

PESPA PRIDE

Pinellas Educational Support Professionals ♦ 650 Seminole Blvd ♦ Largo 33770

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www.pcta-pespa.org

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Bargaining

We began negotiations this year knowing that the state only increased Pinellas County Schools budget by about 1% and that health care costs had gone up again, but we were determined to increase the pay for all support staff and to make sure that increases in insurance costs did exceed the amount that anyone's pay went up this year. We know that everyone is doing more with less time and less help this year so we proposed several changes in pay grades, hours, and supplements including a bonus for support staff who work at turnaround schools.

While we were not able to get everything we proposed, we are proud to announce that the district and PESPA were able to come to an agreement that makes significant increases in salaries and increases the Bus Assistant Supplement while keeping health insurance changes to a minimum. The district also agreed to a full review of all job descriptions and pay grades for support staff starting this year. We will be able to use this review to begin updating job descriptions to reflect what support staff actually do and make sure that employees' pay accurately reflects their job duties.

Below is a summary of changes to the PESPA contract for 2017-2018. Your association Representative in your building received a copy of all the Tentative Agreements and they are also online on our website at www.PCTA-PESPA.org.

Salaries

For several years we have been working towards establishing a salary schedule for support staff that established regular raise amounts. In addition to that this year we wanted to raise the minimum amount each support person is paid. This year we accomplished both of these goals, by dropping the lowest pay level (A) for all pay grades and making raising each level so that each employee will experience a 3.25% pay raise and in order to achieve this we added a new pay level (P) so that those who are at the top of their pay grade can also receive a raise. For the first time in many years support staff in Pinellas county will receive a slightly higher percentage raise than teachers. Every support employee will move from their current pay level to the next level (i.e. A to B and B to C). For instance, a new Bilingual Assistant who was making \$10.11 per hour (D06A) will move to \$10.44 an hour (D06B) an increase of \$452.76 per school year for a full 7 hour per day position. A Paraprofessional with several years working in the district who was making \$12.92 (D07C) will move to \$13.34 (D07D) an increase of \$576.24 per school year for a full 7 hour per day position.

Health Insurance

The cost of Health Insurance went up again this year. The school district absorbed all of the increases last year, and this year we negotiated for them to pick up most of the increases (\$4.8 Million) and employees on each of

the plans will see only minor changes to the plans and small increases to their premiums per paycheck which will range from \$5 per paycheck on the Employee Only option on the CDHP plan to a maximum of \$13 on the Employee Plus Spouse option on the NPOS plan. These increases will be less than the amount which a full-time employee's pay will increase per paycheck. We also worked with the district to update Voluntary Supplemental Benefits and are pleased to report that rates for Life, Dental, and Disability Insurance will all either remain the same or decrease for 2018.

Bus Supplement

The Bus Assistant Supplement has not been increased for many years so we agreed to raise this from \$6.50 per day or \$3.25 per shift to \$7.00 per day or \$3.50 per shift. This change is in Article XVII.M.3: Bus Assistant Supplements and Guidelines

Article XVII

Salary Administration Procedures: We Because we eliminated Level A and added Level P to the Support Staff Salary Schedule "D" it was necessary to clean up Article XVII of our contract to reflect these changes we also removed old language from this section which was used to place everyone on the salary schedule back in 2015 when it was new.

Ratification

We are proud to recommend these updates to the PESPA contract for 2017-2018 and encourage you to vote yes on them. We are also very proud of our ten new bargaining team members who volunteered their time and expertise to making the voices of support staff heard.

You will be hearing from your Association Representative with details about when and where to vote at your worksite soon. All voting should occur on or before October 3rd and be back in our office before 5pm on October 3rd. If you have questions, please don't hesitate to contact your Association Representative or call our office at (727) 585-6518.