



# It's All IN the BARGAIN!



Be INvested! Be INformed! Be INvolved!

## *Are Employees a Priority?*

Last Spring the work of school district employees changed dramatically. Food Service Workers were asked to transition to curbside pickup. Teachers were asked to modify their entire curriculum and delivery of instruction to an online platform. School Bus Operators were asked to become virtual learners. This fall employees were asked to deal with constantly changing schedules, three different learning options, and adjust to new protocol regarding safety. The list goes on and on, but the constant remains. Employees have and continue to step up and do what was asked to ensure that students are taken care. Now it is time that the district steps up and takes care of their employees. Therefore, employees want to know:

- Where are the district's priorities? In 2019-2020 the district overspent their budget by \$1.6 million on School Administration Salaries. In contrast, they underspent their budget in Instructional Salaries, Student Support Services Salaries, and Student Transportation Services Salaries?
- The state allocated \$5.4 million to increase teacher's salaries, yet the district only budgeted an additional \$2.5 million in salary increases from what they spent last year. Where is the rest of this money?
- The district is down 100 bus drivers, so who is going to get all of these returning students back to school?
- The district is down 23 custodians, so who is going to keep our schools clean and sanitized?
- The school district is worried about their savings account, but how many teachers and ESPs can have a savings account? What they have is a 2<sup>nd</sup> job!
- If the fund reserve is in case of an emergency, what would you consider an emergency if not COVID and a hurricane?
- Over 900 teachers are being expected to teach blended classes. Why isn't the district willing to pay a stipend for all the extra work?
- Many employees are doing double work due to all the shortages and changes in workload coming from the different learning models and safety regulations. What is the school district doing extra for employees?

Here are some things that you can do to get involved:

1. Call or email your school board representative.

District 1 Kevin Adams	<a href="mailto:kadams2@ecsdfl.us">kadams2@ecsdfl.us</a>	office: 850-469-6137	cell: 850-449-8692
District 2 Paul Fetsko	<a href="mailto:pfetsko@ecsdfl.us">pfetsko@ecsdfl.us</a>	office: 850-469-6153	cell: 850-292-0528
District 3 Dr. Laura Edler	<a href="mailto:ledler@ecsdfl.us">ledler@ecsdfl.us</a>	office: 850-469-6154	cell: 850-712-0065
District 4 Patty Hightower	<a href="mailto:phightower@ecsdfl.us">phightower@ecsdfl.us</a>	office: 850-469-6265	cell: 850-387-7791
District 5 Bill Slayton	<a href="mailto:bslayton@ecsdfl.us">bslayton@ecsdfl.us</a>	office: 850-469-6258	cell: 850-968-9118

2. Attend our next bargaining session on Monday, October 19<sup>th</sup> at 5pm at Spencer Bibbs. (We do follow mask and social distancing guidelines)
3. Attend a School Board Meeting at the J.E. Hall Center Rm 160
  - a. Special Workshop- October 15<sup>th</sup> at 3:00 PM
  - b. Regular Workshop- October 16<sup>th</sup> at 9:00 AM
  - c. Regular Meeting- October 20<sup>th</sup> at 5:30 PM

**For more information on how you can get INvolved, visit our website at [escambiafea.org](http://escambiafea.org)**