LETTER FROM YOUR PRESIDENT

Many of you know me, some of you are new members to the Union of Escambia ESP. I am your President and an ESP like you, who has made the decision to be informed, involved and invested. Membership in our Professional Union can do great things. Your membership gives us a powerful voice before Escambia County School District. Every member adds strength to Our Union and our voice.

I encourage all members to actively recruit new members this year. (see below) Remember… there is strength in numbers. Your membership includes being a part of something even bigger… the FEA-Florida Education Association, NEA-National Education and AFT-American Federation of Teachers.

Within this newsletter you will find some valuable information that will help you get to know your union and how to get the most financial benefit from your membership. These money saving programs are not the only reason to be a member of Escambia ESP, but as a member, you should consider taking advantage of them and perhaps offset some of the cost of your investment.

We would like for you to Be Involved! There are many ways to get involved. Here are a few:

- Be Elected to the ESP Board
- Be a Union Representative (UR) at your worksite
- Attend meetings once a month
- Encourage others to join
- Attend bargaining sessions and support your bargaining team
- Attend local trainings to improve your involvement with the union
- Be Elected to go to the FEA or NEA Convention to represent your peers
- Volunteer to help get packets ready for meetings or help set up the room for events
- Volunteer to serve on a District committee

Stellar Employee, and Employee Benefits Committee to name a few.

Be involved! Become a UR at your school or site. Attend monthly meetings and sign up for training conferences that will prepare you to one day “Lead the Charge!”

Our bargaining team, with Vince Childers Chair, is now negotiating our full book contract with the School District. Our team is also in salary negotiations. Get involved! Attend bargaining sessions. Let your Union and District know you care about your salary, working conditions and benefits!

Thank you for being a member of Escambia ESP, your Professional Union. Let me know if I can assist you in any way. As always, I appreciate what you do for our schools, our students, and our future. Bargaining updates are always posted on our Website at: http://www.escambiafea.org/. There you will also find other up-to-date information so visit often.

Join Today—Membership Pays!

Every new, never before member who joins Escambia ESP receives a $25 Walmart gift card and Oh Yes! the recruiter receives a $10 Walmart gift card as well.

There is no limit on how many gift cards a recruiter may earn. This program will run until May 25, 2018.

The more members we have the stronger we are; there is strength in numbers!

Working together collectively as a united group shows power and our voice is heard.

Be Informed - Be Involved - Be Invested

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WHAT HAS YOUR UNION DONE FOR YOU???

Lately I have had several members call and say “What has the Union done for me?” That is a great question! Thank you for asking. Let me answer that for you.

First off I’d like to say the Union is US, those who have joined together in one cause. We believe we should be treated fairly and just with R E S P E C T. Our voices have made a difference in Escambia County School District. We have a Contract that clearly defines What, When, Where, and How we are to be treated. Below are some of the benefits the Union has accomplished for you.

What does your Contract say? Well…

It has gotten you:

- 11 – 12 paid holidays
- Additional pay for working on paid holidays
- No loss in Pay for closures due to local or state emergency situation
- Terminal pay for accrued annual and sick leave
- Compensatory Time pay
- Overtime
- Longevity Pay (from 2% at 5 years of service to 12% at 30 years of service)
- Retirement Bonus
- Pay for summer work
- Pay at hourly rate for required in-service
- Pay for voluntary in-service
- Pay for work-related training outside your regular work year
- Maintain your pay for 2 years if your position is down-graded due to declining enrollment or participation
- Maintain hourly pay and receive negotiated raises while in a WC retraining program
- Opportunities for extra duty/field trips on a seniority-based rotation system
- Pay for call-out time 2 hr. min or 1 1/2 times hourly rate
- District pays for required annual physical
- Light duty for work-related injury without loss of pay
- Pay for meetings on non-work time
- Pay for temporary promotions
- Pay for required classes
- Professional training pay for early-release or student testing days.
- Bus operator – set-up time providing pay for all required work duties
- Paid tuition for FS required classes or workshops
- 5% supplement for Food Service Assistant Managers and some FSA IIs who work in a share managed kitchen
- Paraprofessional Career Ladder: 2% - 6% supplement based on meeting NCLB requirements
- Up to $35 per year for uniform jacket for food service managers
- Up to $55 per year for safety shoes for food service employees
- $100 annual tool allowance for transportation mechanics
- $65 annually for steel-tipped shoes

Paid Leaves

- Annual leave for 12 month employees (and terminal pay for accrued) at a rate of 1–1.5 days per month based on years of service.
- Personal leave time paid
- Sick Leave (and Terminal Pay for accrued)
- Maternity/Paternity Leave
- Military Leave

HAVE YOU CHANGED YOUR MAILING ADDRESS?

Did You Tell Your Union?

When you move please contact your Union office with your new information. We would like your new mailing address with zip code, new contact number and a current home email address.

When you change your info with the District it DOES NOT change it with your Union. So please don’t forget about us.

FEA MEMBER BENEFITS

FEA has a member benefits specialist who has set up a Facebook page full of so much information. https://www.facebook.com/FEAMemberBenefits/

The info changes constantly and some of it is dated so it will be good to check back frequently to http://www.escambiafea.org/

Here are a few things you will see:

- AFT Member Benefits link
- NEA Member Benefits link
- My Deals App link
- FEA Access Benefits link

Here are some you may see in the feed, but which also may be dated (just to list a few):

- Extra points for shopping
- Computers on Sale
- Scholarship Opportunities

MEMBERS... My Deals is a FEA Free Mobile app featuring America’s largest “show your phone” mobile coupon network, with offers at over 240,000 locations. You can take advantage of these savings while at home or on vacation.

Go to your App or Google Play store to download My Deals. Follow the directions and if asked for a Product Key, enter “9389-” . If you need help call 1-888-304-9048. Must be a member to participate.
**ESCAMBIA EDUCATION ASSOCIATION**
**UNION OF ESCAMBIA ESP**
Affiliated with FEA, NEA & AFT
6551 N. Palafox Hwy.
Pensacola, FL 32503
(850) 476-2906

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**Check One**
___ Escambia Education Association
___ Escambia ESP

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**NAME**

**ADDRESS**

**APT. NO.**

**CITY & STATE**

**ZIP CODE**

**WORKSITE**

**JOB TITLE/CLASSIFICATION**

**SOC. SEC. NUMBER**

**AREA CODE & HOME PHONE**

**HOME EMAIL ADDRESS**

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**SEE CODES**

**SUBJECT AREA** | **POSITION** | **ETHNIC**
---|---|---
01 | Adult Basic Education | 01 | Audio-Visual Technician | 1 | American Indian/Alaska Native
02 | Agriculture | 02 | Cafeteria Worker | 4 | Hispanic
03 | Architecture | 03 | Classroom Teacher | 5 | Caucasian (not of Spanish Origin)
04 | Area Studies | 04 | Coach | 6 | Asian
05 | Art | 05 | Counselor | 7 | Native Hawaiian/Pacific Islander
06 | Biological Studies | 06 | Custodian | 9 | Unknown
07 | Business | 07 | Librarian | | *
08 | Communications | 08 | Maintenance Personnel | | *
09 | Computer Science | 10 | Office Support/Secretary | | *
11 | Driver Education | 11 | Principal/Asst. Principal | | *
12 | Education | 13 | Speech Pathologist/Hearing Impaired | | *
13 | Engineering | 14 | Supervisor/Director | | *
14 | English/Language Arts | 15 | Teacher Aide | | *
15 | Fine & Applied Arts | 16 | Transportation Personnel | | *
16 | Foreign Language & Lit. | 17 | Admin. Office Personnel | | *
17 | Forestry | 18 | Other | | *
18 | Geography | 19 | Health Professions | | *
19 | Health & Phys. Ed. | 20 | Fam & Consumer Science | | *
20 | Health Professions | 21 | Industrial Art | | *
21 | Industrial Art | 22 | Librarian | | *
22 | Library Science | 23 | Mathematics | | *
23 | Library Science | 24 | Middle | | *
24 | Mathematics | 25 | High | | *
25 | Military Science | 26 | Vocational Education | | *
26 | Music | 27 | Central Site/ Admin | | *
27 | Music | 28 | Psychology | | *
28 | Physical Science | 29 | Center | | *
29 | Physical Science | 30 | Public Services Curric. | | *
30 | Psychology | 31 | Other | | *
31 | Reading | 32 | Reading | | *
32 | Reading | 33 | Science | | *
33 | Science | 34 | Social Sciences | | *
34 | Social Sciences | 35 | R | Republican |
35 | Social Studies | 36 | D | Democrat |
36 | Social Studies | 37 | I | Independent |
37 | Special Education | 38 | O | Other |
38 | Speech & Drama | 39 | Vocational Education | | *
39 | Vocational Education | 40 | No subject Taught | | *
40 | No subject Taught | 41 | General Subjects | | *
41 | General Subjects | 42 | Registered Voter | Y | Yes |
42 | Registered Voter | 43 | N | No |
43 | Other | 44 | U | Unknown |
44 | Other |

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**PAYROLL DEDUCTION AUTHORIZATION:** I hereby agree to pay, and authorize my employer to deduct the dues and assessments described above and as are certified by the Association to the School Board for each year thereafter from my salary and direct and authorize my employer to pay such amounts to the Association in accordance with payroll deduction procedures in effect; provided, however, I may cancel my membership and this authorization by providing 30 days’ written notice to the School Board and the Association notifying them of such revocation as provided by law. However, if I receive a membership incentive (dues rebate or a “free months” promotion), I will not withdraw my membership during the first 12 months without reimbursing EEA or Union of Escambia ESP for said incentives.

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**MEMBERS SIGNATURE**

**DATE**

**RECRUITER & RECRUITER’S SCHOOL (Print)**

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**Union of Escambia ESP**

6551 N Palafox
Pensacola, FL 32503

Phone: 850-476-2906
Fax: 850-477-4341

Email: escambia@floridaea.org
Website: http://www.escambiafea.org

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*Ethnic minority information is optional and failure to provide it will in no way affect your membership status, rights or benefits in NEA, AFT, FEA or the Association. This information will be kept confidential.*
**TRAINING OPPORTUNITIES**

**Gulf Coast Leadership Conference**
January 12-13, 2018
Sheraton Bay Point, Panama City Beach, FL
Training on Bargaining, Leadership, Advocacy and much more! All Conferences expenses are paid. Call David to see if you qualify to go. 850-476-2906

**Adult & Infant CPR, AED & Basic First Aid**
Saturday, December 9, 2017 / 8 am-4:30 pm
6551 N. Palafox / 850-476-2906
Free to Members—$40 to potential members
*Must stay the whole day to be certified.*
Lunch will be provided. *Seating is limited; Call Today!*

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**The Escambia ESP Board wishes you and your family a safe and Happy Holiday Season!**

**Member Benefits**
This is your union website:
http://www.escambiafea.org/
EEA on Facebook:
https://www.facebook.com/supportyourunion/
EEA-Escambia ESP on Facebook:
https://www.facebook.com/groups/60606773053/
FEA Member Benefits:
https://feaweb.org/member-benefits
NEA Member Benefits website:
https://www.neamb.com/
AFT Member Benefits:
https://www.aft.org/member-benefits

**SALARY BARGAINING**
On Thursdays at 5:15 pm
at the Union office
6551 N. Palafox—850-476-2906

**YOUR TEAM NEEDS YOUR SUPPORT**
We hope you will attend!
Visit Our Website regularly for the latest Bargaining Updates and to confirm bargaining!
http://www.escambiafea.org/