



It's All IN the BARGAIN!



Be INvested! Be INformed! Be INvolved!

We Have Reached an Agreement January 20, 2021

A special thank you to everybody that wrote, called, attended, and spoke at the school board meetings over the past several months. You were heard!

The district came back to the table this evening with a \$1.21 million dollar proposal for ESPs that addressed the need for a step AND a cost-of-living adjustment. After a brief caucus. Your team agreed to their proposal with a stipulation of going back to the table after legislative session to start negotiating the full book and upcoming minimum wage requirements. We agreed to the following proposal:

1. 1% COLA
2. 1 step rolls for all eligible* employees

*Full time ESPs are eligible for any negotiated step roll(s) if he/she is employed on the date of ratification and has worked one day more than half of the employee's contracted work year during the previous year. Employees who received a promotion after July 1 of the current year will receive their step roll(s) in their previous classification and then placed in their promotional classification as outlined in Article VII.2.F.

Both parties agree to go back to the table at the end of legislative session to start full book negotiations for ESPs and address the new wage requirements.

**All salary increases will be retroactive to July 1, 2020

A special thank you to Our Bargaining Team Members:

Vince Childers- Maintenance
Nicole Lindsey- Transportation

Ratification Information will be sent to worksites in the next couple weeks.

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