



2018-2019 ESP Tentative Agreement

WHAT A “YES” VOTE MEANS

- Subject to School Board ratification, we have an agreement on the 2018-2019 reopener of the ESP CBA that includes:
 - 2% retroactive across-the-board base salary increase, which you will see in your paychecks by the end of the school year and will remain in place going forward.
 - An additional 3.5% increase through a referendum supplement that will be effective on the date of your first paycheck of the 2019-2020 school year.
 - The same percentage of referendum funding will be made available for the BTU ESP unit for each of the four years of the referendum. Specific distribution of the specified referendum amount will be negotiated each year.

WHAT A “NO” VOTE MEANS

- We don't have an agreement on the 2018-2019 reopener of the ESP CBA—the contract remains status quo and we must go back to the table and begin negotiations over again.
- If we don't reach an agreement at the table, we must proceed with the impasse procedure as required by Florida law.
 - Pursuant to the impasse procedure, a special magistrate will issue a non-binding *recommendation*.
 - If the special magistrate's recommendation is rejected by the District, it will be submitted to the School Board who will take such action as it deems to be in the public interest.
 - If the BTU ESP bargaining unit rejects the School Board's conclusion, **the School Board's unilateral decision will be imposed and will become part of the ESP-CBA.**
- We could lose some of the gains that have been negotiated. For example:
 - Salary and referendum supplement increases will not go into effect as we continue to negotiate.
 - Referendum funding may not be available at the same level for all four years of the referendum.

Please read the full text of the tentative agreement prior to casting your vote.