

FOP/Pinellas County Schools
Minutes
9.4.24
Admin Building, Largo

Present: Paula Texel, Laurie Dart, Ken Afienko, Gary Jeppesen, Dave Richmond, Dan Churchill, Calvin Gordon, Dena Collins, Carly Spicer

Meeting begins at 1:00 pm

Meeting begins with welcome message. The previous ask from FOP was to return to the table when the teacher's union settled. The teacher's union settled at 3.25% increase, and they are ratifying their agreement today. The district is down by our student projections by 500 more than estimated. This impacts FTE. Mr. Afienko asks the question of how we get to less students. Last year we lost 800 of our students to Family Empowerment Scholarship students and we are continuing to see a decrease in the enrollment of students. This past week, HR transferred 40 displaced teachers (cut units) into vacancies.

Officer Churchill asks for clarification on the teachers and their increases. We have state law that dictates how increases are provided- the Highly Effective teachers on the annual salary schedule receive 125% greater than those rated effective. Officer Churchill asked what the proposal would be from the district for his bargaining unit. Laurie Dart shared movement to a new level is negotiated, not automatic and the district offer is 3.25% increase.

Laurie Dart shares the outside law enforcement agencies that work in our schools- are provided increases because of the Me-Too clause. Last year the other agencies that are employed by PCS (shared) received a larger increase. The district shares if this group wanted to be creative, there could be a contributed amount- it could be a 3.2% and then a pot of money to distribute to dispatcher like what was done last year.

Ken Afienko liked the way we were creative last year and kept the salary schedule together- some internal adjustments were made for the group. The general wage increase is what we reported. We worked on the adjustments for individual employees. FOP is asking for a 2.5% adjustment on the salary and then a pot of dollars to increase to 3.25% (step).

Officer Churchill asks for additional clarification on the job description for dispatchers and Paula shares the process. Money for the agency, according to Churchill, is being used for administration. Funding a Major and Sargeant were found, but none for the officers to give a competitive wage. This group is looking for more than the 3.25% increase. This group wants to be treated like the teachers.

Caucus 1:39

Return 1:57

Paula returns with the FOP request to cost out the 2.5% increase on the current salary schedule is \$60,000 with fringe. This is not doable with the district, what is doable is a 3.25%. Our industry is a teaching industry. This group wants to be treated like teachers. Teachers do not receive overtime. The amount of 3.25% is comparable and in some cases more than the teachers are receiving.

The union asks to move the Major's pay to the highest pay of an officer and take the difference and provide the difference to the officers and this would be 1.5% additional increase.

Caucus and return 2:18 pm

District returns with offer of 3.75% across the board- 3.25%- moves a level and we will add the additional .50% to the schedule with the move. The dispatchers will not move up an additional level with this agreement. This district has shared this if the final offer and we will wait to here from FOP.

Caucus 2:21 pm- return at 2:30

FOP counters at 4% and a stipend for the dispatchers. This is not a pay increase- an ask for a non-recurring check before the winter break of \$2000.

Return at 2:39-District Counter is 3.75% and the \$2000 non re-occurring for the dispatchers. – FOP asks for Caucus

Conceptually an agreement has been made- the district will send an email a final product for FOP to approve and dates/locations to vote.

3:10 pm meeting ends.

