

SEIU & PCS Negotiations Minutes

Date: August 13, 2025

Location: Pinellas County Schools Administrative Building

1:00 PM

Next Meeting: September 3rd from 3:00 pm- 5:00 pm, Admin Building

The meeting was attended by representatives from both the Pinellas County Schools bargaining team and the SEIU bargaining team. Attending were Laurie Dart, Michael Vigue, Carly Spicer, Dena Collins, Stephanie Woodford, Gary Jeppesen, Richard Mac McDonald, Antonia Bruno, Chaize Harrell, Brian Wilson, Erin Mederios, Ryan Rilea, Tia Blunt, Mary Guy, Rebecca Dean

Meeting Overview

Mr. Vigue starts with a welcome and introductions to the bargaining teams. The meeting began with a financial overview.

District Financial Overview

Gary Jeppesen provided a detailed financial overview of the district's current situation. He began by discussing property tax values and the impact of declining enrollment. As a result of hurricanes and changes in property tax value, we have seen a 1.1% increase. Year over year there has been less of a percent increase. Student populations now include traditional students, charter students, and Family Empowerment Scholarship (FES) students. The growth in FES participation has reduced available funding for the district. The state base allocation for this year is \$5,372.60. The request from the district is for the BSA to keep up with the CPI. The BSA this year was .78% increase while the CPI increase is 2.50%. When looking at the total, the funding from 2016 from the state has increased by 26.6% and the CPI increase was 33.5%.

As a result, staffing reductions have occurred across support, instructional, and administrative roles. Jeppesen presented a table showing annual CPI increases, which demonstrated that the district's salary increases have exceeded the cost of living. He also shared a funding comparison document that broke down the budget by student count, revenue, categorical allocations, and other metrics. Notably, the district faced an additional \$2.1 million in cuts this year, and the funding provided by the state was insufficient to cover even a 1% salary increase. Last year SEIU saw a .75 cent increase on the hourly rate which averaged about a 4% overall increase for their members. Over the last 13 years the district has increased wages by 43% out pacing the overall CPI of 36.2% increase.

A positive for this school year had the passing of the referendum at the 1 mil. The referendum was a full county, citizen involved, opportunity to add to the ballot with the assistance of the unions, the Education Foundation and other stakeholders to vote for this referendum at a 68% vote to approve. These additional funds, which are seen in employee checks as of July 1, even though revenue does not come to the district until November or December. The district borrows money until these additional funds come in. Support employees are seeing a benefit of \$2910 additional pay this school year based on their hours worked and days paid. Ms. Woodford shares for the last 20 years the referendum was for teachers, art, music, and technology. This year is new, and all are included except the administrators. Automatically, each year, if the referendum goes on, employees will see an increase in the checks beginning July 1. The average increase is 10% increase for the SEIU members, the lowest being 4% and the highest at 13%.

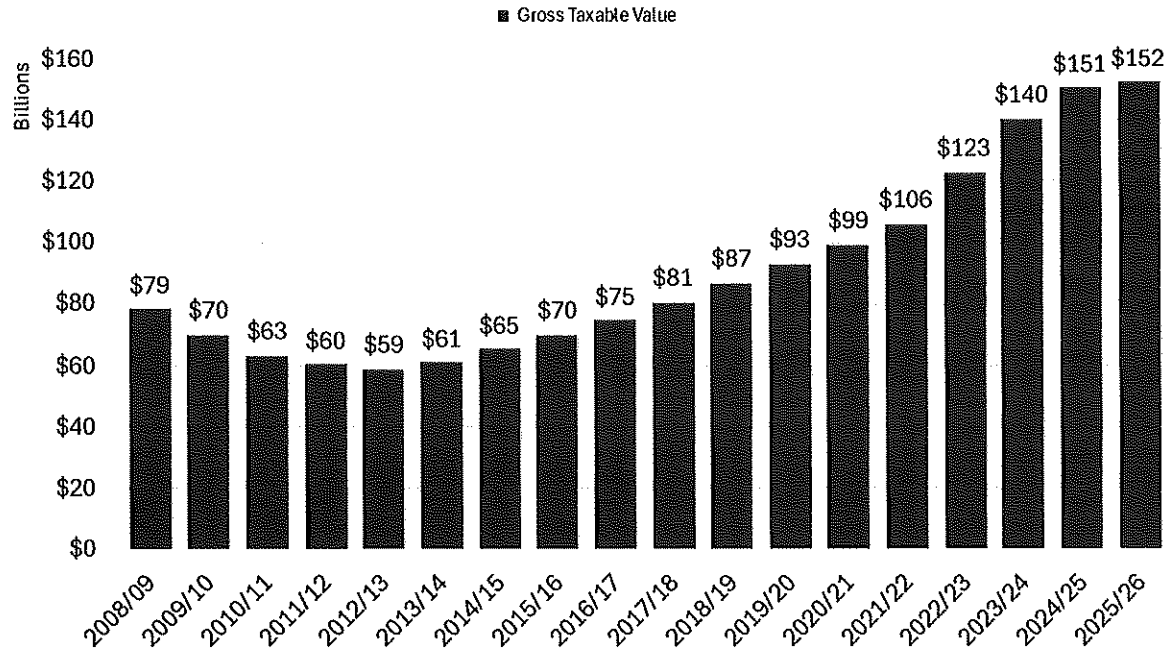
We have had significant number of reductions of employees, if we make an estimate of the referendum, we believe the additional money of the referendum would be paid out a later date based on the actual math and funds received by the property tax received.

Ms. Woodford shares that our funding from the state has not been enough and to have the voters' tax themselves to support public education. If this would have been voted down, teacher salaries would decrease by over \$6000. This year, our support employees are seeing between 4%-13% increase this year. Caucus at 2:00 pm

Return caucus 2:36 pm

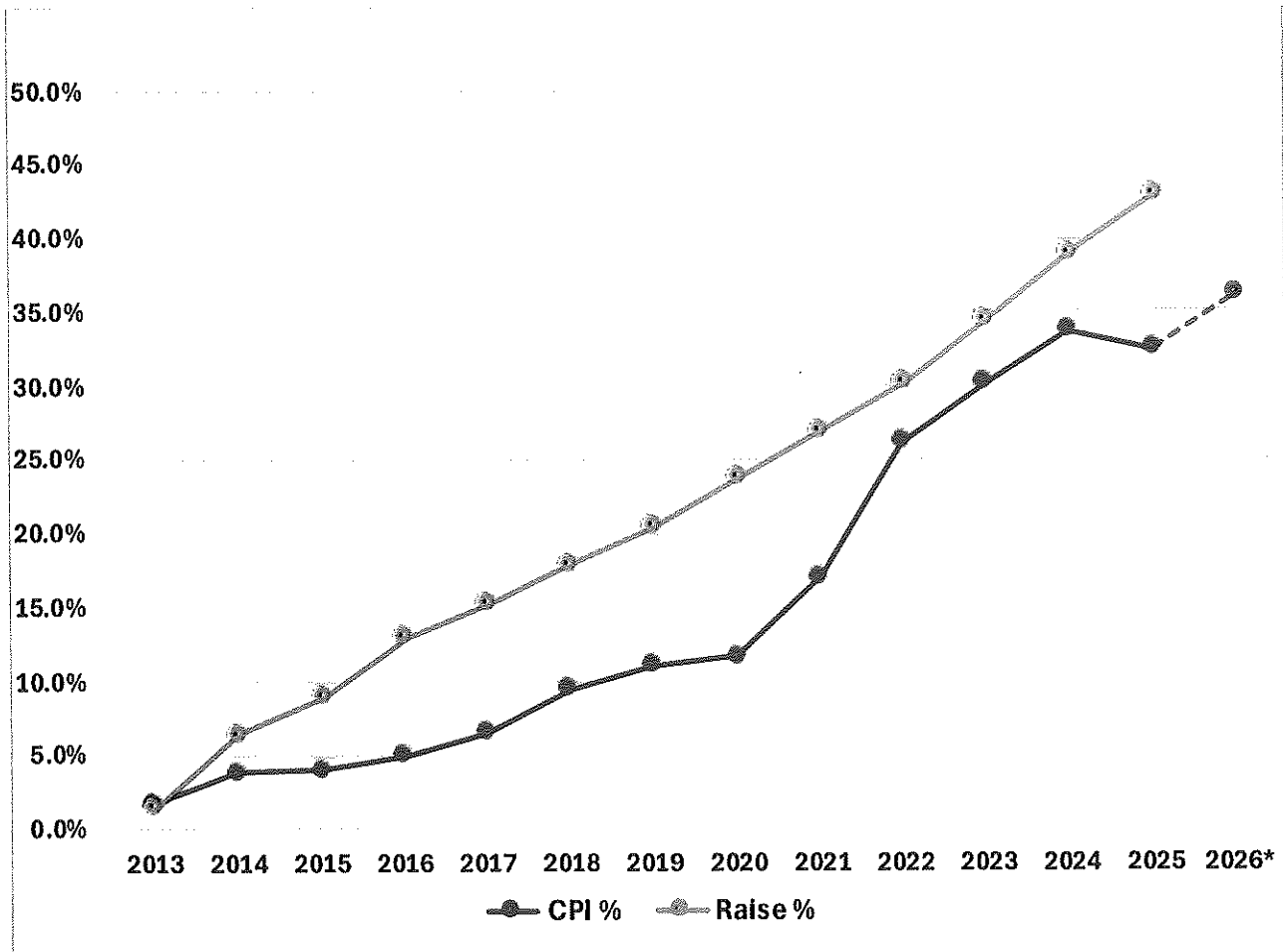
SEIU returns would like to schedule the next session. September 3rd from 3:00 pm- 5:00 pm

**Pinellas County Schools
Gross Taxable Value Comparison
(\$billions)**



Tax Year	Gross Taxable Value	Inc/(Dec) As Compared to Prior Year	% Inc/(Dec) As Compared to Prior Year
2008/09	78,516,066,700	(1,585,416,981)	-2.0%
2009/10	69,846,303,858	(8,669,762,842)	-12.4%
2010/11	63,254,148,064	(6,592,155,794)	-10.4%
2011/12	60,328,895,475	(2,925,252,589)	-4.8%
2012/13	58,891,093,300	(1,437,802,175)	-2.4%
2013/14	60,915,234,693	2,024,141,393	3.3%
2014/15	65,275,216,864	4,359,982,171	6.7%
2015/16	69,844,411,317	4,569,194,453	6.5%
2016/17	74,769,722,195	4,925,310,878	6.6%
2017/18	80,533,507,010	5,763,784,815	7.2%
2018/19	86,662,845,014	6,129,338,004	7.1%
2019/20	92,860,690,733	6,197,845,719	6.7%
2020/21	99,400,925,955	6,540,235,222	6.6%
2021/22	106,042,089,211	6,641,163,256	6.3%
2022/23	122,829,543,209	16,787,453,998	13.7%
2023/24	140,322,662,036	17,493,118,827	12.5%
2024/25	150,594,261,595	10,271,599,559	6.8%
2025/26	152,251,733,778	1,657,472,183	1.1%

Pinellas County Schools
Aggregate Raise to CPI % Comparative 2013-2024



Year	Annual Inc %		Aggregate Inc %	
	CPI%	Raise %	CPI%	Raise %
2013	1.80%	1.50%	1.8%	1.50%
2014	2.10%	5.00%	3.9%	6.50%
2015	0.10%	2.50%	4.0%	9.00%
2016	1.00%	4.00%	5.0%	13.00%
2017	1.60%	2.30%	6.6%	15.30%
2018	2.90%	2.65%	9.5%	17.95%
2019	1.60%	2.55%	11.1%	20.50%
2020	0.60%	3.25%	11.7%	23.75%
2021	5.40%	3.25%	17.1%	27.00%
2022	9.10%	3.25%	26.2%	30.25%
2023	4.00%	4.25%	30.2%	34.50%
2024	3.50%	4.50%	33.7%	39.00%
2025	2.30%	4.00%	32.5%	43.00%
2026*	2.50%		36.2%	

Pinellas County Schools
Available Funding Comparative

	2nd Calc 2025/26	3rd Calc 2024/25	\$ Change	% Chg
Change in Student FTE				
Student Unweighted FTE	98,886	99,025	(139)	-0.1%
Less: FES Student FTE	17,394	14,528	2,866	19.7%
Less: Charter FTE	6,829	6,829	-	0.0%
Traditional PCS Student FTE	74,664	77,668	(3,004)	-3.9%
FEFP Revenues				
FEFP K-12 Total Funding	918,914,449	907,440,190	11,474,259	1.3%
Less: FES Award	(153,877,124)	(124,056,023)	(29,821,101)	24.0%
Net FEFP Funding % Available	83.3%	86.3%		
Net Changes in FEFP Revenues	765,037,326	783,384,168	(18,346,842)	-2.3%
<i>Effective Pinellas Funding / FTE</i>	9,293	9,164	129	1.4%
Categoricals (In Total Funding) [1]				
Safe Schools	9,935,895	10,096,809	(160,914)	-1.6%
Academic Acceleration Options	19,676,577	-	19,676,577	
ESE Guarantee	47,224,726	45,582,018	1,642,708	3.6%
Educational Enrichment	23,134,736	23,152,514	(17,778)	-0.1%
Dept of Juvenile Justice (DJJ)	106,569	111,003	(4,434)	-4.0%
Transportation	14,249,316	14,012,500	236,816	1.7%
Class Size Reduction	80,646,734	83,596,635	(2,949,901)	-3.5%
Mental Health	5,111,052	5,261,084	(150,032)	-2.9%
Net Change in Categoricals [1]	200,085,605	181,812,563	18,273,042	10.1%
Other Metrics				
Property Tax Valuations	152,251,733,778	150,594,261,595	1,657,472,183	1.1%
Capital Outlay (1.5 mils) @ 96%	219,242,497	216,855,737	2,386,760	1.1%
Referendum (1.0 mils) @ 96% [2]	146,161,664	72,285,246	73,876,419	
FEFP State Funding %	39.7%	39.1%	0.6%	
FEFP Local Funding %	60.3%	60.9%	-0.6%	

NOTES

[1] Categoricals are included in the FEFP K-12 Total Funding

**REFERENDUM SUPPLEMENT
2025/26 PROJECTION**

	Instructional Supplement	Support Supplemental	Program
Taxable Value	\$151,845,547,150	\$151,845,547,150	\$151,845,547,150
x Maximum Percentage (by statute)	96.0%	96.0%	96.0%
x Millage Rate (0.5 Mill)	0.0010	0.0010	0.0010
Gross Referendum Revenue	\$145,771,725	\$145,771,725	\$145,771,725
Less: Charter Allocation	(10,913,493)	(10,913,493)	(10,913,493)
Net Referendum Revenue	\$134,858,232	\$134,858,232	\$134,858,232
x Percent Dedicated to Salary/Fringe	70.0%	15.0%	15.0%
Net Referendum Revenue for Salary/Fringe	\$94,400,763	\$20,228,735	\$20,228,735
2% stipend pool	(\$1,888,015)	(404,575)	
1% recruitment and retention activities	(\$944,008)	(202,287)	
	\$91,568,740	\$19,621,873	
Less: Projected Workers Compensation	(291,000)	(61,000)	
Less: Payroll calculation adjustment [1]	-	(500,000)	
2025/26 Projected Available	\$91,277,740	\$19,060,873	
# of Personnel Units in Fund 0100	6,661	5,342	
Projected Amount Per Unit	\$13,703	\$3,568	
Salary	\$11,081	\$2,910	
Fringe [2]	\$2,402	\$631	
Proposed Amount Per Unit [3]	\$13,483	\$3,541	

[1] Due to the payroll calculation process, an adjustment is necessary to account for earned overtime.

[2] In 2025/26 (21.68%): 14.03% Retirement, 6.20% Soc Sec, 1.45% Soc Sec Medicare.

[3] The proposed amount per unit is less than the projected amount per unit as there is anticipated uncertainty in the taxable values of the county. Unused funds will carry-forward to the next year.