



ESP Collective Bargaining 2021-22

Frequently Asked Questions



TA & Ratification

What is a Tentative Agreement (TA)?

- ✓ TA means both parties, the union and the district, have reached an agreement on the issues negotiated during the collective bargaining session. The agreements are tentative until employees and the school board vote to adopt the contract or not. (see attached TA's) The vote is called Ratification.

What is Ratification?

- ✓ Ratification is a voting procedure governed by Florida law. Once there is a tentative agreement, the employer and the employees must vote to adopt or reject the entire contract including the new tentative agreements reached during collective bargaining.

When will the Ratification Vote take place?

- ✓ We are in the process of scheduling a ratification vote in the next 3 to 4 weeks. We have requested a waiver of the paper voting requirements to vote electronically.

Who can vote during Ratification?

- ✓ All employees in the bargaining unit are eligible to vote, not just union members. Individuals will vote to either ratify or reject the contract in its entirety.

Salaries

Why is there a dollar amount and a percentage for my salary increase?

- ✓ The dollar amount is how much your hourly wage will go up. The percentage is the amount your current salary increases by after the dollar amount is added.

How do I find out how much my new salary will be?

1. Look at your most recent paystub. (see SCPS Understanding Paycheck)
 2. Under the HOURS AND EARNINGS section look for "Regular Earnings."
 3. To the right of Regular Earnings, you will see "Rate." This number is your current hourly wage.
 4. Add \$1 or \$2 (depending on your unit) to this amount to find your new hourly rate.
 5. Take your new hourly rate and multiply it by your annual hours to get your new annual salary.
- ✓ "Annual hours" can be found by looking at the salary schedules in the back of the 20/21 union contracts or at the bottom of your Job Description. SCPS Job Descriptions can



ESP Collective Bargaining 2021-22

Frequently Asked Questions

be found at the following link: <https://www.scps.k12.fl.us/district/departments/human-resources/general-employment-info/job-descriptions.stml>

If you are unable to figure out your new salary, email Seminole.uniserv@floridaca.org and ask us to figure it for you privately. Please include your full name and union/job.

When will I receive my back (retro) pay?

✓ You will not receive back pay until ratification is complete. Once the employees and the school district ratify the contract, we will coordinate with SCPS to determine when you can expect your new pay. March 2022 is an approximate time frame.

Why did the other units get a higher amount than my unit?

✓ There are several reasons why the salary amounts are different for each unit. The main reason is the size of each unit. The larger the unit, the higher the cost to the district

✓ This was also the first year the units decided to bargain salaries separately. Traditionally, Instructional and Non-Instructional raises were the same (see Compensation History). Finally, SCSBDA, as a unit, received a higher dollar amount than SECA & NIPSCO. This is primarily due to the extreme driver shortage, smaller unit size, the need to attract new drivers, and comparable wages of other employers.

Unit	Employees	Union Members
SEA	4,579	2274
SECA	1,077	218
NIPSCO	683	174
SCSBDA	385	232

Is this the highest wage increase we have gotten?

✓ Since 2008 the average salary increase for ESP's has been 1.7%, with the highest being 3.0% in 13/14 and 19/20. This year the lowest average increase is 4.57% (not including the supplement), and the highest average is 12.15%. (see Compensation History)

I thought we were going back to steps; why didn't we?

✓ The district and your bargaining teams were aligned on returning to a pure step schedule throughout the salary negotiations. However, despite the district and bargaining teams' best efforts, we could not reach a step schedule that satisfied both parties. At the moment, the parties are still aligned on returning to a step schedule and have verbally agreed to continue the discussion. Steps are still a priority for your unit.



ESP Collective Bargaining 2021-22 Frequently Asked Questions

Does a former employee who left their position last week qualify for the retro pay?

- ✓ No. You must be a current employee to receive the retro pay from July 1, 2021.

Experience Supplement

What is an Experience Supplement?

- ✓ An Experience Supplement is additional financial compensation for years' experience as an employee of SCPS. The supplement will factor into FRS for the 21/22 school year.

Do my years as an employee of another school district count towards my supplement amount?

- ✓ No. The only years that count towards the supplement are the years you have been employed within SCPS.
- ✓ FYI: The Instructionals (SEA) can bring up to 10 years of previous experience, per their agreement.

Does "One-Time Supplement" mean a Bonus?

- ✓ No. Supplements count towards your average salary for retirement. Bonuses do not count toward retirement.