

SEIU/Pinellas County Schools

Minutes

9.11.23

Admin Building

Present: Paula Texel, Laurie Dart, Kevin Smith, Dena Collins, Dave Richmond, Carly Spicer, TMark Hagewood, Brianna Mahoney, Mike Hewett, Brian Wilson, Javan Ranks, Josh Holton, Katrina Hawkins, Joseph Brenner, Richard Mac Donald, Tia Blunt, Rebecca Dean, John Digregorio, Mary Guy, Antonio Bruno

Meeting started at 10:30 am

Group began with a welcome. Ms. Texel shares update from our last meeting- our financials were provided to SEIU. SEIU brought a proposal to the group. Mr. Brenner has 3 proposals: Article 10 salary- 6% increase; workers who deliver the portable transports seek safety to bring portables to and from school (Article 21)- seeking safety escort with lights on or their vehicles with strobe lights and Article 24-insurance, ask for the district to absorb the entire cost of the health insurance premium increase. Compression issues with the cooks and the plant operators versus the HPO's and in other departments in relation to the request. An ask for an equalized pay calculator for employees. Final ask is the Stavros drivers being brought up to the other bus driver increases.

Mr. Smith asks for any suggestions from SEIU on how to resolve the issue. Challenge is what do we do about the compression amongst all groups. Monetary challenge has been brought to legislation. The district has a finite amount of dollars for all groups- 4.3 million is the ask from the SEIU union. Do you have any creative suggestions with this pot of money for this group? Mr. Smith passes the out a graph of raises provided with a target of 3.25% over years- we created a grid with the union many years ago that employees could physically see their salary growth over time. With our current increases we had been outpacing inflation noting that the last two years have been heavy inflation.

Mr. Brenner responds that SEIU has the exact same paygrade schedule as PESPA- this does not have to be this way. We could do what we did in Palm Beach looking at years of service, the vast majority of the people effectively got to \$15 with little or no experience. A tiered system- 20 years or more get something; 10+ years get something and etc. This is a payroll issue, if the district can do a fractional year, this could work- it does take people out of the scales. The scale was a negotiated salary from our past of the range. For this to work there would be no boxes- the entire structure and become a range.

Laurie Dart shares the reason why we went to grid- no one liked the old version, and the grid allowed us to keep up with inflation. This was negotiated between PCSB and SEIU. Mr. Brenner likes the grid, but it does not address compression. The parties could agree to a blank percent across the board in addition x amount of funds to be set aside to address compression. This could be a component. Mr. Brenner does not have specific amounts to address compression. The ask from the union is approximately \$4.3 million with fringe. We have for \$13 million for all groups. The district can not do a 6% increase. The district is agreeable to provide a final dollar amount to spread amongst the group. The district is transparent with what we have. The number of employees and the payroll is how the percentage of the increase received is how our district is looking at the share of the total pot of money.

Caucus 10:54 am Return at 11:37 am

Ms. Texel shares the district can assure the strobes can be on the units. This would not be amended in the contract. This is a good faith belief from the district. On the health insurance, the district is rejecting the 100% coverage of the increase in cost. The district will follow the language in the contract. On the salary, we are rejecting the 6% increase. Recognizing our bus drivers, lead drivers and relief drivers just received upwards towards 20%- the district would like to pull this group (bus drivers, relief and leads) out of the overall increase, however, give them a \$400 one- time bonus payment (estimate of \$150K) and the remaining employees in the bargaining unit a 3.5% increase which is \$2.2 million, before fringe. The district is also rejecting the Stavros drivers out of the other bus driver increase. The funds provided could be used by the SEIU unit to address compression to the group.

Mr. Smith shares we are dipping into our reserves to provide the 3.5% increase-\$2.2 million that can be used amongst the group. This will blow up the current salary schedule, but the union knows their employees best. Mr. Brennan will engage with his group and counter, he asks if there are any no go's on the solutions proposed to the district. There may be some implementation issues that would need to be discussed prior to any agreement. As a district, we would need this to work. Ms. Dart shares the drivers received \$1.9 million back in May and we are now at 4.1% with the 3.5% being proposed now.

End Meeting at 11:56 pm

Next Meeting - 9/20 @ 10:30am at Admin building