Bargaining Minutes_PESPA & PCSB

Administrative Building

August 31, 2026

Present: Scott Barnum, Dena Collins, Michael Vigue, David Richmond, Gary Jeppesen, Alisha McGinnis, Brandi Hartung, Val Smith, Alicia McGinnis, Allison Hearn

Meeting starts at 4:15 pm

Mr. Vigue welcomed the group and opened the meeting.

PESPA requested clarification regarding the proposed changes to Article 10 related to shelter duty. The District explained that the language changes are intended to align with FEMA reimbursement requirements for employees designated as essential personnel during emergency events. The District further clarified that the proposed language does not change the existing voluntary nature of shelter duty assignments.

PESPA thanked the District for increasing its wage proposal to 2.0%, recognizing it as a good-faith effort. PESPA indicated they would like to review additional data showing the impact of the 2.0% increase, the referendum adjustment, and the new insurance rates on employees. PESPA expressed concern that some employee groups, similar to teachers, may effectively break even once insurance costs are considered. PESPA stated that its goal is to ensure employees at least reach a break-even point financially. They noted that their initial proposal was a 4.5% increase and reiterated their intent to do the best possible for all bargaining unit members, particularly those in the lowest-paid positions. PESPA expressed interest in exploring a flat hourly rate adjustment.

Mr. Jepperson shared information previously provided through the EWBS process regarding employee enrollment by insurance plan. Of the 1,183 employees represented by PESPA, approximately 890 employees are enrolled in either employee-only or employee-plus-child coverage. This represents roughly 80% of the bargaining unit, and these employees are expected to experience only a nominal increase in insurance costs.

PESPA presented an alternative compensation chart that included a flat hourly adjustment across all classifications. The proposal recommended an additional $1.00 per hour for all groups. Based on the hours provided, PESPA estimated the cost of the proposal at approximately $3.3 million, not including referendum funds.

Mr. Vigue responded that the District's available funding supports approximately $1.2 million in compensation increases and that the PESPA proposal exceeds available resources. He noted that EWBS continues to face a budget shortfall and that the current

plan does not eliminate the estimated $4 million to $5 million deficit. He further stated that the District had previously increased its offer from 1.48% to 2.0% and that an additional $3.3 million proposal is beyond what the District can fund.

The District stated it could not agree to the amount proposed by PESPA. However, the District indicated a willingness to discuss a flat-rate adjustment approach if it would provide greater benefit to lower-paid employees. The District reiterated that no additional funding is currently available. Mr. Vigue also noted that while teacher referendum funding is structured differently, the operating funds being offered are comparable to what is being proposed for PESPA.

The parties also discussed PESPA's bereavement leave proposal. The District stated it was not prepared to sign the proposal at this meeting but remains open to further discussion and review.

Next Meeting

September 14, 2026, at 4:00 p.m.