

PCS & PCTA Bargaining Meeting Minutes

Date: July 9, 2025

Time: 1:00 PM

Location: Largo Admin Building

Present: Lee Bryant, Janet Cunningham, Tracey McConnell, Paula Stephens, Brennan Pickett, Stephanie Woodford, Michael Vigue, Carly Spicer, Dave Richmond, Dena Collins, Gary Jepperson

Next Scheduled Meetings: July 24 @ 9:00 am at the District Building Room 134

July 29 @ 8:00 am at the District Building Room 134

Opening Remarks

The meeting was called to order at 1:00 PM. Ms. Woodford welcomed attendees and opened with a greeting, sharing that the purpose of today's meeting was to continue working through language changes in the Collective Bargaining Agreement (CBA). She reiterated the district's commitment to collaborative negotiations. Mr. Lee Bryant congratulated the district on earning another "A" grade, noting that Pinellas County Schools is now ranked 13th in the state based on county performance. He acknowledged the impact of the community's support through the referendum, which moved the district to 5th in the state. He emphasized that the referendum success reflects a strong vote of confidence in the district's work and vision.

District Proposals

Article 40 – Payroll Deductions-The district proposes removing union dues language, including Section C, items 1 and 2.

Article 46 – Summer Bridge-The district recommends removing portions of the article that apply to part-time employees and those not in the bargaining unit. The title is updated to "Summer Bridge," which remains in place and will be paid at the current teacher rate of pay minus referendum funding.

Article 48 – Differentiated Support-With changes to state designations, the district updates the article to rename Tier 4 schools as "Legacy Schools." These schools will maintain their current designations related to retention incentives, transfer procedures, and extended day requirements. Additional language is added allowing the Superintendent, with union input, to evaluate schools based on need and consider flexible interventions.

Article 50 – ESSER Funds-All language tied to ESSER funds is proposed for removal as those funds are no longer available.

Union Proposals

Article 34 – Supplemental Compensation-The union requests to reinstate additional paid planning time outside of the regular school day through a new Section H. This request reflects previous planning support once covered by ESSER ARP funds. Section G also introduces language supporting the continuation of extra planning time. The union wants rationale in writing when members are not selected for stipend positions and asks that summer stipends be paid in the first pay cycle of the new school year. The union proposes including IB teachers in the supplement pool, like the PCCA model, and requests that Largo High School be added to the list.

Article 13 – Student Discipline-The union proposes new language in Section A requiring principals to consider teacher input on discipline. If their decisions differ, a conversation must occur before a student return to class. Section C includes replacing "reasonable" with "documented." Concerns were shared about some administrators not using the district's electronic discipline system and creating inconsistent procedures. The union proposes that staff have access in FOCUS to all student referrals and their outcomes, not necessarily their own rostered students.

Article 14 – Professional Learning-In Section F, the union suggests that out-of-contract PD be paid at \$22.50/hour for up to 37.5 hours from June 1 to May 31. Extra hours could be done voluntarily without pay. In Section B, the union proposes that school-based PD be designed collaboratively by the Site-Based Leadership Team (SBLT) using the School Improvement Plan. Additional new sections propose increasing trade days from 2 to 3 (with 1 rollover), and that union-led PD and leadership development be counted toward trade and component time. The district responded by stating that payment for PD would be limited to available funding and expressed interest in capping paid hours.

Article 16 – Professional Responsibilities-The union added clarity to Section B around student time for completing assignments. Section D proposes that teachers dress in a professional manner aligned with their role and responsibilities. Section E asks that referral processes be documented electronically, citing incidents where teachers were disciplined for event-appropriate dress (e.g., field day or PE).

Article 17 – Hiring & Interview Process-Section B.6 includes a request for a tracking log of interviewed applicants, including PCON numbers. The union wants the district to provide written justification if the most senior applicant was not selected or interviewed, removing the "when requested" clause.

Article 18 – Teacher Placement and Transfers-Proposed language includes adding "PCON" as a placement factor and including elected union lead reps on the protected transfer list. The union agrees with the removal of Article 60 regarding racial composition taking precedence over seniority. Section 7 is updated to prioritize department placement in recalls. Appendix A is introduced as a Support Handbook outlining responsibilities and allocations, and the union asks that protected staff be included in this appendix.

Article 19 – Union Agrees with District Language-No changes were proposed, and consensus was reached.

Article 20 – Terminal Pay-The union proposes a tiered model:

1–4 years: 40%

5–10 years: 60%

11–15 years: 80%

16+ years: 100%

Caucus Break: 2:26 PM – 2:40 PM

Article 21 – Teacher Assignments-The union requests that teachers be informed of assignments before the transfer window. Schedule changes should include three documented attempts at contact. Assignment preferences (convenience, location, years of service) should be considered unless educational needs dictate otherwise. Section E clarifies "distinctly different" as separate subjects with different standards. Elementary assignments should not combine ACCESS and general education unless agreed in writing. Sections J and K propose that classroom changes require 3-day notice of classroom change prior to post planning and that teachers are provided with packing materials but not required to move items.

Article 22 – Reduction in Force The union suggests replacing language related to "economic circumstances" with language referencing projected budget shortfalls.

Article 25 – Lesson Plans Teachers should have flexibility to adjust pacing and sequence based on student needs, rather than adhering rigidly to pacing guides.

Article 26 – Teacher Facilities & Materials Section H calls for equivalent technology access and required materials. The new language aligns with the FLSA PUMP Act to provide nursing mother's facilities.

Article 27 – School Schedule Requests include: no mandatory meetings the last 3 workdays of a quarter, comp time for additional duties, scheduling parent conferences during the school day unless otherwise agreed, and limiting after-hours events to weekdays for no more than 3 hours. These events must be listed in the meeting calendar prior to the end of preservice. A new section proposes allowing Friday planning to occur from home. Clarification requested for only one post-student workday in the second semester.

Article 28 – Class Coverage-Proposed increase in pay rate from \$17.50 to \$20.00/hour.

Article 29 – Supplements-Proposes replacing "stipend" with "supplement" and using criteria from Appendix A.

Article 31 – Teacher Evaluation-The union disagrees with the district's proposed changes and suggests keeping the current evaluation language. Adds a cap of 5 minutes on administrative walkthroughs and requests they be observational and non-disruptive.

Article 35 – Teacher Contracts-New definitions for non-reappointment and non-renewal. Success plans must be in place for at least 8 weeks, initiated by week 4 of the third grading period. Non-renewal notices must be given 6 weeks before the

post-school year ends. Support plans should be site-specific and collaboratively created. Certification renewals will continue to be funded by the board.

Article 36 – Discipline Notifications-Proposes no discipline notifications on Fridays unless required within 24 hours. Discipline from OPS must be delivered within 10 working days.

Article 41 – Planning Time-Section E exempts 10 PCON veteran teachers from DWT requirements.

Article 42 – Payroll Corrections-Section G introduces procedures for handling paycheck with over- and under-payments.

Article 46 – Staff Needs-Proposes additional language to ensure access to bathrooms and accommodations for postpartum need during Summer Bridge.

Article 47 – Legal Medical Card-Section T proposes protections for employees with legal medical cards, provided there is no impairment at work.

Article 48 – Technical Updates-Minor edits to improve clarity and consistency.

Closing Remarks

Ms. Woodford closed by informing the group of a \$9 million loss in federal Title I-IV funding recently shared with the district. These funds support a wide range of school services, activities, and personnel, with more than 80 employees potentially affected. She acknowledged the emotional and operational challenges this creates and emphasized that while the district is committed to fair bargaining, they must also remain fiscally responsible. The union's current proposals represent an estimated \$65 million reoccurring cost.

Mr. Bryant responded by expressing the difficulty of bargaining under conditions of underfunded public education. He reiterated the importance of maximizing value for the bargaining unit and highlighted that only one district in the state currently holds lower reserves than Pinellas. He supported concluding bargaining before the start of the school year to avoid complications.

Caucus Break: 4:30 PM – 4:52 PM

Meeting Adjourned: 5:00 PM