



PHOENIX-TALENT SCHOOLS

EXCELLENCE *for* EVERYONE

PTS, PTEA reach deal; contract approved

November 14, 2023

PHOENIX – The Phoenix-Talent School Board unanimously approved a new contract for licensed staff for 2023-25 in [a special virtual session](#) via Zoom Monday, 12 days after the Phoenix-Talent School District and Phoenix-Talent Education Association agreed on a tentative agreement.

[The agreement](#), which was reached just before midnight on Nov. 1, includes a 3% cost-of-living adjustment for both 2023-24 and 2024-25, a \$1,000 increase throughout the salary schedule and increased prep time for each level. PTEA members ratified the contract Monday night. Following a brief discussion in which board members and PTS Superintendent Brent Barry praised many of those involved in the negotiations, the board approved the contract by a vote of 7-0.

“It was a long and at times challenging process, but also a necessary one that allowed us to address staff concerns while also keeping the quality of students’ education at the center of all we do,” Barry said. “I think the fact that we came together to resolve our differences, craft mutually agreeable language, and focus on maintaining positive relationships says a lot about our PTS Rising family and where our heart’s at.”

The new salary schedule as well as the cost-of-living increase will be retroactive to July 1 and reflected in every PTS employee’s next paycheck, which is scheduled for Monday, Nov. 20. PTEA Bargaining Chair Sandra Tringolo indicated in a written statement that PTEA members are pleased with the new deal.

“While this was a long and challenging negotiation,” she said, “through our solidarity as a union we have been able to secure a contract that has expanded rights, improved working conditions, and increased salary for our members.”

The special board meeting only took about seven minutes. Afterward, board chair Michael Campbell, who was part of the team representing the district in negotiations, said the willingness of both sides to continue to work together was the key.

The deal struck, he said, is one that “honors our staff and keeps in mind the mission that we have for kids. It was an important moment and I’m proud of everyone – the district administration, the board, and also the PTEA. They stayed at the table, kept the conversation going and came up with what I thought were creative solutions to address our mutual interests. “We might have a difference of opinion on certain things, but the only way to resolve that is to continue the conversation, and nobody at the table ever brought up timelines or mediators. So we just stayed at the table and kept the conversation going and worked through the issues collaboratively, and that, in the end, allowed us to get to this point.”