

## SEIU/Pinellas County Schools

8.19.24 - Minutes

Admin Building

Present: Paula Texel, Laurie Dart, Carly Spicer, Gary Jeppesen, Joseph Brenner, Carly Spicer, Dave Richmond, John DiGregorio, Jack Blanc, Antonia Bruno, Brian Wilson, Richard MacDonald, Rebecca Dean, Tia Blunt, Dena Collins, Ryan Rilea

Meeting started at 9:00 am

District reviews the language and shares responses for each item. The union request for an increase on the COD and Master Custodian incentive has been rejected. The union continues to seek additional language to make the process for working during emergencies such as shelter duty fair- request for volunteers first and having more choice for those that can work the shelter. The district shared language in the CBA from the previous meeting. We will go through the entire book to share the updates and what had been agreed upon and any language for consideration by both teams. The bullets below highlight articles discussed:

- SEIU agrees with clean-up of language to update names and committees.
- It is the desire of the union to have a pause on payroll deductions for dues. Language that has been added to the CBA and the parties agree, Article 6.
- Article 8, Section 3, the union is asking for volunteers first prior to an event. They agree when short notice or there is an emergency this is not always possible. The concern is to have a process or system that employees are provided opportunity to volunteer and to utilize the most capable employees when enough volunteers are not available. The union seeks language that will provide employees with the opportunity to volunteer first.
- Article 10, Section 4- union agrees.
- Article 10, Section 6 C, union asks for additional language. District added language if there was a vacancy, the employee serving in that role would be provided opportunity to interview.
- Article 10, Section 10- union agrees.
- Union would like to see in Article 10, Section 6 the promotion percentage be raised to 20%. The district is not in agreement with this ask.
- Article 14, Section G, union is asking for a payout of vacation or to move the unused vacation time to sick. The district is not in agreement and state rules do not allow payout unless person is at retirement.
- Article 16, Section 1, the union is in agreement and asks to add some language to ensure if the employee is to be returned to previous position, all increases that would be received if in the position would continue. District agreed to add the language to clarify.
- Article 17- Procedures for Filling Vacancies- union agrees with language updates.

All language changes and additions were completed, and the union moved to conversation on salary. The union asked to have a one-time payment like last year based on years of completed service. Last year ESSER dollars were available to support salaries. All dollars that had been available through ESSER/ARP had been earmarked to be spent by the September deadline. No additional funding is available. The union asks for the district to consider raising the shoe allowance from the current \$80 to \$120. Additional asks were considerations from the district to ensure employees have access to computers for observations, information, and to search and apply for positions. They are also asking for consideration when there is additional work such as large projects, before sub-contracting the work, to look at in-sourcing with our current employees or hiring additional employees to complete the work.

Move to caucus

Returned from caucus at 12:25 pm

District rejects language to add to Article 8, section 3- will continue to work with Operations on process and share the process. The district also rejects any language or ask on leave- vacation payout. The district accepts changing the promotion 20% if the demotion/downgrade is also 20%. The district agrees to change the shoe allowance from \$80 to \$120. The district rejected any one-time payments and has shared the .75 cents per hour is the salary proposal. District also clarified that retro for salary is on base salary only. The shoe allowance and any other areas that impact salary that are not part of the base salary would be after board approval.

Union asks to caucus at 12:30 pm

Return from caucus 1:08 pm

The district and the union have an agreement. The union continues to ask for the district to work on procedures for emergency procedures.