

SRPE Item #1
1/28/15

SRPE Talking Points

January 28, 2015

- In September 2013, SRCSD **projected** that the Financial Condition Ratio on June 30, 2014 would be 2.17%. On June 30, 2014, SRCSD reported an **actual** Financial Condition Ratio of 7.21% to the DOE.
- If Mr. Wyrosdick's pay cut language had been applied to the 2013-14 school year, then all School District employees would have been forced to take a 4 day (2%) pay cut...in spite of the School District ending the school year with \$12.5 million more than it had projected.
- Mr. Wyrosdick did not recommend step raises for teachers during the 2012-13 school year. He cited economic hardship as the reason he could not pay step raises.
- Mr. Wyrosdick did not recommend step raises for teachers during the 2013-14 school year. Once again, he cited economic hardship.
- In spite of declaring a financial emergency during the 2013-14 school year, Mr. Wyrosdick recommended an average 4.7% raise for 83 non-instructional employees.
- During the 2013-14 school year Mr. Wyrosdick recommended a \$3700 raise for a plumber while the School District was projecting a Financial Condition Ratio of only 2.17%. The School Board approved the raise. The plumber had one year of experience and was hired in 2012-13.
- A first year teacher hired during the 2012-13 school year has never received a raise from the School District and is currently at level 0 on the salary schedule. In addition, that teacher must move forward at least six levels on the salary schedule to earn a raise close to the plumber's raise.
- The average salary for a School District plumber is \$43,010 and the average salary for a SRC teacher with a Bachelor's degree is \$42,189.
- The Superintendent's secretary has 25 years of experience and currently earns an annual salary of \$61,905. A teacher in SRC with 25 years of experience currently earns \$56,501 with a Bachelor's degree and \$58,793 with a Master's degree.

SRPE Item #2
1/28/15

4 days - Equates

Not school district employees ---they are elected officials not employees !!!

School and Wyrosdick 1.10%

4 days - equates TO ALL District employees

196 - 2.04%

198- 2.02%

231---- 1.73%

252----1.59%

SRPE Item #3

1/28/15

The "Austerity" Language - SRPE's Counter Proposal

If the district faces dire financial and troublesome budgetary times and if the actual FCR falls below 3%, SRPE will steadfastly agree to immediately return to the bargaining table to collectively collaborate with the district to jointly develop a plan for financial stability.

Negotiations for SRPE contract beginning 2015/16
Board offer for January 28, 2015
Presented by Steve Ratliff
Chief Negotiator

SRPSD
Item #1
1/28/15

1. Agree to all previously agreed upon and TD'd conditions/articles.
2. Include all MOA's that have been signed off since the last contract.
3. Both sides agree to remove all other proposals.
4. Agree to supplement School Psychologist.
5. Mutually agree to proposed salary enhancement schedule.
6. The board will agree to provide the supplement for (1) cleaning trachea tubes, or (2) gastric tube feeding, (3) changing diapers of students during extended school year program (summer school hours) as proposed in SRPE handout dated 11/19/2014.
7. Accept Article X (F) ESOL wording as mutually developed with the exception of the last line that reinstates the provisions if re-imposed by the legislature will be deleted.
8. Article II (P) Association and Employee Rights.
 - a. P. The Principal of each school will work jointly with each SRPE building representative to develop and implement a process to elect the Teacher of the Year, The Santa Rosa Education Support Employee of the Year and the Rookie of the Year as prescribed by each sponsoring organization.
9. Replace Article XVIII (F) 3 through 6 with:
 - a. The President of SRPE may take unpaid leave to serve as the SRPE President and not lose seniority. Unpaid leave will be extended for the length of time the employee serves as president. At the conclusion of the leave of absence, the employee will return to their former job description and duties.
10. With regard to Article XVI (f):

Upon notification by the Department of Education the Financial Condition Ratio will fall below 3%, the School Board of Santa Rosa District Schools will implement furlough days in lieu of laying off employees.