# Bargaining Minutes – SEIU and PCSB

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June 24, 2026
Administration Building

Present:
Michael Vigue, Dena Collins, Dave Richmond, Carly Spicer, Gary Jeppesen, Brian Wilson, Ryan Riley, Braden Leshore, Auriano Braden Ray, Richard MacDonald, Rebecca Dean, Mary Guy, Sonny Rodriguez, John DiGreggorio, and Tia Blunt.

Meeting Called to Order: 1:00 p.m.

Opening Remarks

Michael Vigue welcomed attendees and facilitated introductions of the bargaining team members. He asked whether the union had any proposed contract articles for discussion.

Ryan Riley stated that the union did not have any articles to present at this time and was anticipating a proposal from the District.

Mr. Vigue advised that Employee Wellness would continue to be addressed through a subcommittee and suggested that a smaller group meet to discuss those matters. The union expressed agreement with this approach.

Budget Overview and FEFP Funding Presentation

Mr. Vigue introduced Chief Financial Officer Gary Jeppesen to provide an overview of the District's budget outlook for the 2026–2027 school year.

Mr. Jeppesen reviewed Florida Education Finance Program (FEFP) funding and shared information regarding student enrollment trends and corresponding impacts on District revenues. He explained the FEFP funding methodology and reviewed historical funding information from the past six years.

Mr. Jeppesen noted that while the District receives additional funding through capital projects, Title grants, and other sources, the FEFP remains the primary operating revenue source.

He reported that over the past three years, the District has experienced declining student enrollment due to several factors, including lower birth rates, demographic shifts, housing challenges, Family Empowerment Scholarships, and charter school growth.

Mr. Jeppesen stated that Family Empowerment Scholarships continue to impact public education funding by redirecting both students and revenue. He further explained concerns regarding scholarship funding calculations and student counts, noting that the District experienced approximately $13 million in funding losses due to double-counting issues.

During the current year, the District lost more than 1,300 students due to state funding estimates and double-funding concerns, resulting in an unanticipated budget deficit. He indicated that the District projects an additional enrollment decline of approximately 3,400 students during the upcoming school year.

Mr. Jeppesen also explained that many state funds are restricted and may only be used for designated purposes. He cited academic acceleration funding as an example of an area where districts previously had greater spending flexibility.

The District's projected operating budget is approximately $741 million, representing a decrease of roughly $15 million compared to the previous year. Despite these challenges, the District continues to balance its budget and maintain services. If current assumptions remain unchanged, overall funding is projected to increase by approximately 1.9%.

Discussion and Clarifying Questions

Union representatives asked several clarifying questions regarding state funding allocations.

Mr. Vigue emphasized that the District is receiving more revenue than the prior year and that the reduction in funding is less severe than the approximately $23 million decrease experienced in the previous budget cycle. He also noted that approximately 85% of District funding is generated from local property taxes.

Mr. Jeppesen discussed the potential impact of a property tax measure currently under consideration. He noted that, if approved, municipalities and county agencies may discontinue certain services or subsidies historically provided to school districts, such as support for crossing guards, nurses, and school resource officers.

Both District representatives reaffirmed their commitment to supporting students and employees while maintaining financial stability.

District Salary Proposal

The District presented its compensation proposal, which incorporates additional revenues generated through the voter-approved referendum.

Mr. Vigue explained that property tax collections continue to increase annually and that support employees are projected to receive approximately 2% more funding through referendum-generated revenues during the coming year.

The District also plans to utilize general operating funds, including savings achieved through efficiency measures and facility consolidations. The proposal would provide an average compensation increase of approximately 3.25% for bargaining unit employees.

Mr. Vigue stated that the increase combines referendum funds and operating dollars and is intended to provide equitable compensation growth while maintaining fiscal responsibility.

Questions Regarding Implementation

Ryan Riley asked when the proposed increase would take effect.

Mr. Vigue responded that, upon ratification and School Board approval, any negotiated increase would be applied retroactively. He stated that the District is confident in the current proposal and does not anticipate additional compensation funds becoming available later in the year.

Mr. Riley asked whether any unused funds would be available for future compensation adjustments. District representatives clarified that any unused funds would roll forward into the following fiscal year.

Caucus

The parties recessed for caucus at 1:29 p.m.

The meeting reconvened at 2:00 p.m.

Additional Discussion

Mr. Riley asked additional questions regarding retroactive payments. District representatives clarified that salary increases would be implemented following ratification and Board approval. The referendum amount of approximately $2,910 would be effective July 1, 2026.

Mr. Riley also asked whether the compensation increase would be included in Florida Retirement System (FRS) calculations. The District confirmed that it would be retirement eligible.

Further discussion occurred regarding Food and Nutrition Services positions and compensation structure. The District advised that Food and Nutrition Assistants would be moved to the D06 pay grade.

Mr. Riley expressed interest in meeting with Alec Liem to continue discussions regarding that employee group.

Next Meeting

The next bargaining session is scheduled for July 15, 2026, at 3:30 p.m.

Adjournment

The meeting adjourned at 2:10 p.m.