

PESPA/Pinellas County Schools
Minutes
November 8, 2023
PESPA Building

Present: Paula Texel, Dena Collins, Laurie Dart, Kevin Smith, Dave Richmond, Nelly Henjes, Lindsey Blankenbaker, Scott Barnum

Meeting began at 4:03 pm

Lindsey began the meeting with thanking the team for being here. The last time the two parties met the ask was to cost out some of the requests from the union. The cost provided opportunity for the union to come back with a counter proposal. The counter proposal provided today from PESPA comes with the information that has developed over the last two session which was revisiting the salary part of the reopeners from this year's bargaining. Additionally, PESPA looked at the settlement that the district had with SEIU. PESPA provides a counter proposal to the team.

An outline of their proposal is: 4.5% increase for all employees in the bargaining unit that are currently at the rate of \$15 per hour. This would be some distance between the new hires and those that have been working with us. Language was added that retro would be paid to those that were employed at the time of signature of the agreement would be paid to anyone that retired after payment was dispersed. Additionally, a 5% increase for everyone else in the bargaining that was above \$15.00 hourly. Finally, an ask to move the starting salary by a 3.33% increase. PESPA is asking for a non-recurring payment for cost of living of \$500,000 inclusive of fringe to be distributed by the sole discretion of PESPA. PESPA did leave in the district proposal language for CDAs. They added an additional ask for the LPNs to be reclassified from D10 to a D11, equal to a 10% increase. Language in PESPA's agreement kept district language for licenses and certifications and health care. PESPA is requesting for all bargaining units' employees who work at any of the four ESE centers be paid the .50 cents an hour differential. Language was asked for the district to review the work of the DMT at all elementary schools.

Caucus at 4:20 pm

Return 6:00 pm

During caucus both groups provided language and counters. PESPA has returned to the table without agreeing to the tentative agreement. Lindsey shares that some progress was made between the two groups and try to close tonight. PESPA feels that there are still some outstanding items. In the most recent counter, the district agreed to pay a one-time \$400,000 bonus. Some words were updated on the language. We agreed a priority for both teams to bring an agreement to the December 12 board meeting and retro payout prior to the winter break. PESPA asked for inclusion of language of PESPA collaboration with the board on the meeting with the contract vendors. The ask is a management right. PESPA requested language on reclassification of LPNs, MBAs, and elementary DMTs this year, on going discussions. Staffing models are a management right and the language is being rejected by the district. To PESPA, the issue they have the most concern is not to provide the additional differential for only the MBAs and Paras at the four centers. Lindsey notes, the CDA reclassification is \$389,000. PESPA does not want to divide their groups and have one group receive more than another. Lindsey shares the calls they have been receiving about not receiving emails exclusively from administrative offices. The calls came before weekly update. The district shares, the Human Resources office have also received many calls and emails as well and these were before the weekly update.

There are three areas the district and union and are not agreement. These areas are the differential for those at the centers and the ask to review the reclassification for MBAs, LPNs and DMTs at the elementary level. Paula continues, in reference to the differential at the centers, this was in a direct response to recruit and retain at those specific sites. The union continues to bring this up and the workload at those sites. This is the one proposal to assist, it is not the intention to say someone's work at another site is not valued. It addresses when there is a vacancy at the center, this does address it by filling the positions that provide the support to the students.

PESPA is stating this is a \$30,000 difference for all the PESPA members at those specific sites. She compares this to the SEIU one-time bonus.

Laurie shares the district negotiated with SEIU and over half their members are D05. This is what we agreed upon with that bargaining unit.

Paula shares the district came up in bargaining with a sum of money for a one-time bonus.

PESPA shares the MBAs and PARAs at the gen ed sites should be extended to all in ESE classrooms. Staying in the centers but extending to all employees. It was costed out by PESPA, and it would be approximately \$30,0000 recurring dollars difference.

The district stands by the differential for the purpose of recruitment and retention. This is a need for the four centers. It is not a recruitment and retention for all in the PESPA bargaining unit at the centers.

PESPA is rejecting the district's language and the district is rejecting the union's ask for the centers. PESPA continues to ask for a discussion to review a reclassification of the three jobs in PESPA's agreement. Parts of the job need to be reexamined and the district can agree to look at them with the union. The way it is written the PESPA agreement suggests that we are obligated to review it as part of contract in the language.

The district is not adding any additional differential for others in the PESPA unit at the center. If it is rejected, the district will take it off the table as the union feels this divides staff. The district will go back and review the language the union proposed. The value of the raise is in the 4.5% increase for all. The purpose of the differential is to recruit and retain in those sites- these are the MBAs and Paras.

Meeting ends at 6:48 pm