Bargaining Minutes_PESPA & PCSB

Administrative Building

August 24, 2026

Present: Scott Barnum, Dena Collins, Michael Vigue, David Richmond, Dan Perrazo, Joel Vanhorn, Gary Jeppesen, Alisha McGinnis, Brandi Hartung, Val Smith, Alicia McGinnis

Meeting starts at 4:05 pm

Mr. Vigue welcomed the group back and began with introductions.

Mr. Vigue reviewed discussions from the last meeting. He noted that there had been a proposal for a 4.5% increase that was separated from the referendum. There was also a request that the referendum not be listed as operating funds. Mr. Barnum had requested additional information and indicated he was pleased with the information provided.

The District confirmed that Article 19 will not be reopened. The District also stated that it cannot offer the previously proposed 4.5% increase. Additionally, the District is not open to reviewing or developing a new salary schedule currently.

The District is proposing language to be added to Article 10 regarding shelter duty. The proposed language addresses employee pay during emergency closures and is related to FEMA reimbursement requirements. The district explained that the language would strengthen and clarify the ability to seek reimbursement from FEMA. During storm events, nurses are typically utilized, while the remaining PESPA staff are generally not assigned duties.

Mr. Vigue shared the wage proposal with the group. The proposal includes a 2.00% recurring increase to the base hourly rate, which equates to an average increase of approximately $556 per employee in the bargaining unit. The referendum amount would also increase by approximately $568. Combined, the average increase per PESPA member would be approximately $1,224.

A proposed salary schedule was also provided. The proposal would allow for step movement, ensuring that employees with service receive greater increases than newly hired employees.

PESPA asked about the new rates that will be implemented. The District responded that the rates have already been tentatively agreed upon by all four associations. Mr. Vigue shared that he will be presenting this information to principals and Wellness Champions.

PESPA expressed concern that employees carrying family insurance coverage will effectively be moving backward financially due to increased benefit costs.

The District noted that the teachers' association has completed negotiations, including agreements related to sign-off language and bereavement leave. The bereavement language referenced by PCTA was carried over from the previous year.

PESPA presented language requesting bereavement leave provisions similar to those provided under the PCTA agreement.

The parties also discussed terminal pay. The District explained that terminal pay is currently paid upon retirement or death. PESPA asked whether the District has considered allowing employees to cash out up to the 80% maximum permitted by statute.

PESPA requested an additional bargaining session and asked to return to the table for further discussion.

Meeting ends 4:45 pm

Next meeting August 31 @ 4:00 pm