

PCS & PCTA Bargaining Meeting Minutes

Date: June 5, 2025

Time: 3:00 PM

Location: PCTA

Present: Lee Bryant, Janet Cunningham, Tracey McConnell, Paula Stephens, Brennan Pickett, Mariel Kiefel, Stephanie Woodford, Michael Vigue, Laurie Dart, Gary Jeppeson, Dave Richmond, Dena Collins

Next Scheduled Meeting: June 18, 2025, from 8:00 AM to 12:00 PM at PCTA

The meeting was called to order at 3:00 PM.

Lee Bryant, PCTA President, opened the meeting by welcoming members to the PCTA building and introducing the purpose of the gathering, which is to engage in the bargaining process. He expressed his goal of building a large and inclusive bargaining team, emphasizing the importance of members hearing directly from the district and gaining a clear understanding of how the school budget operates. Following this, the bargaining team members introduced themselves. Stephanie Woodford, Deputy Superintendent, stated that the primary objective of the meeting today was to provide members with a deeper understanding of the district's financial picture, specifically focusing on the school budget.

Gary Jepperson, Chief Financial Officer, led a budget presentation and distributed three documents: the 2025–2026 workshop document, a graphic of the budget cycle, and a state funding formula flowchart. He began by reviewing the annual school budget cycle, which includes audits, updates, calculations, and workshops. He noted that this year's process has been atypical due to delays in the state legislature agreeing on a budget to be signed by the governor.

Jepperson explained that state funding is based on Full-Time Equivalent (FTE) student counts, which include students enrolled in traditional public schools, virtual schools, charter schools, and those participating in the Family Empowerment Scholarship (FES) program. Capital Outlay funds are designated for infrastructure and equipment needs such as building maintenance, air conditioning, and technology. The Florida Education Finance Program (FEFP) funds support staffing costs, supplemented by revenue from a 1-mil voter-approved local referendum. All district funds are subject to both internal and external audits. The district receives funding from both state and federal sources.

Lee Bryant pointed out that Pinellas County has one of the lowest fund balances among all school districts in the state. The district's proposed budget is expected to be presented to the School Board in July. In terms of funding allocation, the district's actual student population of 99,229 is weighted to 107,884 FTEs under the state's funding formula. The

current base student allocation is \$5,116, representing an approximate 1% increase over the previous year. A question arose regarding how student counts impact funding, specifically whether dollars follow students as they move to other educational settings. Jepperson confirmed that funding is tied to the school where the student is located during the FTE count window. Concerns were also raised about the impact of vouchers and how they affect district funding.

Jepperson further explained that certain funds are designated for specific state initiatives. These "categoricals" include allocations for safe schools, mental health services, transportation, and Department of Juvenile Justice (DJJ) supplemental allocations.

The discussion then shifted to the breakdown between state and local funding. Jepperson explained that roughly 35% of property taxes contribute to school funding. The state requires school districts to levy a 3.0 mil rate—known as the Required Local Effort (RLE)—as a condition for receiving state funding. Additionally, districts have the option to levy a 0.748 mil discretionary millage. In total, local funding accounts for approximately two-thirds of the district's budget. The Florida Empowerment Scholarship Fund is administered as a pass-through from the state to eligible students. In recent years, property value increases have boosted funding; however, following hurricanes during the last season, property values have declined, possibly reducing available revenue.

Jepperson noted that enrollment in Pinellas County schools has been declining, with approximately 74,000 students currently attending traditional public schools, 6,800 enrolled in charter schools, and 17,912 students receiving state-funded scholarships for private and home schools. This decline is attributed not to student loss to other schools, but to a regional decline in birth rates. Additionally, the state has recently eliminated income eligibility caps for families seeking private or home school funding under the FES.

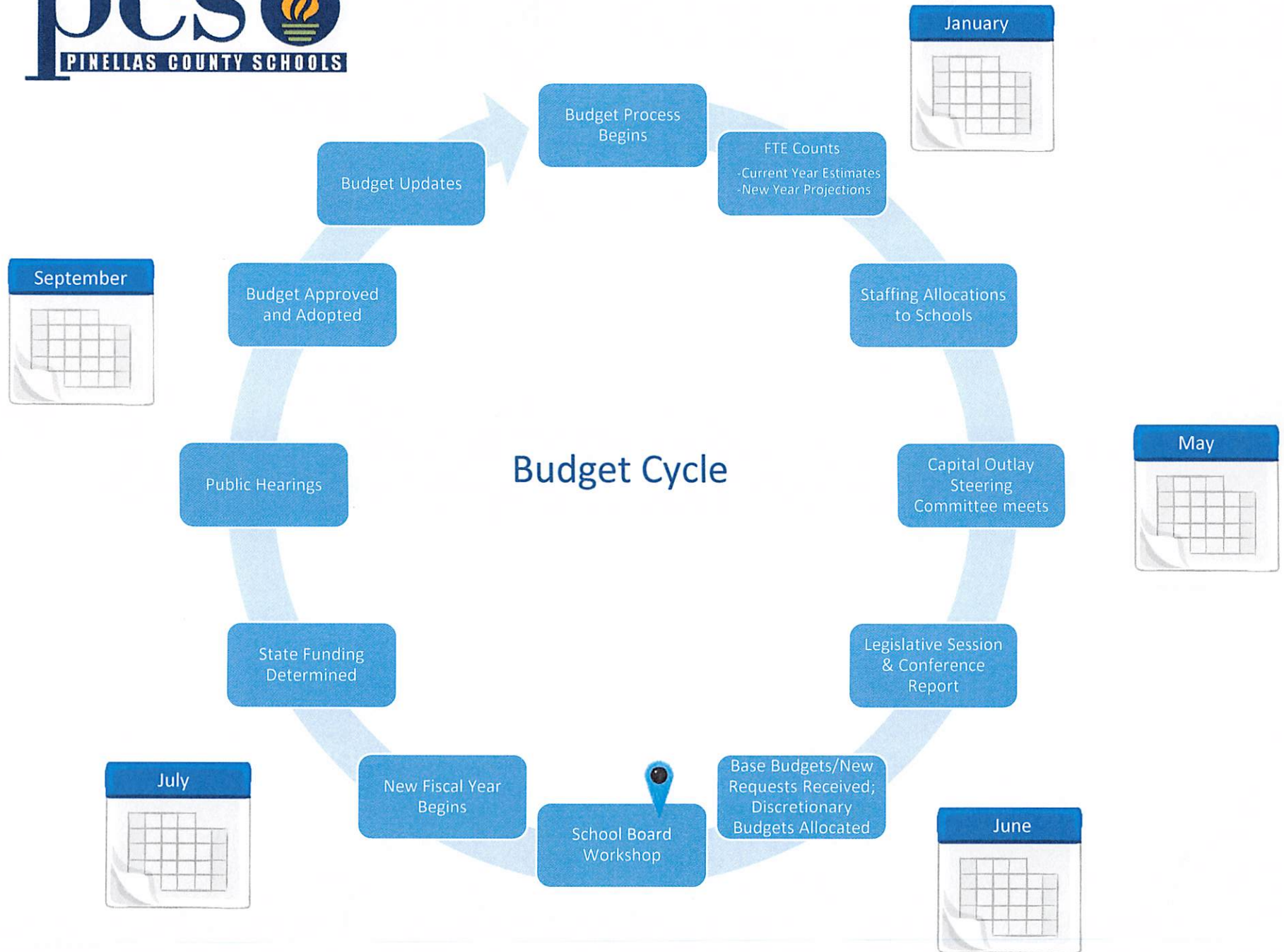
To address budget challenges, both school sites and district divisions have implemented proportional staffing reductions. Health insurance remains one of the district's largest and most difficult expenses to manage. Jepperson also reported that storm-related damages last year cost the district an estimated \$40 million. Thus far, the district has received \$10 million in relief funding and anticipates a total of \$14 million reimbursement by the end of the summer.

The referendum funds, which were approved by local taxpayers, have been vital to district operations. Of the revenue collected through the 1-mil referendum, 70% is used for instructional salaries, 15% for support staff, and 15% for supplemental programs such as arts and reading initiatives. Woodford acknowledged the importance of this community support, particularly in a challenging financial climate. However, union representatives

noted that there is not enough funding available to run a campaign for renewing the referendum, and the district is legally barred from campaigning.

Lee Bryant shared that considering current financial limitations, his team intends to prioritize bargaining items that are cost-neutral but may still improve working conditions. These include professional development opportunities, payroll deduction processes, and grievance procedures. He also expressed concern about the state's ongoing lack of prioritization for public education. Stephanie Woodford reiterated that, despite budget constraints, the support shown through the referendum continues to be a bright spot for employees.

The meeting concluded on June 5, 2025. The next meeting is scheduled for June 18, 2025, from 8:00 AM to 12:00 PM at PCTA.



**Florida Education Finance Program (FEFP)
State Funding Formula Flowchart
Based on 2025-26 House Bill (PCB BUC 25-01)**

The amount of State and Local FEFP dollars for each school district is determined as follows:

Student Unweighted FTE ¹	x	Program Cost Factors ²	=	Weighted FTE Students	x	Base Student Allocation ³	x	Comparable Wage Factor ⁴	=	BASE FUNDING	+	
Pinellas 99,229.99		Pinellas 1.087		Pinellas 107,884.03		Pinellas \$ 5,381.49		Pinellas 1.0025		Pinellas \$ 582,028,271		
Educational Enrichment Allocation ⁵	+	ESE Guaranteed Allocation ⁶	+	Safe Schools Allocation	+	DJJ Supplemental Allocation	+	Mental Health Assistance Allocation	+	Student Transportation Allocation	=	State & Local FEFP Dollars
Pinellas \$ 23,215,541		Pinellas \$ 47,228,087		Pinellas \$ 9,941,437		Pinellas \$ 106,595		Pinellas \$ 5,116,540		Pinellas \$ 14,280,399		Pinellas \$ 681,916,870

The State then determines the portion of the FEFP to be funded by state revenues and the portion to be funded by local real estate tax revenues. Following the apportionment, the State adds additional funds to their contribution.

State & Local FEFP Dollars	-	Required Local Effort ⁷	+	Prior Year Adjustments	-	Proration To Appropriation	=	Net State FEFP Dollars
Pinellas \$ 681,916,870		Pinellas \$ 452,649,138		Pinellas \$ -		Pinellas \$ -		Pinellas \$ 229,267,732
Net State FEFP Allocation	-	Prior Year Adjustments	+	Class Size Reduction Allocation	+	State-Funded Discretionary Supplement ⁸	=	TOTAL STATE ALLOCATION
Pinellas \$ 229,267,732		Pinellas \$ -		Pinellas \$ 80,441,538		Pinellas \$ 41,121,689		Pinellas \$ 350,830,959

¹ FTE: Student full-time equivalent, by program, as defined by the State.

² FY 2025-26 Program Cost Factors:

Basic Education (PK-3)	1.108	ESE Level IV	3.609
Basic Education (4-8)	1.000	ESE Level V	6.064
Basic Education (9-12)	0.972	Vocational (9-12)	1.081
ESOL	1.165		

³ Base Student Allocation is set by the state legislature each year.

⁴ Comparable Wage Factor: provides equalization of cost of living differences between districts.

⁵ Educational Enrichment Allocation: new categorical that includes former categorical's Supplemental Academic Instruction & Turnaround Supplemental Service Allocation.

⁶ ESE: Exceptional Student Education (varying exceptionalities, gifted, speech, hearing).

⁷ Required Local Effort is the amount of real estate tax revenue the legislature mandates that each district assess for education. Each district's RLE, as a percentage of total FEFP, is different.

⁸ State-Funded Discretionary Supplement: a new supplement that is purposed to mitigate the impact of Family Empowerment Scholarships on districts' operating budgets.

**REFERENDUM SUPPLEMENT
2025/26 PROJECTION**

	Instructional Supplement	Support Supplemental	Program
Taxable Value	\$151,845,547,150	\$151,845,547,150	\$151,845,547,150
x Maximum Percentage (by statute)	96.0%	96.0%	96.0%
x Millage Rate (0.5 Mill)	0.0010	0.0010	0.0010
Gross Referendum Revenue	\$145,771,725	\$145,771,725	\$145,771,725
Less: Charter Allocation	(10,913,493)	(10,913,493)	(10,913,493)
Net Referendum Revenue	\$134,858,232	\$134,858,232	\$134,858,232
x Percent Dedicated to Salary/Fringe	70.0%	15.0%	15.0%
Net Referendum Revenue for Salary/Fringe	\$94,400,763	\$20,228,735	\$20,228,735
2% stipend pool	(\$1,888,015)	(404,575)	
1% recruitment and retention activities	(\$944,008)	(202,287)	
	\$91,568,740	\$19,621,873	
Less: Projected Workers Compensation	(291,000)	(61,000)	
Less: Payroll calculation adjustment [1]	-	(500,000)	
2025/26 Projected Available	\$91,277,740	\$19,060,873	
# of Personnel Units in Fund 0100	6,661	5,342	
Projected Amount Per Unit	\$13,703	\$3,568	
Salary	\$11,081	\$2,910	
Fringe [2]	\$2,402	\$631	
Proposed Amount Per Unit [3]	\$13,483	\$3,541	

[1] Due to the payroll calculation process, an adjustment is necessary to account for earned overtime.

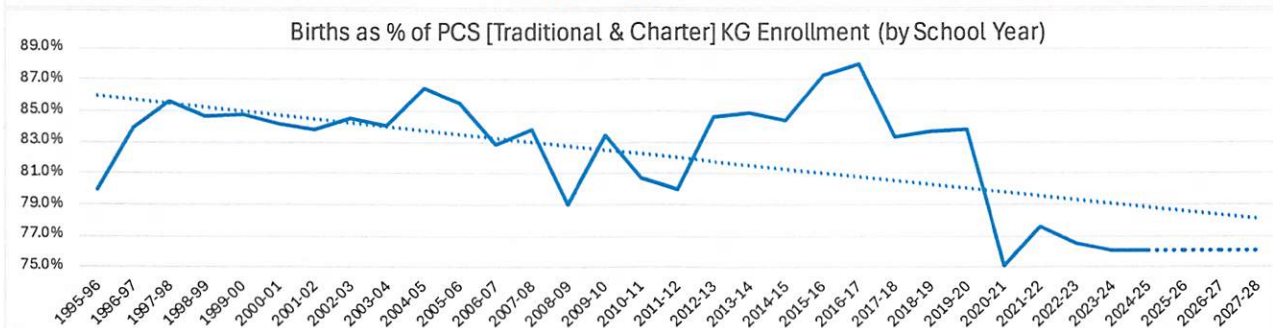
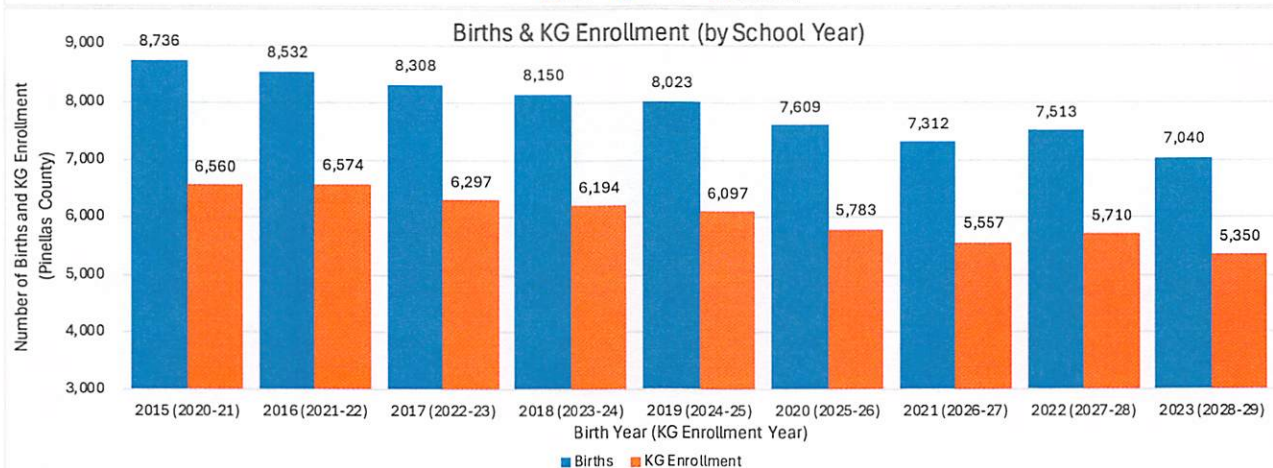
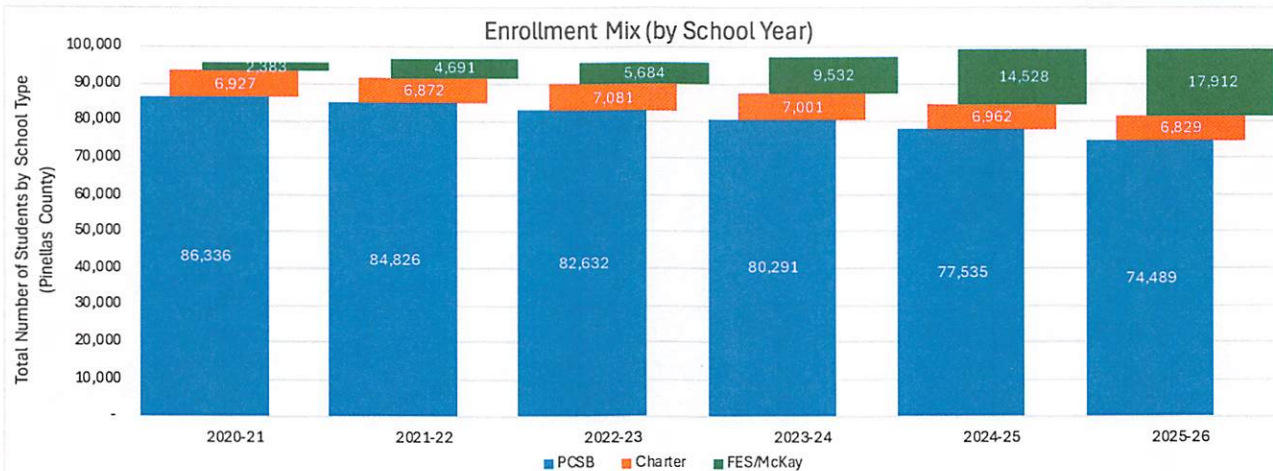
[2] In 2025/26 (21.68%): 14.03% Retirement, 6.20% Soc Sec, 1.45% Soc Sec Medicare.

[3] The proposed amount per unit is less than the projected amount per unit as there is anticipated uncertainty in the taxable values of the county. Unused funds will carry-forward to the next year.

Pinellas County Schools
PCSB Student Comparative 2021-2026

[1] Based on 2025/26 House Draft Budget 3/28/2025.

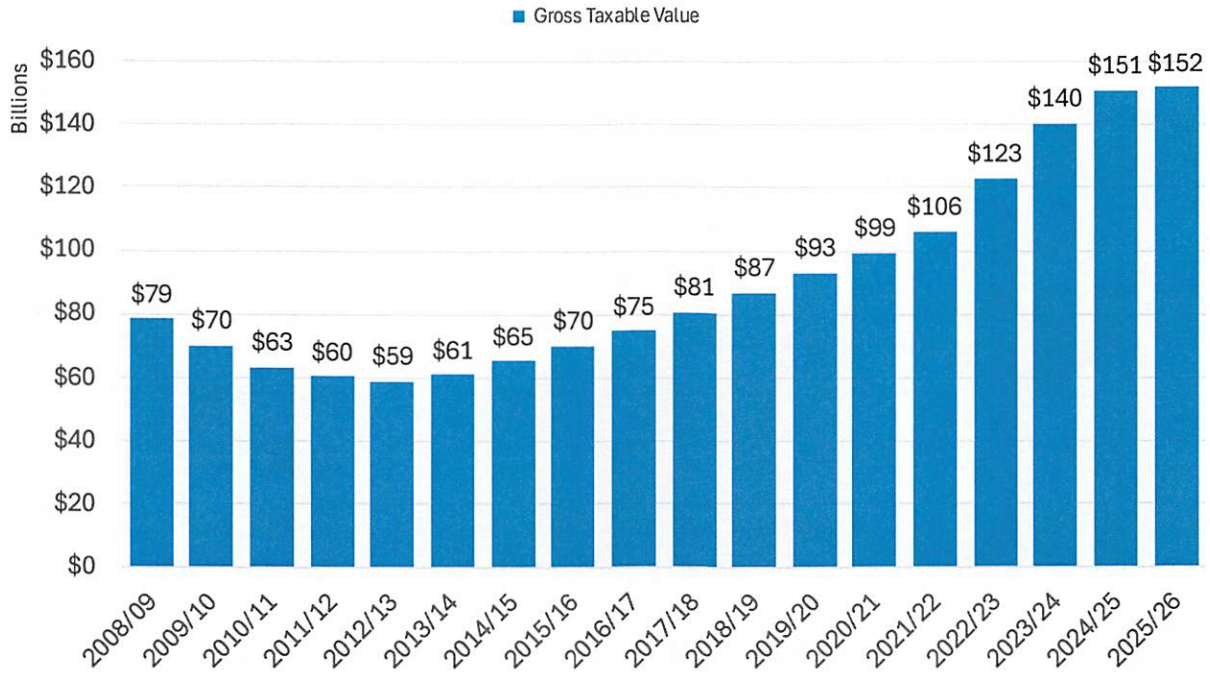
	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26
FEFP Unweighted Students	95,645	96,390	95,396	96,823	99,025	99,230
Less: FES/McKay Students	2,383	4,691	5,684	9,532	14,528	17,912
Less: Charter School Students	6,927	6,872	7,081	7,001	6,962	6,829
Net PCSB Students	86,336	84,826	82,632	80,291	77,535	74,489
Change in PCSB Students		(1,509)	(2,194)	(2,341)	(2,755)	(3,046)
Total Funding Per uFTE	\$ 8,126.78	\$ 7,969.85	\$ 8,402.96	\$ 8,857.29	\$ 9,163.75	\$ 9,220.29
Total State & Local Funding	777,286,461	768,212,583	801,612,842	857,589,306	907,440,190	914,928,930
Funding Associated with FES	(16,660,866)	(40,536,673)	(51,128,145)	(87,903,576)	(127,605,759)	(158,621,962)
Remaining District Funding	\$ 760,625,595	\$ 727,675,910	\$ 750,484,697	\$ 769,685,730	\$ 779,834,431	\$ 756,306,968
Change in District Funding		\$ (32,949,685)	\$ 22,808,787	\$ 19,201,033	\$ 10,148,701	\$ (23,527,463)



FLORIDA EDUCATION FINANCE PROGRAM
2025-26 FEFP PCB BUC 25-01 CALCULATION
STATEWIDE SUMMARY
COMPARISON TO 2024-25 THIRD CALCULATION

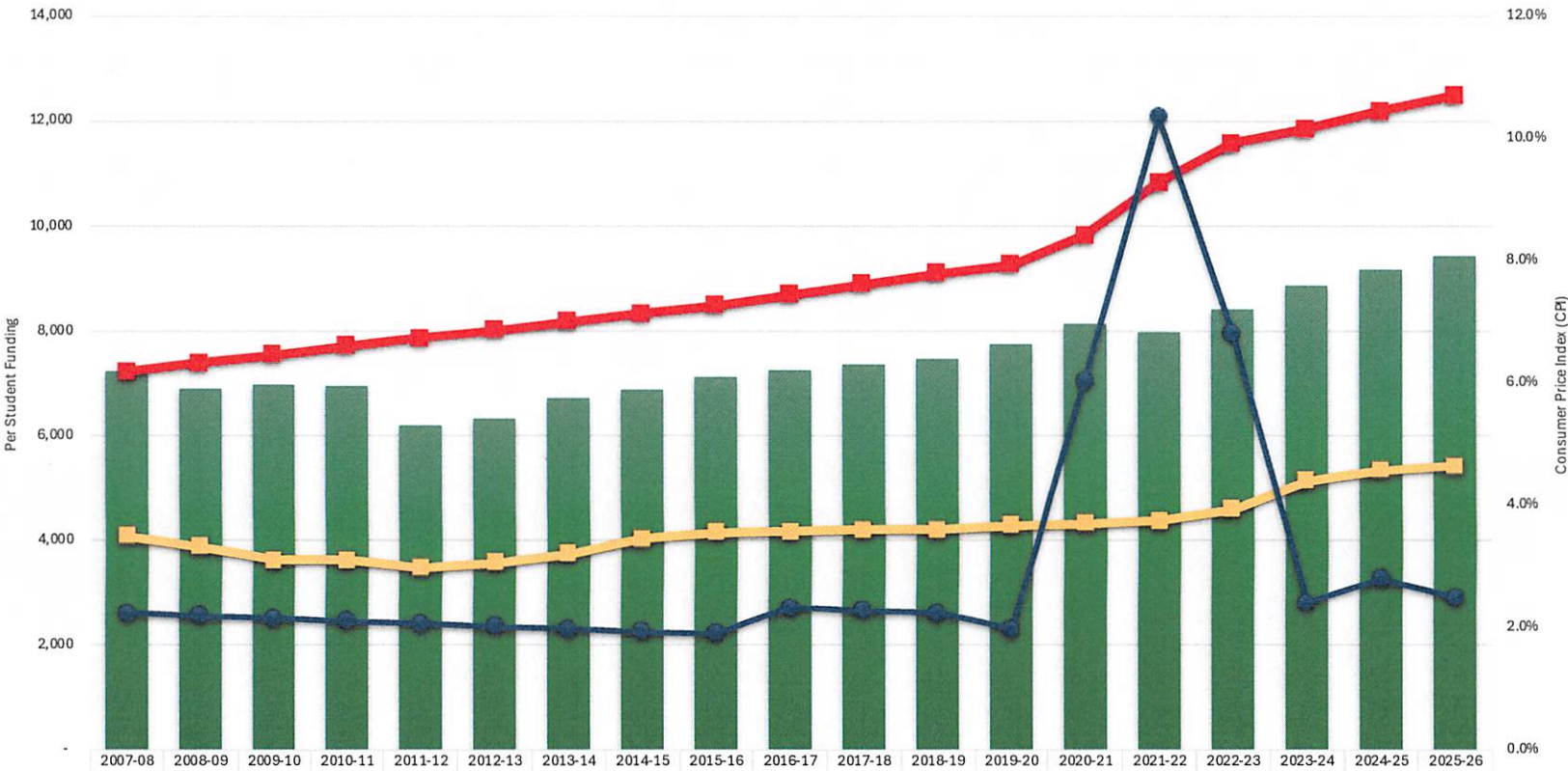
	2024-25 FEFP Third Calculation	2025-26 FEFP PCB BUC 25-01 Calculation	Difference	Percentage Difference
MAJOR FEFP FORMULA COMPONENTS				
Unweighted FTE	3,181,118.76	3,241,868.84	60,750.08	1.91%
Weighted FTE	3,531,596.88	3,519,870.30	(11,726.58)	-0.33%
School Taxable Value	3,633,728,396,941	3,835,299,661,042	201,571,264,101	5.55%
Required Local Effort Millage	3.087	3.087	0.000	0.00%
Discretionary Millage	0.748	0.748	0.000	0.00%
Total Millage	3.835	3.835	0.000	0.00%
Base Student Allocation	5,330.98	5,381.49	50.51	0.95%
FEFP DETAIL				
WFTE x BSA x CWF x Small District Factor (Base FEFP Funding)	19,062,644,416	19,189,440,017	126,795,601	0.67%
Classroom Teacher and Other Instructional Personnel Salary Increase (Included in Base FEFP Funding)	1,254,607,800	1,356,693,411	102,085,611	8.14%
0.748 Mills Discretionary Compression	446,455,416	462,275,499	15,820,083	3.54%
DJJ Supplemental Allocation	2,619,525	2,569,459	(50,066)	-1.91%
Educational Enrichment Allocation	833,448,236	850,324,906	16,876,670	2.02%
ESE Guaranteed Allocation	1,293,529,266	1,366,386,687	72,857,421	5.63%
Federally Connected Student Supplement	16,144,826	16,186,967	42,141	0.26%
Mental Health Assistance Allocation	180,000,000	180,000,000	0	0.00%
Safe Schools Allocation	290,000,000	290,000,000	0	0.00%
State-Funded Discretionary Contribution	44,865,875	46,500,281	1,634,406	3.64%
Student Transportation	556,584,049	567,213,179	10,629,130	1.91%
TOTAL FEFP	22,728,291,809	22,970,898,995	244,605,386	1.08%
Less: Required Local Effort	10,377,115,280	10,842,931,152	465,815,872	4.49%
GROSS STATE FEFP	12,349,176,329	12,127,965,843	(221,210,486)	-1.79%
Proration to Appropriation	(230,930,211)	0	230,930,211	-100.00%
Educational Enrollment Stabilization Program	118,001,049	0	(118,001,049)	-100.00%
NET STATE FEFP	12,236,247,167	12,127,965,843	(108,281,324)	-0.88%
STATE CATEGORICAL PROGRAMS				
Class Size Reduction Allocation	2,752,103,988	2,724,177,497	(27,926,491)	-1.01%
State-Funded Discretionary Supplement	616,070,303	889,385,170	273,314,867	44.36%
TOTAL STATE CATEGORICAL FUNDING	3,368,174,291	3,613,562,667	245,388,376	7.29%
TOTAL STATE FUNDING	15,604,421,458	15,741,528,510	137,107,052	0.88%
LOCAL FUNDING				
Total Required Local Effort	10,377,115,280	10,842,931,152	465,815,872	4.49%
Total Discretionary Taxes from 0.748 Mills	2,609,307,687	2,754,051,978	144,744,291	5.55%
TOTAL LOCAL FUNDING	12,986,422,967	13,596,983,130	610,560,163	4.70%
TOTAL FUNDING	28,590,844,425	29,338,511,640	747,667,215	2.62%
State Funds per UFTE	4,905.33	4,855.70	(49.63)	-1.01%
Local Funds per UFTE	4,082.34	4,194.18	111.84	2.74%
Total Funds per UFTE	8,987.67	9,049.88	62.21	0.69%
State Funds as a Percent of Total	54.58%	53.65%	-0.92%	-1.69%
Local Funds as a Percent of Total	45.42%	46.35%	0.92%	2.03%

**Pinellas County Schools
Gross Taxable Value Comparison
(\$billions)**



Tax Year	Gross Taxable Value	Inc/(Dec) As Compared to Prior Year	% Inc/(Dec) As Compared to Prior Year
2008/09	78,516,066,700	(1,585,416,981)	-2.0%
2009/10	69,846,303,858	(8,669,762,842)	-12.4%
2010/11	63,254,148,064	(6,592,155,794)	-10.4%
2011/12	60,328,895,475	(2,925,252,589)	-4.8%
2012/13	58,891,093,300	(1,437,802,175)	-2.4%
2013/14	60,915,234,693	2,024,141,393	3.3%
2014/15	65,275,216,864	4,359,982,171	6.7%
2015/16	69,844,411,317	4,569,194,453	6.5%
2016/17	74,769,722,195	4,925,310,878	6.6%
2017/18	80,533,507,010	5,763,784,815	7.2%
2018/19	86,662,845,014	6,129,338,004	7.1%
2019/20	92,860,690,733	6,197,845,719	6.7%
2020/21	99,400,925,955	6,540,235,222	6.6%
2021/22	106,042,089,211	6,641,163,256	6.3%
2022/23	122,829,543,209	16,787,453,998	13.7%
2023/24	140,322,662,036	17,493,118,827	12.5%
2024/25	150,641,060,300	10,318,398,264	6.8%
2025/26	151,845,547,150	1,204,486,850	0.8%

Pinellas County Schools FEFP Funding Comparative



	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26
Total Funds / uFTE	7,219	6,885	6,962	6,940	6,191	6,322	6,707	6,866	7,111	7,237	7,348	7,458	7,734	8,127	7,970	8,403	8,858	9,164	9,422
BSA	4,080	3,886	3,631	3,624	3,479	3,583	3,752	4,032	4,154	4,161	4,204	4,204	4,279	4,319	4,373	4,587	5,140	5,331	5,426
CPI Impact	7,219	7,378	7,536	7,695	7,853	8,011	8,170	8,328	8,487	8,685	8,883	9,081	9,261	9,820	10,836	11,575	11,854	12,186	12,491
CPI %	2.2%	2.2%	2.1%	2.1%	2.1%	2.0%	2.0%	1.9%	1.9%	2.3%	2.3%	2.2%	2.0%	6.0%	10.3%	6.8%	2.4%	2.8%	2.5%

■ Total Funds / uFTE
 —■— BSA
 —■— CPI Impact
 —●— CPI %

**Gallagher**

Insurance | Risk Management | Consulting

Health Insurance Plan Financial Projection

Cost Component	2023 Plan Year		2024 Plan Year		2025 Projected		2026 Projected	
	<u>Annual</u>	<u>PEPM</u>	<u>Annual</u>	<u>PEPM</u>	<u>Annual</u>	<u>PEPM</u>	<u>Annual</u>	<u>PEPM</u>
Medical Claims	\$107,486,647	\$980	\$111,956,869	\$1,045	\$121,172,189	\$1,134	\$127,801,717	\$1,198
HRA Payments	\$634,556	\$5	\$525,193	\$5	\$544,210	\$5	\$505,266	\$5
Rx Claims	\$44,798,981	\$409	\$46,105,831	\$430	\$50,456,473	\$472	\$56,724,726	\$532
Rx Rebates	(\$13,497,702)	(\$123)	(\$17,636,019)	(\$165)	(\$20,263,367)	(\$190)	(\$24,316,041)	(\$228)
Est. Stop-Loss Recoveries	(\$548,292)	(\$5)	(\$1,407,715)	(\$13)	(\$756,359)	(\$7)	\$0	\$0
Admin Costs ¹⁾	\$4,433,240	\$40	\$4,324,448	\$40	\$4,419,886	\$41	\$4,414,925	\$41
Stop-Loss Premium	\$2,131,514	\$18	\$2,225,043	\$21	\$2,330,093	\$22	\$2,607,072	\$24
All Other Fees ²⁾	\$905,973	\$8	\$829,814	\$8	\$716,034	\$7	\$719,825	\$7
Total Expense	\$146,344,916	\$1,335	\$146,923,465	\$1,371	\$158,619,158	\$1,485	\$168,457,489	\$1,579

¹⁾ Includes Blue Book fees (2021 on)²⁾ Includes Teledoc, PCORI fees, Limeade (3/2021 on) & Prudent Rx Fees (2022 on)

Avg Medical Enrollment	9,138	8,928	8,903	8,893
PEPM Total Expense	\$1,334.63	\$1,371.40	\$1,484.70	\$1,578.56
% PEPM Claims vs. Previous Year	15.7%	2.8%	8.3%	6.3%

Medical Revenue Component	2023 Plan Year	2024 Plan Year	2025 Projected	2026 Projected
School Board Contributions ²⁾	\$110,187,731	\$112,604,926	\$120,429,382	\$120,345,804
Employee Contributions	\$32,257,103	\$32,202,114	\$33,701,765	\$33,669,470
Total Funding	\$142,444,833	\$144,807,040	\$154,131,147	\$154,015,274
Gain/(Loss)	(\$3,900,083)	(\$2,116,424)	(\$4,488,012)	(\$14,442,215)

²⁾ Contribution increase of 7.36% in 2025. Board pays 80% of the increase except for retirees.**Breakeven Increase 9.38%****Projection based on claims data through March 2025**