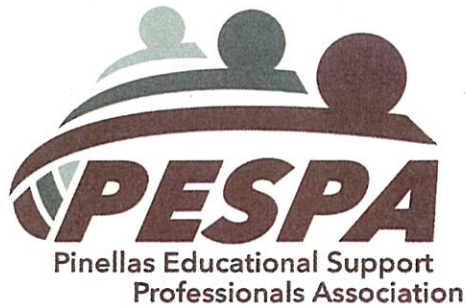


**Things you would probably lose if your  
PESPA and PCS Collective Bargaining Agreement was gone.**

- 80-20% split on health insurance
- Family and spouse health insurance
- Collective salary bargaining
- Voluntary transfer at any point during the year
- Involuntary transfer procedures
- Extra pay for subbing classes
- Due process
- Mandatory breaks
- Duty free lunch
- Certificates of Distinction I and II
- Right to refuse to administer medicine
- Terminal pay increase
- Evaluation procedure with protections
- Comp time
- Pay for riding the bus

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## Things you would probably lose if your PESPA and PCS Collective Bargaining Agreement was gone.

- **80-20% split on health insurance**

Article 18 Fringe Benefits. The Board will pay approximately 80% of the annual health insurance premium for the duration of this Agreement. This is bargained every year. Every year the district tries to change this percentage. Your cost would increase substantially if this changed. This is a huge cost to the district.
- **Family and spouse health insurance**

Article 18 Fringe Benefits. Pinellas is one of only a few counties left in Florida with family health coverage. It is very costly and is something the district regularly targets every bargaining cycle. PESPA believes if we take care of other people's children, we should take care of our members' children.
- **Collective salary bargaining**

Every year, the district comes to bargaining with a salary proposal. It is always far below what we believe our members deserve. Because of PESPA, almost all our members were at \$15 an hour before it became law. We made sure that those already above \$15 received an equitable raise. PESPA has also prevented increases in insurance plan costs. Article 2 Bargaining Procedures
- **Voluntary transfer at any point during the year**

Article 7 Voluntary Transfers and Promotions. PCS must post openings to qualified in-house employees. You start your new position within 15 days of accepting. You are given TDE time for interviews if they fall within your working day. And more!
- **Involuntary transfer procedures**

Article 8 Involuntary Transfers and Reassignments. (displacement) You must be given a reason in a meeting. You may have representation at this meeting. You have the chance to request open positions in order of your preference. You may apply to any job for which you are qualified.

- **Extra pay for subbing classes**  
 Article 9 Employment Procedures. If you have the required qualifications for substitute teaching in PCS, you may sub and earn 1 ½ times your regular salary. This is a cost to the district and something they choose not to continue. You can also refuse to substitute when asked. If this contract disappeared, you could be told you will sub without extra compensation.
  
- **Due process**  
 Florida is a Right to Work state which means unless you have a contract, anyone can be fired at any time for any reason. In your contract you have Article 9 Employment Procedures outlines steps to be taken in disciplinary situations. It also allows you representation at disciplinary meetings.
  
- **Mandatory breaks**  
 Article 10 Employee Work Schedule. The hours for difference classifications of jobs are spelled out clearly. This includes a paid fifteen (15) minute rest period during each three and one half (3½) hours of work. The break would not be at the beginning or end of the workday unless previously agreed to by both parties.
  
- **Duty free lunch**  
 Article 10 Employee Work Schedule. You get a duty-free lunch is you work over 6 hours.
  
- **Certificates of Distinction I and II**  
 Article 12 Professional Development. Admins should work with members at the site work site to determine what Pro Ed would be valuable. PESPA has worked to have many more choices and opportunities for members. Certificates of Distinction were written by PESPA as a way of recognizing the professionalism of support staff. Earning CoD I earns you \$275. Earning CoD earns you \$300 for a total of \$575 each year. PESPA bargained and got these amounts increased just last year. Because these carry a monetary cost to PCS, it will probable they will be discontinued without a contract.
  
- **Right to refuse to administer medicine**  
 Article 12 Professional Development. To administer medication to students, there are training requirements put in place to protect you. You also have the right to refuse to administer medications if you don't feel comfortable doing so.