

# PESPA PRIDE

Pinellas Educational Support Professionals ♦ 650 Seminole Blvd ♦ Largo 33770

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[www.pcta-pespa.org](http://www.pcta-pespa.org)

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## Ratification Edition:

Below is a summary of everything that was modified in the tentative agreement reached between PESPA and Pinellas County Schools on October 4<sup>th</sup>, 2018. Please take a few moments to read them over before you vote. A full copy of the Tentative agreement can be found on our website: <http://www.pcta-pespa.org/contract2.php>. Two copies of the full agreement were also sent to each worksite. Check with your school's PESPA Rep if you would like to review a hard copy of the full agreement. If this agreement receives a majority yes vote from the support staff who are covered by it and is approved by the school board, then the salary increase and retroactive pay will be included in the November 30 paychecks. Voting should occur at each worksite on or before Tuesday October 30<sup>th</sup>, so stay tuned to communication from the PESPA Rep at your worksite. If your worksite, does not have a PESPA Rep, we are reaching out to the PCTA Rep or another volunteer to assist us at your worksite.

Note that changes are indicated as follows. Deleted items are in blue and struck through like this: ~~Deletion~~. Items that have been added are in red and underlined like this: Addition.

Here is a Summary of Changes (please refer to the full agreement to see all the changes):

- Appendix B: Proposed Non-Exempt Salary Schedule 2018/2019 Support Staff Hourly Rates: *All employees in job categories represented by PESPA will receive a 2.55% increase in their hourly rate for 2018-2019. This raise will be retroactive to July 1, so if the contract is ratified by the employees and approved by the board each employee will receive a back payment for all time worked in the 2018-2019 school year. Note that this raise does not apply to any time employees worked in summer programs, but does apply to any work done by employees who regularly work in the summer (i.e. 11 and 12 month employees). (See the draft of the new "Hourly Rate Schedule" which is included in this packet).*
- Healthcare: *The actual plan design of the Health Insurance is bargained each year, but does not appear in the contract. Back in August, we agreed to change our health plan administrator from Humana to Aetna. The Employee Well Being and Satisfaction Committee had input into this process and were very much in favor of this change in administrators. The lower overall pharmacy costs, the fact that there will be minimal disruption, greater access to primary physicians and no longer being required 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. (See the "Draft PCS 2019 Health Plan Renewal" which is included in this packet).*
- Whole Contract: *The whole contract was updated to replace the old Roman Numerals used to indicate Articles to standard numbers (i.e. Article I became Article 1, Article II became Article 2, and so on).*

- Article 1: *The definition of employee in Section B.2 was updated to clarify that any temporary employee who works full time for more than six months will become a regular employee and eligible for benefits and to join PESPA.*
- Article 2: *The last sentence in Section D was a repeat of the last Section in Section C, so we removed the redundant sentence.*
- Article 3: *The timeline for filling a grievance was changed to be consistent with the timeline in the Teacher's contract. This is in Section C. **Time Limits** and **Section D Procedure**. Thus, the time limit to file a level one grievance was increased from 20 to 30 days, the timeline to file a level two grievance was clarified to include what happens if there isn't a timely response to the level 1 grievance, and the timeline to file a level three grievance was increased from 15 days to 45 days.*
- Article 4: *Anti-bullying/harassment language was added as a new Section (D) in this article.*
- Article 5: *In Section A.1, the word available was deleted because it was not grammatically correct. A new section F was added to ensure that PESPA has the right to email employees and announce PESPA meetings and visits.*
- Article 15: *Language was added in Section 1 to clarify that support staff can take sick leave in ¼ hour (15 minute) increments. So if an employee only needs to miss 15 minutes at the end or beginning of a day to go to a doctor appointment, they only need to take the amount of time they actually need. A definition of Sick leave was added that better defines immediate family was added in Section A.1. Language giving members of the sick leave bank the ability to apply for bereavement leave if needed was also added.*
- Article 6: *This Article was updated to include Family Medical Leave (FMLA) which includes Maternity leave so the section on maternity leave was eliminated as it is now redundant. Extended leave was also updated so that if an employee needs to extend their FMLA leave or needs leave for a reason which does not qualify them for FMLA, they may apply for extended leave for up to one year.*
- Article 17 Salary Administration Procedures for PESPA Salary Schedules: *This Article was updated to reflect the new Salary Schedule which no longer has a Level A as referred to in Section A and clarifies that a temporary Assignment to a Higher Pay Grade has to be more than 10 days for the employee to be paid at the higher rate in Section D.3. Typically this occurs when a co-worker is on extended leave of some kind and was never meant to be utilized if an employee simply covers for a coworker who is on lunch or on short term sick leave.*
- Article 20 Deductions from Salary: *This article had unused and outdated language concerning how deductions for PESPA dues are handled between PESPA and the School District in B.4, so this subsection was removed.*
- Article 22 Duration of Agreement: *This Article was updated to show that the new contract will be in effect until 2021.*
- Appendix A PESPA Represented Non-Exempt Job Classifications: *This section covers all the Job Classifications which are covered by PESPA. New Job Classifications have been added and the list has been arranged by pay grade instead of alphabetically.*