

# It's All IN the BARGAIN!



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October 2, 2020



## *2020-2021 Salary Negotiations*

Your Union's Combined Bargaining Team met with the district Wednesday night to discuss salary increases for the 2020-2021 school year. The district came with a counterproposal that matched their last offer, but with the updated staffing. Their new proposal would create a new starting salary of \$43,600. This would mean that anybody under \$43,600 would be moved to that level. In addition, anybody that received less than 2% and anybody above \$43,600 would receive a 2% increase plus placement at the next \$200 level. The district expressed concerns about continuing to lose students and the cost of the damages from the hurricane impacting their ability to contribute any additional funding to salaries.

Your union countered their concerns about funding by reminding them that they have over \$19 million in reserves above and beyond what the state requires. They have expressed that that money is for emergencies, and that this would be considered an emergency. We also reminded them that the state has held the district harmless on student count for the first semester and Mr. Thomas has stated multiple times that he has put aside over \$5 million of the CARES funding to deal with any funding cuts for second semester due to student count. When they addressed concerns about next year, we pointed out that attrition would more than allow them to adjust staffing allocation over the summer if in fact students did not return. The team expressed that they did not believe that would be an issue since students are still moving each day despite being asked to lock in. Your union again pointed out a need to structure a new salary schedule that would not put teachers with up to 13 years of experience on the same level as a beginning teacher. We also expressed the need for compensation for those teachers being asked to work even more by being assigned blended classes. This could be funded by the increase in the Base Student Allocation and the cost savings from all of the open positions around the district, but the district reiterated that they are not willing to allocate any more money than what was offered.

The district was unable to provide their updated numbers, so we had to conclude the session until the information could be provided. In the meantime, we are asking you to contact your school board members about what is being expected of you, and the need to make YOU a priority.

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