

SUMMARY OF PROPOSED CHANGES

**MASTER CONTRACT
BETWEEN
THE SANTA ROSA
COUNTY SCHOOL BOARD
AND
SANTA ROSA
PROFESSIONAL
EDUCATORS**

For new contract period

August 11, 2010 to August 10, 2013

PREAMBLE

Amended as follows:

This Agreement, effective August 11, ~~2007~~ 2010, by and between the School Board of Santa Rosa County, Florida, hereinafter called the "Board" and the Santa Rosa Professional Educators, an affiliate of Florida Education Association (FEA), the National Education Association (NEA) and the American Federation of Teachers (AFT).

ARTICLE V: WORKING CONDITIONS

Amend as follows:

- C. All ~~teachers~~ employees shall be entitled to a duty free lunch period of approximately thirty (30) minutes, which shall be considered as part of the school day. Principals may require elementary teachers to accompany their students at lunch during the first ten (10) days of the school year.
 - 1. In schools where teachers desire a sixty (60) minute lunch period during planning days, this may be allowed provided all the following conditions are met:
 - a. Only thirty (30) minutes of these sixty (60) minutes shall be considered as part of the teacher's workday.

- 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 VI: INSTRUCTIONAL AND PROFESSIONAL DEVELOPMENT

Add language as follows:

D. Individuals serving on district level committees shall be given in-service points for attendance and service on these committees. Serving on district level committees improves and enhances leadership skills. A voucher with the meeting date, time and agenda must be signed by the administrator facilitating the meeting.

ARTICLE XVII: LEAVE OF ABSENCE

Amended as follows:

2. Personal Leave - Six days of personal leave will be allowed to a teacher each year, ~~five~~ six days of personal leave will be allowed to an ESP each year; provided that such days shall be charged to accrued sick leave, provided further, that personal leave days shall be non-cumulative. An employee planning to use personal leave day or days shall notify his/her principal at least one day in advance, except in an emergency, which can be substantiated by request. No more than 15 percent of a school faculty shall be granted personal leave on any given day. Requests will be granted on a first come, first serve basis.

Amended by adding:

P. Unapproved Leave Without Pay

Leave without pay will only be approved at administrator's discretion but at a minimum will require a doctor's note verifying a medical illness and doctor visit on date of absence. In cases where a doctor's visit did not occur, a detailed explanation must be attached to the leave form explaining the absence. Even with a doctor's visit or detailed note an administrator has the authority to not approve leave without pay.

1) Instructional – Any member of the instructional staff who is willfully absent from duty without leave will forfeit compensation for the time of the absence and the employee's contract shall be subject to cancellation by the School Board. In addition, such absence without leave shall interrupt continuity of service.

2) Educational Support – Any educational support employee who is willfully absent from duty without leave shall be subject to dismissal from employment and shall forfeit compensation for the time of the absence.

3) Three (3) working days of failure to report for duty or be on approved leave will be determined abandonment of position and the employee will be subject to termination.

4) Unauthorized leave not exceeding three consecutive days: An unauthorized leave (including unpaid) may not be approved by the site supervisor. Any leave not approved by the School Board is considered a break in service and will result in a warning, suspension, and/or termination.

Discipline for employee taking leave without pay that is unapproved by their supervisor:

Record of Counsel- When an employee reaches zero leave balance, the administrator will meet with that employee to make them aware of their status and discuss alternative leave options

1st incident – letter of reprimand to be included in personnel file with a copy provided to the employee at the time of the reprimand

2nd incident – recommendation of five-day suspension to the School Board in compliance with the tests of just cause as outlined in the master contract or CBA.

3rd incident – recommendation of termination to the School Board in compliance with the tests of just cause as outlined in the master contract or CBA.

ARTICLE XX: INSURANCE

Amend as follows:

There will be a Joint-Insurance committee on which there will be equal representation of all employee groups (administrators, teachers, ESPs, blue collar, and exempt educational support). The teachers and ESPs will be appointed by the current SRPE president. The Joint-Insurance committee will review insurance plans on an annual basis and will issue a report with its recommendations (including a low option and a high option) for the upcoming school year to both the Administration and the Association by the first week of ~~June~~ August each year. The annual review of insurance plans will begin no later than the first week of May each year. ~~Before March 1, 2004, the committee will be presented with a multi-tier family plan for review.~~ The multi-tier options shall include at least the following ~~five~~ four plans: employee-single; employee and spouse; employee and dependent children; and employee-family.

ARTICLE XXI: MISCELLANEOUS

Amended as follows:

- J. Retirement Bonus (Language sunsets as of January 1, 2011)
1. Any member of the bargaining unit who retires:
 - a. by the end of the fiscal year in which they first become eligible for normal retirement (62 years of age or 30 years of service), under the Florida Retirement System shall be paid a onetime retirement bonus equal to twenty-five percent (25%) of the current annual salary excluding supplements, being earned by him or her during the said school year, which bonus shall be added to his or her annual salary and shall be paid during the month of June.
 - b. no later than 12 months after eligibility in (a.) shall receive twenty (20) percent.
 - c. no later than 24 months after eligibility in (a.) shall receive fifteen (15) percent.

- d. no later than 36 months after eligibility in (a.) shall receive ten (10) percent.
 - e. no later than 48 months after eligibility in (a.) shall receive five (5) percent.
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- 2. Current annual salary is defined as the annual salary rate based on the salary slot, the number of days for that pay type, and the number of hours per day that the employee is working. This amount is displayed on the Job Record Screen of the employee.
 - 3. To become eligible for retirement an employee must meet the criteria set for retirement by the Florida Retirement System.
 - 4. Employees who participate in the Deferred Retirement Option Program (DROP) are not eligible to receive the retirement bonus unless their termination date and the DROP retirement date fall within the same fiscal year in which they first become eligible for normal retirement (62 years of age or 30 years of service)

Add language as follows:

- K. All employees that are identified as Limited Term Educational Support Personnel due to salary coding to a special project or grant who have satisfactory performance evaluations and are recommended back by their supervisor at the end of 4 years continuous employment will be considered permanent employees.

ARTICLE XXIV: TERMS OF AGREEMENT

This Agreement shall be effective August 11, ~~2007~~2010 and shall continue in effect through August 10, ~~2010~~2013. The parties shall meet annually to negotiate salary, insurance, supplements, and two others articles each of their own choosing. This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated.

APPENDIX D—Teacher Salary Schedule

Amend as follows:

Santa Rosa County School Board

Instructional Salary Schedule ~~2009-10~~ 2010-2011

Years of Experience	Step	Bachelors	Masters	Specialist	Doctorate
0,1	0	\$32,092.00	\$34,659.00	\$35,943.00	\$37,227.00
2	1	\$32,891.00	\$35,458.00	\$36,742.00	\$38,026.00
3	2	\$33,705.00	\$36,272.00	\$37,556.00	\$38,840.00
4	3	\$34,534.00	\$37,101.00	\$38,385.00	\$39,669.00
5	4	\$35,378.00	\$37,945.00	\$39,229.00	\$40,513.00
6	5	\$36,238.00	\$38,805.00	\$40,089.00	\$41,373.00
7	6	\$37,114.00	\$39,681.00	\$40,965.00	\$42,249.00
8	7	\$38,006.00	\$40,573.00	\$41,857.00	\$43,141.00
9	8	\$38,915.00	\$41,482.00	\$42,766.00	\$44,050.00
10	9	\$39,842.00	\$42,409.00	\$43,693.00	\$44,977.00
11	10	\$40,786.00	\$43,353.00	\$44,637.00	\$45,921.00
12	11	\$41,748.00	\$44,315.00	\$45,599.00	\$46,883.00
13	12	\$42,729.00	\$45,296.00	\$46,580.00	\$47,864.00
14	13	\$43,729.00	\$46,296.00	\$47,580.00	\$48,864.00
15	14	\$44,749.00	\$47,316.00	\$48,600.00	\$49,884.00
16	15	\$45,788.00	\$48,355.00	\$49,639.00	\$50,923.00
17	16	\$46,849.00	\$49,416.00	\$50,700.00	\$51,984.00
18	17	\$47,930.00	\$50,497.00	\$51,781.00	\$53,065.00
19	18	\$49,033.00	\$51,600.00	\$52,884.00	\$54,168.00
20	19	\$50,158.00	\$52,725.00	\$54,009.00	\$55,293.00
21	20	\$51,306.00	\$53,873.00	\$55,157.00	\$56,441.00
22	21	\$52,477.00	\$55,044.00	\$56,328.00	\$57,612.00
23	22	\$53,672.00	\$56,239.00	\$57,523.00	\$58,807.00
24	23	\$54,891.00	\$57,458.00	\$58,742.00	\$60,026.00
25	24	\$56,135.00	\$58,702.00	\$59,986.00	\$61,270.00
25+	25	\$59,181.00	\$61,748.00	\$63,032.00	\$64,316.00

Base for Advanced Degree =	\$31,042
MASTERS = BACHELORS + (0.08 x BASE) =	\$2,483.00
SPECIALIST = BACHELORS + (0.12 x BASE) =	\$3,725.00
DOCTORATE = BACHELORS + (0.16 x BASE) =	\$4,967.00

***SEE APPENDIX E FOR ADVANCED DEGREE SUPPLEMENT CALCULATION**

Beginning with the 2002-2003 school year, Teachers shall be eligible to receive performance pay based on the Santa Rosa County School District Performance Pay Initiative document

for teachers. This document was devised by a joint committee of teachers and administrators and approved by the school board

Remove Language:

~~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. All personnel shall progress 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.~~

Add language:

Negotiated Wages for the 2010-11 school year

New employees and returning employees (previously receiving-satisfactory performance evaluations) shall be placed on the schedule based on their number of years of satisfactory experience minus one (1) but not less than zero (0).

It is the school board's desire to acknowledge the Santa Rosa County School District employee's hard work and creativity during the 2009-10 school year by offering a onetime bonus to all returning bargaining unit employees for the 2010-11 school year. The bonus will be paid to all returning employees who are employed on October 1, 2010.

The Bonus will be paid as follows:

<u>Instructional (full time)</u>	<u>\$1050.00</u>
<u>Instructional (half time or less)*</u>	<u>\$525.00</u>
<u>Educational Support (full time)</u>	<u>\$700.00</u>
<u>Educational Support (half time or less)*</u>	<u>\$350.00</u>

*Half time is defined as 3.75 hours per day for a 10 month position, 4.0 hours per day for a 12 month position.

Remove language:

~~11. One thousand seven hundred seventy six dollars (\$1,776.00) shall be added to Step 25 each year **after** the salary schedule has been created through the normal indexing process.~~

(The index system is no longer in use, the extra 1776.00 is reflected in the salary scale)

APPENDIX E—Differentiated Pay Schedule—~~2009-2010~~ 2010-11

Add language as follows:

ADVANCED DEGREES:

1. Advanced Degrees will be supplemented using a base equal to beginning teacher pay which is Step 0, Bachelor’s degree.

<u>Masters Degree Supplement</u>	<u>.08</u>	<u>\$2567.00</u>
<u>Specialist Degree Supplement</u>	<u>.12</u>	<u>\$3851.00</u>
<u>Doctorate Degree Supplement</u>	<u>.16</u>	<u>\$5135.00</u>

Add language as follows:

HIGH ECONOMICALLY DISADVANTAGED:

1. High Economically Disadvantaged schools will be defined as those schools with a free and reduced lunch rate of 65% or greater as of October 1st of each year.

<u>Instructional Personnel Supplement</u>	<u>\$300.00</u>
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Add language as follows:

Classroom based Educational Support Personnel assigned to schools with 65% or more students on free or reduced lunch as of October 1 each year will receive a supplement of 100.00.

Add language as follows:

Department Head Supplement- A supplement shall be paid to all employees qualifying under the definitions and conditions stated below:

Department Head- High School and Middle School

Math Language Arts, Science, Social Studies, Exceptional Student Education, Foreign Language, Literacy, Physical Education, Workforce and Vocational Education, Fine Arts, and ROTC

Departments Chairs with five or less department members will be paid a supplement of \$250.00. An additional 50.00 will be added to the supplement for each additional department member beyond five up to a maximum supplement will be \$800.00

Teachers may be counted as a member of no more than one department. A teacher will count in the department where the majority of their classes are assigned. If the teaching assignment is equally divided, the principal shall place the employee in a department for this process.

At middle school, a Grade Level chair may also be selected. The supplement will be paid in the same manner as for department chairs. If a Grade Level Chair also serves as a Department Chair, an additional 100.00 will be added to their Department Chair supplement.

Grade Level Chairs- Elementary

At the elementary level, Grade Level Chairs responsible for five or less grade level members will be paid a supplement of \$350.00. An additional \$50.00 will be added to the supplement for each additional grade level member over five up to a maximum supplement of \$800.00.

At the discretion of the school principal, the grade level may be divided into two groups if a single grade level has more than twelve members. Each group would have a grade level Co-Chair. These grade level Co-Chairs will be paid in the same manner as a grade level Chair, each group having at least five members.

A Special Area Chair may be named at each school to represent those employees in areas such as Physical Education, Guidance, Media, and the Arts.

An Exceptional Student Education Department Chair may also be named at each school with at least 3 members in the ESE department. The supplement will be paid in the same manner as department chairs for Middle and High school.

Add to OTHER supplements:

Minority Recruitment and Retention .05

Add at end:

Employees selected as site wellness coordinators will receive an annual supplement of \$200.00

School Psychologists who hold a Education Specialist Degree in School Psychology and/or holds the School Psychologist certification issued by the Florida Department of Education will receive a supplement of \$4000.00 in addition to their regular salary.

APPENDIX G—ESP Salary Schedule

Remove from each page of the ESP salary schedule:

~~1 STEP EACH YR & SATISFACTORY PERFORMANCE~~

APPENDIX H—SRPE MISCELLANEOUS SALARY SCHEDULE ~~2009-2010~~ 2010-2011

Amended as follows:

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-8¹² after school supplemental instructional program \$20.00 hr.
3. ~~TEC Council as approved in the Master In-service Plan~~
4. ~~In-service Representatives as approved in the Master In-service 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.
4. In-service Representatives will be paid a stipend of \$300.00 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.
6. In-house district approved facilitators, who are conducting **Face to Face** training beyond their work hours, will be paid \$25.00 per hour for actual instruction time. Plus in some instances, ½ of the number of instruction hours may be covered for planning and follow-up as described in the Master In-Service Plan.
7. **Online** facilitator stipends will be based on the number of employees who actually complete the course. Pay shall be as follows: \$40.00/hour for 26-30 completions, \$35.00/hour for 20-25 completions, \$30.00/hour for 13-19 completions, \$25.00/hour for 5-12 completions

8. Mentors and Academic Coaches may receive a consultant stipend of \$25 per hour for prior approved mentoring and coaching that occurs beyond the contracted day, dependent on available funding.

9. Paid to employees as designated by Federal, State, or Local grants or projects in accordance with number 5 above.

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.

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. In-service Representatives, etc.—as approved in the Master In-service 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 \$300.00 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

Remove language:

~~March 23, 2010, Impasse Resolution Hearing~~

~~On March 23, 2010, the Santa Rosa District School Board, at an impasse resolution hearing imposed the two following items from the special magistrate's recommendations. The superintendent was in favor of the two items but they were opposed by SRPE, therefore the board had to make a final decision.~~

~~**2. Appendix D, Teacher Salary Schedule should be amended 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. All personnel shall progress 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. Effective July 1, 2009, 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)."~~

~~**5. Appendix G, ESP Salary Schedule should be amended by adding the following:**~~

~~"Effective July 1, 2009, 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."~~

Add language as follows:

Additional grammatical and date updates that do not change the content or intent of the contract language may be made with mutual agreement of both parties.