

## **PCTA/PCSB Bargaining Meeting**

### **Minutes**

October 10, 2022

Admin Building

In Attendance: Paula Texel, Kevin Smith, David Richmond, Laurie Dart, Dena Collins, Paula Stephens, Thomas Lee Bryant, Nancy Velardi, Lindsey Blankenbaker, Juliana Stolz, Janet Cunningham, Tracey Comell, Dan Perazzo, Ginger Brengle

4:49 PM

Set up from PCTA for streaming continuing from 4:30 p.m. Juliana requests to ask a question while setting up- she asks PCSB why is there only 4 at the table- there has always been a full team- representation from HS, Elementary and etc.? Why is there the 4?

Paula responded to the question by sharing this was finance and salary negotiation and the representatives from these areas are present. In the past others of come when the areas of the contracts are discussed and impact on their area. Juliana had asked a question about past representation coming to negotiations. Paula continued to share that last year was last year- this year tonight is salaries- our team- it would not be pertinent to the conversation to have the additional members.

Laurie agreed with last year we spoke to grouping the topics- we are going to have the team come based on grouping of the topics- narrow who is at bargaining.

4:54 pm- Bargaining begins

Lindsey thanks everyone for coming- it has been a long time- September 6 was the last time.

Paula shares the last time we came together the district presented the proposal of 4% increase and covering the increase in the health care cost- we provided the additional information requested to the union and we are hoping you are here to share a proposal for us.

Lindsey shared a lot of efforts occurred with PESPA and this was the reason we had not come back to the table sooner. They needed to work to finish theirs as there was an unfunded mandate of the \$15 hourly by the October 1 deadline and they used this time to look at equity. She continued by sharing we looked at the other schedules- and looking how it may have had a ripple on the rest of the unit. What has been branded- increasingly allotted- sources of revenues we can't touch- it drives us to look at what is equitable- and way we can be creative at looking at resources. Today, we brought a combination proposal- fair- looking at historic inflation in our area- building off of this- and work within statutory constraints. A proposal has been passed out to all members by Lindsey.

- Increase each annual instructional by an average of 6% (comport with Florida statutory requirements)
- Retention Bonus as per below:
  - \$500- 3-10 yrs of experience
  - \$1000- 11-20 yrs of experience
  - \$1500- 21 + yrs of experience
- Increase professional/advanced degrees by 3.25%
- Pay increase to health insurance premiums for the 2023 calendar year

Lindsey continues after passing out the proposal, we understand the bonus is non-reoccurring- it does speak to the inflation right now. In a time of shortage- we need to retain our educators with the most qualifications. This is the same as the support units with the remaining ARP budget. I don't think we are looking at other compensation points- and contractual items outstanding- Article 38 and the Evaluation/ Appraisal. We think it will be a quite a bit before we settle.

Move to Caucus 5:02 pm  
Return 5:42 pm

Paula thanks the group for the time- as we did some cost out. Mr. Smith- shares that 6% equates to approximately \$20 million in additional funding- the bonus structure would be about \$6.25 million- not to mention the health insurance. Paula continues- there is no way we can do what is proposed- .25% is about \$875,000- we will look at a million- We can propose the 4% + another (1) million- left up to your group on how to divide- similar to how we did with PESPA- non- reoccurring.

Nancy asks did we cost this out- to Lindsey. Lindsey shares some information with Nancy.

Move to caucus 5:44 pm  
Return at 6:04 pm

Lindsey shares PCTA's counter- an example of how we got to where we got here- brought up an example of a teacher that was lost to Pasco county due to cost of living. We have decided to counter same as Pasco County 5.25%- the retention bonus is important- willing to move on the amounts- 400- 800- 1250 based on the 3 groups in the original proposal. Sticking with 3.25% on the advanced- this is there counter.

Nancy asks that the district cost out and go from there.

Paula shares, we have already gone over our limit- we are experiencing the same discussion- the contribution to health increase is substantial- we are hearing from our neighbors- the result of their pay because health increase has occurred- we are taking on all the increase in our proposal. We will do a cost out- and asks, when would you like to meet.

Nancy- Article 38 on the 19<sup>th</sup>. Date was floated out- We would talk that night about future dates. The rest of this week is out from PCTA. Article 38 could be on the 12<sup>th</sup>- we met our team to adjust the article. This meeting to be scheduled at 4:30 pm.

Next week- for this group- 17<sup>th</sup> and 19<sup>th</sup> open- We could meet at 3:00 pm on October 17<sup>th</sup>- for bargaining. The location will be hopefully at E-111.

Paula shares- we will cost this out- the 5.25% is a non-starter. The 4% has been a push- we know Mr. Smith's initial start was 3.25%

Nancy- the support units get across the board- percentages- because we must have an average- it is killing the people at the very end of the average.

Mr. Smith- we are picking up the health insurance- \$3.5 million- is about 1% raise.

We will cost out- Nancy shares we have to do something for the veterans (teachers).

Meeting ends 6:15 pm