



It's All IN the BARGAIN!



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Negotiations Continue December 16, 2021

Your EEA Bargaining team met with the district last night with a counter proposal that addressed the concerns about meeting the legislative requirements in HB 5101, but in as equitable a way as possible for both incoming and veteran teachers.

Our counter proposal raised the starting salary to \$44,100 and included raises for teachers on the performance schedule starting at \$1600 for teachers with an overall rating of effective and \$2000 for teachers with an overall rating highly effective for the 2020-2021 school year. For those on the grandfather schedule, the raises would include \$200 for teachers with an overall rating of effective and \$400 for teachers with an overall rating highly effective for the 2020-2021 school year, but we included a \$1600 longevity supplement to make up for the disparity in legislation.

In addition to salary increases, our proposal included increasing advanced degree supplements, adding a supplement for teachers that hold a reading endorsement on their certificate, adding supplements for Consulting Teachers, Middle School Academic Honor Society, and Middle School Student Government and adjusting 12-month hourly rate of pay.

There was also much discussion on pay for class coverage. The district brought a draft MOU, and we also included language in our counter proposal. Both sides agree that there is a need to find language that addresses this issue, but we have not yet reached an agreement on the logistics.

The district did bring a counter proposal addressing the compression on the performance salary schedule by applying a \$600 Market Adjustment, which your team agreed was appropriate.

We concluded negotiations by reiterating the need for the district to put more money on the table to be able to reach an agreement. Employees are doing more and more with less staff, and they need to be compensated for the work that they are doing. We hope to return to the table on January 3rd.

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