



# It's All IN the BARGAIN!



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

## We have an Agreement

February 16, 2022

### SALARIES

The district came back to the table last night AND addressed our concerns of equitable salary increases as well as increasing the Advanced Degree Supplements, adding a Reading Endorsement Supplement, and adjusting additional supplements. (Details below)

### CLASS COVERAGE

Since we have not been able to come to an agreement of the terms for class coverage, both parties agreed to issue a one-time bonus for all eligible instructional personnel for the 2021-2022 school year and agreed to go back to the table in May to discuss our previous COVID Memorandum of Understanding and include terms for class coverage for the 2022-2023 school year. (Details below)

### YOUR TEAM

Ratification information will be coming out soon but will not be electronic this time. Please reach out to your bargaining team members and thank them for their hard work and advocacy.

- Shauna Paedae (Bargaining Chair) - Mathematics TSA
- Annie Carter - Blue Angels Elementary
- Carol Cleaver - Ferry Pass Middle School
- Rebecca Hatch - Molino Park Elementary
- Jonathan Peacock - Tate High School
- Krysta Wilcox - Beulah Middle School

### TENTATIVE AGREEMENT

#### 1. SALARY SCHEDULE - BASED ADJUSTMENTS

2A. PERFORMANCE SCHEDULE	2B. GRANDFATHER SCHEDULE
<p>\$600 Market Adjustment</p> <p>Performance Pay based on 2020-2021 Year:</p> <ul style="list-style-type: none"> <li>• 10-Month: \$600 (E) / \$800(HE)</li> <li>• 11-Month: \$660 (E) / \$880(HE)</li> <li>• 12-Month: \$720 (E) / \$960(HE)</li> </ul>	<p>Performance Pay based on 2020-2021 Year:</p> <ul style="list-style-type: none"> <li>• 10-Month: \$200(E) / \$400(HE)</li> <li>• 11-Month: \$220(E) / \$440(HE)</li> <li>• 12-Month: \$240(E) / \$480(HE)</li> </ul> <p><b>YEARS OF EXPERIENCE LONGEVITY SUPPLEMENT:</b> (Must have received E/HE in '20-21 to qualify)</p> <p>\$1000/\$1100/\$1200 10-mo/11-mo/12-Mo</p>

### 3. ADVANCED DEGREE SUPPLEMENTS

- 10-Month add \$250 to each
- 11-Month add \$275 to each
- 12-Month add \$300 to each

### 4. READING ENDORSEMENT SUPPLEMENT

\$300 for all bargaining unit members that hold this endorsement on their certificate (Masters included)

### 5. ADDITIONAL SUPPLEMENTS

- Consulting Teacher (S.T.A.R.T) Index 0.0686
- Academic National Honor Society
  - High School 0-5 years Index 0.0349; 6+ years 0.0372 Index
  - Middle School 0-5 years Index 0.0337; 6+ years 0.0361 Index
- Student Government
  - High School 0-5 years Index 0.0395; 6+ years 0.0419 Index
  - Middle School 0-5 years Index 0.0337; 6+ years 0.0361 Index
- The Instructional Supplements Schedule will be adjusted to reflect the new salary schedule as is stated in the Master Contract.

### 6. CLASS COVERAGE

The School Board of Escambia County and the Escambia Education Association have reached an agreement in response to the shortage of substitute teachers available amid the COVID-19 pandemic. The Board recognizes instructional personnel have incurred numerous hours of lost planning time. In addition, there has been an increase of frequencies in which teachers have been required to supervise additional students as a result of teacher absences.

To compensate for these occurrences, all personnel of the instructional bargaining unit shall be paid a one-time stipend of \$275 (two hundred seventy-five). It is the district's intent to make this payment to the eligible recipients on or prior to May 27, 2022.

To be eligible for payment, employees must:

- be active, full-time benefit eligible employees, and
- have been employed on or before January 3, 2022 and maintained continuous employment through the last day of school, May 27, 2022.

Both parties agree to meet in May to discuss the previous COVID MOU and include terms for class coverage for the 2022-2023 school year.

Salary increases will be retro to July 1, 2021 for all employees and retirees.

**REMINDER- Ratification will be completed through Site Leaders not electronically, so watch your Union Bulletin Boards for timelines.**