

Bargaining Session Minutes

Pinellas County Schools & PCTA

Date: August 19, 2025

Time: 4:00 PM – 5:36 PM

Location: Administration Building

Next Meeting: Scheduled for 4:00 PM at the Administration Building

The bargaining session began at 4:01 PM with representatives from both Pinellas County Schools and the Pinellas Classroom Teachers Association (PCTA) in attendance.

Present were Lee Bryant, Janet Cunningham, Dan Perazzo, Tracey McConnell, Paula Stephens, Brennen Pickett, Stephanie Woodford, Michael Vigue, Laurie Dart, Gary Jeppeson, Dave Richmond, and Dena Collins.

Additional attendees included Jared Muha, Mariel Kiefel, Tamara Gramlich, Shannon Hoff, and Alicia Ayala.

We started discussions with Article 8. Agreement was reached on allowing six personal leave days and one bereavement day for the death of a spouse or child. The union proposed extending bereavement leave to include the death of a parent and suggested adding a Compassionate Leave provision. They cited a case involving a teacher who was ill but not eligible for the sick leave bank, prompting colleagues to offer their own leave donations outside the bank structure.

In Article 7, the union proposed a revision to Section D of the grievance procedure, allowing grievances to be addressed after the school year if necessary. The district accepted the proposed language.

Article 9 addressed communication protocols. The union requested the ability to email all bargaining unit members regarding relevant matters. The district rejected the use of personal time by union officers for union business and declined the request for additional email notifications. The union also asked to use district email for professional development communications, noting that they currently utilize Chalk Talk for district-wide announcements. They expressed interest in being able to send direct emails through work accounts.

Article 10, previously rejected, was reintroduced by the union with adjustments aimed at minimizing instructional disruptions. They clarified that school activities are permitted at the principal's discretion and requested a reduction in classroom interruptions. The district rejected the revised language.

The union presented a new proposal under Article 11, suggesting that pacing guides be considered recommendations rather than mandates, allowing flexibility to meet student needs. They also proposed language encouraging collaborative lesson development within PLCs. The district agreed to review and discuss this proposal further.

In Article 13, the union requested that teachers be granted access to submit discipline referrals for all students at their worksite. The district responded by reaffirming the use of the electronic tracking system and agreed to continue discussions on the matter.

Article 14 was addressed by both parties. The district proposed adding a third trade day and allowing one trade day to roll over to the next school year. The district also shared data showing that facilitators of training sessions earn compensation exceeding the standard rate of \$22.50. The union asked for their professional learning offerings to be for trade time and component points and to allow for their union rep training to be for trade time

and component points.

Article 16 was noted but not discussed in detail.

Under Article 18, both parties presented language regarding district transfers. The union requested that department affiliation and elected union official status be added to the list of protected groupings. The district rejected both requests.

Article 20 was brought back by the union, but the district rejected the second recommendation. The union requested to bring this back after meeting.

In Article 21, the union proposed that teachers be notified at least two days before a student's last day if their classroom assignment is to change for next year. The district agreed to the two-day notice, specifying it should occur before the end of the student's school year.

Article 26 was introduced by the union with a request for teachers to be allowed to use copy machines during contract hours. They also asked for the inclusion of the FLSA Pump Act in the contract. The district rejected the latter, stating that the Act must be prominently displayed at all sites rather than included in the contract. The union subsequently withdrew the request.

Article 27 saw prior agreement on limiting after-school activities to two weekdays, each no longer than three hours. The district returned with language addressing grading responsibilities during the one-day post-planning period. The union requested compensation time for parent conferences held outside the school day, including those scheduled by teachers during planning time. They also asked for comp time for IEP and 504 meetings that occur during planning periods.

Article 29 was finalized with agreement on the district's proposed language.

Article 31, concerning evaluations, was noted as the final item before the meeting concluded.

The session adjourned at 5:36 PM.