

PCTA: Bargaining Minutes

8.21.24

PESPA Building

Present: Lee Bryant, Janet Cunningham, Dan Perazzo, Tracey McConnell, Paula Texel, Gary Jeppeson, Dave Richmond, Dena Collins, Jamie Beck

Meeting begins at 1:00 pm

Introductions and welcome made by Lee Bryant, President PCTA. TA's have been made on the increases of health care. This means approximately \$8-9 dollars per pay period increase for those that are on the individual plan. Lee shares information regarding inflation in Florida and the impact on our county and our employees. There are mandates that are impacting how funding is being provided to schools. The Family Empowerment Scholarship are dollars that come through the district to pay for those that are home schooled or private schools. Today, we are looking at meeting the mandate at meeting the minimum of \$47,500 for starting salary. A MOU is being passed over to the district for review. Lee shares that the amount of money available for increases is set, it is how we set the amounts per area that will determine the increase per employee.

A calculator is shown for the group. Paula reviews how the calculations are reviewed. There is \$11,454,650 available for this bargaining group for increases. In looking at what is available, there are currently 1,944 continuing contract teachers and 4,733 annual contract teachers. Paula shares how the formula is driven to create the amounts of increase for each teacher. By state law, a HE annual contract teacher must receive 25% more than the teacher on the continuing contract/Effective rating. The increase provided includes salary increases and the \$639 referendum increase this year. The bargaining groups reviews a starting teacher salary of \$53,500 or \$54,500. The referendum on its own is \$6,967 of the total annual salary for each teacher.

Caucus at 1:24 pm

Return from caucus at 2:18 pm

Lee begins with looking at the \$53,500 starting salary. He shares this amount is off the table and asks the district try to work out the math to offer more to the veteran teachers. The union offers a compromise of \$53,828 as a starting salary. He asks to remove the COLA and increase the continuing contract employees to \$1,680, \$2,100 for those that are annual HE, and \$1,575 for those that are annual E. With this request, the union is asking for an additional \$367,150.07 from the district above the \$11,454,650.

Move to caucus 2:22 pm

Return from Caucus at 2:57 pm

Paula shares that we reviewed the proposal from the union. With the salary increase amounts provided by the union the cost to bring the minimum is over \$300,000. The district countered with \$1,625 for the continuing contract teachers. The overage is \$97,862 from the original dollars available. An annual HE teacher would receive \$2,031 and annual E teacher would receive \$1,523. Those that are not receiving a COLA did receive the increase of \$639 from the referendum. The total package with fringe is \$14,010,886.93. This proposal has a base pay of \$46,861.

The ask from the union is to provide the numbers to get to \$47,500 without the referendum.

Caucus 3:09 pm

Return from caucus at 3:16 pm

The district went back and calculated numbers with a starting salary of \$54,467. This would provide an increase of \$1,570 for continuing contract teachers, \$1,962 for Annual HE, and \$1,471 for E. This would be added to the

\$639 referendum this year. Over the course of two years teachers have seen an increase of nearly \$5,000. This proposal is \$73,000 over the original amount of money that was provided by the district.

Caucus 3:24 pm

Return from caucus at 3:40 pm

Lee requests to move the \$1,570 to \$1,600 and the ask is for \$277,783 over. The district cannot approve this much over the available funds. The district raised it to \$75,000 and were able to come up with that over the amount available for salary increases this year.

As PCTA, they want to get close as they can be in obtaining a starting salary of \$47,500 without referendum. The district asks for a few minutes to relook at the numbers.

Caucus at 3:45 pm

Return from caucus at 3:50 pm

The district brings back two options as a counter. Option 1 - \$1,575 for continuing contract teachers. The cost would be \$100,000 over the available funds. Option 2 - \$1,600 for continuing contract teachers, but the beginning teacher salary would be short \$479 of the \$47,500.

Caucus at 3:54 pm

Return from Caucus at 4:07 pm

Lee comes back from caucus and would like to accept the \$1,600 for the continuing contract teachers and to raise the starting teacher pay to \$54,000. Paula echoes the sentiment of the union that both parties have worked hard to get the most for all employees. Where we are at is great and we will continue to get closer next year. Paula shares that the district has a written MOU along with the green sheets with the increases for all. The increase would result in a total of \$2,239 for those on continuing contract to include the referendum increase. Annual contract would see an increase of \$2,239 for those HE on Annual contract, and \$2,139 for those E on Annual contract, to include the referendum increase. (\$1600 CSS, \$2000 Annual HE, \$1500 Annual E). The increase to supplements (Athletics/Academics) was \$154,000. The total cost is \$11,458,849.68 and with fringe is \$13,897,292. The intent is to bring this to the school board on September 10, 2024.

Meeting ends 4:20 pm