

PCTA ACTION

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727-585-6518

April, 2018

Full Book Bargaining

The Collective Bargaining Agreement between the Pinellas Classroom Teachers Association and the Pinellas County School Board will expire in June. The bargaining teams have already met twice to discuss the implementation of a three year successor agreement. All the articles of the contract are open for negotiation. It is a daunting task that requires a great deal of skill, patience and a willingness to understand the perspective of the people sitting on the opposite side of the table.

Articles that have been discussed include Article 27 *Daily Schedules*, Article 7 *Grievances*, Article 32 *Evaluations*, Article 36 *Teacher contracts* and adding *Supplements* from the compensation manual to an appendix of the contract. While negotiations have been professional and cordial, it is apparent by the bargaining teams' inability to reach agreement on a single article, that this will not be a quick process as there are major differences of opinions that need to be bridged.

Salaries have not yet been discussed. The District received an increase of forty seven cents per student from our gracious and generous Legislature. That comes to about forty seven thousand dollars for a District that employees approximately fifteen thousand employees. If there is money that can be moved toward raises, PCTA will need time to find it within the District's budget before salaries can be discussed.

It is the position of PCTA that the new law, which aimed at outlawing the annual contract protection won by PCTA and which is currently part of the contract set to expire in June of 2018, has missed its mark. The contract does not contradict the law. *"Annual contract teachers who receive a Summative Evaluation rating of Effective or Highly Effective on their current annual evaluation will be recommended by their principal and area superintendent for renewal of their annual contract for the following year."* It is our opinion that the School Board has not altered or limited its authority to award or not award an annual contract. The District, of course sees this differently but they need to understand that PCTA fought hard and long for this language and we do not intend to walk away without some type of job security for teachers.

Health Insurance

The Employee Well Being and Satisfaction committee (EWBS) met on Tuesday April 17, 2018. Although the District's Self-Insured model has been doing well and our premiums took care of all the medical expenses, the state required mandatory reserve is presenting a problem. To make up the difference, the District will be looking for a substantial increase.

The Unions, led by PCTA, have pushed for a carving out of the pharmaceuticals which oddly enough show an increase in the use of tension, hypertension, and anxiety medications (IMAGINE THAT!) to be sent out to bid. The District is accepting proposals from the 4 major medical health providers. PCTA also provided the District with information on a Health Care Broker company that has saved labor unions billions on their health care plans. As always, we are committed to keeping our health care costs affordable to all employees.

STRENGTH IN NUMBERS

PCTA – PESPA Standing Strong: 80 Years of Making a Difference Every Day!

PCTA

**Pinellas Classroom Teachers Association
650 Seminole Blvd, Largo, FL 33770**

First:		Last:		MI:
Worksite:		Subject:		Social Security #
Job Title:			Birth Date:	
Home #		Cell #		
Address:		City:		Zip:
Home Email:				
School Email:				
Reg. Voter: Yes / No		Race / Ethnicity:		Sex: M / F

PCTA- \$32.90 Bi-Weekly deduction

Member's Signature:		Date:
Referred by:		

PLEASE call 727-585-6518 any time there are changes in any of the information above. Signing this form authorizes the Association named above to make deductions for dues, assessments and contributions.

PAYROLL DEDUCTION: I hereby agree to pay, and authorize my employer to deduct the dues, assessments and contributions described above and as are certified by the Association to the School Board for each year thereafter from my salary and direct and authorize my employer to pay such amounts to the Association in accordance with payroll deduction procedures in effect: provided, however, I may cancel my membership and this authorization by providing 30 days written notice to the Association notifying it of such revocation as provided by law.

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