

PCSB / PESPA Bargaining Meeting

Minutes

Teams Meeting

July 22, 2021

In attendance: Paula Texel, Laurie Dart, Nelly Henjes, Joanne McCall

PESPA provided a proposal that was reviewed by the group via a Teams meeting. PESPA shared that they were looking to finalize contract language as soon as possible.

PESPA proposed several changes to contract language including:

Article 2

- Requested language - Negotiations shall be reopened annually at the request of the Association, not sooner than March 1 of each year, except as mutually agreed. Negotiations will be limited to changes in salaries (as detailed in Article 17, C.) and four (4) non-monetary issues from both parties. The parties may bargain any items mutually agreed upon

Article 3 and throughout

- Language updated to change his/her to their.

Article 5 (D – Use of School Mailboxes)

- Section D – Use of School Mailboxes - The Association shall have the right to use the school mailboxes (for every employee) if provided for some or all employees, subject to reasonable building and/or district wide regulations. In compliance with federal (USPS) rules, no employees shall open mail (internal, pony, or otherwise) that is not addressed to them.
- Section G – added word “visible”

Article 7

- Requested language in procedures for filling vacancies
 - the Board shall post all vacancies for interested personnel to apply. ~~invite interested applicants to submit a Job Posting Application specifically addressing their individual qualifications relative to the position posted.~~

Article 8

- Request to add, “A reasonable/comparable offer consists of a job that is the same job title or the same paygrade with a different job title for which the employee is qualified, and is within 10 miles from home.”
- Request to delete Priority in Reassignment and add new language for displaced employee process

Article 9

- Request to clarify probationary periods
- Request to add “documented” in section L

Article 10

- Update title from ESE Associate to Medical Behavioral Assistant
- Request to provide work hours electronically or written to employee

- Request that employees can combine their 2 fifteen-minute breaks with administrative approval.

Article 11

- Add “locked” to section D

Article 13

- Update evaluation procedures

Article 14

- Request was made to add “sexual harassment” to this article
- Language requested to be added - If false allegations are made by employees, students, or parents, PCSB will do everything possible to assist the employee in pursue any legal action and/or disciplinary action against the employee, students, or parents or who made the allegations.

Article 16

- Requested to update two years to three years for one employee to be granted a leave of absence

Article 17

- Requested to add language “in conjunction with the PESPA President” when determining new job classification.
- Highlighted Section 10 – not requesting the section be changed, just that the handbook needs to be reviewed. Paula shared that she would have Dr. Gallucci reach out to Nelly to discuss.

Article 19

- Requested employees be paid sick leave in addition to vacation days upon termination for any reason.
- Requested language be added to define resignation shall mean a mutual separation employment as evidenced by the signed resignation form.
- Requested updated retirement payments for unused sick leave.
- Requested to add a section on terminal pay for resignations.

Appendix A

- Delete ESE Associate
- Add MBA

Additional Proposal

- PESPA provided an additional proposal on Longevity Pay for employees.

PCSB stated that they would review all proposals and prepare a counter.

Meeting adjourned.