

PEA-PCPS 24-25 Negotiations

- 6-26-24 PEA Initial Proposal- Teacher Appendix B Teacher Salary Schedule Movement
- 8-1-24 Employer Rejected Union Proposal, Countered with \$20 Million Dollars
- 8-19-24 PEA Rejected Employer Proposal, wait to counter after AFR available
- 9-30-24 PEA Revised Counter- Teacher Appendix B Teacher Salary Schedule Movement
- 11-4-24 Employer Rejected Union Proposal
- 11-20-24 PEA Counter

11-20-24 PEA Proposed Package:

1. **Millage Referendum: The Polk County School Board will put a traditional millage referendum on the next General Election Ballot in November 2026 in which the revenue will not be shared with another taxing authority. This millage referendum will be exclusively for staff salaries in which a proportional amount of the collected millage will be designated to negotiate for PEA covered positions. For example, if the total PEA covered positions to total PCPS staff is 70% of the total employees, then PEA receives 70% of the millage revenue to negotiate. This amount will be reviewed annually to determine proportional dollar amounts. PEA will be part of the committee or structure that crafts the ballot language, and the Polk County School Board will negotiate an MOU with PEA on how the millage revenue will be spent on PEA covered positions. PEA will also have at least one voting seat on the millage oversight committee that would be created upon the successful passing of the millage referendum.**
2. **Planning Time language proposed by PEA at the November 4, 2024 bargaining session.**
3. **30-Minute Lunches as proposed by PEA at the June 26, 2024 bargaining session.**
4. **Newly proposed Salary Package**

Total 24-25 Para Cost Difference			
\$7,463,698			
Total 24-25 ESP Cost Difference			
\$1,030,911			
Total Difference Teacher Contract			
\$27,275,799			
Total Cost Difference for All Teacher Para ESP			
\$35,770,408			

5. **District Proposed Unpaid Leaves Language PEA Counter Proposal 11-20-24**