

PESPA/Pinellas County Schools

Minutes

October 10, 2023

Admin Building

Present: Paula Texel, Kevin Smith, Dena Collins, Laurie Dart, Lou Ann Jordan, Dave Richmond, Nelly Henjes, Lindsey Blankenbaker, Bryan Boughton, Scott Barnum, Toni Boston

Meeting began at 4:03 pm

Ms. Texel begins with a welcome to the team and asks the union if they have brought back a counter proposal. The union did not have a proposal to provide as they did not have all the data needed to quantify a total cost to compare proposals. The information requested from the union prior to the meeting was a refreshed employee bargaining information. This information was provided to the union and included the paygrade and letter for members of the unit- slot information to identify employee salary on the salary schedule. Ms. Texel reviewed the bargaining unit job descriptions, as requested, that require certifications or licensure as a minimum qualification to the position. Most of the positions had been previously provided to the union in the last session. A cost out of the district's proposal was requested, and at the table, Dave did provide the prior proposal cost of \$2.1 million without fringe and \$2.6 million with fringe. This totals an estimated 4.25% increase to the entire unit and the reclassification of the CDA's by one paygrade, approximately 10%, would be an additional cost of \$389,000. The PESPA bargaining unit increase to health care is \$171,000 (20%) to be paid by the employees, and the school board to pick up the remaining 80% of the increases in health care.

Lindsey thanks the district for the cost out. PESPA to caucus to discuss a verbal counter proposal.

Caucus: 4:27 pm

Return from caucus: 5:05 pm

The union returned with a verbal proposal to raise any employee in the group that is currently at \$15.00 to \$15.90 or apply a 5.9% increase, or whatever is greater, to all in the unit. The unit rejected the district's proposal to reclassify the CDA's to a higher paygrade. The union has accepted the increase in health insurance to be shared with employees at 20% and school board 80%. Additional asks are language to provide compensation for support employees who cover for an absence or a previously advertised vacancy. They are asking to receive substitute pay for this coverage. Additionally, asking for increased workloads to be compensated and for the additional licensures that had not been identified in the district's previous proposal be added.

A cost out of the union request will need to be completed by the district and the bargaining team will schedule another date to be determined.

Meeting ended: 5:13 pm