

PCTA/PCSB Bargaining Meeting

Minutes

August 11, 2022

PCS Administration Building

In Attendance: Paula Texel, Laurie Dart, Kevin Smith, Dena Collins, David Richmond, Juliana Stulz, Christine Everett, Janet Cunningham, Dan Perazzo, Paula Stephens, Thomas Lee Bryant, Tracey McConnell, Ginger Brengle, Nancy Velardi Lindsey Blankenbaker, Bryan Bouton

Meeting: Session started at 4:30 pm

Paula Texel welcomed the group- thanked everyone for a successful opening of the school year. This meeting is the second meeting and a brief recap from the previous meeting was shared. PCTA provided an opening proposal of 11.2%- cost would be comparable to \$65 million. It was shared the school district is rejecting the proposal from the union.

Paula shared a quick numbers recap- union was requesting \$65 million in salary increases. The school district had a total of \$18.4 million in salaries, that would be available for all employee groups. Based on the proposal requested from the union- if looking at the reserves, the proposal would exceed the reserves in the general fund balance. Our end of the year books has not been closed as of this meeting. It was requested and will be honored, when the books close, we will revisit and relook at the possibility of additional dollars for salary increases. Paula shared that Kevin Smith would provide the additional information around fund balance and salaries as requested from the previous meeting. He prepared the packet of information and will go into detail for the group.

Looking at the reserves- with proposal we would exceed the reserves. Mr. Smith will have information to share- our books have not been closed. It was requested for us to review and relook at the possibilities for salary increases. Remarks tonight are focused on PCTA- it is our intent to compensate our employees. Mr. Smith will provide additional information to share at this meeting. He has prepared a packet- he will go through the information.

Each person received a 5 - page packet of information on finances provided by Kevin Smith.

Kevin Smith points out from the cover sheet. Attachments are been provided. Series of information is provided detailing how the funding is allocated. Teacher salary has had an increase of \$18 million from last year. He pointed out how the funding has been calculated through the base student allocation. Mr. Smith points out towards the middle of the page one document how these dollars are allocated each year where they are expenditure. He pointed out expenses have increased over time- the Family Empowerment Scholarship dollar amount of \$10.5M is a conservative estimate of the actual cost that goes out from the base student allocation. Kevin continued to explain each particular area on the cover sheet of the packet indicating the areas in red as expenses going out including the increase of the \$15 per hour, increases in fuel and electric and charter schools. A question was raised on the number of charter schools and it was shared approximately 6500 students are currently enrolled in the charter schools.

Kevin shared there is opportunity to lobby the state as the Family Empowerment Scholarships are in the base allocation and then removed- this has become a significant cost to the district. Additionally, McKay scholarships have increased in availability. When additional families have access to these dollars, they are impacting the overall FEFP budget. Lindsay is asking for additional information about the extension for law enforcement families- Kevin will find out additional information.

Lindsey asked for additional clarification of the Add Back at the bottom of the page. Kevin shared this is Unit reductions based on staffing and enrollment. Anticipating based on enrollment- the total brings us back to the \$18.4 million- slightly less than 3% raise.

Page 2 of the documentation provided - General Fund Balance Information

Kevin Smith continues to review reserves and fund balance- required to report fund balance. 5 categories- we use 4. Non- spendable- hold as inventory that becomes an expense. Restricted- certain funding by an outside force- ex. SAI categorical. Another example- referendum. Assigned/unassigned- this is the contingency. End of the fiscal year- outstanding purchase orders. Reviews areas of the assigned. ESSER II/ARP- number will fluctuate. This prevents us from eliminating positions- reacting to downturn in expenditures. Unassigned- not earmarked for anything. Our fund balance is 6%.

Page 3 of the documentation provided - PCSB Consumer Price index Compared to Raise % 2013-2022

Kevin Smith shared provided information in relation to CPI and inflation. Table provided indicates raises in comparison to CPI inflation. As a request from Dr. Grego- he set forth a goal to all employees, provide a consistent raise over time- keep up with inflation and make us competitive. This has been our goal to continue to attract employees and reward by giving continuous increases in salary over time. We have continued to meet this goal with 30.25 % over time- since 2013- 10 years. In relation to the consumer price index- of 26.20% in the last 10 years, we have exceeded the percentage in increases. These raises don't include the additional costs the board has approved in health insurance cost. Our raises have outpaced inflation.

Page 4 of the documentation is the Total Salaries and Benefits by Bargaining Unit.

Page 5 of the documentation provided is the Teacher Salary Schedule 2012-2013 as compared to the 2021-2022

Paula speaks to salary data- capturing the 2013 salary schedule as compared to the schedule this past year. We want to increase the salaries. In the example of a ten- year teacher- what was I making in 2013 as compared to now: 2013- we capped salary at 31 level. Together, we made the decision to continue to add on to the salary schedule through increases- years of experience now have a level 36 moving from previous 60,079 at level 31 to 75,061 at level 36, recognizing the veteran teachers. Paula paused to ask for any questions based on the packet of information shared.

Lindsey has questions- on the first page- first question was on the categoricals. She had specific question to millage. Kevin Smith provided clarification to adjust the FEFP- takes out at the top- but, it comes back at the bottom. The board has the option to levy the millage. It is money that goes back in. Lindsey requested information on individual millage- local effort, discretionary, and referendum. It is shared- there was approximately \$44 million in funding for referendum. The additional funding from referendum is for capital outlay. Lindsey states last year's referendum- our salary schedule includes referendum. David Richmond informed us last year the referendum was \$5,375 dollars- includes \$174 increase from this year- referendum. \$5,734- for this year- referendum. Lindsey had a question on the allocation of referendum, there are vacancies within the year- how is this being spent in comparison to

units and vacancies. Kevin Smith shares we are typically on point on how referendum is spent. Juliana asks a clarification question- what was the referendum in 2012? If we are comparing base to base- we need to look like without the referendum. Smith shared the percentage given by the board. Paula will share referendum by year in an update. Lindsey shares concern around the salary schedule is being inclusive of the referendum. Her concern is if the referendum goes away, this is an impact on the salary schedule. Paula explains we have contract language that is a commitment to reduce the dependence on the referendum to increase salaries- consistent raises- Paula states to the group we are in agreement. Laurie Dart shares the base salary for teachers, which is statutory, has not been met- the referendum helps us keep it above. Without the referendum- this would be problematic. Nancy Velardi agrees we don't meet the statutory requirement without the referendum.

Lindsey shares the pressure to stay in classroom- inflation CPI index here in Pinellas County. Nancy speaks to the financial impact (referencing the CPI index) is on the burden of the association- when there is a decrease of employees- additional burden presented to the union. She shared that if there is a decrease in employees, her organization is creating the flyers and billboards promoting the referendum- the referendum could end. Kevin spoke to the school years between 2009-2013 when referendum dollars declined.

Lindsey refers back to carry forwards on the general fund balance- under assigned- Kevin clarifies these are school forwards. He spoke to certain pots of money that are allowed to carry forward- schools have funds that can carry forward. As an example of monies that are moved forward- schools receive money for shared leases.

Kevin shares we are still in the process of closing out the books. Lindsey states the amount of it is shared the amount of information shared today is appreciated. Lindsey is looking forward to having the annual financial report- gives an idea of what we used- and what we need. In past years, certain areas that have shown up more frequently- budgeted but not used. Smith shared, last year we had a good revenue over expense to establish the reserve. Our fund balance over years have remained the same- 5-6%. The increase had to do with the reserve- ESSER/ARP.

Lindsey stated, money is being saved on the backs of the employees. Kevin Smith stated he resented this comment- this is not funny money. We use the budget to plan- during the course of the year- if we have lapse- it shows up at the end of the year. We don't over intentionally over budget salaries- we base it on units. Lindsey shared she did not mean this is a shell game- this is not malfeasance. Kevin shared if we are going to give a raise- the only place I can look is expenditures- we look at the number of students and the number of employees needed. Looking at staffing models. The monies saved allows us to give us a raise despite a reduction in FEFP. Each year- we look at this- staffing, where we can reduce because we can't raise revenue.

Lindsey states we use a skirting of the class size amendment- the impact is on the teachers. She asks, what do we have to do- to keep them here doing the work? We need to address the workload- (Lindsey shared). Nancy shares the student numbers are down as a result of Covid- classes are getting larger- even worse- services are being cut due to people not available to provide the services or people are working crazy hours to complete the work. Nancy appreciates a consistent plan in place to give raises- the problem with the plan she stated is that CTA was not involved in the construction of the plan. Nancy continues to share- no one could foresee the incredible inflation. The plan-intention was good- it won't work. More people are going to leave as we move forward. Nancy wants us to do something out of the norm- because things will get better.

Paula stated that we have the funds that are provided to give the raises- we would like to present our counter proposal. Paula will walk through it- she emphasized the district is bound by a statutory formula. Paula states to Lindsey and Nancy that they will have time to review and caucus. The numbers available are \$18.4M for all groups. The district will continue to look at other revenues- where are we going to get savings- programs that benefit students? We will continue to look at each area where we can pull dollars. Proposal is 3.25% increase in salary- it assumes a portion of employees paying part of the health increase. The grid follows what has been shared previously.

Nancy shares she would like to discuss supplement increases on the advanced degree. Paula shares they can provide a counter proposal on academic supplements.

Written Proposal from school district is shared- *3.25% projected increase + .60% Referendum + 2 days planning 1% + Board Share of Health Cost increase .85% - Total Compensation 5.70% (ESE teachers will receive additional days equivalent to an additional 1%- 6.7%)*

To remain competitive, the board and superintendent continue to provide us direction to move the starting salary. The time is 5:51- allowing time for caucus.

Next meeting has been scheduled for August 22.

Return from caucus at 5:58 pm-

Nancy states: From this proposal, we have not been heard. This year had to be different. It is exactly what was offered last year. I find it insulting, not to me as I am not in the classroom anymore. I am not breaking my neck anymore. But to everyone sitting here and who is online, and in our schools- it is like you haven't heard a word that we have been saying, and we are speaking for them. I don't speak for me; I speak for them. You are going to end up with nothing if you keep treating your employees this way. You are going to end up with a district that is going to fall apart. I know you don't want that, and our superintendent doesn't want that, but this is simply unacceptable. When you really want to negotiate and discuss what we can do to help our employees, then we will have another bargaining meeting. We are not going to sit here and be insulted.

Paula asks to have a word and Nancy interrupts to say - I am not staying. Nancy says- let's go. Paula asks Nancy and the union to let the district know when you are ready to return.

Meeting adjourned at 6:10 pm