

PCSB/PCTA Bargaining
July 21, 2022
Paula Notes

Welcome

- First meeting of the year – as we open up negotiations for this year
- Prepared to focus on salary discussions, so the information we would like to share this afternoon revolves around financial impacts.
- Introductions

District

- 1. Present financial picture for district** – I have asked Mr. Smith to share the current numbers that are available for salary increases

(Kevin Presents)

Follow up after:

- We understand that many feel the district has lots of money from ESSER, ARP, but a few reminders regarding those funds:
 - They have been earmarked for services
 - That is a non-recurring source of funding – those funds should not be used for recurring expenses, such as salaries.
 - Both sides have already committed \$10M of these funds for salaries – over the course of last year, as the next 2 years – additional 2 or 4 days of paid planning
 - Also provided last year non-classroom teachers with the \$1000 who did not get it from the Gov

- 2. Starting Teacher Salary**

- Direction from the Supt and Board is to continue to increase the teacher starting salary SO THAT IT IS NOT DEPENDENT ON THE REFERENDUM
- Stated in Article 44, Salaries – B. The parties agree to continue reviewing the salary schedule to reduce dependence on the referendum supplement over time.

Current Starting Salary	\$49,124
Referendum	<u>\$ 5,734</u>
New Starting Salary	\$54,858

Absent the Referendum – the starting salary is \$43,390.

- As you may or may not be aware many more districts are going out for referendums similar to ours and if those pass, which we have indication they will, this will put us behind those neighboring districts in terms of starting salary.

- 3. Healthcare**

- Proposal was presented at EWBS
 - Employees pick up 25%

- modest increase of \$1.3M (for all employees - \$600,000 PCTA)
- most expensive....\$16/pp for Choice POS.....
- most employees – on select single
- Benefits of employees taking on 25% of the increase is that those funds can be used for salary, which has direct effect on FRS, Social Security, and terminal pay – which was just adjusted.

Remember – it's a total compensation package – as we increase salary, impacts employee retirement

Next steps:

- *You have our budget information – sent available requested information to Lindsey earlier this afternoon and - encourage you to review
- *You have this information
- *Spend the time needed to review the information
- *Work as a group and come to us with a proposal
- *We will entertain anything that conforms with the statute

Juliana – understand there are reimbursing from COVID – can any of those be used? ESSER – here is what you can spend. Have we heard any other areas that can be used to pass through – or pay for. Lindsey – weren't we reimbursed for Healthcare - \$4M came back in. \$9M was paid for healthcare. That was part of what we paid for – for the health insurance.

Nancy – will we also get \$ back from COVID? We will check with our grants funding. Out of the \$7M there will be \$4M come back. (Grants Dept and April) That will have an impact on what is available for salaries.

Kevin – have to remember that those funds are non-recurring.

Nancy – when they gave the presentation – most of the increases, the claims/prescriptions because they will be returned.

We have a teacher shortage. Teachers are hanging in the balance. Interesting story today....when we spoke to them today, many were saying they aren't sure they want to do this (teacher)....see it waning. Encourage them to give it a shot....don't give up so soon. Every day getting calls to see how they can resign. Cost of living in Tampa Bay – moving out of county/district. Other states are fixing it – trying to fix it – giving incredible salary increases. Mississippi – one of poorest – giving \$7,000, with step raise. We have to get our teachers – to stay in Pinellas. Heartbroken – can't get paid enough – all working extra jobs.

There were a lot of people on the verge of leaving last year – change coming and hung in there. If things stay the same, they will leave. Substantial bump in pay. It's an investment. Kevin – said they probably funded them better. We don't disagree with you. Unfortunate – we are at a disadvantage – if you look at PC Govt – they get the benefit of entire 18% - we don't. We need to maintain our fiscal responsibility.

Lindsey – school grade process. Celebrate the successes that our schools see. Extent to what weour district needs to be looked at as a high quality district. Reality is – on paper – they are not held to the same accountability standards – those children come back to us and we have to care for those students. Our district/schools have done an exceptional job – increase in so many school grades....increase in

revenue, of not going out to private. Less tangible. Those grades have happened because of the educators, school staff. Way to keep that – is to keep the staff and new educators.
Nancy – those who attend public/private – percentage has not changed that much – still around 90%.

Kevin – the FTE is going down. 113,000 years ago – 90,000 now. Have to be competitive. We are a good option. Just have to let everyone know.

Nancy – percentage across FL has stayed the same, out of our area

Nancy – by making it a very competitive salary for teachers, if they are paid well, stay here, their children will go to our schools. Being forced to leave because they can't afford to live here. We have to make sure these jobs are attractive to stay here.

Some of the disrespect of from the legislature.

Closer to the increase in Tampa Bay.

Consumer Price Index – 60% change in gas, 5.6% increase in shelter

Focus in on Tampa/St. Pete/Clearwater – no one in that area outpaces St. Pete/Clwtr

Pressures on our folk – unique to this area – more impact on us here

We have to do something about that – need to keep them here.

Salary is what they are focusing on – have always been working conditions/salary

In other news – water is wet (Lindsey)

We have a proposal – designed to sensitivity to teacher shortage, housing

We have prepared in the form of an MOU – to let our members know we are looking at creative ways.
Increase of 11.3%

Reserves

District this year and last year – unilaterally, increased the reserves

Last year – we increased 200%

Saying now 8-9%....my numbers put closer to 11%

This is the year of the teacher –

“Educators are more than a recurring expense” – on their pins.

Suggestions

1. Family Empowerment - \$10.5M – already saying it will be \$8M....talked about reserves