

Bargaining Session Minutes

Pinellas County Schools & PCTA

Date: September 8, 2025

Start Time: 3:30 pm

Location: PCTA

Next Meeting:

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

Additional Attendees: Tamara Gramlich

Negotiation Meeting Summary – September 11, 2025

The meeting commenced at 3:44 PM with the union presenting a counterproposal for Article 14: Professional Learning. In response, the district provided its version of the same article with revised language.

After a caucus break, the meeting resumed at 4:19 PM. The union expressed strong support for its proposal as written, emphasizing concerns that stipends might not be offered. The district responded by sharing data on training costs from the previous year, which totaled nearly \$3 million. The district also clarified that it would not approve a third trade day, but agreed to Section H of the union's proposal and to rename the article to Professional Learning.

The district then presented its compensation package, proposing a 0.78% salary increase along with two \$300 payments. Lee Bryant explained that these funds stem from the referendum approved by voters, noting that approximately 20% of teacher pay is funded through it. Ms. Woodford highlighted that the district had to take a loan due to delays in tax roll collection and emphasized that the \$600 in payments were being offered before any funds were received. The union called for another caucus.

The meeting was reconvened at 5:05 PM. Lee returned with several questions. Additional bargaining team members asked a series of questions. Dan inquired about bereavement leave totals, while Tracey asked whether additional payments beyond the \$600 might be available. The district responded that no further payments were expected, but any excess would roll over in July. Laurie Dart, from the district, referenced the current MOU, which includes an expectation of a salary rollover into the next year.

Janet Cunningham noted that any agreement would need to be presented to the bargaining unit, and that this year's referendum made the process easier to explain. Carly Spicer offered to assist with formatting the agreement. Lee acknowledged the challenges of the year and explained that non-monetary working conditions were brought to the table due to budget constraints. He criticized the State of Florida's 0.7% increase, stating it reflects a lack of value placed on educators.

Lee expressed concern about member support, stating that any raise starting with a decimal point would receive zero support. Woodford clarified that the total increase, including payments, equates to 1.13%. Lee insisted that any proposal must come directly from Pinellas County Schools, and without a better offer, the union could not proceed. He stated that the current proposal would not be ratified, and he could not support it.

Ms. Woodford responded that the district is committed to responsible financial management, and that the largest portion of referendum funds is allocated to teacher salaries. She emphasized that the school board took a risk by placing the full millage on the ballot, resulting in a minimum 5% increase for the year. She also noted that the district faces the same economic constraints as taxpayers.

Lee concluded by stating that his role is to represent, not to find funding.

The meeting adjourned at 5:31 PM.

