

# TENTATIVE AGREEMENTS RECOMMENDED FOR RATIFICATION

## SUMMARY:

Dear Educational Support Personnel/Secretaries,

For the 3<sup>rd</sup> time this school year we are bringing changes to you for your consideration and vote. PEA has been working diligently on your behalf. All three groups - employees covered by the Teacher, Paraeducator, and ESP collective bargaining agreements - will vote on their contract changes. Your PEA bargaining team is recommending acceptance of these changes.

In solidarity,

Marianne

## RECOMMENDATION:

**Your bargaining team is recommending ratification of the tentative agreements.**

## KEY:

- **summary written in blue or red** outlines how the changes affect the contract. Items in **red** may be of special interest when you are reviewing the language.
- ~~Stricken language is being removed.~~
- Underlined language is being added.

The tentative agreements and full contracts are also available on the PEA website ([www.polkea.org](http://www.polkea.org)) select BARGAINING. Please take the time to thoroughly review and understand all the proposed changes. If you have any questions, please consult your PEA building rep, any member of your bargaining team, or simply call (533-0908) or e-mail ([polk@floridaea.org](mailto:polk@floridaea.org)) the PEA office for assistance.

## RATIFICATION VOTE:

- March 29<sup>th</sup> & 30<sup>th</sup> - Ballots will be placed in the Courier
- April 2<sup>nd</sup> – Anyone not receiving a ballot should contact the PEA Office
- April 9<sup>th</sup> – Ballots must be received at the PEA Office no later than 5:00 PM to be counted. Counting will begin promptly at 5:00 PM and anyone may observe.

Ballots must be placed in the courier no later than the morning pickup on Friday, April 6<sup>th</sup>. If you choose not to use the courier, you may send the ballot by US Mail (**don't forget the stamp**) or hand deliver it to the PEA Office.

# Union Proposed Changes to ESP Contract

## Summary of Changes:

- Extends the effective date of your collective bargaining agreement (contract) through June 30, 2012, the same as for teachers.

### ARTICLE XX. TERM OF CONTRACT:

The terms and conditions of this contract shall become effective as of ~~January 1, 2010~~ July 1, 2011.

This Collective Bargaining Agreement shall remain in full force and effect through June 30, ~~2012~~ 2014, unless agreement is reached before that date. The parties agree that negotiations will continue on an ongoing basis in a collaborative, interest based approach to resolve problems, with salaries negotiated annually.

The Board and the Association agree to comply with the PERC notification requirements annually.

This Agreement shall not be extended orally.

POLK EDUCATION ASSOCIATION, INC.

THE SCHOOL BOARD OF POLK COUNTY, FL

By \_\_\_\_\_  
President

By \_\_\_\_\_  
School Board Chairman

By \_\_\_\_\_  
Superintendent

By \_\_\_\_\_  
Director Employee Relations

## Appendix E

### Summary of Changes:

- The transfer form was updated to include your SAP number and to become an electronic form which can be completed online.

## Non-Instructional Transfer Request Form

### Educational Support Personnel

Polk County Public Schools

**Name:** Click here to enter text.

**SAP #:** Click here to enter text.

**Date:** Click here to enter text.

**Present Position:** Click here to enter text.

**Location:** Click here to enter text.

**I request the following transfer:** Click here to enter text.

**Reason for request:** Click here to enter text.

**I understand that if a transfer is possible I will be given every consideration.**

\_\_\_\_\_  
Signature

Distribution:

1 copy to Assistant Superintendent

1 copy to employee

### Disposition of Request

\_\_\_\_\_  
\_\_\_\_\_  
Date: \_\_\_\_\_ Principal \_\_\_\_\_

Date: \_\_\_\_\_ Assistant Superintendent \_\_\_\_\_

This form will be kept on file for one year.