

SEIU/Pinellas County Schools

Minutes

7.25.24

Admin Building

Present: Paula Texel, Laurie Dart, Carly Spicer, Gary Jeppesen, Joseph Brenner, TMark Hagewood, Daniel Salmons, John DiGregario, Ryan Rilea, Chaize Harrell, Mary Grey, Jack Blane, Antonia Bruno, Brian Wilson, Richard MacDonald, Rebecca Dean, Tia Blunt

Meeting started at 9:00 am

Group began with introductions and a welcome. Started with introductions of the bargaining team. Ms. Texel sets the stage for bargaining with Mr. Jeppesen and our budget for this year. This year we are addressing health care, language, and salary. Our goal is to get to a tentative agreement to get increases into employees' paychecks and move on to the referendum. We also acknowledged and celebrated our A district announcement. A second date has been set with the team for August 7, 2024 at 8:00.

The team receives information from our Chief Financial Officer, Gary Jeppesen. The first document is the additional revenue the district received from the state for this fiscal year. The numbers include all students in Pinellas- our students, charter students, and our family empowerment students (private and home school students). The documents share where our dollars come from- state and local funding sources. \$36 million will go directly to the family empowerment scholarship students (private and home school students). The district acts as a pass through with these dollars. Of the dollars that are allocated to the district, some of the dollars are categorical and these dollars must be used for specific purposes such as safety or mental health. The district has \$12.3 million of new money to use for increases this year. Per policy, our fund balance has a set requirement of 5% reserve. On the second page, the bargaining team is provided information on increases over time and the consumer price index inflation rates by year. As a district, we have consistently provided salary increases over time and in alignment with the CPI. The third document provides the number of students we have by school types- addressing public school students and the remainder of the students in the county. Over time, the school district has seen a decrease in students- not necessarily going to private or charter schools, but a decrease in students in the county. Dollars are now going to students who have never accessed state education funds with the family empowerment scholarship. We are a declining FTE school district, and our budget reflects this.

Ms. Texel refocuses the group on the available funding. Every percentage of increase is equal to \$6.8 million. Additional funds have been considered with reduction of units. The increase in health care will also come from the available dollars. For employees, the employee only plan there will be an increase of \$7-\$8 per pay period. The district share of the cost is \$9 million with the increase in health care.

Mr. Brenner has proposals for changes in the book. Documents provided to the team. The following article changes have been proposed by the union:

Article 6- union due membership- removed language on dues and added language to reintroduce language of the laws change and information on the SEIU website.

Article 8- Employer Rights- Section 3, A- add language on civil emergency and volunteers to perform duties for shelters, union is asking for volunteers first then least senior qualified employees would be mandated to report to sites.

Article 10, Section 10- Shift Differential- asking for a change in section A from .35 cents per hour to \$1.00 per hour. Also ask for a change in promotion from 15% to 20% (Section 6, A), and change the .45 cents to .60 cents for shift differential for those in the agreement under B, C, and D.

Article 10, Section 13- requesting \$375 for COD 1 and \$400 for COD II, and Master Custodian request of \$300. Language added to assist employees with gaining the COD, COD and Master Custodian.

Article 10, Section B- removing historical language and add new language for bus driver attendance increase from \$100 to \$600.

Article 14, Leaves- Striking out the maximum of 62 days of vacation. Language added to allow employees to cash out a maximum of 40 hours of vacation time each year to deal with emergencies.

Article 23- General Provisions- add language to address specific information about mileage reimbursement. (Utilizing IRS guidelines)

Article 22- Plant Operations, Section 2- ask to increase the foot ware allowance from \$80 to \$ 175.

Article 22, Section 3- Transportation-language that allows the driver to know the bus they are bidding on- electric, diesel or propane. Under section B, added language for bus assistants to allow for bidding based on service in department. Section I added language for hardship to decline voluntary overtime.

Article 22, Section 4- increase the tool allowance from \$75 to \$150 and shoe allowance from \$80 to \$175 (this ask for shoe allowance increase is for all SEIU members).

Office location and updates to the cover page.

Laurie Dart and TMark address the bus assistants. There are issues that drivers are not getting along with the assistants and some drivers are not wanting assistants. Students also move which impact bidding on the bus assistant. The district would like some flexibility if language were looked at with bidding on the routes. We are seeking suggestions from the union to resolve issues with a declining group of employees- based on the needs. Driver and assistant relationship continue to be an issue. Both union and district agree there are significant hurdles with bus assistants and having something that is firm. Union would like an option to bid, and the district needs to have the flexibility. The parties will look at writing language that utilizes preferences.

The district provides language changes for Article 22, Section 3. The first document is not redlined- the language has a change in format to reorganize what is stated in a clear manner. Information on drivers- Bidding, Summer and Field Trips, Responsibilities, Compensation and Overtime, Miscellaneous. Then, the district created a red line after the clean up to reflect the changes overtime. The first section is to define bus drivers and seniority with bidding. Paragraph 2 was struck because of the creation of Bus Driver Relief. Paragraph 4 was eliminated- Relief drivers do not bid or have open routes- the job description defines the role of the Relief Driver.

Discussion with the bargaining team occurs over bidding with Bus Driver Relief.

Ms. Texel shared that there is some additional language to bring next time. The district needs to look at cost on the asks from the union. The district asks if there is anything for the union is needed.

Meeting closes at 11:10 am