

## Bargaining Minutes\_PESPA & PCSB

Administrative Building

October 9, 2026

Present: Scott Barnum, Dena Collins, Michael Vigue, David Richmond, Gary Jeppesen, Allison Hearn, Val Smith, Scott Barnum, Brandi Hartung, Michelle Owens, Adam Shils, Tracey McConnel, Kelsey Donegan, Erin Duff, Rina Nezini, David Keene, Walesha Batish

Meeting starts at 4:13 pm

Ms. Smith begins with a recap of meeting from the previous meeting held in September. Health Insurance is what is coming out people's pockets. PESPA has a counter to the district's Bereavement leave that was part of the package with the 2.5% increase. PESPA's ask is for the bereavement leave is taken with thirty working days of the death. On economic package, PESPA provides a request for .75 cent increase across the board on all employee groups. The concerns about the take-home wages are going backwards. Previous request for \$1.00 is a significant stretch to the district. The union comes back with an increase in the current budget, and then an increase in July. The proposal is .75 cent in the current year and next year in July another .75 cent increase. The increase would result in \$1.50 for this year and next year. December is when the new rates would be felt for the employees. There are 13 deductions over the 7 months- end in May. If they are factoring the increases this year- those that are carrying family or spouse would be right at or just above in the current year.

Mr. Vigue asks if we are negotiating for two years? PESPA agrees is yes, but they would also negotiate potential increases for next year. Union is asking that we consider this option.

Caucus 4:23 pm Return at 4:52 pm

The district returned from caucus and shared they are not accepting the offer of PESPA. Mr. Vigue thanked PESPA for the presentation. The 75 cents per hour would equate to 2.49 million plus fringe. The cost then for the .75 cents in 2.5 million which is more than our offer. With the addition of July, the increase would be 4.98 million. Mr. Vigue discussed the original proposal of 2.5 %, we were not going to highlight referendum as part of our negotiations per their request, however, the referendum increase is part of salary. The increase from operating is 1.55 million dollars. The increase from referendum is 2.15 % plus the 2.5% increase is a total of 4.65% with the bereavement. The bereavement will sunset as on offer if this is not a package. The previous year with the new referendum and the increase from operations was an average of 12.74%.

Mr. Vigue shares that salary increases have gone up each year, and we are committed to the bereavement. We are even open to looking at compensation schedules, if this is something you are open to today. Timing is very important. There is a board meeting on Oct. 27- it is a quick turnaround, a board meeting on November 10. There will be a board meeting until December. Even after approval by ratification and board- we must program not having compensation start until start of the year.

The union asks for clarification if their proposal was discussed with the school board. PESPA asks if there is discussion with the school board if there is room to move. They are asking if there has been a presentation to the board. The district share they cannot answer this at the time. PESPA shares, the referendum has made a difference, the health insurance is going to be felt. The union requests information to know who from their group is taking spouse and family.

The district responds that we would like to assist the spouse and the family, we can reach out to those families to assist with taking the best insurance for their needs. PESPA shares that many of the families are working more than one job, and we want to assist our employees and those that have insurance are going backwards. Mr. Vigue shares the district's lack of response is not hurting our employees. We are here to do our best. The offer proposed today is more than we have.

PESPA is declaring impasse process and will assist with reviewing magistrate. The parties will can continue to meet to work on agreement. Oct. 21 is next meeting.