

**SEIU/Pinellas County Schools**

Minutes

10.18.23

Admin Building

Present: Paula Texel, Laurie Dart, Kevin Smith, Dena Collins, Dave Richmond, Joseph Brenner, Richard Mac Donald, Tia Blunt, Rebecca Dean, John Digregorio, Mary Guy, Antonio Bruno

Meeting started at 11:02 am

Paula begins with a welcome and thanked SEIU for the proposal to allow the district to do some cost outs prior to this meeting. The proposal provided by SEIU showed a different way to look at the increases this year which would take us out of the current salary schedule grid. The district is not in favor of doing a way of the salary grid and has a counter proposal with some additional increases based on years of service.

A proposal has been provided to SEIU from the district for those making \$15 hourly to receive pay increases from 3% to 4.25% as indicated on the new salary schedule. The raise would be retroactive to July 1. The remainder of the bargaining unit, excluding the bus drivers, lead drivers and relief drivers, would receive a 4.5% increase. Bus drivers, relief and lead drivers would receive a one time \$500 non-reoccurring bonus paid the first pay period following the winter break. Food and Nutrition Cook Specialists currently earning less than \$16.73 would be brought up to the \$16.73 rate. In addition, a non-reoccurring bonus to be provided at a total \$650,000 with fringe for employees at the time of ratification and still employed on January 30, 2024. The sole distribution would be determined by SEIU. This is a one-time bonus. Article 10, adding 2 days to the calendar for training for all transportation employees to be added. Annual appraisal language being updated to reflect one form and employees can complete a self-appraisal. The district will update SEIU's address in the online version of the bargaining agreement. The district did reject the board assuming the total cost of the health increase. Laurie Dart shares this proposal is more generous than the union's previous proposal. To clarify the district's language, the cook specialists would be brought up to \$16.73 then apply the 4.5% increase.

Caucus at 11:19 am

Meeting resumed 12:20 am

Mr. Brenner continued with bullet 1 of the district proposal, the union wants to ensure the increase for bullet 2 is the same-retro back to July 1. The district shared the retro pay is back to July 1 as stated in contract language. SEIU agrees with items 1 and 2 of the district proposal (years of service one-time payment). They are also in agreement with number 3 and number 4, adjustment will occur prior to the 4.5% increase. The union questioned number 5 from the district to provide for those that are employed on the January 30 date. The district responded by stating they would like to split the raise and the bonus for taxes and other employee payments such as the COD payment. The union countered with an ask to provide the bonus before the winter holidays. The district would like to wait until January as employees resign during the winter break. Holding the one-time payment until after the new year would assist with those quitting and makes it better with taxes for employees. On number 5, the union agrees with PCON. On number 6, SEIU agrees with the calendar days paid for these two groups. On number 7, the union agrees with new language on the evaluation. SEIU agrees with the health care language with the employee picking up the 20% of the increase. SEIU would like to see the same language in reference to the childcare as the teacher language. A new copy of the agreement is provided to SEIU. The union asks, if this ratified by November 10<sup>th</sup>, could be walked in by the board meeting. The payment would be most likely the week of Thanksgiving break and the retro prior to the winter break.

Caucus around winter break- 12:32 pm

Returned at 12:41 pm

Tentative agreement occurred between the two parties.