



Bargaining Update

September 23, 2022

Your SREA bargaining team met with the district for the first-time last night to discuss the needs that you shared with us in the survey. We presented two different language proposals. The first one included adding Martin Luther King and Veterans Day to the list of paid holidays. We also presented the following language regarding class coverage:

Beginning in the 2022-2023 School Year, employees who assume the responsibility of a substitute teacher for a full instructional day will receive a supplement of fifty (50) dollars. Employees assuming the responsibility of a substitute teacher for less than a full instructional day but more than two (2) hours will receive twenty-five (25) dollars.

Regarding salaries, we discussed with the district the concern about so many different paygrades now being at \$15 per hour which is causing compression on the schedule and not recognizing both years of service as well as a variation in different job classifications.

The Florida legislature passed the law that required everybody below \$15 to be moved up, but they did not fund the additional \$8.8 million dollars it would take to provide all ESP employees with the equitable pay raise that we believe our ESPs deserve. Therefore, we are encouraging you to talk to your representatives in Tallahassee about this inequity and advocate for additional funding in the future to make things right.

We proposed an adjusted salary schedule to address the compression as well as a step roll for all employees totaled \$950,000 on top of the \$1.6 million dollars it cost the district to move everybody to \$15 per hour. The district countered with a \$226,874 proposal on top of the \$1.6 million for \$15 per hour that included a 1.5% increase for all employees not moved to \$15 per hour and stated they are not opposed to discussing our language proposals, but they are only authorized to spend a set amount of money.

After a short caucus, your union returned to the table removing Martin Luther King Day, reserving the right to put it forward at a later date, but keeping Veterans Day. We also advocated for the class coverage language arguing ESPs covering classes does not have a cost to the district because they are not paying a substitute. We also made some adjustments to the salary schedule to counter with a \$850,498 proposal. The district countered with a \$302,499 proposal that would provide for a 2% salary increase for those not moved to \$15. We then adjourned this session since we were so far apart in our concepts as well as cost and agreed to return to the table on Monday, September 26th at 4 pm.

Please plan to join us on Monday as we continue to advocate for you!