



Collaborative Bargaining Session
Pinellas County Schools
301 4th Street SW, Largo, FL



PESPA
August 27, 2015, 2 p.m.

In attendance: Beth Primo, Nellie Henjes, Bruce Proud, Kevin Smith, Ron Ciranna, Pamela Kasardo, Laurie Dart

Dr. Corbett stated the topics for discussion

- Salary Offer
- Salary Structure
- 80/20
- Model for health care
- Leave policy
- CDA – evaluation and structure

Salary Offer – The district is prepared to offer 4 percent for a salary increase this year. In reviewing the employees who are not at the midpoint, there is a giant number which is unattainable. There are points in the structure – medium and midpoints that are consistent. Looking at the data most are not at the mid-point. Comparing hours of work is difficult. Bruce shared a structure to put in place which would have a different impact for each individual. No one is at level 10 or 11 and it does not include the experience factors. The structure has level/steps of 5 percent between and figuring cut points and where normal ones may be or a calculated point trying not to negatively impact anyone to a great extent. We currently use a 3.5 - 5 percent between levels not pay grades. Bruce's suggested schedule is just starting point.

Conceptualize what was done last year. \$49 million and did not figure in new employees – \$2.3 million is a quick look for this year with greatly varying amounts. The system is based on percentage difference. Everybody would move to a level.

The structure needs to be user-friendly. Currently, when the structure changes, people remain at the minimum instead of moving on salary level. The district will run the bargaining unit and see how that works with the new schedule.

Dr. Corbett explained the administrative pay schedules to determine if the pay schedules for PESPA would work the same.

We need to be able to articulate the changes for now and in the future. Structure needs to be consistent. Pamela Kasardo will run the data and work with Bruce Proud next week.

Health Plan – Ted worked with Aon and Humana – There was an increase in the Board contribution – from an actuary standpoint this puts us in line of 1.8 percent for employee, 2.1 for employee spouse. This is the proposed plan that will be presented to EWBS on September 9 which gets us close to the target. Bruce Proud will look at it and compare what he has for this year and last year.

80/20 – all groups – This is an artificial thing in the contract and the district wants to remove it and bargain it – 80/20 is a goal. The 80/20 process started in the 80's and we believe we should maximize salaries that stay with us for retirement. It's something to look at.

Leaves – Leaves are different now, because of insurance as the premiums need to be paid for those on leave. Bruce Proud asked where we received that information. The district stated that our providers, our experts are telling us that, but if Bruce had authority stating otherwise, please share it with the district.

CDA – Evaluation and Structure – Question from PESPA regarding CDAs having to take Marzano training - this is not evaluative. The district will clarify with principals that additional expectations have not increased. PESPA shared that McMullen Booth and Walsingham have two CDAs working together without a teacher – no direction day/day. They are assessing students with new curriculum. The district will check with Gail Ramsdell for clarification. If there are new ways to evaluate them, it has to be understood.

Meeting adjourned.