

PESPA/Pinellas County Schools

Minutes

October 23, 2023

PESPA Building

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

Meeting began at 4:03 pm

Ms. Texel begins with a welcome to the team and shared the district's written counter proposal. The district begins with a new salary schedule with those in the bargaining unit making \$15 will receive an increase between 3%- 4.5% increase. All others on the schedule would receive 4.5%. The district has countered back with a reclassification of the CDA's from paygrade D08 to a D09. Number 4 is a listing of certifications that the district is proposing to pay for the cost of the renewal of license/certification. Number 5 was already agreed upon- splitting the increase to the health care cost. The last bullet is to continue conversation around expanding access for wrap around services for employee's children. The cost of the district proposal is \$2.8 million in increases, and the reclassification is \$389,000 in addition to the \$2.8 million. The cost for the district to pay for the licensing of the CDA's would be \$8400 every 5 years and other employees in this bargaining unit with required licensing renewal would cost up \$6000 per year.

Lindsey shares that something outstanding on their side is looking at vacancies in the ESP unit and providing for coverage to include additional pay for absorbing job duties. The union wants to include vacancies that become available at the 10-day count. Ms. Texel shared the district is rejecting that language about units and vacancies and providing additional compensation for ESP's covering for other ESP's.

Caucus at 4:40 pm

Return at 5:12 pm

Lindsey thanks the group and would like to look at the numbers more to review the total cost out. The union is requesting another date to meet. The district is at 4.5% and the union's most recent was 5.9%. The cost out by the union would be \$3.3 million at the 5.9% without fringe not including the other asks such as the licensing and additional pay for coverage. The union would like to look at the language in the contract to add emergency coverage classroom assistant substitutes, expanding the opportunity for CDA's and PE Assistants to be utilized for emergency coverage for other CDA's and PE Assistants. The union doesn't agree to a level F and would like to add a letter to the end. The district responded to the salary grid with providing separation at the beginning level will assist with the compression as a result of raising the minimum to \$15. Additionally, the district's proposal would apply the 4.5% on every paygrade and step and the employee would see the increase in the hourly rate as noted in the Employee Self Service. Salary grids are updated each year with negotiations.

Meeting ends at 5:30 pm