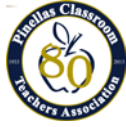


PCTA ACTION



VOLUME 46 Number 3

www.pcta-pespa.org

727-585-6518

September 25, 2017

RATIFICATION VOTE FOR TENTATIVE AGREEMENTS

SUMMARY

- **SALARIES:** For the second year in a row, Pinellas County Schools received a funding increase of less than one percent. These new revenue funds, approximately \$6,500,000, are what is available for bargaining.

Both bargaining teams came to the table with serious concerns. These concerns included the District's need to remain competitive with other surrounding Districts, the PCTA's desire for each member of the bargaining unit on the grandfather schedule to receive at least a \$1,000 raise, and that those on the performance salary schedule who are rated less than effective, receive at least a cost of living adjustment. This tentative agreement represents a collaborative commitment to achieve these ends.

The total amount of money placed into employee salaries and to cover the additional cost of insurance exceeds \$14,000,000. The Salary schedule is on the reverse of this page and can be viewed on our website at www.pcta-pespa.org. Members and non-members vote in a ratification election and should take the time to view the agreement.

- **HEALTH INSURANCE:** The District agreed to take the recommendation of the Employee Well Being and Satisfaction Committee to absorb an additional \$4,800,000 in new premium increases. Employees will have to pay anywhere between \$100 and \$240 dollars a year, depending on what policy they have. The cost per paycheck will range from \$5 to \$12 per paycheck which, most if not all, will be offset by the increase of \$177 in referendum income for each bargaining unit member.
- **TURNAROUND SCHOOLS:** HB 7069 amended Section 1001.42 (21) Florida Statutes, to designate an "educational emergency" for all schools receiving a grade of "D" or "F" and requires that the school district negotiate a Memorandum of Understanding (MOU) with their bargaining unit to be filed by September 1, 2017 to address "the selection, placement, and expectations of instructional personnel and provides principals with the autonomy described in s. 1012.28(8)." Because HB 7069 eliminated the planning year, the District and PCTA are forced to classify schools into one of four tiers based on the grade received. The level of support and financial incentives provided to the school will be based on its classification with Tier III and Tier IV schools receiving the highest level of support. To view the full document, go to the PCTA-PESPA website.
- **VIRTUAL SCHOOL:** Changes to the Pinellas Virtual School program will now allow our students to enroll on a rolling basis enabling the program to be more competitive with Florida Virtual School. Instructors will have the option of working 37.5 hours within a seven day work week.
- **CONTRACTED SERVICES:** Changes to the compensation manual were made to clarify the compensation and accountability for teachers providing training services outside of their regular job duties.

ON THE BACK – MORE ON TENTATIVE AGREEMENT

Sample Teacher Salary Schedule 2017-18								
Years	2016/17 Level 1	2016/17	2016/17 Basic	2017/18	2017/18 Base W/ Ref		2017/18 Bachelor with increase	
	Basic	Referendum	W/REF	Referendum Increase	Before Raise			
0	37,328	3,827	41,155	177	41,332		\$ 43,000	
1	37,434	3,827	41,261	177	41,438		\$ 43,000	
2	37,434	3,827	41,261	177	41,438		\$ 43,000	
3	37,434	3,827	41,261	177	41,438		\$ 43,000	
4	37,434	3,827	41,261	177	41,438		\$ 43,000	
5	38,684	3,827	42,511	177	42,688		\$ 43,000	
6	39,484	3,827	43,311	177	43,488		\$ 43,688	\$ 1,000
7	39,784	3,827	43,611	177	43,788		\$ 44,488	
8	39,934	3,827	43,761	177	43,938		\$ 44,788	
9	40,328	3,827	44,155	177	44,332		\$ 44,938	\$ 1,000
10	41,128	3,827	44,955	177	45,132		\$ 45,332	
11	41,488	3,827	45,315	177	45,492		\$ 46,132	
12	41,851	3,827	45,678	177	45,855		\$ 46,492	\$ 1,000
13	42,218	3,827	46,045	177	46,222		\$ 46,855	
14	42,628	3,827	46,455	177	46,632		\$ 47,222	
15	43,128	3,827	46,955	177	47,132		\$ 47,632	\$ 1,000
16	43,578	3,827	47,405	177	47,582		\$ 48,132	
17	44,078	3,827	47,905	177	48,082		\$ 48,582	\$ 1,000
18	44,750	3,827	48,577	177	48,754		\$ 49,082	
19	45,575	3,827	49,402	177	49,579		\$ 49,754	
20	46,284	3,827	50,111	177	50,288		\$ 50,579	\$1,000
21	47,384	3,827	51,211	177	51,388		\$ 51,388	\$ 1,100
22	49,034	3,827	52,861	177	53,038		\$ 53,038	\$1,650
23	50,684	3,827	54,511	177	54,688		\$ 54,688	
24	52,334	3,827	56,161	177	56,338		\$ 56,338	\$ 1,650
25	53,984	3,827	57,811	177	57,988		\$ 57,988	
26	55,634	3,827	59,461	177	59,638		\$ 59,638	
27	57,284	3,827	61,111	177	61,288		\$ 61,288	\$ 1,650
28	59,134	3,827	62,961	177	63,138		\$ 62,938	
29	60,584	3,827	64,411	177	64,588		\$ 64,788	
30	61,384	3,827	65,211	177	65,388		\$ 65,588	\$ 1,000
31	61,884	3,827	65,711	177	65,888		\$ 66,388	\$1,000
							\$ 66,888	\$1,000
		SUPPLEMENTS	\$166,000					
		TEACHERS ON PERFORMANCE SCHEDULE:						
					Highly Eff - \$ 1,651			
					Effective - \$ 1,238			
					NI/Dev/U - \$ 408 + \$177 = \$ 585			