



PCSB/PCTA Bargaining Meeting

November 3, 2021

Minutes

PCS Administration Building

In attendance: Paula Texel, Laurie Dart, Rita Vasquez, Nancy Velardi, Bryan Bouton, Janet Cunningham, Paula Stephens, Ginger Brengle, Kristen Coffelt, Juliana Stolz, Patrick Mugan, Lindsey Blankenbaker, Tracey McConnell, Nicholas Amheiser

Meeting was called to order at 3:40pm.

Nancy Velardi started the meeting stating as a group we can go through the articles that don't have that much difference and get them resolved or do the ones that are deeper discussion. Laurie Dart stated we see this as a whole package, let's start from where we left off and see what we can agree on.

Article 12 – Teacher Assault Protection – added the same language as PESPA regarding Sexual Harassment. PCSB added letter F regarding using reasonable force, according to the standards adopted by the State Board of Education to protect from injury. PCTA stressed supporting the teachers, Paula Texel asked for PCTA to define support. Laurie asked PCTA to take the language and clean it up so the Board understands PCTA's definition of support. Bryan Bouton stated he will do that.

Article 13 – Student Discipline – PCSB added section F - School personnel will follow the School Wide Behavior Plan. There was much discussion on this topic, as it has been reported most schools are using their own forms or processes for reporting student discipline. Paula stated this is beyond our scope, that she will discuss this with the Area Superintendents, possibly have them attend one of our next meetings so that they may address these concerns. Nancy proposed to add letter G, enforcing the Student Code of Conduct, Lindsey stated the Behavior Plan should have a staff vote.

Article 14 – Professional Development – There was discussion back and forth on trade days. PCSB removed section E (Trade days) as we mostly pay employees for training instead of using trade days. Paula stated trade days were put in place as we used to not have the two days before Thanksgiving off. Nancy stated let's look at options of two or three days. Paula stated we need to have a set schedule for training, jointly working with the parties involved possibly bringing this to the Professional Development Advisory Committee. Laurie stated the district is happy to consider other proposals.

Article 15 – Curriculum and Instructional Improvement – PCTA proposal stated voting from all faculty on curriculum, PCSB rejected. There was discussion back and forth, Paula stated come back with revised language.

Break – 5:10-5:45pm

Article 17 – Voluntary Transfer – PCTA wants to combine Article 17 & 18 Voluntary and Involuntary. PCSB proposed changing Involuntary to District Transfer, PCTA was ok with this change. PCTA proposed teachers in Tier 1 & 2 transfer twice a year (before semester break and at the end of the year). Laurie stated this creates a

domino effect, which would result in post or put in a substitute. Paula stated there are pros and cons to this option.

Article 19 – Seniority – discussed having School Seniority and District Seniority.

Paula presented PCSB salary proposal. She shared information regarding longevity pay. PCSB has been checking with other districts, many of them stop pay increases at year 25 then maybe get a bonus where PCSB goes to year 36. There was discussion back and forth on the statute. Paula also reiterated only active employees will receive retro pay if the salary increase is ratified before winter break, teachers who will be retiring in December won't qualify.

Meeting adjourned at 6:55 p.m.