

# It's All IN the BARGAIN!



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August 25, 2020



## *Ratification is Coming*

Our Combined EEA/ESP Bargaining Team has reached some agreements and are sending them to you for ratification.

### Insurance:

We have heard your concerns about the dental plan and have agreed to move away from a reimbursement plan and move to a fully insured traditional plan. With this new plan preventative services are covered at 100% with no reimbursement required. The maximums have also increased. Through Standard's network employees can get more value due to network discounts and unused Plan Benefits roll over with Standard's Max Builder Program. Your team also worked to keep health insurance premiums from increasing significantly. Despite the initial recommendation of increasing 6%, we were able to keep them to 1.5%. The district will pay 72% of the increase as outlined in the contract. Rates for all plans are included in your ratification materials.

### EEA:

Our EEA bargaining team has reached an agreement regarding remote instruction. We wanted to make sure that the language was available for you as soon as possible, so we agreed to continue the discussion on stipends during salary negotiations. Please see the MOU in your ratification materials.

### ESP:

Our ESP Bargaining team agreed to another 3-year contract for 2020-2023. We agreed to negotiate the full book during the second year to be able to focus on safety concerns this year.

### Salaries:

We have not reached an agreement with the district on salaries at this point, but their last proposal will result in at least a 2% increase for all employees.

Thank you to Our Bargaining Team Members:

Bargaining Chairs- Jim Bobbitt, Vince Childers, and Shauna Paedae

Team Members- Gene Bodkin, Annie Carter, Carol Cleaver, Austin Courson, Nicole Lindsey, and Krysta Wilcox

*Due to concerns of social distancing, ratification will be electronic this year. Please watch your school district email for voting instructions and let us know if you have any questions.*

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