

PESPA/Pinellas County Schools
Minutes
November 1, 2023
Admin Building

Present: Paula Texel, Dena Collins, Laurie Dart, Dave Richmond, Carly Spicer, Mistine Dawe, Nelly Henjes, Lindsey Blankenbaker, Jamie Beck

Meeting began at 10:10 am

Lindsey began the meeting with conversation about paraprofessionals and MBAs at the Centers. The union brought up the differential that was provided in the most recent proposal from the district with the paras and MBAs at the center. Lindsey shared the ask of the union previously was to compensate ESP's when work is shifted on another ESP if an ESP was reassigned to cover another class or duty. The ask from the union is not when an ESP is moved, but if someone is covering for another person in another room the ESP that is remaining is compensated for that other person. The union brings up an example of a classroom that may have two MBAs in the room and if one MBA is asked to assist in another room, the MBA that is in the room with the children should receive additional compensation.

Ms. Texel responds that the proposal for the Centers to receive a differential pay to assist with recruitment at the Centers. A review of the proposal that was sent to the union most recently was shared with the team. Employees earning \$15 would receive an increase of 3.0-4.25%. This is in response to those that received up to a 29% increase when moved to the \$15 minimum last year. This would also provide some space between levels on the salary grid to offset some of the compression that was created with the state mandate, and all others would receive 4.5% increase. The CDA's to be reclassified. The ask continues by the district to support early literacy and the district strategic plan. The district is also proposing to pay for renewals of licenses for various employees. Healthcare was previously agreed upon. The last add was to provide a differential for the MBA's and CDA's at the Centers to assist with recruitment at the centers. The district feels this will assist with recruitment and retention at these sites and will assist all schools when positions at the Centers are filled. The last piece of the tentative agreement was to add language to allow for emergency classroom assistant subs specifically for CDAs and PE assistants to cover for other CDAs or PE assistants, if no substitute is provided.

PESPA's proposal is to move their largest group of employees which are those in D07G-D07H to a 7% increase for this group. In D07H the union is proposing a 9% increase. The district's proposal is a 4.5% increase on all non-shaded cells. Those in the shaded cells would receive between 3.0-4.25% as last year to raise this group was up to a 29% increase. The offer from the district is 4.5%. The union is asking for the valuation of number 6 from the district's proposal. The cost of the differential is approximately \$68,000. PESPA would like to see additional pay when support provides work when covering for others. Comp time was addressed. Comp time/over-time is provided for all work over 40 hours. The work the PESPA is referring to is work done currently during the day when the employee is being his/her hourly rate.

Ms. Texel comments that we have all shared examples, and we can agree to disagree with the union's perspective of extra work based on examples provided. The district is rejecting the union's ask for comp time for absences and any substitute coverage for support staff doing what the union considers additional work if another support member has been reassigned to another classroom. The district shared that the allocation of support for students is dependent on matrix and staffing models not specific classrooms, support is moved to meet the needs of the students daily to ensure students and teachers are supported.

Caucus 11:40 am

Return from Caucus 12:01 pm

PESPA provided a counter proposal of a 5.5% increase for most. The district responded with their 4.5% proposal. PESPA is rejecting the district proposal to provide the pay grade increase for CDAs (move from D08 to a D09). The union is requesting for the district to cost out their proposal as they would like to utilize the cost of the reclassification for the CDA's to add to the overall increase to all in PESPA. Lindsey shares the CDA's would see an increase with the union's proposal. CDA's would also see a benefit with the emergency coverage classroom assistant that would be added.

Lindsey adds that she would like to see additional language to have the differential to be extended to non-Centers. The district anticipated the ask, and the district is rejecting the ask to move the differential to all self-contained MBA's and Paras at all schools. The differential is there to assist with recruitment specifically in the centers which have been harder to fill than traditional schools.

The district strongly feels reclassification of the CDA's is very important. The union felt there was motivation behind this. Paula shares in the past we have done this with other groups such as the MBA's moving them one paygrade and receiving the benefit of the reclassification and the increase.

Nelly shares she doesn't feel the 10% reclassification is enough to pay the CDAs. It has been rejected each time by PESPA. Lindsey shares we don't think we are at impasse yet. The district counters with it's the same total dollars as proposal provided.

The district asks the union if they are satisfied with number 6, differential for the Paras and MBAs at the Center. The district asks the union to accept the current salary and take the cost to reclassify the CDA's as a one-time non-recurring bonus at the sole discretion of the union.

Lindsey shares she would like to see the cost. Dave did a rough estimate it would add .1% to salary percentages. Lindsey asks to increase the stipend for those site-based MBA's who ride a bus. Currently the stipend is \$7.50 full day or \$3.50 per shift. The union is asking for the district to cost out an increase of \$10 for a full day or \$5 per shift. This ask is this would be extended to all MBAs not just employees at the Centers. The district responded with recruitment is the intent for the differential for MBAs and Paras at the Centers. The district is not inclined to offer the differential at the non-ESE center schools.

Meeting ended at 12:40 pm