

A Note from the SEA President – January 12, 2022



SEA and SCPS reach Tentative Agreement

Dear Seminole Teachers,

Last night, January 11, 2022, the SEA and SCPS came to a tentative agreement on compensation and contract language for the 2021-2022 school year. This session seemed to go on forever – it was the longest bargaining session I have experienced in the last 11 years – it began in April 2021.

Before I provide the details of the agreement, I feel that it is important that the SEA Bargaining Team be recognized. The team consists of, Brian Spoon, Thomas Bugos, Judy Ngying, Kim Dansereau, Nan James, and Sandra Maldonado Ross. These teachers give 60-70 hours of their time each session, without compensation, to plan and bargain for our teachers. Most have been doing this for over the past 10 years. Although I frequently take all of the credit for their hard work, it is important that their hard work be recognized by all teachers. Additionally, it is important to recognize our UniServ staff who support and work with the SEA Bargaining Team. Chardo Richardson, UniServ Executive Director is the SEA's Chief Negotiator - a talented communicator and incredible resource regarding the everchanging education statutes. UniServ Directors Sue Carson and Arnold Grace spend long hours not only with SEA's bargaining team, but hours with the three non-instructional associations. These dedicated educators are true union and I am proud to have the opportunity to work with them.

In summary, the SEA and SCPS agreed to the following:

Compensation

1 - Performance Pay

Highly Effective:	\$304.27
Effective:	\$248.95
Grandfathered:	\$248.95

2 - TSIA

Brings SCPS starting salary from \$46,300 to \$46,800. The district put in \$1.9 million to bring starting base pay to \$47,500

3 - Longevity Supplement

10-14 years -	\$750
15-19 years -	\$1700
20-25 years -	\$2200
25-29 years -	\$2700
30+ years -	\$3200

Please Note:

The SEA asked that these Longevity Supplements be a fixed expense on the district's budget each year (our CBA allows us to bargain this each year). On November 17, 2021, the district was open to the longevity supplement, but not our dollar amounts. The district countered the above proposal with a \$1.6 million counter. The district stated this was the final offer they would make – that they will not go higher than this amount.

Last night (Jan. 12, 2022) the district showed a change of heart and agreed to the SEA's longevity supplement amounts (above) but not as a fixed expense. The SEA asked for a three-year commitment on these supplements. The district stated that they would only agree to a one-year commitment at this point, but they agreed to open this again at the next bargaining session – which will begin in March 2022.

The SEA Bargaining team voted to agree to the district's final counter as it would get money to our teachers now instead of risking impasse. We will be back in 60 days.

As I chronically state that SCPS does not value its teachers, I must tell all teachers that on November 17, 2021, the district said they were willing to go **as high as \$4.7 million** and no higher. Below, you can see that **the district agreed to put in an additional \$3.6 million.**

The cost to the district for this is **\$1.3 million**
The cost to the district for this is **\$1.9 million**
The cost to the district for this supplement is **\$5.2 million.**

Cost to district - \$8.3 million

Contract Language

The SEA and SCPS have tentatively agreed to contract language in the following Articles:

Article II	Definitions
Article III	Teacher protection and Academic Freedom
Article IV	Pre-plan, payroll deductions, sexual orientation protection
Article V	Class Size
Article X	Elementary planning block and student make-up days
Article XI	Student discipline
Article XVI	Sick leave transfer
Article XXXIV	Working Conditions – Treating teachers professionally
Appendix B	Stipend increases – Volleyball Coaches, Dance Coaches, Audiologists
Appendix G	CTSO Stipend

Detailed changes on these Articles will be available tomorrow.

The next step – Information campaign for all members of our unit and ratification vote. Many more details to come.

Teachers, I strongly feel that there is more money available to compensate our teachers. Agreement was not reached easily but as we are so close to beginning our next bargaining session, agreement made more sense than impasse as the district is willing to reopen stipends and compensation, and the bargaining team wanted our teachers to get money sooner than later.

Clearly, all of you deserve more, and we will continue to find more money for you.

Peace,



Dan Smith
President
Seminole Education Association