



**PCSB/PCTA Bargaining Meeting**  
**January 6, 2022**  
**Minutes**  
PCSB Administration Building



In attendance: Paula Texel, Laurie Dart, Kevin Smith, Nancy Velardi, Bryan Bouton, Judith Smith, Paula Stephens, Ginger Brengle, Kristen Coffelt, Juliana Stolz, Patrick Mugan, Lindsey Blankenbaker, Tracey McConnell, Dan Perazzo, Alisha Ford, Christine Everett

Meeting was called to order at 4:40pm.

Paula Texel started the meeting stating she knows PCTA met last night as a group and asked if they wanted to discuss the financial impact of Article 41 Terminal Pay and salaries or address any questions the group had.

Lindsey Blankenbaker stated they took excerpts from the meeting she and Nancy Velardi had with PCSB and talked about salaries and then presented their counter proposal for salaries. In this proposal was the 3.25% increase along with the referendum increase, one extra day of planning (7.5 hours) and 12 hours of additional training paid at the teacher's hourly rate. In this format, Paula wanted to point out when you're on the Performance scale you wouldn't see a grid, that is only for Grandfathered.

Paula – Article 41 – Additional Planning. This proposal adds an additional day of pay for planning. ESE Teachers would be provided 2 additional days for planning. Targeted training - add 2 days paid at the teacher's hourly rate, non-targeted would be at \$22.50/hr. Hours would be prorated based on hire or termination date within the year. Teachers would submit their documented hours in May. Discussion regarding base pay and how teachers can see their hourly rates, possibly through ESS. District team said they would look into this and see if an easy way to see this would be possible. Paula passed out salary proposal.

Laurie Dart discussed Terminal Pay proposal. The current formula does not comply with the statute (Statute 1012.61), which dictates the years payout. Proposal adjusts the payouts to be in compliance, as well as increasing years 13 and above by 5%. This would be in effect once ratified and approved by the Board. Any variation to this proposal, for example increasing to 100% at a certain year may require the adjustment to be grandfathered from a certain date or phased in over a few years, depending on the potential financial impact. Discussion was held regarding Terminal Pay and possible alternative options.

Lindsey Blankenbaker stated in Article 28 – Covering Classes, the second sentence is redundant and at the ES level the coverage policy doesn't work the same. Nancy stated a sentence should be added. Paula commented PCSB will ask David Richmond to provide the process used for elementary and the breakdown in pay.

Paula asked the group if they had any questions from when they (PCTA) met the night before and went over PCSB's proposal. The few questions related to hourly rate of pay for the training and Nancy stated PCTA would like to collaborate when the forms are created for the added training pay.

Nancy wanted to acknowledge that PCTA asked PCSB to be creative in their proposals and they did so. She expressed her thanks to the district.

Paula shared the COVID MOU email will be sent out and Nancy will send out the ratification materials ASAP.

Laurie stated PCSB is looking forward to a counter proposal from PCTA with their ideas.

Meeting adjourned at 6:00 p.m.