

PCTA ACTION



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We have a new contract

Yesterday, the Pinellas County School Board voted, unanimously to approve and accept the Tentative Agreement negotiated by the bargaining teams representing the Pinellas Classroom Teachers Association and the Pinellas County School Board. This agreement passed a ratification vote by the bargaining unit on February 5, 2019. The agreement will go to print as the new three year contract for 2018-2021.

Arriving at a new three year agreement required a long and sometimes trying process. PCTA members were invited to come to those initial meetings as we prepared our priorities and many answered the call. We attempt to have as much representation on the bargaining committee from different grade levels, subject areas, and job classifications as possible as only members truly understand the job they do and what is asked of them every day. Early in the process, it became apparent that current working conditions were beyond any acceptable levels of stress. From our first meeting with the District, PCTA stayed true to that course that placed working conditions as our priority. To this end, I believe the PCTA bargaining team was successful at convincing the District that changes were necessary.

The new contract will have changes, of varying degrees, to 35 articles, including brand new articles on lesson plans and Specialized Clinical Services. Additional funds were negotiated to increase many of the supplements in the compensation manual which will now become part of the new contract as an appendix.

Before the Tentative Agreement was presented to the bargaining unit for ratification, it received unanimous approval from the PCTA Executive Board and the PCTA Faculty Rep Council. PCTA recognizes that it was the support of the people we represent that made this agreement possible. Had educators not been patient and supportive, waiting to receive their raises, we would not have been able to push back at the bargaining table. All members of the bargaining unit can expect their retro pay and increases in their first March paycheck.

No District chooses to spend more on their employees than they receive from the state if there were no one at the table to bring the perspective of employees.. The Tentative Agreement includes an increase on the salary schedule of approximately \$8.2 million dollars as well as nearly \$5 million dollars in insurance increases and a \$1.9 million dollar increase to the District's Florida Retirement System contribution. Obviously, the 47 cents per student the District received from the state was beyond inadequate and we will need a unified and strong voice if we are to make Tallahassee lawmakers hear us. Please, speak to your non-union colleagues and enlist them in the battle to save Public Education for our students, educators and our country.

There is Strength in Solidarity