

# PCTA ACTION



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727-585-6518

November 6 , 2018

## ***Will I get a raise this year?***

Teachers have been patiently awaiting news about whether or not they will see a raise this year. Most have heard that PESPA settled on a 2.55% raise and their contract was approved in a ratification vote last week. After hearing about the state only providing a 47cent per student increase in funding, teachers are unsure what to think. We applaud our PESPA brothers and sisters for their efforts during a financially tight year.

The fact is that although funding was once again sparse this year, PCTA expects to be able to negotiate a raise for teachers. There are no guaranteed steps and each year the raises are negotiated and placed on a salary schedule that is more accurately a placement schedule. The reason we have been unable to settle on raises is because PCTA has heard the cries of teachers and we understand that, while money is always important, working conditions are a priority this year. Teachers are demoralized, overworked, and disrespected. We are losing teachers everyday and if we fail to draw a line in the sand now, public education as we know it will cease to exist.

The District will want to continue to make cowards of our administrators by submitting to a law that allows annual contract teachers to be non-renewed without just cause or due process. They claim the contract language we negotiated last year is now "outlawed" language. PCTA feels that job security is even more important to teachers than pay raises.

Also, the current workload has educators so stressed out that an analysis of our drug prescription utilization reveals that teachers are suffering from stress related symptoms. More is demanded of teachers while at the same time, the District wants teachers to have less uninterrupted planning. Adding to the stress is an evaluation system that seemingly makes it impossible to be highly effective and evaluates us on a workload that is beyond impossible to accomplish within the contract work day. Until we have some kind of assurances against evaluators that have demonstrated anomalies, such as not having rated a single teacher Highly Effective (including one school that jumped two letter grades) we will not be selling out for the allure of a raise that will certainly be less than you all deserve anyway.

The PCTA bargaining team is hopeful. There has been some good discussion at the table on topics like lesson plans, mandatory meetings and "strongly recommended" trainings. The District is seeing a unified teacher voice at the table expressing legitimate concerns. I believe the message is starting to sink in.

To answer the original question, "***Will I get a raise this year?***" the answer is yes, you will but we can not tell you how much you will get. The District will tell you that a raise decreases the longer we wait to settle. Our belief is that if we settle on money, we will never get the contract changes needed to improve teacher working conditions. So, we are confident in saying yes, you will get a raise but not until we are sure we have made sufficient gains in the contract that every teacher will feel some relief. It is during bargaining seasons that it becomes clear just how much "not yet members" hurt us. How much stronger would our voice be at the table if every teacher were part of their union? The next bargaining date is November 14<sup>th</sup> at the Administration building. These meetings are open to the public.

**ON THE BACK – MORE ON TENTATIVE AGREEMENT**

### **Agreement reached on Health Plans**

Everyone should already know about the change in health plan administrator from Humana to Aetna. Monday ended the open enrollment period for employees to sign up for coverage. If you did not register, you will be placed in a plan and coverage identical to what you now have under Humana and your beneficiaries and dependents will remain unchanged.

The Employee Well Being and Satisfaction Committee had input into this process and were very much in favor of this change in administrators. This is an opportunity for members to spread the news to “not yet members” that a strong union is important to them. Without a unified voice at the table, the District would pass on higher costs to its employees, and dependent coverage, which most Districts do not have, would become a thing of the past.

The lower overall pharmacy costs, the fact that there will be minimal disruption, greater access to primary physicians and not having to have referrals for specialists were very much attractors to the EWBS committee. We were also pleased with the Districts commitment to onsite support for employee assistance. We realize that health insurance increases are a reality across the nation and across industries, every year. This year an increase was inevitable but once again, EWBS was able to convince the District to pay the lion’s share of the \$5.8 million increase, with the District picking up close to \$5,000,000 of the increase while employees pick up the remaining \$822, 000. For an employee on an individual plan, that comes to \$2 per paycheck for an increase of \$40 for the year.

Pinellas offers one of the top benefit packages in the state. This is a good business practice that keeps us competitive with surrounding Districts, but it is safe to state that this is made possible, in a large part, by active Union participation. For more information on this, visit our website at [www.pcta-pespa.org](http://www.pcta-pespa.org).



## **PCTA MEMBERSHIP FORM**

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

First:		Last:		MI:
Worksite:		Hire Date:	Job Title:	
Home #	Cell #	Social Security #		
Address:		City:	Zip:	
Home Email:		School Email:		
Reg. Voter: Yes / No				

### **PCTA- \$33.90 Bi-Weekly deduction**

Member’s Signature:	Date:
Association Rep/Recruiter’s Name:	

*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, how- ever, 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.*

For office use only:

<input type="checkbox"/> <b>Access</b>	<input type="checkbox"/> <b>EXCEL</b>	<input type="checkbox"/> <b>DISTRICT</b>	<input type="checkbox"/> <b>IMS</b>
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