

Bargaining Session Minutes

Pinellas County Schools & PCTA

Date: August 26, 2025

Start Time: 4:00 pm

Location: PCTA

Next Meeting: September 2, 2025 @ 4:00 pm @ PCTA Building

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

Additional Attendees: Tamara Gramlich, Mariel Kiefel, Alicia Hoff

Meeting started at 4:11 pm

The meeting began with the district reintroducing Article 31, Teacher Evaluation. The district is proposing to move the language to an instructional handbook with everything remaining the same for the 2025-2026 school year. The contract language does include due process and the appeal requirements. No changes to this language. Dart shares that evaluation is a management right per state statute. The flexibility will allow for input from both the union and the district. The union cannot veto the decision of the superintendent. Lee shares, what the advisory council recommends, would be used in the handbook. Lee is shared that he is trying to get to yes on this change but wants to add that the advisory committee makes the decision. The district adds, if the committee does not come to consensus, there needs to be a remedy to end the tie. In the unlikely event there is no consensus, PCSB would be the final word. The union agrees with this language.

Article 35- Union presents language with definitions non- reappointment and non- renewal. Lee feels having the definition in the contract would be helpful. The district responds with non-reappointment and non-renewal are the same thing. When names go on the school board agenda, you are reappointed. The district uses the language interchangeable. Lee shares there is a perception with teachers that the word non-reappointment is about budget cuts and saving district funding. Lee would agree with the district to utilize the terms interchangeable, meaning the contract is ending. Dart shares for purposes of drafting- we talk about an appeal in section G. Dart can work on language to share with Lee. The union ask also asking to add item D. The union is asking for those currently in the 5- year program, who have resigned at the end of their drop, to automatically be approved if the employee is Effective or Highly Effective. The union is trying to help the seasoned teachers, ensuring they are not being dropped. The district sees this as an issue. You have resigned/retired when you enter DROP. Administrative positions have not been extended. The supervisor makes the decision to extend or not extend; this has not been for financial reasons. The district rejected the request from the union to add language for DROP. The district did agree to find the position if the appeal is overturned in a non-renewal meeting. The CHRO will find the placement. The union is also asking for some changes to the Success Plans language in this article. The union is asking for the plan to start a minimum of 3 weeks prior to spring break and the plan is in effect for the current school year. The union is also asking for School Board to pay for the fees of all instructional employees to renew their teaching certificate with the FLDOE. The district will add to pay the certification fees to sunset June 30, 2026, and to add a sentence to the language that a Success Plan is written with the input of both the Administrator and the teacher.

Caucus 4:56 pm. Return at 5:07 pm

Union begins with Article 38 and request for no more than 30 minutes of duty in B and in E, any specialized clinical staff members that have three (3) or more sites will be excluded from any duty inside or outside of the instructional day. The district is sharing that as we get smaller, and as students test, specialized services may not

be used because they are getting pulled, and they should be utilized as needed. We also hear that this group does not always feel a part of the campus and community. District would like this to be written as: "when possible, any specialized clinical staff members that have three (3) or more sites will be excluded from any duty." The district will write this language for signature with the union.

Article 41- District is rejecting the language proposed for Veteran teachers (10 PCON years) have the option of attending spring DWT or working at their work site for the day. The district will schedule a meeting with teaching and learning and the union to talk about enhanced training.

Article 46- agreed and signed

Article 8- Leave- the district brings back language. The district provided updated language to the Sick Leave Bank guidelines that incorporate some of the compassionate leave and made the bank more flexible with the amount of days needed to join. Signed and Agreed

End for the evening- 6:00 pm