

PCSB/PESPA Bargaining Meeting
November 2, 2021
Minutes
Admin Building

Meeting Called to order at 10:40am

In Attendance: Paula Texel, Laurie Dart, Dave Richmond, Nelly Henjes, Lindsey Blankenbaker

Paula Texel started the meeting by stating this group has met four times previously, but provided a quick recap for Lindsey Blankenbaker, as she wasn't here for those meetings. The group has been going through the book.

Article 5 – Section D-Use of School Mailboxes, PESPA agrees, adding no employee shall open mail not addressed to them.

Article 10- Section C- Breaks, PESPA agrees, employee may ask their supervisor for flexibility.

Article 14 – Protection of Employee – add letter G- Sexual Harassment

Article 18 – Fringe Benefits

Section J – Payment of Insurance while on Leave, delete current language add new language, stating employees pay premiums directly, no wavier.

Letter L – Retiree Insurance – add employees with 8 years of service who receives state retirement check is eligible to participate in the retiree insurance. An employee who retires under the Investment Plan must be 59 1/2 years of age or 30 years of service to be able to participate.

Article 19 – Terminal Pay, added #3, if changes are made to the terminal pay provision in any other CBA providing employee greater rights, occurring prior to December 17, 2021, the same provision will apply to this Article 19. There was discussion to change the date to January 14, 2022. Nelly Henjes suggested getting together with PCTA to discuss as a group.

Article 20 – Deductions from Salary, there was discussion on the added language, the Association may request one payroll slot. Nelly stated that she needed some time to discuss this with Nancy Velardi.

PESPA caucused - 11:00-11:10

Lindsey asked about Article 15 (5) - Accumulated sick days transferred from another county, not an agency? Dave Richmond commented that we only transfer between school districts. Discussion was to possibly look at the statute. Lindsey also stated PESPA wants time to look into the retiree insurance information before signing off. She asked if the date in the Terminal Pay language be changed to June 30, 2022.

There was much discussion back and forth regarding the one payroll deduction slot. PCSB wants the one slot as the employees of certain departments are fielding many calls with numerous questions.

Nelly requested to set aside time to discuss TDE/Leave for a member of the Association to attend a conference. Paula stated we can get together as a group and discuss the guidelines that are in Article 15, C (6).

Lindsey proposed a 3.75% salary counteroffer to PCSB's salary proposal of a 3.25% increase. The group called Kevin Smith. He stated the most the district can offer at this time is 3.25%. PESPA suggested using ARP funds. Kevin stated he is not comfortable using non-recurring funds that will go away in 24-36 months. Kevin reiterated PCSB's financial situation. PCSB recognizes the employees hard work, 3.25% is what we have and PCSB is being transparent.

There was discussion regarding some type of a bonus for PESPA employees.

Meeting adjourned 12:55pm