

SEIU/Pinellas County Schools

Minutes

8.7.24

Admin Building

Present: Paula Texel, Laurie Dart, Carly Spicer, Gary Jeppesen, Joseph Brenner, TMark Hagedwood, Carly Spicer, Dave Richmond, Daniel Salmons, John DiGregorio, Jack Blane, Antonia Bruno, Brian Wilson, Richard MacDonald, Rebecca Dean, Tia Blunt, Dena Collins

Meeting started at 8:00 am

Reviewed contract language- district shared areas that were rejected, countered, and language proposed for consideration. Bullets below identify language reviewed:

- Updated cover- dates/ address and contact number
- Throughout book changed Associate Superintendent to appropriate title.
- Article 6 - District countered language - renamed article Payroll Deductions, struck language associated with union dues.
- Article 8 – District rejected original language. Union provided an updated proposal with additional language for consideration.
- Article 10, Section 4.2 - district proposed updated language providing up to 3 months to submit ask for experience credit form for consideration.
- Article 10, Section 5.C – changed calendar to work days.
- Article 10, Section 10 - District countered shift differential to 50 cents in section A, 60 cents in section B and 30 cents in section C.
- Article 10, Section 13.B and C - Remove in the sunset language from bus driver incentive.
- Article 10, Section 13.D - Remove language identifying Relief Bus Driver to state Bus Driver Relief.
- Article 12, Section 14 – Removed “excluding administrative” from title
- Article 14, Section F – district rejects language to not cap at 62 vacation days. Also rejected proposal to add language re: annually cashing out vacation days.
- Article 16, Section 1 - District proposed language to include a probationary promotion period.
- Article 17, Sections 6 -12 - cleaned up language to identify current way of work with electronic applications.
- Article 21, Section 14 - countered language to address mileage reimbursement with federal guidelines.
- Article 21, Section 21 – updated title of PD Advisory Committee
- Article 22, Section 1 - cleaned up language to rename Food Service Food and Nutrition
- Article 22, Section 3 - Struck language to rewrite in an order that groups like areas together. Provides clarification of drivers hired in the job description Bus Driver Relief.
 - Section B – needs further clarification re: summer routes and summer trips.
 - Under section E, Miscellaneous Provisions, clarification added defining employees.
- Article 22, Section 4 - district countered with \$100 for tool allowance.
- Appendix A- Job Titles are currently being updated to reflect updated salary schedules, name changes, additions and deletions.

9:53 Discussion moves to compensation. Union asks if the district had a proposal.

Union brings up conversation where contracted work is reviewed- what work is outsourced and if it is available for this bargaining unit. Work that is short-is subcontracted and work that is long-term being offered to current employee. The ask is to hire another employee in lieu of paying an outsourced employee.

Paula brings forth an economic proposal. The district is pushing more money into the hands of our lowest paid employees and also value our veteran employees. Referendum conversation took place, again addressing support employees to see salary increases if referendum is passed. This would not be in place until the 25-26 school year. Support employees could see \$2910 more in their yearly salary because of the referendum.

The district suggestion to SEIU is to bring forth an amount in lieu of a percentage. The district is proposing \$0.75 cent per hour increase to the current salary schedule. This would impact our lowest paid employees and target most of the employees in the bargaining unit.

Move to caucus 10:21 am

Return at 11:35 am

Union shares they are not that far apart on both language and salary. A future date has been scheduled. The union is asking for any opportunity to convert vacation time to sick time.

Next scheduled meeting August 19 at 9:00am.

Meeting ends 11:55 am.