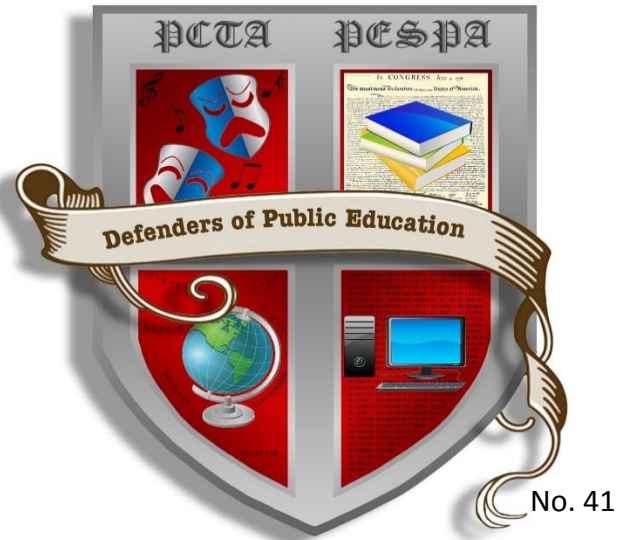


The President's

Solidarity Report



No. 41

In this Issue: The Big Picture, Teacher Salaries (if ratified), Strength – Unity – Solidarity, Teacher Lead Money, The Ratification Process,

NEXT SCHOOL BOARD MEETING IS SEPTEMBER 12, 2017 at 5:00

The Big Picture

Three years ago I was elected President of the Pinellas Classroom Teachers Association. Words cannot adequately express the honor and privilege that I feel at being elected to this position and so I allow my actions to speak for me. PCTA enjoys a respect from our counterparts at the Administration building that has not been present since the death of our beloved Jade Moore. Where Jade earned respect through his knowledge, wisdom and diplomacy, I took a bit more aggressive approach. I spoke my mind without fear of offending and I fought the battles I felt were the battles that needed to be fought using a tenacious attitude and without fear of the eventual outcome. You see, I can accept losing, but I will never accept not fighting because of fear of losing or not giving a worthy struggle the absolute best I have to give.

Teachers and other bargaining unit members sometimes have a hard time seeing the big picture because of the time and dedication they put into their small piece of the puzzle we call the Pinellas School District. That is why they choose a President to lead their Union. The President is tasked with doing the very best they can do for the bargaining unit, our profession and the students we serve.

Currently we have a tentative agreement on salaries that you will all be asked to vote on. On this schedule, everyone receives a wage increase. The grandfather schedule has steps that have

increased to \$1,000 from \$800 and up to \$1,650. The goal is to eventually have every step at the \$1,650 level. This may take years to achieve but we have been moving the lowest step up each of the past three years. Our performance schedule gives raises from \$1,238 to \$1,651. The law prevents teachers on the performance schedule from receiving a raise if they are not effective. This should anger us all and PCTA really came through by getting these folks, who would have been left out in the cold if not for their union, a \$408 cost of living adjustment (cola). With the referendum increase, no teacher will see less than a \$585 wage increase.

How did PCTA manage to squeeze out \$14,000,000 in raises and additional premium increases from a District that only received \$6,500,000 from the state? For the second year in a row PCTA delivered an increased step raise, increases to supplements and convinced the District to pick up the majority of the insurance increases. The reason is because we bargain with the big picture in mind.

We knew what we wanted but the District comes to the table with their own priorities. They want to remain competitive and to raise the starting salary to \$43,000. The PCTA bargaining team knew that teachers in the middle years would feel slighted because new hires would be making only a few thousand dollars less than them. It may be a legitimate concern but in the past three years, those teachers did receive a raise each year. In fact, in that time, PCTA has been able to add a 9% increase to the salary schedule's value.

We were able to convince the District to spend more than they wanted to in order to get what they wanted. Would anyone be happier to know we turned down \$14,000,000 and demanded to bargain for the original \$6,500,000 as long as they did not raise the starting salary? Raising the starting salary will help us get better raises in the coming years. Raising the starting salary helps our profession, District, and our students. This year, raising the starting salary gave us the ability to get everyone a raise. Looking at the big picture, this is a good thing.

I accepted this job understanding that I will never be able to please everyone but it has not dulled my desire to do just that. Sometimes we have to look at the big picture and to see that the right decisions were made and that your union is doing right by you. Sometimes, if you only want to look at your small piece of the puzzle, you should stick to that and worry about if you got a raise, and spend less time worrying about what others make. We should all celebrate the fact that in the past two years, our union has been able to bargain \$28,000,000 from the District at a time when public education is being starved in favor of charter schools.

Union members should defend their union and its victories, but in order to do that, you have to look at the "Big Picture".

In Solidarity,

Mike

TEACHER SALARIES (2017-2018 if ratified)

Sample Teacher Salary Schedule 2017-18						
Years	2016/17 Level 1	2016/17	2016/17 Basic	2017/18 Referendum	2017/18 Base W/ Ref	2017/18 Bachelor with increase
	Basic	Referendum	W/REF	Increase	Before Raise	
0	37,328	3,827	41,155	177	41,332	\$ 43,000
1	37,434	3,827	41,261	177	41,438	\$ 43,000
2	37,434	3,827	41,261	177	41,438	\$ 43,000
3	37,434	3,827	41,261	177	41,438	\$ 43,000
4	37,434	3,827	41,261	177	41,438	\$ 43,000
5	38,684	3,827	42,511	177	42,688	\$ 43,000
6	39,484	3,827	43,311	177	43,488	\$ 43,688 \$ 1,000
7	39,784	3,827	43,611	177	43,788	\$ 44,488
8	39,934	3,827	43,761	177	43,938	\$ 44,788
9	40,328	3,827	44,155	177	44,332	\$ 44,938 \$ 1,000
10	41,128	3,827	44,955	177	45,132	\$ 45,332
11	41,488	3,827	45,315	177	45,492	\$ 46,132
12	41,851	3,827	45,678	177	45,855	\$ 46,492 \$ 1,000
13	42,218	3,827	46,045	177	46,222	\$ 46,855
14	42,628	3,827	46,455	177	46,632	\$ 47,222
15	43,128	3,827	46,955	177	47,132	\$ 47,632 \$ 1,000
16	43,578	3,827	47,405	177	47,582	\$ 48,132
17	44,078	3,827	47,905	177	48,082	\$ 48,582 \$ 1,000
18	44,750	3,827	48,577	177	48,754	\$ 49,082
19	45,575	3,827	49,402	177	49,579	\$ 49,754
20	46,284	3,827	50,111	177	50,288	\$ 50,579 \$ 1,000
21	47,384	3,827	51,211	177	51,388	\$ 51,388 \$ 1,100
22	49,034	3,827	52,861	177	53,038	\$ 53,038 \$ 1,650
23	50,684	3,827	54,511	177	54,688	\$ 54,688
24	52,334	3,827	56,161	177	56,338	\$ 56,338 \$ 1,650
25	53,984	3,827	57,811	177	57,988	\$ 57,988
26	55,634	3,827	59,461	177	59,638	\$ 59,638
27	57,284	3,827	61,111	177	61,288	\$ 61,288 \$ 1,650
28	59,134	3,827	62,961	177	63,138	\$ 62,938
29	60,584	3,827	64,411	177	64,588	\$ 64,788
30	61,384	3,827	65,211	177	65,388	\$ 65,588 \$ 1,000
31	61,884	3,827	65,711	177	65,888	\$ 66,388 \$ 1,000
						\$ 66,888 \$ 1,000
		SUPPLEMENTS: \$166,000				
		TEACHERS ON PERFORMANCE SCHEDULE:				
Advanced Degree Supplement					Highly Eff - \$ 1,651	
plus 15	\$800	Doctorite	\$4,500		Effective - \$ 1,238	
Masters	\$2,180				NI/Dev/U - \$ 408 + \$177 = \$ 585	
Specialist	\$3,350					

STENGTH, UNITY, SOLIDARITY

As a member of the **Pinellas Classroom Teachers Association** you join 3,800 of your colleagues in an organization that is shaping our profession.

Through **Solidarity, Unity and Strength** of our membership, **PCTA:**

- Is a leader in our schools and community for Public Education issues.
- Fights to improve working conditions and pay for the teachers and educational support professionals in Pinellas.
- Provides top notch professional development and training for our members.
- Communicates regularly with our membership
- Stands for high quality Public Schools.

Additionally, when you join **PCTA**, you will receive many benefits from our local office and our state and national affiliates such as:

- Discount auto insurance
- Discount movie tickets and theme park passes
- Discount legal services
- And much, much more

In Florida you have a choice to make; you can unite with your colleagues as we make our Public Schools the best they can be or you can stand alone.

Ask someone to join today and make our voice even stronger!

We are the Defenders of Public Education and We Stand Together so You don't Stand Alone!

PCTA office number: 727-585-6518

Website: www.pcta-pespa.org

TEACHER LEAD MONEY

Teachers will be paid lead money along with their 9/15 or 9/29 paycheck. It has to be paid by September 30th per statute. We don't have the final amount calculated at this point since it depends on the count of eligible PCS and charter school "classroom" teachers. We will get an accurate count at the beginning of September. Based on last year's count, PCTA estimates the amount per teacher to be approximately \$250.

Teachers will need to keep all receipts, make copies to keep and turn in the originals to the school bookkeeper at the end of the school year.

Chapter 1012.71, F. S. says that funds are for “classroom teachers to purchase, on behalf of the school district or charter school, classroom materials and supplies for the public school students assigned to them and may not be used to purchase equipment. The funds appropriated shall be used to supplement the materials and supplies otherwise available to classroom teachers. ”

Items that are not allowable:

*Equipment (high-priced items over \$50, computers, printers, copiers, scanners, fax machines, furniture, shelving, rugs, etc.). Electronic pencil sharpeners are allowable, but they must be under the \$50 limit.

*Items used as a behavior reward, such as candy and trinkets. **(We received clarification on these items from DOE. In the past, the district has allowed these. Going forward these items are not allowable).**

*Services

*Computer software, apps or applications, or subscriptions

*Training or travel

*Special Note: Food items are only allowed in rare circumstances. They **can** only be purchased if they have instructional value or enhance learning. If food items are purchased, you must attach a note to the receipt explaining when and how the food items were used to enhance classroom learning. A copy of the lesson plan must also be attached to the receipt.

THE RATIFICATION PROCESS

A tentative Agreement has been signed on pay raises, health insurance and working conditions for the 2017-2018 School year, between the District and PCTA bargaining teams. This Thursday, the agreement will be presented to the PCTA Executive Board. They will decide if the agreement should be brought to the PCTA Faculty Rep Council for acceptance on Thursday September 21. If it is the will of the Rep Council, the agreement will go to a ratification vote by the entire bargaining unit. Every member of the bargaining unit will have an opportunity to vote their conscience as to whether the agreement will be accepted or not, members and non-union members are eligible to vote.

Should the agreement be ratified by the bargaining unit, it will be presented to the School Board for approval at the October 10th, 2017 School Board Meeting.

PCTA represents all teachers at the bargaining table. This would be a good time to ask non-members if they think it might be in their best interest to have the strongest possible voice at the bargaining table.

Next School Board Meeting is September 12, 2017 at 5:00. Please plan on having at least two people from your school attend, wear red, and possibly speak. We will be sending out a common message by e-mail or you can speak about what is happening at your school.