



# It's All IN the BARGAIN!



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## EEA Language Session August 18th 2022

Your EEA Bargaining Team met with the district last night over contract language, salary, and an Memorandum Of Understanding on class coverage. We were able to tentatively agree to one article and move somewhat forward with salary. At a time of division both teachers and ESPs stood together to fight for what was right! We thank everyone who came and welcome anyone wishes to come to the next session!

### SALARY PROPOSAL:

We agreed to a 1.5% increase to all premiums to continue budget stabilization and minimization of impact to employees. This will range in monthly increase of \$1.22-\$8.36 depending on the plan selected.

The district returned with the same proposal they had the last time we came together to speak about salaries.

The district proposed a minimum salary for 10-month teachers to increase from \$44,100 base to \$45,500. This \$1,400 increase represents a 3.17% increase.

- All levels on Performance Salary Schedule will receive no less than a 3.0% increase.
- All levels on Grandfather Salary Schedule will receive no less than a 2.0% increase.

We discussed getting ESSER relief recruit and retention funding for our teachers on top of their offer as a possibility.

### M.O.U. Class Coverage Policies

Below is a summary of the MOU passed to us from the district.

Principals may ask for volunteers to cover classes who would be willing to give up their planning period to cover a teacher who is absent. If not, volunteers are available teachers may be assigned to cover classes during plans.

Secondary teachers who give up their planning period will be compensated at their regular hourly rate to the number of minutes of planning time lost.

Elementary teachers who are tasked with supervision and inclusion of at least four additional students for the majority of the day shall be paid a daily stipend of \$35

## **ARTICLES DISCUSSED**

### **ARTICLE II:**

We passed back clarification of the annual contract language as well as direct layman terms that would help show how to proceed with the terms of the article regarding recommendations of another annual contract.

### **ARTICLE VI:**

This district passed back their article VI in which they did not agree with any of the provisions within Article VI.1.A-D that our bargaining team suggested. We are continuing to adjust language involved with pacing and planning time. The district also came back ESE paper days being two days which are tracked by KRONOS with a drop-down option that will display that it is being used for that purpose.

### **ARTICLE IX:**

The district continues to proceed with arguing that they must strike much of the language from evaluations. We argued that we are not going to change these portions of the article, nor do we intend to make any changes. We made the argument that all parts stand with Florida Statute and that everything is still firmly within mandatory subjects of bargaining.

### **ARTICLE XI:**

This article was tentatively agreed upon.

**Our bargaining power comes when our members show up, so we hope to see you on Thursday, August 18<sup>th</sup> at 5 pm at the *Escambia Union Office*. EEA language will be the subject of bargaining.**



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