

PCSB/PESPA Bargaining Meeting
November 18, 2021
Minutes
Admin Building

Meeting Called to order at 9:10am

In Attendance: Paula Texel, Kevin Smith, Laurie Dart, Nelly Henjes, Lindsey Blankenbaker

Laurie Dart started the meeting by sharing that if the salary increase isn't ratified before end of year, those employees who are retiring will not get their retro pay. PCSB restated their offer of 3.25% with the offer to continue to negotiate other funds and contract language.

Kevin Smith stated the estimate on the attendance bonus requested by PESPA was close to \$12.1 million.

Article 19 – Lindsey discussed potential changes to terminal pay and asked if the salary increase be a trigger to that, would this hold the open book process. Laurie stated we can settle, include the 3.25% increase since the language we are close, then settle terminal pay when PCTA does.

Article 20 is still up for discussion.

There was discussion of the Medical Behavior Associates on buses, Nelly stated let's meet with Dr. Gallucci to discuss the Bus Assistants.

Bus Driver Incentive – PCS shared the information about the referral bonus for any employee who recruits a Bus Driver, they will receive a monetary bonus. Also, paying employees to drive the athletic events. Lindsey asked will the District cover the training. Paula stated yes for Campus Monitors, and for athletic driving.

Lindsey stated PESPA can go over the School Bus Handbook with Dr. Gallucci. PESPA will take into consideration your 3.25% salary increase. She also stated she sent over a proposal on email article.

Paula stated we can't accept your proposal regarding the email. She shared that the current language is sufficient. District emails are for district business. Laurie stated recruiting is not acceptable. Lindsey stated she we should work collaboratively.

Article 20- Deductions from Salary – Paula shared that Dave Richmond was present at the last meeting and he stated since 2002 there has only been one payroll slot. There was much discussion regarding this. PESPA stated this is their right. PCSB stated the district payroll is not for a bill pay mechanism and it has been a burden to our employees to manage the questions that arise from certain payments. Lindsey stated PESPA will not agree to the language.

Paula stated this is something that has arisen, you give us your thoughts and we share our business practice. We need to get to a middle ground. Lindsey rejected the proposal.

Paula stated the district will update the agreement, reflecting what we have agreed on, and will bring to next meeting.

Meeting adjourned 10:30am.