \$3,464.09 for all salaries on the "Legacy"- Grandfathered schedule; \$4,330.11 to all teachers rated HE on the 22-23 eval; \$3,247.58 to all teachers rated E; \$1,623.79 for all remaining and add \$2,598.06 to the base salary. The total Evaluation of the increase is \$26.5 million without fringe, \$32 million with fringe. This is approximately \$10 million difference between the district's last counter according to the union.

The union requests no increases to health insurance premiums for employees in the bargaining unit.

Additional asks of the union:

- Article 28- vacancies existing at the 10- day count and the definition follow the class size amendment. The request is due to the statutory change in financial penalty. The union states non-core classes have been loaded with students. The ask is to comply with the class size penalty or pay for coverage of the class due to the vacancy (4).
- Provide access and no fees to participate in before/after school and VPK care for employees for the children, grandchildren, dependents, or legal wards of Instructional bargaining unit employees.
- Requesting for licensing renewal, credentialing, professional development, and/or other fees required for the continued licensure or certification of those employees in the Instructional bargaining unit.
- Requesting for all LMT be paid for the same supplement of the current Technology Coordinator Supplement at their assigned grade leave.
- Request Licensed Mental Health Counselors the equivalent of the supplement paid to licensed Clinical Social Worker.
- Requesting a monthly supplement of one hour's wage per student on each ESE teacher's individual caseload (9).

Mr. Smith asked for clarification on number 9 of the union requests. Lindsey shares this would be a monthly supplement based on the case load. The clarification is anyone ESE teacher for case management- including case managers whose role is managing IEP's, speech and OT/PT.

Lindsey makes clarification on the base salary, the increase of \$2,598.06 this would be for the starting performance salary. This amount is 75% of the amount requested for the grandfathered schedule amount of \$3,464.09. She shares the previous schedule did not address the base salary.

Caucus 4:38 pm

Return from Caucus 5:20 pm

Ms. Texel thanks the group for allowing the district to look at the proposal. The district provided a cost out of \$33 million from the union's proposal. The salary offers we make are limited to what we are provided by the legislation. \$7.5 million of the allocation is part of TSIA. The board has continued to provide consistent reoccurring raises. The district has provided consistent raises each year which has kept the district inline with the inflation. The union's proposal is 9.5% increase with fringe. This amount is well over what has been shared earlier. The district is asking for more clarification on number 4 of the union request.

Lindsey provides clarification on request of 4. Current practice to recognize vacancies as an absence with coverage. The concern is collapsed classes gaining additional students because there was a vacancy, and the unit is being collapsed. There is no limit to the number of students in the room. In the case of the collapsed classes teachers would not qualify for additional pay as this is no longer an absence. If a vacancy occurred at the 10- day count- existence of vacancy. Even if the district removed the unit or the principal elected to not fill the position. The ask is that when there are additional students past the class size amendment including non-core classes, these teachers would receive additional compensation. That teacher would receive \$17.50 an hour more for that one period when it exceeds the class size.

In response, the district will be costing out the remainder of the asks. The district will reject at this time to complete the cost out from the union's proposal.

Next meeting: Wednesday, September 20 @ Admin Building