



Collaborative Bargaining Session
Pinellas County Schools
301 4th Street SW, Largo, FL



PESPA
August 4, 2020, 9 a.m.

Attendees: Paula Texel, Laurie Dart, Kevin Smith, David Richmond, Lisa McCann, Nelly Henjes, Susan Spaulding, Cheryl Cunningham, Scott Barnum, Jacquelyn Wilson

Meeting was called to order at 9:10 a.m. with a signature sheet passed around.

Paula Texel welcomed everyone. PESPA presented a draft MOU at the last meeting, July 23rd. The MOU was passed out for discussion. Students will now start August 24, staff will start on August 13. Nelly Henjes asked how it will work with payroll? Kevin stated Achieva is offering a bridge loan. As long as there's not a bankruptcy everyone will qualify, and it will be handled through payroll deduction.

Paula set the stage on where we stand now. We are opening brick and mortar on August 24. Nelly asked what the work status was for the support staff. Paula stated if we were going fully virtual other decisions would have to be made, but as of right now everyone will have a job.

Laurie Dart stated all of the safety precautions are the same as with PCTA.

Paula asked why on letter G was a sentence added that states, "anyone who may be exposed to bodily fluids or in close contact with them will also be afforded this equipment (Face shields, gloves and 2 sets scrubs) upon request." Nelly stated students spit, bite etc. in the Centers. Paula stated everyone will be offered face masks and shields upon request.

In letter B it states support staff are not required to clean or sanitize classrooms. Laurie states there may be circumstances that a support employee would need to clean. Nelly stated we don't want to be told to go out and clean. Laurie shared that this language is not acceptable, as support staff will most likely have duties that are different, but we can work on the language.

Laurie stated the language in letter C, which states that each school and site will develop a plan and include PESPA Rep to educate students, staff and parents of sanitizing area, mask wearing etc. This is different than the PCTA MOU. Joanne McCall says she added this language. Paula states the first 2 weeks of school there will be education and that Lori Matway's office has recorded a video of handwashing lessons, as well as other video lessons.

Letter H addresses that support personnel working directly with students will be provided a space that adheres to the 6ft distance. Laurie states there will be cases that a support person will be closer than 6ft, working one on one with a student. Nelly asked what about groups? Paula stated that is what face shields and masks are for. Laurie states we will work on the language.

Paula suggested that we work on the language in letter I, which states an employee that meets the accommodation due to being high risk or living with someone will not be assigned the clinic. Paula suggests it state category 1 support employee.

Questions were discussed on letter K, which states plexiglass barriers will be installed in the front office for the support staff assisting students, parents etc. Joanne McCall stated this was put in there for the front office area when students have no boundaries, especially in Elementary. Paula states we will be limiting visitors in the schools, we may use virtual options instead of being upfront and personal. We've been working on this plan to make it safe, plans may be tweaked.

Paula states the majority of the support positions will be brick and mortar options. Susan Spaulding states to possibly use our support staff to work with small groups online.

The section that discusses the criteria to request remote assignment or an assignment with limited contact, it was requested to add medical in front of documentation as to what a support employee will need to be considered to work remotely. These will be case by case situations, Laurie suggests adding the parties recognize there are limited options to work remotely. Joanne states put them in a limited interaction area. Laurie states there will be a lot of duty changes and need to be flexible.

It was agreed upon to include the language that states an employee who is asymptomatic but has been advised to self-isolate, may continue to work remotely if are able to conduct their work remotely.

Section #5 states that in order to keep as many people employed as possible Paraprofessionals and Medical Behavior Associates may be asked to substitute. If they are asked to substitute it will be to monitor behavior and assist students in the classroom. If the employee wishes to be considered for this, a 3-hour Canvas training must be completed during Pre-School. A supplement for substituting will be provided. Paula stated we need to double check that the MBA's are eligible to substitute. Joanne stated this is to limit the number of people that would come on campus, maybe word the 2nd sentence a little different, possibly add as long as they are qualified.

Nelly asked if we add CDA's to substitute? Paula asked is this for them to substitute when someone is out? Joanne stated yes, it is, if they're out due to quarantine etc, we'd like to utilize our employees and limit outside contact. Dave Richmond states there are provisions for supporting services employees being an Emergency Substitute.

Laurie states this is a great transition into a bit of discussion regarding duty assignments. We think that is an area the support staff can help out with. For example, arrival, dismissal, PCTA limits their duty to 30 minutes a day. We are hoping the support staff can help, let's add the language in there. Susan suggested language where support staff can't supervise by themselves.

Nelly asked about the 3-hour Canvas training for support staff? Paula states this will be case by case. Joanne stated support staff can help students and do small groups, which helps the teachers. Support staff should take the training.

Under the Leave options section, Laurie will revise that support staff are continued employed.

Paula discussed the Sick Leave Bank. If you are a member of the Sick Leave Bank you can receive up to 80 hours (one time only). Paula states the group is updating the guidelines.

Laurie states that in #10 we are missing the words on the last sentence. Joanne states it is to just be sure they receive a duty-free lunch. Nelly states we want to be sure that the duty-free lunch is by yourself and not with the students. We are mainly talking about the Pre-k.

Paula states we will work on the language throughout the MOU that was suggested today and will send it to Nelly and Joanne.

Meeting adjourned 10:15 a.m.