

PESPA/PCSB
Minutes
July 31, 2023
PCSB Administration Building

Present: Paula Texel, Dave Richmond, Kevin Smith, Dena Collins, Carly Spicer, Nelly Henjes, Lindsey Blankenbaker

Meeting started at 1:18 pm

Paula Texel, Chief Human Resource Officer, begins the meeting with a welcome and introductions. Carly Spicer, Senior Compensation Analyst, is our newest member of our team. This year, during bargaining, we will speak to salary and health care- we have some recommendations from EWBS. Mr. Smith will take us through our finances as we are getting ready to close the books and will be bringing information to the board on Tuesday night.

Mr. Smith, Chief Financial Officer, provided information to the team: our funding for this year is \$75.9 million dollars- this was increase. The amount is overstated due to Family Empowerment Scholarships which are private schools who will receive dollars from public schools. Last year we contributed approx. \$24 million to the Family Empowerment Scholarship. We had a reserve to offset this. This upcoming year the projection is going to go up to \$101 million- our current obligation is \$54 million- this brings us to about \$28 million in total new funding for the district. Additionally, there have been changes from the state with DROP (FRS). Prior to this year, the interest earned by those in DROP was 1.3%. It is now changing to 4% and the number of years in DROP has been raised from 5 to 10 years. This is a benefit to employees. As a result, as a contributor to FRS, our district obligation is near \$9.2 million for this year. This is an increase from the \$6 million from last year. Additionally, \$1.9 million was provided for bus driver raises for this year. Our health care for this year has an increase and projected to be \$5.4 million for this year with an 80/20 cost- (80% paid by the board and 20% paid by the employee). For the last few years, the board has paid for the additional increases in health care. With looking at what is going out, our dollars for salary increases for this year are approximately \$12.4 million for all groups. We can look at any additional funds for future raises. With the legislation changes, one change was moving items that were previously in categoricals that are now in the base student allocation. The change in categoricals- funding sources that require us to spend in specific categories. The categories still exist; however, the dollars are now found in the BSA.

Paula shares we wanted to bring this to you- we want to hear from you- what are you looking at this year- what is the expectation as it gives a goal to work towards. We can look at cost out and fiscal impact.

Lindsey has a proposal and can move forward. She would like to reopen portions of the book. PESPA goes to open book next year.

Paula provides a reminder to the group, the opportunity to request- both sides need to agree and take into consideration.

The following language items have been requested by PESPA:

- 1) Looked at job descriptions/roles and general support- like to look at our technology technician in the hopes of attracting more to PCS- look at incentives attached to this job. This job's allocation has been looked at differently- based on the staffing model. How this role is being impacted and how it is landing onto the tech techs.
- 2) Nurses (LPN)- discussion at the district level asking for input how they are affected by the state of the schools- what are things that could pull them from our schools. Specifically looking at the compensation- that role is funded slightly different. Hurricanes- they have special duties tied to their job- some of them are at different schools. Mileage is another area to look at when traveling to other schools within a day.
- 3) Discussion on MBA's and CDA's- MBAs are very much hands on role with our medically fragile students. The way our MBAs are impacted with transportation- stay on the bus with their students if there is no bus rider available. This sometimes happen frequently- it turns into a permanent extension of their hours. They are compensated, but it impacts their childcare the opportunity to hold a second job. Preventing them from having supplemental income. Paula shares that it an essential function of their job as part of the job description. Nelly shares this happens more in the centers. Paula shares when the job description was created this was a pay grade increase. CDA's permitted under statute- schools attention to early childhood education. The staffing model by the site level- certified professional and they also have lesson planning overlap with those of a certified teacher- look at the value of these individuals to expand pre-school program. Look at incentive this group. Kevin shares we get a small funding source \$1.9 million to assist in funding pre-k.

4) We would like to look at the use of personal time- broader defined by the employee. Use allocated time as they see fit. (Article 15 paragraph A)

5) Use of comp time- how they use it (Article 17- section 3)

6) With the rise of student discipline- like for the assault protections like what we have for teachers be expanded to include support staff. Students who have assaulted a support staff be removed. We believe if we do what we can at the local level- this would be an impact the state/federal level.

7) Negotiation of site work hours- falls more on PCTA- it does have the impact on support staff as well. Having a voice with the vote- as it applies to their work hours. Impacted by earlier or later start time- would like it discussed in the spring- gives the staff the full ability to make the decision to transfer or not.

8) Support staff at the exceptional centers is a crisis. Not sure how we totally work through this- a particular incentive or flexibility in scheduling.

9) Limit probationary dismissals- driven different by statute- projected to unsatisfactory eval or through OPS- additional due process. Further explanation of allegations for site based and OPS investigations. (Article 9 K)

10) Transfers and Promotions (Article 8)- involuntary transfers are at the discretion of the principal- make it clearer- opportunity to try to get to a promotion. They are not being selected- might select an outsider? Give priority based on seniority.

11) Union rights- pressure to maintain the certification and union dues not from payroll. The higher threshold for certification- further solidify voluntary recognition- this could protect us from going to a recertification revote.

12) Ask for unrestricted use of PCS email system. This impacts our ability to impact the entire part of the bargaining unit.

13) Would like to look at grievances- use DOA in lieu of arbitration- this would be benefit to expenses. (Article 3- section 3)

Paula shares we take this into consideration, we will come back to see if we will open, but if not, we will continue to have the ongoing conversations. The conversation will continue and limited to bargaining.

Lindsey has brought a wage proposal. The ask is to bring all support employees to a minimum base of \$20 or by 7.3% increase, whichever is greater. Also asking for no increases to health care and continue to agree to negotiation of additional compensation and contractual points mutually agreed. The same pressures that were facing the bus drivers are facing the support staff also. The living wage of \$15 is no longer a living wage with the increases in cost of living in Pinellas. This is about an 8.4 million total.

Paula shares that for the past 3 years, the board has picked up the full share of health care increases. This is still a reoccurring expense. This past year we had an unfunded request to go to the \$15 minimum that we must sustain moving forward.

Kevin shares costs are still going up like others- fuel cost, electricity- as a district we want to give as much we can. We are funded by the state. Pinellas County government is giving 4.5- the difference is the property tax increase- they take full advantage of the full value. The only thing we get is required local effort and referendum. Last year it was great- but they lowered the school district funding (LRE). The counties are impeding our efforts at the school district by lowering the LRE that goes to the school while property taxes are going up. The legislation has moved back to the roll back rate which gives us no ability to deal with inflation.

Lindsey shares we are partners- we run the campaigns on the referendum- it has been a priority to expand this to our support employees. We can continue to do this as a problem- solving partnership. We come with a spirit of finding solutions. We hope the school board would take on a similar responsibility- a strong stance in Tallahassee. It must be strong- very candid to support education.

Paula asks about future dates and Lindsey shared she would like to bring- representatives from these groups MBA's, nurses and etc. to share with the committee- shoot for a schedule that allows them to participate in the process. Having some additional members would give it comprehensive ideas of where we would like to go- would like to shift to the afternoon or coverage at the site level.

Meeting adjourns at 2:15 pm