**Bargaining Update: Employee Proposals Under Scrutiny**

Dear Members,

During our most recent bargaining session, the district presented their assessment of the employees' proposals. Unfortunately, it is clear that they find many of our requests to be **restrictive**, **unaffordable**, or simply **not feasible**. They characterized the proposals on critical issues such as **leave buyback**, **parental leave**, and **competitive salary increases** as creating an **undue hardship** on the district, labeling them as **next to impossible** to implement.

Our call for **guaranteed 25-minute lunches** and **no less than 45 minutes for special area teachers** was met with resistance, as the district views these as **burdensome** on scheduling. Similarly, they see our proposals for a **single compensatory time system** and the ability to **work from home on planning days** as **unusable** within their current framework.

When we advocated for **supply assistance to all educators who work with students**, **free before and after-school childcare**, and **compensation for teachers taking on split classes**, the district once again labeled these as **unrealistic**. They also rejected our push for **equitable class sizes**, stating it would have **severe implications** for their staffing models, and resisted placing **ESE caseload limitations**, citing **undo hardship**.

Additionally, when it came to the district’s **lack of respect and professionalism** in handling absences, by requiring **unnecessary verification**, they dismissed this as a minor concern, overlooking the burden it places on employees. Our request for **supplements for the arts, math, agriculture, and elementary educators** was also declined, deemed **unaffordable** by the district.

As we face the district’s rejection of proposals that would greatly benefit our working conditions and professional respect, it is essential that your voices are heard loud and clear. The district needs to understand that these issues are not just negotiable points; they impact our daily lives and the quality of education we provide.

We are calling on every educator to take a few minutes to think about these critical issues. We will provide a survey later next week because we want your feedback. It’s essential to strengthening our position and guide our next steps in the bargaining process. When you receive the survey, it will be your chance to directly influence the priorities we fight for and make it clear to the district that these are not just wants, but needs.

Please take a moment to complete the survey next week, and let’s show the power of unity in our response. **Your participation is vital.** With over 2,000 educators in Leon County, a supermajority of responses will send an undeniable message to the district.

In solidarity,  
LCTA Negotiation Team