

PCTA/Pinellas County Schools

Minutes

9.20.23

Admin Building

Present: Paula Texel, Laurie Dart, Kevin Smith, Dena Collins, Dave Richmond, Lee Bryant, Lindsey Blankenbaker, Juliana Stolz, Janet Cunningham, Tracey McConnell, Dan Perazzo, Paula Stephens, Tamara Gramlich

Meeting started at 4:07 pm

The district starts with a welcome to bargaining. Ms. Texel shares the district, has reviewed the union's proposal and begins the meeting with a counter proposal from the district. The intent of the district is to provide the most in compensation to all our employees. A written proposal has been provided to the table. The district proposes an overall salary increase between 6.05% and 6.45%. An average increase of 4.25% to salaries in accordance with the statutory formula. The district continues to uphold the health care percentages with an 80/20 split. Referendum this year added between a .8%-1.2% increase to all employees, 3.5% increase to supplements in the athletics, academics, and fine arts supplements and raise the lowest supplements to a minimum of \$300 and add two flex supplements to all schools at \$300 each. The Board will also pay for all instructional employees to renew their teaching certificate through the Florida Department of Education. Grandfathered schedule would see an increase of \$1,945. On the Performance Schedule Highly Effective would see \$2,431.25 and Effective would see \$1,823.44 and those that are NI or U or not receiving an evaluation would receive \$893.48. The district is also proposing to bring the base performance salary to \$52,000.

Lindsey asks a clarification question if the total cost of the \$16,034,886.23, which includes the referendum increase. The district responded the total amount provided does not include the referendum.

Caucus 4:21 pm

Return 4:57 pm

The union thanked the district for coming back to district with the proposal and had some additional questions. Lindsey refers to the grandfathered schedule increase that she costed out her numbers are approximately \$2,495. The union and the district differ by approximately \$500. David Richmond indicates there are 2079 teachers that are on the grandfathered schedule. He shares with the bargaining committee the process the district utilizes to determine salaries based on the statutory language. The top part is the average of all salaries minus the referendum. The total actual salary is multiplied by 4.5% to come up with the total amount for salaries. The union disagrees with the district when providing the referendum as part of the total compensation. The district shares many districts with referendum include this as the total compensation. Lindsey brings the previous proposal requested to look at other areas of language and additional compensation for her unit such as vacancy coverage and wrap around childcare services at no cost to employees.

The district responded with the intent of the increase is to provide all employees the most compensation available which is through salaries. In responding to questions around supplements for counselors that hold mental health certification the district is not offering additional supplements. The union is asking of the 16 LMHC how many serve on the crisis team last year and conduct baker acts. The ask from the union is how many of our employees have students in the before or after school programs. Union would like some additional information from the district and will not be agreeing to anything today.

Meeting ends at 5:34 pm

A future meeting will be scheduled once calendars have been confirmed. (Next meeting has been scheduled for September 27th at 4:00pm at PCTA Building.