



**PCSB/PCTA Bargaining Meeting**  
**October 20, 2021**  
**Minutes**  
PCTA Building

PCTA Caucused 5:00-5:20pm

Meeting was called to order at 5:20pm.

In attendance: Paula Texel, Laurie Dart, Kevin Smith, Rita Vasquez, Nancy Velardi, Janet Cunningham, Paula Stephens, Thomas "Lee" Bryant, Ginger Brengle, Kristen Coffelt, Judith Smith, Dan Perazzo, Juliana Stolz, Patrick Mugan, Bryan Bouton, Lindsey Blankenbaker, Tracey McConnell, Janice Jadowski

Paula Texel started the meeting by stating the Appraisal Advisory Committee met in August, topic of language came up, and last year's language was recapped. She stated that the district has a counter proposal of the Evaluation MOU, but salaries are important to us as I know it is to everyone at this table. November 9 and December 14 are the next Board meetings, sharing this information as a timeline.

Kevin Smith is here to recap the salaries. A spreadsheet was passed out the district's proposal of 3.25% increase, which with fringe is a total of \$14 million. There was discussion over the amount the Grandfathered, Performance HE, Effective and the COLA & NI&U would receive. The statute has changed so there are restrictions/limits on what each category would receive.

Nancy stated she would like to see longevity pay as a supplement. There was discussion regarding the statute, if giving a supplement is within its limitations. Nancy stated other counties have done it, Laurie stated legislature says we can't work around it. Kevin stated bottom line is we need to be fiscally responsible and also reminded the group that PCSB paid \$9.4 million to cover all increases in healthcare.

Lindsey stated she would like current numbers showing which teachers are on the grandfathered and performance and which are highly effective and effective.

Paula shared PCSB's counter proposal on the Evaluation MOU. The Appraisal Advisory Committee recommended revisions as in removing the Deliberate Practice Plan as part of the overall rating. As a reminder, the Appraisal Advisory Committee is comprised of 50% instructional personnel appointed by the union and 50% by district staff. The committee discussed the option of remaining with two formal observations for probationary teachers and one for teachers on annual, continuing, or professional services contract with an option to be granted a second formal. The elements required to be demonstrated are Domain 1-4.

Nancy stated she doesn't want the entire article deleted.

PCTA caucused 6:30-6:45pm

Lindsey stated largely the MOU is the same but vastly different, the district proposed an addendum, PCTA can't agree to delete Article 31.

Nancy stated they need to read this over and they were not ready to agree to this tonight. She also stated that PCTA was hoping to ratify by the end of next week and would like this MOU to be in there.

Lindsey stated we are rejecting the first point, and also had concerns that the appeal process is not included.

Meeting adjourned at 7:10 p.m.