

The Santa Rosa County School Board and SRPE have reached tentative agreement on the 2009 language changes and additions to the 2007-2010 Master Contract.

ARTICLE V: WORKING CONDITIONS

- H. All elementary teachers, including special subject teachers, shall have a short relief period in both the morning and afternoon each day in schools where this problem exists and as scheduled by the principals. At all levels, administrators shall not unreasonably deny a short relief period to any teacher if needed in order to attend to emergency personal matters.

ARTICLE XXI: MISCELLANEOUS

- K. Limited Term ESP—All employees that are hired after August 1, 2009, that are identified as Limited term due to payment coding from a special project or grant, if recommended by their supervisor and have satisfactory or above evaluations, will be placed on permanent employment status at the end of 4 years of employment with the district. Current limited term employees who meet the above qualifications will be placed on permanent status as of August 1, 2009 or at the end of 4 years of employment.

APPENDIX D—Teacher Salary Schedule

Amend As Follows:

“Effective July 1, 2005, the salary schedule increments shall be converted from years of experience to steps. Current teachers will be moved to the new schedule at the step that corresponds to their current years of experience on the old schedule. All personnel hired on or after July 1, 2005 will be placed on the schedule at the step that corresponds to the number of years of full-time public school teaching service earned and for which the teacher received a satisfactory performance evaluation. For the remainder of the 2009 - 2010 school year, all personnel shall continue to receive pay reflecting a step on the schedule for each year of full-time service in Santa Rosa County for which the teacher received a satisfactory performance evaluation. Satisfactory means any rating other than unsatisfactory. If a teacher receives an unsatisfactory evaluation the administrator shall initiate a Professional Improvement Plan as defined in the Teacher Assessment System. Beginning on the last day of the 2009 – 2010 school year, placement on the salary schedule shall be negotiated each year. Notwithstanding any language to the contrary, each teacher shall start each year on the same step as he/she was on at the end of the prior year. New employees hired before the completion of negotiations each year shall be placed on the schedule based on their number of years of satisfactory experience minus one (1) but not less than zero (0).”

“BASE FOR ADVANCED DEGREE = \$32,092”

Add the following:

Beginning with the 2010-2011 school year, Teacher Lead Money shall be provided to all teachers qualifying under Florida Statutes by September 15 of each year.

APPENDIX E—Differentiated Pay Schedule—2009-2010

4. Department heads or grade level chairpersons responsible for as many as five (5) teachers ~~should be provided one (1) period of duty time daily to attend to departmental or grade level affairs~~ shall receive a supplement of \$300.00 annually. Also, in middle, high, and combination schools where the Math, Science, English, Social Studies, Reading and Foreign Language department chairs are not responsible for at least 5 teachers, the supplement of 300.00 annually will be paid. At the elementary level, no more than two chairpersons may be assigned to each grade level.
7. Employees serving as work site Wellness Coordinators will receive a supplement of \$100.00 annually in addition to being provided a membership in the district wellness program at no cost.

APPENDIX G, ESP Salary Schedule

Amend by adding the following:

“Beginning on the last day of the 2009 – 2010 school year, placement on the salary schedule shall be negotiated each year. Notwithstanding any language to the contrary, each ESP shall start each year on the same step as he/she was on at the end of the prior year.

Also remove the words ‘1 STEP EACH YR & SATISFACTORY PERFORMANCE’ from Appendix G.”

APPENDIX H—SRPE MISCELLANEOUS SALARY SCHEDULE—2009-2010

I. INSTRUCTIONAL:

~~A. Compensation for Hours Beyond Regular Workday~~

~~A. The following is a schedule of payments for detention, after school programs, and staff training.~~

~~(Expenditure of School Improvement funds must be approved by the School Advisory Council.)~~

- ~~1. After school and Saturday Detention \$15.00 hr.~~
- ~~2. K-8 after school supplemental instructional program \$20.00 hr.~~
- ~~3. TEC Council as approved in the Master Inservice Plan~~
- ~~4. Inservice Representatives as approved in the Master Inservice Plan~~
- ~~5. Workshops as approved by the workshop or project.~~
- ~~6. Paid to employees as designated by Federal, State, or Local grants or projects.~~
- ~~7. Other \$14.00 hr.~~
- 3. Elected members of the Professional Development Council (PDC) will receive \$15.00 per hour for up to 4 hours annually. Also, the SRPE appointee to the PDC shall be paid \$15.00 per hour for up to 4 hours annually if he/she is a member of the bargaining unit.
- 4. In-service Representatives will be paid a stipend of \$100.00 annually.
- 5. Employees will be paid \$15.00 per hour for all workshops or in-service for which pay is provided. However, if a workshop or in-service must deviate from the requirement of \$15.00 per hour due to funding constraints, a written notification including supporting documents must be provided to the SRPE office prior to the announcement of the workshop.

B. Bonuses

At sites that are not eligible to receive Recognition dollars from the Department of Education, amounts determined by School Advisory Committees and approved by the Board will be acceptable for payment to employees.

C. Virtual Courses (On-Line).

The district will pay teachers that teach virtual courses (On-Line), the following: Compensation shall be at the rate of \$130 for every student who satisfactorily completed what has traditionally been considered a semester course. Compensation shall be at the rate of \$260 for every student who satisfactorily completes a course for a full one year credit. Teachers shall receive no compensation for students who do not complete the course with at least a 'D' average. Vacancies will be posted on the School Board website. See Article XIII, Section A.

II. EDUCATIONAL SUPPORT:

~~A. Compensation for Hours Beyond Regular Workday~~

~~A. The following is a schedule of payments for detention, after school programs, after school duties, and staff training.~~

- ~~1. Inservice Representatives, etc. as approved in the Master Inservice Plan.~~
- ~~2. Paid to employees as designated by Federal, State, or Local grants or projects.~~
 - 1. In-service Representatives will be paid a stipend of \$100.00 annually.
 - 2. Employees will be paid \$12.00 per hour for all workshops or in-service for which pay is provided. However, if a workshop or in-service must deviate from the requirement of \$12.00 per hour due to funding constraints, a written notification including supporting documents must be provided to the SRPE office prior to the announcement of the workshop.
- 3. Interpreters \$10.00 hr.
- 4. Crossing Guards \$10.00 hr.
- 5. Tutors \$10.00 hr.

III OTHER:

- A. Out-Reach Specialists The higher of State or Federal Minimum Wage/hr. \$ 6.42 hr.
- B. Personnel assisting with Pre-K/K screening during the summer \$10.00 hr.
- C. Safety Incentive Bonuses Maximum \$150.00 per employee

- * On July 24, 2008 the Federal Minimum Wage = \$ 6.55 hr.
- * On July 24, 2009 the Federal Minimum Wage = \$ 7.25 hr.
- * On January 1, 2009 the State Minimum Wage = \$ 7.21 hr.
- * On July 1, 2009 the State Minimum Wage = \$ 7.25 hr.

All district salary schedules shall be posted on the Board website.

The following are memos of understanding between the Santa Rosa Professional Educators and Santa Rosa County School Board

I

Re-employed retirees of any state’s retirement system that includes teachers hired after July 1, 2009 shall not be allowed any prior experience for salary purposes. They shall also not progress on the salary schedule (remain at step zero) and shall not be eligible for a professional contract.

II

The Board and SRPE shall conduct a feasibility study of the Board paying a part of the health insurance costs for future retirees until they reach age 65 or until Medicare is in effect. The study shall include estimated costs for potential future retirees. If and when the program is started, Article XXI--Miscellaneous, Section J, Retirement Bonus, shall be removed from the contract.

III

After October 23, 2009, SRPE shall appoint one member to the district Professional Development Council each year. If this appointee is a member of the bargaining unit, the appointee shall be paid \$15.00 per hour for up to 4 hours annually.

IV

A discussion regarding a study of Health Clinics shall be placed on the agenda of the first Insurance Committee meeting held after October 23rd, 2009. The study discussed shall include future informational presentations, data from existing Health Clinic operations, estimates of start up costs, and restrictions on types of insurance policies.

V

The Santa Rosa County Human Resource Procedures Manual (HRPM) will be amended by adding the following:

F. Miscellaneous

1. A Classroom Walkthrough will be defined as a school administrator or a district administrator entering a classroom for a brief opportunity to evaluate the effectiveness and fidelity of implemented district programs. These walkthroughs are not intended to be evaluative of an individual teacher; however, administration has the right to address any observed deficiencies at a later date. The walkthroughs may only be conducted by the personnel mentioned above. Prior notice of classroom walkthroughs conducted by district personnel will be provided to all teachers at each work site.
2. Personnel under contract and/or Department of Education monitors that evaluate the implementation of district programs shall arrange walkthroughs/observations through school administration and the teachers at the school site will be given prior notice (24 hours) of the scheduled walkthroughs/observations.
3. Peers or Teachers on special assignment associated with a specific program must have permission granted by the individual teacher prior to conducting a classroom visit. (i.e. email, posted schedule, etc)

VI

The Santa Rosa County School Board Technology Committee will review C.I.P.A. requirements further to determine the possibility of allowing employee use of air cards on their personally owned electronic devices as long as the employee purchases or reimburses the district for a board approved filtering software, the software is installed by a district technician, the employee signs an agreement to actively utilize the software at all times as installed while on school board property.

VII

In an effort to properly address the concern regarding the use of instructional and educational support personnel for class coverage, when substitute teachers are not available to fill teacher vacancies, the school board and SRPE will jointly conduct a study of the situation. The items below are suggested areas to be included in the study, but are not the parameters of the study being expanded as jointly agreed upon by both parties.

1. The study will begin on January 25, 2010 and will conclude on June 9, 2010.
2. The study will collect information on the total vacancies requiring substitutes occurring during the period named in number 1 above and the number of unfilled vacancies occurring during the same period.
3. The study will report the average number of unfilled vacancies occurring each month, each week, and each day during the study.
4. The study will collect teacher coverage plans from various school sites.
5. Data will be collected from each school regarding the number of times a teacher or educational support personnel has to cover for another teacher who will be out for a job related reason.
6. A questionnaire will be jointly developed to survey administration regarding the number of occurrences of teacher coverage by administration, teachers, and educational support personnel.

In June of 2010, after the conclusion of the study, a joint group of SRPE and school district personnel will review the findings of the study in order to determine if further negotiation is warranted on the issue.

For SRPE:

(Signed)

Rhonda Chavers, Chief Negotiator

March 23, 2009

Date

For the School Board:

(Signed)

Clifford R. Parker, Chief Negotiator

March 23, 2009

Date