

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, a step increase for ESPs. 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. The District has expressed that that money is for emergencies, and we consider this 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. ESPs are working harder than ever due to all the open positions that are not getting filled. Our proposal of a step increase and cost of living increase could be funded by the increase in the Base Student Allocation and the cost savings from all the open positions around the district. The district reiterated that they are not willing to put any more money on the table and this would be their final offer for ESPs.

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.

For more information on how you can get INvolved, visit our website escambiafea.org