

It's All IN the BARGAIN!



Be **IN**vested! Be **IN**formed! Be **IN**volved!

September 11, 2020



2020-2021 Salary Negotiations

Your Union's Combined Bargaining Team met with the district last night to discuss salary increases for the 2020-2021 school year. After discussion about the Teacher Salary Allocation, we determined with the current staffing we would be able to move our starting teacher salary to \$43,200.

The district then passed a proposal that was very similar to their last proposal. It still did not address our concerns about compression for teachers and moving towards the \$15 minimum wage for ESPs. They calculated their proposal to cost the district about \$1.3 million.

After a caucus, your Union offered a counterproposal to the district that addressed the compression for teachers. For ESPs our proposal increased the salary schedule and provided a step raise. We laid out ways that the district can fund our \$3.1 million proposal.

We are also still advocating for a stipend for those teaching hybrid classes, but the district has not given us a response to that part of our proposal.

We are planning to get back to the table in the next week or two after the district again meets with the school board.

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