

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

2019-2020

- **NEGOTIATED A 3.25% SALARY INCREASE** FOR BOTH SRP AND INSTRUCTIONAL EMPLOYEES, THE HIGHEST INCREASE IN SEVERAL YEARS
- **DEFEATED THE “6 OF 6” CONCEPT** PROPOSED BY THE DISTRICT (ALSO DEFEATED “6 OF 7” CONCEPT IN 2018-2019)
- **PROTECTED SENIORITY** IN LANGUAGE BY REFUSING TO BEND TO DISTRICT’S PLAN TO DIMINISH IN TRANSFERS/RIF PROPOSAL
- REFUSED TO DIMINISH LEAVE TIME BY RUNNING FMLA LEAVE CONSECUTIVELY TO ACCRUED LEAVE
- **GARNERED RESPECT FOR “GRANDFATHERED” TEACHERS** BY GETTING THEM THE FULL 3.25% RAISE
- GARNERED ADDITIONAL ASSAULT/THREAT LANGUAGE AND IDENTIFIED ASSESSMENT PROCEDURE
- GOT THE SCHOOL BOARD TO PRIORITIZE SALARY INCREASES **AT THE BEGINNING OF THE BUDGET PROCESS** RATHER THAN DEALING WITH WHAT IS LEFT OVER
- PUT TOGETHER THE **“TEACHER EVALUATION WORKGROUP”** AND WORKED COLLABORATIVELY WITH THE DISTRICT TO DEVELOP AND **PLACE INTO CONTRACT NOT ONLY THE LANGUAGE INVOLVED IN TEACHER EVALUATIONS, BUT THE ACTUAL PROCEES ITSELF** ALONG WITH SCORING AND DELIBERATE PRACTICE
 - **CREATED “TEACHER EVALUATION GUIDELINES”** TO DETAIL THE PROCESS OF EVALUATIONS AND SCORING THE FEAPS

- WORKED WITH DISTRICT TO GET **FEAPS 6 ELIMINATED** AS A SUBJECTIVE DECISION AND CREATE THE LANGUAGE REQUIREMENTS FOR A “NO” ANSWER, THEREBY MAKING 99.9% OF OUR EMPLOYEES COMPLIANT FOR A “YES” ANSWER
- **CREATED “FRONT-END LEGAL SERVICE”** WITH FEA TO PROVIDE LOCAL LAWYERS TO OUR MEMBERS QUICKLY DURING CPI & CRIMINAL INVESTIGATIONS
- **REVISED USEP CONSTITUTION & BY-LAWS** – 1ST REVISION SINCE 2007
 - IN DOING SO, **CHANGED OUR REP STRUCTURE** TO INCLUDE MORE BUILDING REPS AT EACH WORKSITE
 - **MADE ALL BUILDING REPS EQUALLY IMPORTANT** IN THE INFRASTRUCTURE TO PROMOTE TEAMWORK AT EACH WORKSITE
 - CREATED AND REVAMPED LANGUAGE TO REFLECT CURRENT ORGANIZATIONAL NEEDS & GOALS
- **CHANGED BUSINESS REP MODEL** TO PRIORITIZE THEM IN WORKSITES TO BE MORE PROACTIVE IN DEALING WITH ISSUES DURING INFANCY
- **WORKED WITH SCHOOL BOARD MEMBERS TO SUPPRESS THE STUDENT GRADING PRACTICES POLICY**
 - GOT “REQUIRED” AND “DISALLOWED” CHANGED TO “HIGHLY RECOMMENDED” AND “DISCOURAGED”
 - IN DOING SO, ALSO GAINED VALUABLE SEATS AT THE TABLE ON THE ELEMENTARY AND SECONDARY DESIGN TEAMS TO GIVE USEP MEMBERS INPUT INTO DISTRICT CHANGES
- **CHANGED THE REP COUNCIL FORMAT** TO FORMALLY REFLECT THE “BUSINESS” OF THE ORGANIZATION
- **RE-BRANDED THE ORGANIZATION** WITH AN UPDATED LOGO TO REFLECT FOCUS ON UNITY
- INTEGRATED YOUNG EDUCATORS INTO THE EXECUTIVE BOARD, FUTURES AND TARGET TALLAHASSEE PROGRAMS
- **SCRUTINIZED AND TOTALLY REVAMPED OUR INTERNAL FINANCES** TO TRULY REFLECT OUR INCOME AND EXPENSES
- **HIRED EMILY WALTERS, BOOKKEEPER, AND SARA CONNOLLY, RECEPTIONIST**, FOR THE USEP OFFICE

2020-2021

- **NEGOTIATED A 3% SALARY INCREASE** FOR BOTH SRP AND INSTRUCTIONAL EMPLOYEES
 - ALL SRP GOT A 3% OR \$10/HR, WHICHEVER IS GREATER
 - GARNERED RESPECT FOR “GRANDFATHERED” TEACHERS BY GETTING THEM THE FULL 3% RAISE
 - NEGOTIATED FOR DISTRICT TO PUT IN ADDITIONAL FUNDING TO IMPROVE SALARIES OF THOSE NOT COVERED BY STATUTE, THUS PROVIDING PARITY IN MEETING THE NEW MINIMUM SALARY
- **NEGOTIATED A RETURN TO SCHOOL SAFETY MOU** WITH DISTRICT TO PROTECT ALL EMPLOYEES
 - NEGOTIATED FOR AN ADDITIONAL “**UP TO 20 DAYS**” OF PAID ADMINISTRATIVE LEAVE FOR COVID -RELATED OCCURRANCES RESULTING FROM EMPLOYEES PERFORMING THEIR JOB (**BEST ADMIN. LEAVE IN STATE**)
 - COMBINED WITH FEDERAL COVID LEAVE, THIS PROVIDES UP TO 30 PAID SICK DAYS FOR EMPLOYEES BEFORE HAVING TO USE THEIR OWN ACCRUED SICK LEAVE.
- **PROTECTED “AT RISK” ADA EMPLOYEES** BY NEGOTIATING A VIRTUAL TEACHING OPPORTUNITY (MSOL/eSCHOOL)
- **MAINTAINED “FRONT-END LEGAL SERVICE”** WITH FEA TO PROVIDE LOCAL LAWYERS TO OUR MEMBERS QUICKLY DURING CPI & CRIMINAL INVESTIGATIONS
- **HIRED JEFF LARSEN AS BUSINESS REP**
- **RESOLVED EMPLOYEE W-2 CONCERN** BY INSITING DISTRICT PROVIDE THE FORMS, NEGOTIATE NEW LANGUAGE
- FILED A GRIEVANCE OVER THE DISTRICT’S PROCESS OF CLOSING JMMES AND CENES
 - FORCED CONTRACT LANGUAGE FOR SCHOOL CLOSINGS TO BE FOLLOWED FOR BOTH THE VOLUNTARY AND INVOLUNTARY TRANSFER PROCESSES
- **ADVOCATED TO ALL SENATE MEMBERS** CHANGING **THE SPLIT ON T.S.I.A. FROM 80/20 TO 50/50** TO ALLOW DISTRICTS TO NEGOTIATE MORE FAIRLY FOR EXPERIENCED “GRANDFATHERED” TEACHERS
- **CONTINUED TO STAY AWAY FROM FAR RIGHT/LEFT POLITICAL AGENDAS** TO FOCUS ON PUBLIC EDUCATION CONCERNS

2021-2022

- **NEGOTIATED \$1,000 BONUSES TO ALL INSTRUCTIONAL EMPLOYEES NOT PAID BY THE STATE**
- **NEGOTIATED \$1,000 BONUSES FOR ALL SRP'S**
- **NEGOTIATED \$1,000 BONUSES PAID TO ALL EMPLOYEES IN DECEMBER**
- **NEGOTIATED TO GET ALL AP, IB, CAMBRIDGE AND DUAL ENROLLMENT EMPLOYEES PAID THEIR SUPPLEMENTS AS CONTRACTED**
- **HIRED JESSICA MEDINA AND T.J. CHALTRY AS USEP BUSINESS REPS**
- **MOVED JEFF LARSEN TO DIRECTOR OF OPERATIONS FOR USEP**
- **GRIEVED AND THEN RESOLVED MAJOR ISSUES WITH PMP ROLL-OUT**
- **NEGOTIATED SCHOOL START TIMES MOU FOR TRANSPORTATION WHICH PROTECTED SENIORITY FOR EMPLOYEES**
- **FILED GRIEVANCE AGAINST DISTRICT FOR HANDLING OF COVID ILL CASES (NOW GOING TO ARBITRATION)**
- **WORKED WITH EMPLOYEES TO CORRECT SPM/VAM CONCERNS**
- **NEGOTIATED TO GET TRANSPORTATION EMPLOYEES PAID FOR DEXTERITY TESTING**
- **NEGOTIATED TRANSPORTATION ATTENDANCE INCENTIVE**
- **RESTRUCTURED USEP DUES TO BE FAIRER TO ALL EMPLOYEES**
- **PROMOTED OUR POLITICAL ACTION COMMITTEE, TIGER PRIDE, TO EDUCATE MEMBERS AND SEEK GREATER ADVOCACY**
- **CONTINUED TO ADVOCATE FOR REFERENDUM – SCHOOL BOARD FINALLY AGREED AND FILED TO PUT ON AUGUST BALLOT**

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 BREECH 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 WHE A SUBSTITUTE CANNOT BE SECURED (PAID FOR EACHDAY 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**