

ISSUES AT IMPASSE BETWEEN
SANTA ROSA COUNTY DISTRICT SCHOOL BOARD
AND
SANTA ROSA PROFESSIONAL EDUCATORS

1. Whether ARTICLE V, WORKING CONDITIONS, Section H should be amended as follows:

“~~All elementary teachers, including special subject teachers, employees~~ shall have a short relief period when needed in both the morning and afternoon each day in schools where this problem exists and as scheduled by the principals.”

POSITIONS: The public employer contends that it should not be amended and the union contends that it should be amended.

2. Whether ARTICLE V, WORKING CONDITIONS, Section L should be amended by adding the following:

“When no teacher substitute can be found for a given classroom by the building administrator, those teaching in assigned classrooms will be paid an additional hourly wage based on the daily instructional (BA) sub pay per day. This amount will be in addition to their wage scale which will be determined by the Master Contract Agreement.”

POSITIONS: The public employer contends that it should be not added and the union contends that it should be added.

3. Whether ARTICLE V, WORKING CONDITIONS, Section M should be amended by adding the following:

“When no substitute can be found for a given classroom by the building administrator, those teaching assistants assigned to that classroom will be paid an additional hourly wage based on the daily ESP sub pay per day. This amount will be in addition to their wage scale which will be determined by the Master Contract Agreement.”

POSITIONS: The public employer contends that it should not be added and the union contends that it should be added.

4. Whether ARTICLE V, WORKING CONDITIONS, Section AB should be included in the contract as follows:

“Employees may utilize their personal technological property on school property. Personal devices may include, but are not limited to PDAs, palms, phones, and blackberries. If accessing the internet, said employees must provide and fund their own wireless internet access, and must not jeopardize the security of the District network. The employees understand and agree to adhere to the Children’s Internet Protection Act (CIPA) by, but not limited to, prohibiting student access to said property. If an employee is found to be in violation, he/she may be subject to disciplinary action. Unless the technological device is being used in a planned teaching activity, employee use should be limited to before school, after school, lunch time, break time, and planning time.”

POSITIONS: The public employer contends that it should not be included and the union contends that it should be included.

5. Whether ARTICLE XX, INSURANCE, should be amended by adding the following:

“Risk management will send out for white papers regarding health care clinics in the 09-10 school year. The proposals will be provided to the insurance committee no later than August 2010 along with a projected start-up cost for being semi-self insured or fully self insured. The requests should include but not be limited to the following:

Include blood work

Broken or fracture bone X-rays or imaging

Doctor on duty on weekends and evenings

Pharmaceuticals (generic)

Board will supply centrally located building and appropriate liability insurance for persons traversing on right of way”

POSITIONS: The public employer contends that it should not be included and the union contends that it should be included.

6. Should Appendix D, Teacher Salary Schedule be amended by adding the column entitled Years Exp. (left most column below).

SANTA ROSA COUNTY

INSTRUCTIONAL SALARY SCHEDULE 2009-2010

<u>Years</u> <u>Exp.</u>	Step	INDEX	Bachelor	Masters	Spec.	Doctor
<u>0,1</u>	0	1.000	32,092	34,575	35,817	37,059
<u>2</u>	1	1.025	32,891	35,374	36,616	37,858
<u>3</u>	2	1.050	33,705	36,188	37,430	38,672
<u>4</u>	3	1.076	34,534	37,017	38,259	39,501
<u>5</u>	4	1.102	35,378	37,861	39,103	40,345
<u>6</u>	5	1.129	36,238	38,721	39,963	41,205
<u>7</u>	6	1.156	37,114	39,597	40,839	42,081
<u>8</u>	7	1.184	38,006	40,489	41,731	42,973
<u>9</u>	8	1.213	38,915	41,398	42,640	43,882
<u>10</u>	9	1.241	39,842	42,325	43,567	44,809
<u>11</u>	10	1.271	40,786	43,269	44,511	45,753
<u>12</u>	11	1.301	41,748	44,231	45,473	46,715
<u>13</u>	12	1.331	42,729	45,212	46,454	47,696
<u>14</u>	13	1.363	43,729	46,212	47,454	48,696
<u>15</u>	14	1.394	44,749	47,232	48,474	49,716
<u>16</u>	15	1.427	45,788	48,271	49,513	50,755
<u>17</u>	16	1.460	46,849	49,332	50,574	51,816
<u>18</u>	17	1.494	47,930	50,413	51,655	52,897
<u>19</u>	18	1.528	49,033	51,516	52,758	54,000
<u>20</u>	19	1.563	50,158	52,641	53,883	55,125
<u>21</u>	20	1.599	51,306	53,789	55,031	56,273
<u>22</u>	21	1.635	52,477	54,960	56,202	57,444
<u>23</u>	22	1.672	53,672	56,155	57,397	58,639
<u>24</u>	23	1.710	54,891	57,374	58,616	59,858
<u>25</u>	24	1.749	56,135	58,618	59,860	61,102
<u>25+</u>	25	1.844	59,181	61,664	62,906	64,148

BASE FOR ADVANCED DEGREE = \$31,042
 MASTERS = BACHELORS + (0.08 x BASE) = 2,483
 SPECIALIST = BACHELORS + (0.12 x BASE) = 3,725
 DOCTORATE = BACHELORS + (0.16 X BASE) = 4,967

The \$1776.00 stipend is included in Step 25

POSITIONS: The public employer contends that it should be added and the union contends that it should not be added.

7. Should Appendix D, Teacher Salary Schedule 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).”

POSITIONS: The public employer contends that it should be amended and the union contends that it should not be amended.

8. Should Appendix D, Teacher Salary Schedule be amended as follows:

“BASE FOR ADVANCED DEGREE = ~~\$31,042~~ \$32,092 (note: this is the current year bachelor step 0 amount).

POSITIONS: The public employer contends that it should not be amended and the union contends that it should be amended.

9. Should Appendix D, Teacher Salary Schedule be amended by adding the following:

“All professional services contract classroom teachers that meet the qualifications for teacher lead money shall receive their lead money on the first day of pre-planning and all annually contract classroom teachers shall receive their lead money no later that September 30.”

POSITIONS: The public employer contends that it should not be included and the union contends that it should be included.

10. Should Appendix E, Differentiated Pay Salary Schedule be amended as follows:

4. Department heads or grade level chairpersons responsible for as many as five (5) teachers ~~should~~ shall be provided one (1) period of duty time daily to attend to departmental or grade level affairs.

POSITIONS: The public employer contends that it should not be amended and the union contends that it should be amended.

11. Should Appendix G, ESP Salary Schedule 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.”

POSITIONS: The public employer contends that it should be amended and the union contends that it should not be amended

12. Should Appendix H, SRPE MISCELLANEOUS SALARY SCHEDULE be amended as follows:

I. INSTRUCTIONAL:

A. Compensation for Hours Beyond Regular Workday

(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. Employee will receive no less than \$14.00 per hr for any paid workshop or paid inservice training

II. EDUCATIONAL SUPPORT:

A. Compensation for Hours Beyond Regular Workday

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. Employee will receive no less than \$10.00 per hour for any paid workshop or paid inservice training.
32. Interpreters \$10.00 hr.
43. Crossing Guards \$10.00 hr.
54. Tutors \$10.00 hr.

POSITIONS: The public employer contends that it should not be amended and the union contends that it should be amended.