

# WHAT DOES U.S.E.P. DO?

## WHAT WE HAVE ACCOMPLISHED AT USEP RECENTLY....

### EVERY YEAR

- **ANSWER MEMBER QUESTIONS/CONCERNS**
- **REPRESENT OUR MEMBERS** IN MATTERS OF POSSIBLE DISCIPLINE DUE TO JOB-RELATED CIRCUMSTANCES
- **PROVIDE “FRONT-END” LEGAL ASSISTANCE** TO MEMBERS FACING POSSIBLE LEGAL ACTION DUE TO JOB-RELATED CONCERNS
- **ADVOCATE FOR EMPLOYEE WORKING CONDITIONS** AT EVERY SCHOOL BOARD MEETING
- **ADVOCATED FOR THE REFERENDUM** AT SCHOOL BOARD MEETINGS SINCE 2017
- **MET DENSITY REQUIREMENTS FROM S.B. 7055** TO REMAIN BARGAINING AGENT FOR PASCO COUNTY EDUCATORS
- **OFFER BUILDING REP TRAININGS** TO HELP GROW OUR REPS IN KNOWLEDGE AND POWER
- **PARTICIPATE IN THE NEW TEACHER ORIENTATION PROCESS** TO EDUCATE NEW EMPLOYEES ON THE BENEFITS OF UNION MEMBERSHIP
- **SCRUTINIZE DISTRICT FINANCIALS** TO REVEAL WHERE FUNDS ARE AVAILABLE FOR NEGOTIATING SALARY IMPROVEMENTS AND OTHER EMPLOYEE INTERESTS
- **EDUCATE SCHOOL BOARD MEMBERS** ON USEP’S POSITION ON MATTERS OF IMPORTANCE
- **ATTEND LEGISLATIVE SESSION & COMMITTEE WEEKS IN TALLAHASSEE TO ADVOCATE FOR PUBLIC EDUCATION CONCERNS**
- **HOLD WORKSITE MEETINGS W/BUILDING REPS & MEMBERS** TO PROVIDE INFORMATION, ANSWER QUESTIONS AND RECEIVE FEEDBACK

### 2022-2023

- **NEGOTIATED LARGEST SALARY INCREASE IN RECENT HISTORY –5.4% TO ALL EMPLOYEES *MINIMUM*.**
- **GRIEVED, THEN WALKED BACK DISTRICT’S GRADING PRACTICES PROPOSAL** TO ADDRESS CONCERNS
- **NEGOTIATED HURRICANE IAN MAKE-UP TO ELIMINATE THREE ADDITIONAL WORKDAYS**
- **ADDRESSED DISTRICT BREACH OF SECURITY** FOR AFFECTED EMPLOYEES
- **WORKED WITH DISTRICT STAFF, LIFT-UP PASCO AND FEA AND GOT REFERENDUM PASSED** TO PROVIDE ADDITIONAL FINANCES TO ALL EMPLOYEES
- **WORKED TO GET EMPLOYEES PAID CORRECTLY** FOR WORKING ADDITIONAL PERIOD(S) OF INSTRUCTION
- **WORKED WITH DISTRICT TO PRIORITIZE SALARY INCREASES AND PAY EMPLOYEES IN THE BEGINNING OF THE YEAR**
- **NEGOTIATED AN ADDITIONAL \$1,000** TO THOSE EMPLOYEES TEACHING AN ADDITIONAL PERIOD OF INSTRUCTION
- **NEGOTIATED AN MOU TO GET SECONDARY TEACHERS PAID FOR VOLUNTARILY PROVIDING SUB COVERAGE DURING THEIR PLANNING PERIOD**
- **NEGOTIATED AN MOU TO GET ELEMENTARY TEACHERS PAID FOR VOLUNTARILY ACCEPTING STUDENTS INTO THEIR CLASS** WHEN A SUBSTITUTE CANNOT BE SECURED (PAID FOR EACH DAY OF DISTRIBUTION)
- **NEGOTIATED AN INCREASE IN PROFESSIONAL DEVELOPMENT PAY**
- **GOT 2 OF THE 3 TIGER PRIDE ENDORSED SCHOOL BOARD CANDIDATES ELECTED**
- **GOT ALL SRP PAID TO AT LEAST \$15/HR RETRO TO JULY 1, NOT OCTOBER 1 AS WAS MANDATED BY THE STATE**
- **INSTITUTED THE “KNOW YOUR CONTRACT” FEATURE ON FACEBOOK** TO HELP EMPLOYEES WITH CONTRACTUAL LANGUAGE CONCERNS