

PESPA/Pinellas County Schools

Minutes

September 18, 2023

PCTA Building

Present: Paula Texel, Kevin Smith, Dena Collins, Laurie Dart, Nelly Henjes, Lindsey Blankenbaker, Bryan Boughton, Toni Boston

Meeting started at 4:07 pm

The union starts with a welcome to the group. Last bargaining the union extended an offer. The district provided a review of the offer and provided the following information:

- Under salary, the request was \$18 per hour and 7.3% for anyone earning \$16.77 hourly. The cost out would be approximately \$6.5 million without fringe. The district made an offer of 3.5% increase which is approximately \$3 million.
- Board covering the full amount of the increase in health care is rejected; the district would like to continue the contract percentages of 80% board and 20% employees.
- Request from the union for access with no fees for children, grandchildren, wards to be provided free of charge before and after school care and VPK. The district already implemented free VPK for employees this year. In looking at the charges for employees in the before and after school care there are discounts to employees' base on a sliding scale of income. The other concern the district provided is the current wait lists for children to be enrolled in programs.
- The union ask for the board to pay for renewal and professional development for employees in the PESPA group needing to renew such as CDA's and Nurses and the OT assistants. The district reviewed the request and provided information on training. MBA training is provided by the district free of charge. The district reached out to Sara O'Toole for information on the professional development for nurses. The district is making plans to provide nurses training through the district which is offered free of cost. In determining the cost for the district to pay to recertify/attend professional development would be approximately \$10,000 every two years for nurses. Most of the training for CDA's is provided by Pinellas County Schools.

Toni Boston, current PESPA member and CDA, provided information to the district on the courses needed for CDA renewal. Nelly Henjes brought up the Interpreters and the Registered Physical Therapists that need to have licenses renewed. Lindsey clarifies the \$10,000 from the district is for the LPN renewal.

Mr. Smith shares we are looking at reductions in the district and any reclassifications to find additional dollars for salaries.

Lindsey asks about VPK for employees. The extended day to cover a full day (not wrap around services) is free for employee's children only. The union is asking for access and no fees for childcare- before/after school care. If it is not available, what can we do, is the ask from the union. The union is asking for an expansion of before/after school care programs providing access to employees having the benefit. The union is asking for access even if there is a waitlist. The request is for the district to pay for the Y or the R club wrap around services fee.

Caucus at 4:28 pm

Returned at 5:01 pm

Ms. Texel provided clarification on the VPK. Currently, over 204 employees are utilizing this service this year. The cost for 3-year-olds is \$95 per week & 4-year-olds are \$65 per week. The two programs at the high schools have a sliding scale for the wrap around services.

The union provides for some employees to share information about their positions. Nelly shared there may be an opportunity to change the name of the CDA and update the job description. Lindsey shares it is not the job description but what the job is actually doing. Lindsey brings up the class size amendment and states it has been watered down due to the school wide average.

According to the union, the district is extending an increase of 3.5% and the union provided a counter of \$18.00 per hour for employees earning up to \$16.76 per hour and 5.9% increase for anyone earning greater. Language is added to the proposal to identify when there is a vacancy support employees may need to pick up additional duties. The district is asking for additional compensation, substitute pay.

Paula shares the district's goal is to give the most possible to all employees. Both parties recognize that adjustments have made based on our student enrollment. Lindsey did hear at the school board meeting attrition is part of the budget.

Next meeting is scheduled for Thursday, September 28 at 4:00 at Admin Building.

Meeting ends at 5:43 pm