

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

1. 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.

2. 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.

3. 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.

4. 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