

Bargaining Session Minutes

Pinellas County Schools & PCTA

Date: July 29, 2025

Start Time: 8:10 AM

Location: Administration Building

Next Meeting: Tuesday, August 19, 4:00 pm Administration Building

Attendees: Lee Bryant, Janet Cunningham, Dan Perazzo, Tracey McConnell, Paula Stephens, Stephanie Woodford, Michael Vigue, Laurie Dart, Gary Jeppeson, Dave Richmond, Dena Collins

The meeting opened at 8:10 AM with a moment of remembrance for Ms. Pink, a journalism teacher at John Hopkins Middle School, who passed away the previous evening.

The District began the session by presenting counters and cleanup language to previously discussed articles. Both parties were provided folders containing the proposed language updates.

Article 4, was addressed first by Stephanie Woodford, who noted a minor cleanup related to naming conventions. The Union agreed to the revision, and the document was signed.

Article 12, concerning Teacher Assault Protection, was presented next. The District clarified the language and added a provision stating that the release of information would be subject to applicable law. The Union accepted the changes, and the document was signed.

In **Article 13**, which addresses Student Discipline, the District proposed updates to include electronic referrals and documentation. The Union called a caucus at 8:19 AM and returned at 8:24 AM. Ms. Woodford clarified that student discipline records should be protected and accessible only to teachers with a legitimate educational concern. She also explained the process for submitting paper referrals through administrators and noted that if a teacher disagrees with disciplinary action, a meeting with the administrator is required—this is already reflected in current practice and law. The Union caucused again at 8:29 AM and returned at 8:35 AM with questions about how electronic referrals are submitted by individuals not in the classroom. Mr. Vigue responded that each school must have a process for such referrals and their outcomes. The Union was not ready to sign off on this article.

Article 16, Professional Responsibility, was revised to include Union language while retaining the District's original appearance language. The Union agreed and signed the document.

Article 19, Seniority, involved cleanup language, which the Union accepted and signed.

Article 21, Teacher Assignments, was revised by the District based on Union proposals. The Union caucused at 8:45 AM and returned at 8:56 AM with a request to allow two student days for notification. The District indicated it would review the request before responding.

Article 22, Reduction in Force, was presented with cleanup language, and the Union agreed and signed.

Article 50, the District rejected the Union's proposal to reinstate additional planning time under Article 34, previously funded by ESSER ARP. The Union stated it would re-propose this request.

Article 48, Differentiated Support, the Union provided both redlined and clean versions for reference. A caucus was held at 9:10 AM, with both parties returning at 9:26 AM. The District proposed updated language specifying nine hours of structured planning for instructional staff and removed the definition of "classroom teacher."

Article 21, was revisited by the District, which proposed notifying teachers and providing time and boxes for packing as a fair request. The District expressed concern about the impact on student days, especially if the reassignment occurs during summer.

Article 28, Covering Classes, the district rejected the Union's proposal to increase the rate to \$20, citing a previous increase from \$12 to \$17.50 three years ago. Updates to gender-neutral language were accepted.

At 10:00 AM, the District turned the floor over to the Union for its counters and proposals. The Union agreed to the updated language in Article 48 and signed the document.

Article 40, Payroll Deductions, was discussed, and the District agreed to include the bargaining unit list in Article 9. The Union accepted and signed.

The District presented a proposal for **Article 8**, which included one day of bereavement leave with principal permission, use of sick/personal leave within the building, and an increase in personal leave from five to six days, aligning with the state maximum. The Union requested time to review and did not agree to the proposal at this time.

Article 27, was discussed next. The District accepted some of the Union's language and rejected other portions. A caucus was held at 10:40 AM, with the Union returning at 11:00 AM. The Union requested clarification on the rationale for compensatory time and proposed reinstating language to allow one working day from the last student day during the final grading period before grades are due.

The Union withdrew its proposal for **Article 42(G)**.

Article 9, the Union requested expanded rights to email communications. The District expressed concern about public perception and legal implications, noting that current policy under the superintendent has been generous. No agreement was reached.

The Union reintroduced its proposal for **Article 10**, Class Sanctity. The District did not have a counterproposal at this time.

Article 25, was rejected by the District, citing ongoing work with the Teaching and Learning division to address issues related to PLCs and planning. The District acknowledged the need for adjustments based on student needs.

The session concluded at 12:00 pm with both parties agreeing to continue discussions on the remaining language. The next bargaining meeting has been scheduled for Tuesday, August 19 @ 4:00 pm.