



CONTRACT BENEFITS

Salaries, benefits, and working conditions for Washington County teachers have been established through negotiations between WCSD and the Washington County Education Association(WCEA). This relationship has been in place since 1975 when collective bargaining was first permitted under the Florida Constitution. In fact, WCEA was the 66th employee organization to obtain collective bargaining rights!

Here is sampling of what is provided under our contract:

- Salary Increase
- Supplements
- Length of the teacher workday
- Hourly pay for work beyond the work day
- Summer pay
- Health insurance premium cost share
- Due process rights in disciplinary issues
- Leave of absence, paid & unpaid
- Grievance process with binding arbitration
- Planning periods
- Non-student work days
- Unscheduled days at preplanning
- Timelines for the evaluation process

- Teacher representation on District committees
- Length of teacher work year
- Layoff process
- Notice of assignment deadline
- Vacancy posting deadline
- Internal transfer rights
- Duty free lunches
- Reassignment rights
- Terminal pay for accumulated sick leave
- End of year Sick Leave cash out at 80%
- Board provided safety equipment
- Scheduling of faculty meetings
- Admin. Cannot reprimand employees publicly
- Right to association representation in investigations

Because of legislations being passed, our membership cannot drop below 60%, if so then our local union will be decertified and our contract will become null and void!!

WCEA also provides member benefits and discounts, professional development and legal coverage in job-related issues that could affect your employment.

For more information, see your WCEA Rep or contact President Paula Wilson at 850-260-9451 or pwilson1235@yahoo.com