Bargaining Minutes_FOP & PCS
August 4, 2026

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

Mr. Vigue opened the session with introductions and provided follow-up regarding previous discussions. The request for job descriptions has been discussed with FOP, and the direction moving forward is to return the matter to the Division Chief for further review. Discussion also continued regarding the dispatcher pay grade. FOP requested that dispatchers be aligned with Transportation Dispatchers in terms of compensation. Mr. Churchill spoke in support of the dispatchers, emphasizing the importance of pay alignment and suggesting that their compensation should be equivalent to, if not greater than, that of Transportation Dispatchers.

The District presented its salary proposal. FOP's proposal included a 3.25% increase, equivalent to one step movement, along with a 1% increase to the step schedule. The District did not agree with the union's proposal and provided a counteroffer.

The District proposed a 2.25% increase to base salaries, which would move employees to a higher salary placement on the schedule. This proposal would result in an average salary increase of approximately $1,258 per employee. In addition, employees would receive a referendum supplement increase of $568, bringing the total referendum supplement to $3,478 annually.

District representatives shared materials outlining the proposal. The documents included:

- An overview of the average and minimum increases for bargaining unit members.
- A listing of bargaining unit members, their current salary placement, and proposed placement under the new schedule.
- A comparison of current and proposed base salaries, annual salaries, referendum supplements, and total compensation increases for each employee.
- The current and proposed salary schedules, including a new entry-level placement for new hires.

The District noted that, on average, bargaining unit members would receive a total compensation increase of $1,826, while the minimum increase for any employee would be $2,454.

FOP inquired about the referendum allocation and how it compared to allocations provided to other employee groups. Mr. Vigue explained that the allocations were not identical across groups and noted that the revised referendum structure now allows support employees to receive a share of referendum funding. He further explained that the percentage allocated to teachers was reduced from 80% to 70% under the new referendum distribution model. In response to questions regarding the teachers' agreement, Mr. Vigue stated that the agreement was based on statutory requirements tied to state funding, including approximately $4.1 million in Teacher Salary Increase Allocation (TSIA) funds that were required to be directed to instructional personnel.

Caucus
12:16 p.m. - FOP caucus began.
12:26 p.m. - Parties returned from caucus.
Upon returning, Sergeant Churchill stated that the parties remained approximately 2% apart and reiterated FOP's request for a 3.25% salary increase.

District Caucus
12:28 p.m. - District caucus began.
12:37 p.m. - Parties returned from caucus.

Following the caucus, Mr. Vigue provided additional context regarding referendum funding and TSIA funding received from the state. He noted that the maximum increase received by any teacher through those funding sources was less than the compensation increase being proposed for this bargaining unit. The District maintained its proposal of a 2.25% increase to base salary, together with the 1% increase and the additional referendum enhancement.

FOP briefly stepped out for further discussion.

Upon returning, Mr. Afienko discussed the history and purpose of the negotiated step plan. He explained that the plan was originally established to recruit and retain employees, as the previous compensation structure contributed to employee turnover and significant pay compression issues. While many of those compressions concerns have since been addressed, the intent of the step plan remains to provide employees with annual progression through the salary schedule. Acknowledging current challenges related to declining enrollment and reduced revenues, Mr. Afienko presented a counterproposal for a 2.75% increase. He stated that the proposal was intended to promote stability and retention among officers while preserving the integrity of the step plan.

The parties agreed that a future bargaining session would be scheduled after negotiations with other bargaining groups progress further.

Bargaining session adjourned at 12:50 p.m.