

## **Bargaining Session Minutes**

Pinellas County Schools & PCTA

Date: September 22, 2025

Start Time: 3:30 pm

Location: Admin Building

Next Meeting:

Attendees: Lee Bryant, Janet Cunningham, Dan Perazzo, Tracey McConnell, Paula Stephens, Shannon Hoff, Alicia Ayala, Tamara Gramlich, Stephanie Woodford, Michael Vigue, Laurie Dart, Gary Jeppeson, Carley Spicer, Dave Richmond, Dena Collins

### **PTSA Training and Stipend Clarifications**

An issue arose today regarding PTSA training. Specifically, stipends will not be offered for the "Core Concepts 1" training. This raised questions about funding for required training and whether essential training should be eligible for stipends. The request is that only required training be compensated.

The union how they are informed about which training courses are trade-only. William Aligood explained that he communicates this via email and during the first session.

Janet inquired about ESE courses, which are not stipend eligible. ESE training is funded through IDEA, but that budget has been significantly reduced. The distinction between what is required (and paid) versus what is optional (and stipend-eligible) remains a fine line.

### **Compensation and Budget Updates**

Stephanie asked Lee to record three figures—6.07, 7.79, and 9.26—which represent the low, average, and high offers based on today's proposal. This reflects a 1% increase over the previous 0.78% offer. However, there is discomfort with this number, and the plan is to scale back units. Each unit is being reviewed to determine whether it will be reinstated, held, posted, or closed.

The district is proposing a 1% salary increase:

- \$468 for annual continuing teachers
- \$608 for highly effective annual teachers
- \$456 for effective annual teachers

Additionally, all teachers—regardless of evaluation—who are present on the designated bargaining unit days will receive two one-time payments of \$300. These increases and supplements will be reflected in the winter payment.

The district is undergoing a \$60 million reduction to right-size operations and restore the fund balance. These are significant expenditures being made before incoming revenue is confirmed.

### **Referendum and Budget Considerations**

Lee acknowledged the difficulty of the current financial situation and expressed hope for improvement next year. He thanked the team for their budget efforts and for considering the referendum as a funding source. The district is closely monitoring how it transitions away from reliance on referendum dollars. This year has been favorable for employees due to additional referendum funding.

Janet asked a clarification question before the caucus began at 4:00 PM. The meeting resumed at 4:38 PM.

## **Final Agreement and Other Concerns**

Lee raised concerns about the wording on the green sheet, emphasizing that the payment described is not a bonus but a one-time, non-recurring payment. He felt the current language was misleading and suggested placing the bonus on the right side of the sheet and removing the asterisk referencing the referendum increase. With these cosmetic changes, the union is ready to sign the agreement.

Lee also expressed ongoing concerns about the dress code, specifically what qualifies as professional attire. Woodford noted that no guidance has been sent to schools yet, but Mr. Vigue will issue communication.

Lee questioned the \$22.50 training rate, anticipating that employees will expect compensation for attending. The district intends to offer a broad range of courses, and all curriculum or module-related trainings will include stipends.

## **Next Steps**

The next step is to collaborate with the union to prepare this information for ratification.

**Meeting adjourned at 4:58 PM.**