

**PCTA/Pinellas County Schools**

Minutes

10.5.23

Admin Building

Present: Paula Texel, Laurie Dart, Kevin Smith, Dena Collins, Lou Ann Jourdan, Lee Bryant, Lindsey Blankenbaker, Juliana Stolz, Janet Cunningham, Tracey McConnell, Dan Perazzo, Tamara Gramlich, Janice Jadowski, Bryan Bouton

Meeting started at 4:07 pm

The district began with a welcome to the bargaining team. The district had sent over two draft proposals earlier this week and Ms. Texel provided an overview of the drafts. One of the proposals was 4.5% of the total payroll equating to \$16,907,659 without fringe. This includes \$2060 for those on the grandfathered schedule; \$2570 for HE on the Performance; \$1931.25 rated E on Performance and \$965.63 for those that are NI/U or Cost of Living. The total also includes raising the new teacher salary to \$52,000 with referendum and \$337,217 to increase supplements. The proposal agreed to pay for the renewal of instructional certifications with the FLDOE and continued paying the cost to receive extended school day VPK for 3 and 4- year old's to employees. The district also reviewed the 4.25% increase proposal with an option of \$872,773 to be distributed in a non-reoccurring bonus. Grandfathered would receive \$1945, those on the performance schedule would receive \$2431.25 for HE, \$1823.44 E, and \$911.72 for those that are NI/U or Cola. Under this agreement the increase in supplement and increase to the beginning salary as stated above is the same. The language in both agreements was the same and the increase in the health insurance has the board picking up 80% of the increase.

Caucus: 4:15 pm

Returned at 4:39 pm

The union returns with a counter to the district proposal. The union agrees with the increases the district proposed at the 4.5% average. The union's proposal differs from the district in language with number 4 to extend supplements to LMT's and provide the supplement for the LMCS the same as the licensed clinical social worker. Number 5 to include that absences include vacancies and the district will continue to enter into impact bargaining with language around absorbing students into their classes or onto caseloads from units eliminated after the 10 -day count and have the language extended to all non-core classes by grade level. Number 6 extends language to continue impact bargaining to collaborate in researching, valuating, and considering in good faith an agreement to provide access to and change no fees for the children, grandchildren, dependents or legal wards of Instructional bargaining unit employees to participate in District- sponsored or contracted before-school, after school, and/or extended Voluntary Pre-Kindergarten programs by the end of 23-24 academic year. Number 7 adds to the district language that the parties agree to collaborate in researching, valuating, and considering in good faith an agreement in which the Board will pay for this initial renewal as well as licensing, renewal as well as licensing, renewal, credentialing, professional development, and/or other fees required for the continued licensure or certification of those employees in the in Instructional bargaining unit. Numbers 4-7 agree to a good faith agreement by the end of the 23-24 academic year.

Laurie Dart responds that the district's response had rejected the supplements, the extended day care, and extending licensing renewal past the instructional certifications with the FLDOE. The language was rejected, the union has countered with a proposal to agree to continued discussion and consider in good faith an extension.

Caucus 5:00 pm

Return from Caucus 5:29 pm

The district returned with a counter proposal to the language the union provided. The percentages and the designated amounts are in an agreement with the union and the district. The district returned with language to address the naming of the salary schedules. naming them Professional Service Contract and Annual Contract salary schedules. In number four, the district left the first two sentences and rejecting the added language concerning additional supplements to be considered. In number five, the parties agree to evaluate in good faith the effect on teacher workload when the subject core area units are eliminated. In number six, the parties agree to evaluate contracts with third- party vendors to review opportunities to expand access to wrap around services for children and grandchildren of employees by the end of the 23-24 school year. The district rejected the additional language in number seven

and added number eight which acknowledges that the evaluation described in paragraphs five and six does not assume there will ultimately be an agreement between the parties, only that further discussion will occur.

Both the district and the union agree to name the salary schedules: Continuing Salary and Annual Salary. Both the union agree to numbers two and three of the counter proposals from the district.

Caucus 5:50 pm

Returned at 6:19 pm

The district returned with the updates to the names of the salary schedules. The district updated the language to include retro on certifications renewals that were paid after June 30, 2023 and will sunset on June 30, 2025. The union is ready to agree (TA) with the district on the proposal. The next step is to bring this to ratification and then to the board for approval.

Meeting ended at 6:21 pm