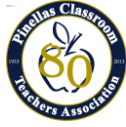


# PCTA ACTION



VOLUME 47 Number 12

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

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January 25, 2019

## *Faculty Rep Counsel Endorses Tentative Agreement*

The PCTA Faculty Rep Counsel met last night to review the Tentative Agreement which will be presented to the bargaining unit on February 5, 2019 for a vote on whether or not to ratify the agreement. The Reps reviewed the agreement and asked questions about the proposed changes to the contract. Comments by the reps, on the proposed changes to the contract, were positive. Upon reviewing the entire agreement, the reps voted unanimously to recommend ratification to the bargaining unit.

The Faculty Rep Council's endorsement can mean all the difference when it comes to ratifying a new contract. You will remember that three years ago, the Faculty Rep Council's recommendation to not ratify resonated throughout the bargaining unit leading to the tentative agreement being rejected and eventually, renegotiated.

The reps that were in attendance were provided with all the voting materials needed to conduct elections at their schools on February 5<sup>th</sup>. Those not in attendance will receive the materials in the PONY. I encourage everyone to vote, members and non-members. When only a small percentage of folks vote, the District may get the impression that educators are not really interested in the contract or their raises. When the bargaining unit cast votes in mass, it sends the opposite message; that we care about our right to a contract, working conditions, salary and benefits. It gives PCTA a psychological edge the next time we go to the bargaining table.

I also encourage bargaining unit members to carefully review the contract changes. There are a great many small changes that should have a cumulative effect of relieving some of the stress educators have had to endure. There are also a few contract changes that educators may feel benefit them greatly, including new language on lesson plans.

If the contract is ratified on February 5<sup>th</sup>, the next step is for the School Board to vote to approve it on the February 12, 2019 School Board meeting agenda. If approved, raises and retro pay can be expected in the first paycheck in March and we will have a new contract for the next three years. Wages and Benefits are negotiated annually.

**There is strength in Solidarity!**