PESPA & PCSB Bargaining Meeting Summary

July 15, 2026

Attendees

Scott Barnum, Dena Collins, Michael Vigue, David Richmond, Kevin Felton, Gary Jeppesen, Alisha McGinnis, Val Smith, Brandy Hartum, Michelle Owens, Alicia McGinnis, Joel Vanhorn, Jeff Freidman

The meeting was called to order at 4:48 p.m.

Health Insurance and EWBS Discussion

Mr. Vigue welcomed participants and provided an update on discussions occurring through the Employee Wellness and Benefits Services (EWBS) Committee. The District reviewed information related to the self-insured health insurance program, projected costs, depleted reserves, and long-term sustainability. The parties discussed premium adjustments, plan design options, healthcare funding challenges, and the ongoing EWBS review process.

Contract Language Discussions

PESPA presented several contract language items, including a proposal related to Article 19. The District indicated it did not intend to reopen Article 19. Discussion also included terminal pay practices, budgeting methods, retirement patterns, and DROP-related leave payouts.

Opening Salary Proposal

PESPA presented an opening proposal for a 4.5% salary increase. The union explained that the proposal considered inflation, cost-of-living increases, recruitment and retention concerns, and recurring compensation growth. Estimated costs and projected employee impacts were reviewed.

District Financial Overview

District representatives discussed FEFP funding, enrollment trends, healthcare costs, budget limitations, and the role of referendum funding in supporting employee compensation and operations.

Referendum Funding Discussion

The parties discussed referendum-funded compensation, the distinction between referendum supplements and negotiated salary increases, and the reliance on local voter-approved funding.

Salary Schedule Discussion

PESPA expressed concerns regarding salary compression on Salary Schedule D and proposed the creation of a joint labor-management subcommittee during the 2026-27 school year to explore salary schedule improvements and provide recommendations for 2027-28 negotiations.

PESPA indicated that it would reserve further discussion on compensation proposals until additional healthcare information is available through the EWBS process.

Adjournment

The meeting adjourned at 5:35 p.m. The next meeting will occur after EWBS and health premiums are presented.