## Bargaining Minutes – PCTA

June 24, 2026,  Admin Building Largo

Present: Brennen Pickett, Bernadett Langioti, Janet Cunningham, Tracey McConnell, Paula Stephens, Michael Vigue, Dena Collins, Dave Richmond, Carly Spicer, and Gary Jeppesen

Meeting Called to Order: 10:05 a.m.

Opening Remarks

Tracey McConnell opened the bargaining session by introducing the PCTA bargaining team and guests. She noted that preliminary discussions had occurred prior to the formal bargaining meeting and distributed handouts containing proposed contract language for consideration.

Bereavement Leave Proposal

PCTA proposed revisiting the Bereavement Leave provision. The union requested increasing the paid leave allotment from one (1) day to three (3) days, while maintaining the existing language. The proposal would include a sunset provision ending on June 30, 2027.

Michael Vigue stated that the District would review the proposal and complete a cost analysis.

Article 36-C: Reappointment/Renewal

Tracey McConnell presented proposed language for Article 36-C, Reappointment/Renewal, requiring Area Superintendent approval for non-renewal recommendations.

Tracey explained that the proposal is intended to improve the process, reduce non-renewals, and support teacher and administrator development.

Brennen Pickett shared that there were approximately 165 non-renewals this year and expressed concern that annual contract teachers are experiencing increased job insecurity.

Michael Vigue thanked the union for the information and indicated the District would discuss the proposal. He asked what additional process principals would be expected to follow under the proposal.

Tracey asked for clarification regarding the current process. Mr. Vigue stated that non-renewal recommendations are already reviewed with Area Superintendents prior to submission, and that discussions occur before names are finalized. He emphasized that he was not opposed to the concept but noted that the process already exists within current practice.

Paula Stephens stated that during this year's appeal process, there were several teachers with more than five years of service who were impacted by non-renewal decisions.

Tracey emphasized that annual contract teachers should have opportunities to participate in success plans and receive additional support before non-renewal decisions are made.

Certification Renewal Fee Reimbursement

The union proposed extending the provision that reimburses teachers for certification renewal fees through July 1, 2027. The District will complete a cost analysis.

Article 20: Terminal Pay

The union proposed modifying Article 20 to allow payment of accumulated sick leave upon separation of employment in cases of both non-renewal and resignation.

Sick Leave Buyback Proposal

The union proposed:
• Maintaining a minimum balance of 10 accumulated sick leave days.
• Providing an 80% buyback rate.
• Requiring at least three years of service for eligibility.

Article 36: Discipline, Suspension, and Resignation

The union proposed adding language allowing employees to have representation during meetings with an administrator, not solely OPS personnel.

Salary Discussion and FEFP Review

Gary Jeppesen reviewed legislative changes and FEFP funding. He explained enrollment declines, scholarship impacts, and state funding estimates that have affected District revenues. The District projects continued enrollment challenges but remains committed to directing as much available funding as possible toward employee compensation.

District Financial Outlook

Mr. Vigue stated that District revenues have increased modestly and that the financial outlook has improved compared to the previous year. However, enrollment uncertainty remains a challenge.

Recent school closures resulted in approximately $1 million in savings, primarily through payroll and staffing reductions. Most staffing reductions have occurred through attrition, and the District is not pursuing a Reduction in Force (RIF).

Break: 11:00 a.m.
Meeting Reconvened: 11:10 a.m.

Teacher Salary Increase Allocation (TSIA)

Mr. Vigue reviewed TSIA funding and stated:
• Total allocation: approximately $5.9 million.
• Net allocation after scholarship and charter impacts: approximately $4.1 million.
• Funding is designated for classroom teachers with 10 or more years of experience.

District projections include:
• 5,970 instructional teachers.
• 2,835 teachers eligible for TSIA funding.
• 722 full-time teachers who are not classroom teachers.
• 2,413 teachers with fewer than 10 years of experience.

The estimated allocation is approximately $1,446 per eligible teacher with fringe or $1,183 without fringe.

Both parties agreed that state law is clear regarding implementation and agreed to continue communicating TSIA information to employees.

District Salary Proposal

Mr. Vigue stated that the District's salary proposal represents its highest offer. Property tax revenues have increased, and recurring referendum funds will support employee compensation.

The proposal includes:
• Approximately a 2% increase funded through referendum revenues for all teachers equally distributed.
• Approximately a 2.48% additional increase to those teachers eligible for the TSIA dollars (10+ years Florida teaching experience and in a classroom position.)
• A one-time, non-recurring payment of approximately $400 per employee at the beginning of the school year.

An average increase of 3.25% increase for all bargaining unit employees, and for those who are eligible, 10+ years of teaching experience in a classroom position, additional increase.

Next Bargaining Session

Date: July 8, 2026
Time: 2:00 p.m. – 4:00 p.m.

Meeting Adjourned.