



PCSB/PCTA Bargaining Meeting
October 23, 2019
Minutes
PCTA Building

Meeting was called to order at 3:40pm. Sign in sheet was passed around for signatures.

Paula Texel greeted everyone and began with discussing where we left off last meeting.

Mike passed out PCTA's counter offer, which includes a 3.25% increase with \$114,000 of the supplement funds going to the LSCW's, \$220,000 for the Reading endorsement stipend, a \$300 one-time bonus for every teacher and a one stipend of \$500 for the Reading Endorsement. With 324 teachers on annual contract this offer is approximately 14% of the general fund. There was discussion back and forth regarding the status of the district's general fund account. Kevin Smith stated there isn't any "new" money. We keep our reserves at a certain percentage in case we have a downturn in the economy. He stated he doesn't think the \$300 one-time bonus is something we can do right now.

There was discussion with the group regarding the \$114,000 for the LSCW's and if this is the right forum to discuss this. Paula stated that this should go to the Supplement Committee, who would make a determination on. Under the current proposal, \$356,000 would be available after the salary increase for increasing or providing new supplements. The Supplement Committee would meet and decide the allocations of all supplements. Laurie stated there are many groups that would want more money, and that other supplements such as advanced degrees need to be looked at as well. She restated that this isn't the place to discuss these increases. Out of the \$356,000 they would be the group that would determine the approval of \$114,000 to go towards the LSCW's

Kevin stated again that he doesn't see the \$300 bonus working out. He stated that the district hasn't put in any extra dollars into the reserve fund over the past couple years, instead he used that to fund raises last year, even though we only received \$6 million from the state.

Mike Gandolfo asked when was the last time we had a 3.25% increase. Laurie Dart stated back in 2015/16 this group received a 4% increase, and over the last six (6) years the group has received 17.1%.

Paula stated that we recognize the day to day work our teachers do. She shared that the district laid it all out in the beginning with the 3.25%. She stated that this is all we can offer as we are being fiscally responsible.

Mike stated that this group agreed to the language changes that were discussed in the last meeting, with still keeping in Article 20 – Terminal Pay. Kevin stated he has a cost out and it would be approximately \$300,000-\$500,000/year and this is something we can't do at this time.

Mike stated before he would tentatively agree he would have to make sure it would get ratified and he doesn't think it will. Joanne McCall asked if there was anything creative the District could come up with for this group. Laurie stated we would love to be creative, however when it is asked that \$2 million come out of our reserves on top of the 19.7 million we'd spend for all groups, that's just not possible. Kevin stated he appreciates you proposing a non-recurring cost, it's just no doable at this time.

Group caucused at this time (4:30pm)

PCTA proposed taking out the \$300 bonus and \$500 reading endorsement stipend, leaving in the terminal pay and keeping a chart/rate of pay for sick days that would be paid out at the rate you earned it. Dave Richmond stated we do this for a group of about 500 people right now and it would be difficult to do for over 7,000 teachers. There was discussion back and forth regarding this option. Kevin Smith stated he would cost it out.

PCTA proposed three (3) trade days instead of two (2) trade days, continue to use them on non-student days. The group also requested to add the Rep School back in as a training that qualified for a trade day. PCTA also proposed giving five (5) personal days instead of the current four (4). PCTA also requested keeping the \$114,000 specifically designated for the LSCW's.

District caucused to discuss counter proposal.

Upon return, Laurie stated the District feels strongly about the \$45,000 starting salary and that the LCSW increase proposal go through the Supplement Committee. We can agree on the amount but have this discussed with that group.

Paula stated we are very close, however at this time we need to go back and work on the numbers for the Terminal Pay. Group will meet next week, October 29 at 3:00 pm at Admin Bldg.

Meeting adjourned at 5:35 p.m.