

**PCTA/Pinellas County Schools**

Minutes

9.27.23

Admin Building

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

Meeting started at 4:07 pm

Lee begins with a welcome and an opening statement on how the district and union see things differently. He shared an analogy of coins and rigids and makes a comment that implies the district is “chipping off the coin”. The district previously provided a proposal of a 4.25% average increase for the entire bargaining unit. The union is seeking a 4.25% increase for all employees (individually) in the bargaining unit. Lindsey continues with how the union walks through the process and their proposal. A written proposal from the union has been provided to all in the bargaining unit. The union shares that they started with a different place than the district. They started by the actual increase for each individual teacher. What was found in the discussion with the district is the method utilizing a pot of dollars for the unit and then take the amount and apply to the remainder of the groups- HE; E; and NI/U and the COLA. According to the union, this disregards the individual. Using the district’s method of calculation showed an average increase of 3.55%. The union disagrees with the district’s philosophy of compensation. The union’s ask is to apply \$2,335 to all salaries on the grandfathered schedule, \$2,918.75 for HE on performance, \$2,189.06 for all E; and \$1,094.53 for remaining and add \$838 to the base/starting salary.

Laurie Dart clarifies that the statute says the district follows the statutory language for salary increases and not what Lee addressed as the chipping off of the coin.

Dave Richmond shares with the group that there are a couple errors in the formulas that were provided to the district by the union. Lindsey projected her spread sheet to the group. The number of people that are less than 52,000 are over 1000 teachers this is over a million dollars. The union had 200 indicated. The district disagrees with average salary increase compared to the union. The union’s ask is to have a larger increase for the grandfather and then applying the formula for the performance for effective and highly effective. The district confirmed the numbers and formulas in use are similar the difference is the total cost of how we determine the total amount provided for the increase. The district and the union are approximately \$3 million in difference with calculations. Kevin Smith stated that with the union’s calculations with their proposed amounts, the union increase would be over 5.04% of increase. This more than the district has offered and available for increases.

Lindsey continues with the counter proposal with an increase of 4.25% for supplements and asking for professional supplements to be added such as Tech Coordinator for all LMT’s and the licensed mental health counselor supplements equivalent to that of the licensed clinical social worker. Union continues to ask for the increase to the health care be charged to the board. Lee is asking for ESSER funds to cover the additional cost of the health care increase. Article 28, number 5 on the union’s proposal, centers around the impact with the vacancies and class size amendment. The union is asking for additional compensation for those vacancies on the 10 day count that students needed to be absorbed by teacher to receive additional compensation and extend the class size amendment to all non-core classes by grade level.

Mr. Smith shares the district has always complied with the class size amendment. Our class size average in K-3 classrooms is 16.15 and in 4-8 classroom is 18.2 students. In middle school we are 19.47 and high school is 21.97. Our district has never been penalized and the district does not intend to violate class size. The district monitors the class size daily to prepare for the Quarter 2 FTE.

Lindsey continues, even if the calculation is at the school level, there are classes that are over the numbers due to skewing of the numbers such as small ESE classrooms. Lindsey provides comment that the district has an opportunity to violate the class size with no penalty. The union is asking for the language as the district could violate the class size. Additionally, the union is asking for non-core classes to be the same averages as the core classes. The ask from the union is to look at compensation for classrooms that may have absorbed students as a result of vacancies at the 10-day count.

Laurie asks for specific examples of number 5 of the ask. Lindsey is asking for the district to come back to impact bargaining on number 5. Tracey McConnell shares there was a vacancy in 2<sup>nd</sup> grade and no applicants to be found, the principal shared the

students would be spread amongst the other teachers. Mr. Smith shares there are many variables that can occur even in the scenario that was provided.

The union asks in their proposal for the district to continue to meet to review the financial impact to research and collaborate a negotiation for these fees to include all in the bargaining unit and the grandchildren, dependents or legal wards to participate.

The last ask, number 7, is for the Board to pay the fee for all instructional employees to renew their teaching certificate and for the district to continue to work together via impact bargaining for all other professional development, credentialing and licensure or certification for all in the instructional bargaining unit where jobs require them.

Laurie asks for a clarification on the Tech supplement. The intent from the union is for the remainder of the LMT's not receiving the supplement to be provided was provided by the union. Laurie asks about the capacity for the ask on number 6, does the union ask for the employees have more favorable access to before and after school than the community members. The union's ask is to have the access for free before/after care and VPK to expanded to not just employees but grandparents, dependents and legal wards.

Caucus 5:21 pm

Return from Caucus 5:48

Ms. Texel responds to the union on their proposal. The proposal from the union is \$3 million more than the district offered and another \$1 million for the district to pick up the health care. The district does not have additional ESSER money that is available. Lindsey shares the state has unused ESSER funds. Kevin Smith shares we have approximately \$22 million left of ESSER that has already been accounted for to support student learning. Mr. Smith shares, even if we have funds available, they are non-recurring, and next year this would be a hole we need to fill. Again, Mr. Smith offered to show the budget to the union to provide the numbers. Paula continues with the amount the district has set aside for increases and the additional cost to the district over the \$8 million in TSIA funds from the state. Our district has proposed amounts to the union and this is the \$19 million that we have provided

Lindsey asks if the district will provide a counter. She asks if there are parts of their proposal the district would consider. The district agrees to look at issues but not in agreement to negotiate a contract with some of the asks from the union. Lindsey states the union fundamentally disagrees with the how the district provides the dollars for increases. Mr. Smith responds, that the district does not want to be placed in a situation that will place the district in a financial risk. We need to be fiscally responsible and the number we are providing is exceeding what we can give. Lindsey responds that she feels the district can plan for these things. The union shares the reserve is there for a reason and they disagree with the definition of the emergency of the reserve.

Mr. Smith shares the union keeps talking about collapsing units, we have lost 2300 students this school year and the cost of approximately \$8500 per student. Our reserve is just at the 5% required by policy.

A meeting will be set for a counter proposal.

Meeting ends 6:03 pm