

It's All IN the BARGAIN!



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

September 26, 2019



2019-2020 Salary Negotiations

Your combined EEA/ESP Bargaining Team met with the District last night to discuss salary increases for the 2019-2020 school year. After listening to the District's proposal, your Team stuck with their original proposal. The District shared its concerns about violating the rules set out in CS/SB 736 if they adjusted the advance degree supplements, and both parties agreed to review before the next meeting.

District Proposal

ESPs-

Step Roll

.5% COLA

Instructional-

\$200 Market Adjustment

Adjusted Supplement Schedule

Performance Pay

E- \$800 (4 Levels)

HE- \$1000 (5 Levels)

Union Proposal

ESPs-

Two Step Rolls

2% COLA

Instructional-

\$200 Market Adjustment

Adjusted Supplement Schedule

Performance Pay

E-\$1200 (6 Levels)

HE-\$1600 (8 Levels)

Add \$500 to all-

Masters/Specialist/Doctorate
Supplements

Your Team did a presentation on the financial outlook of the District since 2012, highlighting the District's history of over budgeting and underspending. Your Team highlighted the savings to the District due to high turnover of both instructional staff and ESPs. The overall cost for Instructional Salaries is below what it was in the 2015-2016 year. The cost of the ESP salary schedule this year is over \$2 million dollars below what it was in 2017-2018. Your team stressed the need to do better for our teachers and ESPs.

Please stay tuned as we move forward and come support your team as they advocate for you. Our next bargaining meeting with the District is on **Wednesday October 9th at 5:30 p.m.** at your Union office located at 6551 N. Palafox Street. Wear #Red4Ed

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