Bargaining Minutes_FOP & PCS
September 17, 2026

Present: Dena Collins, Dan Churchill, Calvin Gordon, Ken Afienko, Gary Jeppesen, Allison Hearn, Dave Richmond, Carly Spicer, Dan Churchill

Mr. Vigue opened the meeting by thanking FOP for its patience throughout the negotiation process. He presented a proposed contract article related to FEMA reimbursement. The proposed language is intended to support the District's process for obtaining reimbursement of employee compensation associated with storm response activities.

Mr. Vigue also presented the District's salary proposal of a **2.5% salary increase**. FOP indicated its agreement with the proposed FEMA reimbursement article language.

FOP expressed appreciation for the District's salary proposal and presented additional requests for consideration, including:

- An increase to the annual shoe allowance from **$80 to $120** (Article 11, Section C).
- A **one-time $500 stipend** for bargaining unit members, subject to member ratification.
- A **one-time $150 payment** for Communications Center employees.

The District responded that no additional funding was available this year to support the requested stipend payments.
The parties discussed implementation timelines, noting that the agreement would be presented to the School Board on **October 13**, with salary increases potentially effective as early as **October 22**.

Caucus: 8:28 a.m.

Following caucus, FOP withdrew its request for the stipends, and the parties reached agreement on the remaining items under discussion to include the updates to the FEMA language and the increase in shoe allowance.

Meeting Reconvened: 8:30 a.m.