

PESPA/Pinellas County Schools

Minutes

November 14, 2023

PESPA Building

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

Meeting began at 3:05 pm

Paula greets the team and reviews points from our most recent bargaining session. Lindsey confirmed the updates and shared a counter proposal. In PESPA's contract retro pay is negotiated into the standing contract, and if agreed upon today, this can be brought to the December 12 meeting. PESPA is asking for an increase in the non-recurring bonus to be referred to as a payment and to raise the amount from \$400,000 to \$650,000 inclusive of fringe. They asked for LPNs to be reclassified from a D10 to a D11, equal to an additional 10% increase. The language was struck by the union to provide a differential for the MBAs and Paras at the four centers. In lieu of this, language was added for the groups to collaborate with PESPA to evaluate, in good faith, wage reclassification, increase paid work hours, and/or recruitment incentives for all bargaining units' employees at the four exceptional centers. Language remained to evaluate in good faith, wage reclassification, increased paid work hours and/or days, and recruitment incentives for non-nursing medical and/or personal care to students, including, but not limited to CDAs, MBAs, and Paraprofessionals. In PESPA's proposal, number 11 removed wording around unit allocation, left language to evaluate wage reclassification increased paid work hours and/or days, and recruitment incentives for all Data Management Technicians.

Caucus at 3:15 pm

Return from Caucus at 4:06 pm

The district returned from caucus and provided a counter proposal to PESPA. Paula started with number 5, speaking to the ask for the LPNs to be reclassified. The district shared we have received emails from nurses and the district values the nurses. In emails received it was stated that nurses have not received raises in the past. With an increase of 4.5% this year and last year's increase of 4.25%, nurses would receive 8.75% increase over two years. This cost to reclassify LPNs would be approximately \$300,000 with fringe and would become a recurring cost. These positions are not funded through FEFP and not fully funded by any additional dollars coming into the district. This request to reclassify was provided at last week's session, while prior requests were noted. The district has heard the request and will explore additional funding sources for our nurses. The district countered with a proposal of a \$1000 (less applicable taxes) non-recurring payment (approximately \$83,000 with fringe) for the LPNs this year. Number 3 in the proposal, the counter from PESPA is rejected and the district amount maintained. Wording to reflect payment from bonus was accepted. In number 8, the district underlined the language as contract language. The district rejected numbers 10, 11, and 12 of PESPA's proposal and countered with language that the board will continue to recognize job descriptions, wages, and will collaborate with PESPA on these decisions that impact the entire bargaining unit.

Lindsey responded and agreed the discussion on nurses has been more recent. The district proposal to reclassify the CDA's has been part of each proposal that has been brought forth.

Caucus at 4:20 pm

During caucus PESPA proposed increasing one time non-recurring payment to \$500,00.

District rejected and countered with \$450,000

Return from Caucus 4:59 pm

Nelly speaks to the district's proposal and accepts the district agreement. Lindsey provides a recap of the proposal tentatively agreed upon:

- 4.5% for all those above \$15.
- 3% -4.25% for those at \$15.
- One-time non-recurring payment of \$450,000 inclusive of fringe to distribute at the sole discretion of PESPA for those here at the time of ratification and remain employed through January 20, 2024.
- LPNs to receive a one-time payment \$1000 subject to tax.
- Agreement to reimburse licensure for those identified in the agreement.
- Employees to pay for increase in health care (20% employee portion).
- Sub pay for roles in the unit (CDA and PE Assistant).
- Agreed the Board will continue covering cost for employees' children enrolled in the Pre-K program for this year.
- Agreed that Board retains management rights. The Board will work with PESPA on impact bargaining.

Meeting adjourns at 5:10 pm