



The VOICE Bargaining Edition

Editor: Maureen Sinnott
371 East Midway Road
Ft. Pierce, FL 34982

Update on Bargaining Issues for 2017



The Bargaining Update below is prepared for your information by the CTA/CU Bargaining Team and Chief Negotiator David Freeland.

This year, our entire contract is up for renegotiation, called “full book” negotiations so we are meeting with the district regularly to “clean-up” both the CTA and CU contracts. Our current contract expires on June 30, 2017. The new contracts, when ratified, will run from July 1, 2017—June 30, 2020.

Compensation and Insurance

As we enter the new-year and enter a new insurance year it seems like a good time to report what is being discussed.

The Compensation & Insurance Subcommittee (CIS) met in December and talked about the district’s financial picture, the upcoming FL Legislative Session, and the outlook for 2017 and beyond. The District reiterated their interest in looking at options for offering a third insurance plan choice for employees. The Union again shared concerns about offering a less expensive plan that essentially provided no coverage because the deductibles and out-of-pocket costs would be so high. Our bargaining survey clearly showed us that our members agree with us, and are looking for more affordable *family coverage*. However, we agreed to have the insurance consultants bring us some options for other plans that could be offered at our next meeting in January.

Because of the unknowns about the national continuation of the Affordable Care Act, we will continue to work to negotiate insurance that is

as affordable as possible AND offers employees the opportunity to be able to use their insurance when they need it.

Supplements

Although technically part of CIS, supplements are a big part of our current focus. In addition to proposing several new supplements for Career/Technical Education teachers who sponsor competitive/club activities, we also are proposing bringing some equity to existing supplements such as Student Council, Sideline Cheerleading, and HO-SA.

In addition, both the Union and the District are committed to bringing the supplement base UP, and finally restoring what was cut a number of years ago.

Transfer of Job Experience

Currently, CU employees who transfer from one position in the district to another may not get credit for their time worked in the school district and can potentially make *less money* even when transferring to a position of equal or higher ranking. We have proposed that the district value employees’ time WITH the district as important job experience, regardless of the duties performed, over outside experience in another agency. So far, the district hasn’t been receptive to the argument that the “institutional knowledge” brought to a position by a current employee is equal to or even more important to job skill knowledge brought in from some

other private sector job. This is a big one for us, and impacts many of our current employees who have unfortunately been shocked to learn that their 10 years of experience as a health aide DOES NOT earn them experience on the salary schedule when they transfer to a school clerk position, for example.

Bereavement and Other Leave

We have proposed adding actual bereavement leave, that doesn’t count as sick leave, to the contract for all employees. Currently, when you are out for a death in the family, you must use a sick day.

In addition, we have proposed increasing the number of personal days for all employees to 6 from 5. Many other districts in the state have this benefit.

Written Schedule for Breaks

We have proposed a written schedule for breaks to be provided to all employees entitled to them (CU) by one week into the work year, along with the restriction that breaks cannot be scheduled during the first 15 minutes or last 15 minutes of the work day. Classrooms where breaks and lunch must be scheduled for student coverage (ESE self-contained) must have a written schedule provided to the staff and created in collaboration with the teacher by the end of the 5th day of school. The schedule will also include a scheduled time for the teacher’s planning and lunch. Continued on page 2

St. Lucie Classroom Teachers'
Association and Classified Unit

371 E. Midway Road
Ft. Pierce, FL 34982
Office: 772-464-6430 Fax: 772-464-7446
<http://www.stluciateachers.com>
E-mail: info@stluciateachers.com OR
Vicki.Rodriguez@floridaea.org
Christine.Hill@floridaea.org
Lucy.Bravo@floridaea.org
Barbara.Ziegler@floridaea.org
Maureen.Sinnott@floridaea.org

CTA/CU Executive Board

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Pamela Jenkins, Executive Board CU: *SLWCH*
Alan Mathison, CTA Executive Board: *LPA*
Aurea Justo, CTA Executive Board: *FLN*

Union Staff

Maureen Sinnott, Member Support Specialist
Lucy Bravo, Organizing & Communication Specialist
Barbara Ziegler, Office Manager

Bargaining Update Continued

Additional Areas of Bargaining

Additional areas of the contract being addressed with proposals include

- ◆ defining the role of a teacher on special assignment
- ◆ increasing the amount CU employees receiving for subbing in classrooms
- ◆ requirements for notifications when an unpaid leave will result in a change in contractual pay and an explanation of the new pay amount.
- ◆ limiting the number of students one teacher can be responsible for in a common area
- ◆ ensuring bus aides have access to IEP's and behavior plans for all of their students, not just those who are considered "medically fragile."
- ◆ ensuring that teachers with primary educational responsibility for students can attend meetings when IEP, 504, and behavior plans are written.
- ◆ Requiring the district to follow best practices for inclusion classrooms, as outlined by the Florida Inclusion Network.

And more. Please follow us on FB, IG, Twitter, and read union emails to stay in "the know" about bargaining issues.



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