



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



PESPA
September 9, 2019, 5 p.m.

Paula Texel started off the meeting with an update on EWBS. EWBS has met once already and will meet again on September 11. Kevin Smith stated we are looking at a possible 2% increase and a change in the RX plan. The change in the Rx plan would save the District \$1 million. These changes would only take place if they're advantageous to the employees.

Salaries - Kevin Smith stated last year our funding from the State was six million, this year we received \$24 million. Most of this is earmarked for the Best and Brightest program. There's approximately \$15 million for salary and benefits (total compensation).

Paraprofessionals and Best & Brightest – Paula stated this year the Best and Brightest program has been completely revamped. These changes include the Paraprofessionals being eligible for a monetary award. There are approximately 180 Paraprofessionals. Best & Brightest has a Highly Effective and Effective evaluation requirement, Paraprofessionals use a different type of evaluation. The District is working on the language to propose not using the highly effective and effective and disburse this evenly. With the Paraprofessionals we would require that they have had no more than three (3) Satisfactory appraisals (none of them has this). We would have a check and balance system to make sure our data is accurate. This would go to a Board Workshop first then a Board meeting.

Paula passed out the salary increase proposal of 2.5%.

Joanne McCall passed out PESPA's Proposals

Proposal #1 – Article 7

B. Postings – change in language to reflect that a promotional position will be posted throughout the District instead of within the work site.

D. Processing of Requests – no change, just want it to occur

Proposal #2 -Article 12 – Professional Development

G. Certificate of Distinction – increase COD I from \$250 to \$300 and COD II from \$275 to \$325

I. State Mandated Professional Development - proposal to add this paragraph regarding state mandated Professional Development – when the DOE requires mandatory training, that if it takes place outside the work day employee's will be paid their hourly rate.

Proposal #3 - Article 17

J. Shift Differential – increase from .35 to .40 for any full or part-time whose shift ends at 7pm or after and for those whose shift begins at 10pm and ends before 5am increase from .45 to .50. Employees assigned to relocatable crews would get an increase from .15 to .20.

Paula stated we will cost out the shift differential request due to it involving the SEIU folks.

M. Bus Assistant Supplement and Guidelines – Language change - Support Professionals who are assigned to ride the bus to supervise students w/ disabilities shall receive a supplement of \$7.50 per day increase from \$7.00 or \$3.75 per shift increase from \$3.50. Also, no other job classification can fill these positions unless there is no ESE Associate that wants to fill it.

Proposal #4 – Article 18 – Fringe Benefits Waiting on recommendation from EWBS

Proposal #5 – Article 19 – Terminal Pay

B. Terminal Pay

1. Retirement - Subsequent to six (6) years of service in Pinellas County School system the employee shall receive payment for unused accrued sick leave under the following formula:

Subsequent to 6 years – 50%

Subsequent to 10 years – 75%

Subsequent to 15 years – 100%

Kevin Smith stated we're looking at this for the teachers also. Laurie Dart states the statute has changed so much, we are reviewing this. Kevin spoke to an actuary, we will seek Dave Richmond's data to see if it's feasible.

Proposal #6 - Salary Proposal of 5.75%

Kevin Smith stated this would be \$34 million for everyone. We only have approximately \$15 million. Over the 5 years Support personnel received 14.6% in raises. In 17/18 Support received 3.25% and PCTA received 2.5%.

Paula Texel states we will take this back and review the information. We'll schedule a meeting in the next 2-3 weeks.

Meeting adjourned 5:45pm