



It's All IN the BARGAIN!



Be INvested! Be INformed! Be INvolved!

Negotiations Have Begun!

June 2, 2022

Your EEA Bargaining Team met with the district last week to share the results of the bargaining survey and discuss priorities for this year's full book and salary negotiations. We met again last night to start passing proposals.

We were able to reach an agreement to close Articles I, III, VIII, and XV with the only changes being the dates in Article I.

The District brought changes to Articles IV and XII that would give administrators the ability to deny both Union Leave and Professional Leave for reasons of chronic absenteeism and/or site based testing. In addition, their proposal included changes to the bereavement leave and the sick leave donation process that we changed with ESPs last year.

Your Union passed the following Articles with proposed changes:

- Article V: Language changes include moving lunch to 30 minutes completely duty-free; only allowing faculty meetings to extend beyond the workday once a month instead of twice; compensating lead teachers for summer school at their hourly rate of pay; requiring summer school compensation be paid within two (2) weeks after the last day; requiring an unsafe, unhealthy, or hazardous building or facility be corrected within 24 hours or requiring a written status report with frequent updates; and allowing teachers to administer medication on field trips as long as there is proper training if there is no other person that can be designated.
- Article VII: Language changes include adding the Memorandum of Understanding for changes to the Priority Transfer Process and including a timeframe for teachers to see the initial vacancies and requiring the interview process for all positions; giving more weight to seniority during an interview if all qualifications are equal; and giving additional notice for those being involuntarily transferred.
- Article X: Language changes added a 5-day notice to a teacher before an individual can view their personnel file, and requiring a personnel file be provided to an employee within 15 working days of the request.
- Article XI: Language changes include cleaning up language regarding union representation in meetings and the timeline; requiring an anonymous complaint be substantiated within 10 days instead of 30 or closed; not charging employees for lost or stolen identification badges; and providing a reason for drug screenings in writing.
- Article XIII: Language changes include paying teachers their hourly rate of pay for in-service; removing part-time work to be included in extended duty at regular rate of pay; and moving the compensation for Teacher of the Year from \$200 to \$500.
- Article XIV: Language changes include updating the language that was ratified during insurance negotiations last year.

Our next bargaining session is scheduled for **June 22, 2022 at 4 pm** at the EEA office, 6551 N. Palafox St.

Our bargaining power comes when our members show up, so we hope to see you on the 22nd.

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