

SRPE Item 1  
5/6/15SRPE Talking Points  
May 6, 2015

- On Budget Amendment 15/02 presented to the School Board on January 23, 2015, SRCSD reported an estimated fund balance of \$9,960,394.  
[https://www.santarosa.k12.fl.us/finance/Amendments/Oct\\_2014\\_BA.pdf](https://www.santarosa.k12.fl.us/finance/Amendments/Oct_2014_BA.pdf)
- On Budget Amendment 15/05 presented to the School Board on April 23, 2015, SRCSD reported an estimated fund balance of \$11,267,629.  
<http://santarosa.novusagenda.com/agendapublic/MeetingView.aspx?MeetingID=80&MinutesMeetingID=-1&doctype=Agenda>
- From January 23, 2015 to April 23, 2015 the estimated fund balance increased \$1,307,235.
- On April 17 SRCSD received an additional \$575,372 from the state.  
<http://www.fldoe.org/core/fileparse.php/7507/urlt/2014-15-FEFP-Fourth-Calculation.pdf>
- From the 2014-15 school year to the 2015-16 school year, SRCSD is expected to receive a six to seven million dollar increase in total funding.
- SRCSD can award every employee in the SRPE bargaining unit a 3.7216% annual pay raise retroactive to July 1, 2014 and maintain a Financial Condition Ratio of 4%.
- If the School Board will designate the \$743,663.49 in the Committed Fund Balance as Assigned or Unassigned, then SRCSD can award every employee in the SRPE bargaining unit a 3.7216% annual pay raise retroactive to July 1, 2014 and maintain a Financial Condition Ratio of 4.43%.

## SRPE Salary Proposal for 2014-15 May 6, 2015

SRCS D has budgeted \$2,463,334.10 for SRPE employee annual pay raises. However, the School District has additional funds that can be used for pay increases.

The numbers below are reference from SRCSD's Budget Amendment 15/~~04~~<sup>05</sup> presented to the School Board on April 23, 2015

<u>Unassigned and Assigned Est. Fund Balance Sum</u>		<u>Estimated Revenue</u>		<u>Projected Financial Condition Ratio</u>
\$8,507,059.67	divided by	\$180,359,725.54	equals	4.72%

On the DOE's 4th financial funding calculation, SRCSD received \$575,372 in additional revenue. \$472,343.47 (82.1%) of this additional revenue is not restricted and can be added to the the unassigned and assigned estimated fund balance sum. Listed below are the adjustments relative to the \$575,327 in additional revenue.

<u>Unassigned and Assigned Est. Fund Balance Sum</u>		<u>Estimated Revenue</u>		<u>Projected Financial Condition Ratio</u>
\$8,979,403.14	divided by	\$180,935,052.54	equals	4.96%

The School District can add \$1,742,001.04 (0.96% of estimated revenue) to its current salary proposal to SRPE and maintain a 4.00% estimated financial condition ratio.

<u>Current Proposal to SRPE</u>		<u>Additional Funds Available for Raises</u>		<u>Total Amount for New Salary Proposal</u>
\$2,463,334.17	plus	\$1,742,001.04	equals	\$4,205,335.21

\$4,205,335.21 minus \$553,696.98 for benefits provides \$3,651,738.23 that can be added to the total salaries of the employees in the SRPE bargaining unit. Therefore the School District can award each employee in the SRPE bargaining unit a 3.7216% pay raise and maintain an estimated financial condition ratio of 4.00%.

If the School Board will designate the \$743,663.49 in the Committed Fund Balance as as Assigned or Unassigned, then SRCSD can award the raises mentioned above and maintain a Financial Condition Ratio of 4.43%.

*g*

D. Godwin,  
SRPE

### SRPE Salary Proposal for 2014-15

May 6, 2015

(3.7216% increase - includes one level movement)

(Pay raises will be retroactive to July 1, 2014)

<u>Level</u>	<u>2013-14 Bachelor</u>	<u>2014-15 Bachelor</u>
0	34,278	35,554
1	34,278	35,554
2	34,278	35,554
3	35,131	35,554
4	36,000	36,438
5	36,895	37,340
6	37,787	38,268
7	38,706	39,193
8	39,641	40,146
9	40,594	41,116
10	41,565	42,105
11	42,555	43,112
12	43,564	44,139
13	44,591	45,185
14	45,639	46,250
15	46,707	47,338
16	47,775	48,445
17	48,907	49,553
18	50,039	50,727
19	51,194	51,901
20	52,372	53,099
21	53,574	54,321
22	54,800	55,568
23	56,051	56,839
24	57,327	58,137
25	58,630	59,460
26	59,958	60,812
27	61,297	62,189
28	62,655	63,578
29	64,038	64,987
***		1,434

Employees with at least 1 year of experience that are on levels 0 through 28 on the 2013-14 salary schedule will move forward one level on the 2014-15 schedule. For example, an employee that is at level 15 on the 2013-14 salary will move forward to level 16 on the 2014-15 salary schedule

\*\*\* Employees on level 29 on the 2013-14 schedule will remain on level 29 on the 2014-15 schedule and will receive a one time longevity supplement of \$1434 for the 2014-15 school year.

ESPs at the top of the ESP salary schedule will get a 3.7216% increase and add another level to the ESP schedule

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D. GORDON  
SRPE  
5/6/18

Santa Rosa Professional Educators  
Estimated Salary and Benefit Costs for Proposed SRPE Employee Pay Raise

	Increase	Current Annual Salary	Salary Increase	New Annual Salary	Additional Benefit Cost	Total Additional Cost
Instructional	3.72163764%	\$82,588,805.85	\$3,073,656.08	\$85,662,461.93	\$465,960.77	\$3,539,616.85
Ed Support	3.72163764%	\$15,533,004.48	\$578,082.14	\$16,111,086.62	\$87,636.22	\$665,718.36
Total	3.72163764%	\$98,121,810.33	\$3,651,738.23	\$101,773,548.56	\$553,596.98	\$4,205,335.21

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SRCSO Item 1  
5/06/15

# Final Offer

May 6, 2015

Presented by Steve Ratliff

Chief Negotiator for the Santa Rosa County School Board

1. Accept - Psychologist's \$10,000 supplement as previously agreed upon.
2. Accept - Article II (P) Association and Employee Rights.
  - 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 the sponsoring organization.
3. Accept - Modify Article XVIII (F) (President's Leave) by replacing "shall" in 4 (A.) with "may" and in D (B) replace "will" with "may".
4. Accept - Delete Article X (F) ESOL.
5. Accept - Both sides drop all other proposals not previously agreed to.
6. Accept - new Instructional salary proposal as presented by Mr. Gunter.
7. Accept - new Educational Support Personnel salary proposal as presented by Mr. Gunter.
8. If SRPE moves this offer to a vote and it fails, the board will move to impasse rather than returning to the table.

complete the 150 hour Content Area Reading Professional Development (CAR-PD) bundle. Teachers must complete the entire 150 hour CAR-PD bundle between August 10, 2007 and May 31, 2009 to receive the incentive. These funds will not be available after May 31, 2009. (TA 10/22/14)

8. **ARTICLE XIII (A) (Page 22)** ~~Within three (3) working days after being notified by a principal/administrator that a vacancy exists, the Superintendent or a designee shall provide a written listing of such vacancy. The listing shall include the job title, required certification, job site, and contact person and shall be sent to the following: (1) each work site to be posted by the principal or their designee in a designated area and (2) SRPE office. An electronic copy of the listing shall satisfy these requirements. Vacancies will also be posted on the School Board web site.~~ Within three (3) working days after being notified by a principal/administrator that a vacancy exists, the Superintendent or a designee shall post this vacancy on the district website. (TA 10/1/14).

9. **ARTICLE XIII (C) (Page 22)** ~~The applicant may secure the application form from the principal's office or from the human resources office. All District applications will be processed on-line through School Stream.~~ If the application is on file, it can be updated. (TA 10/1/14).

10. **ARTICLE XIV (A THROUGH F) (Pages 22-23)** A. There shall be an annual evaluation of each member of the instructional and non-instructional staff. The principal or person directly responsible for the supervision of the individual shall make the evaluation using the appropriate state approved evaluation instrument and /or by utilizing the district's digital Professional Growth System (PGS) Electronic evaluation instrument. The data collected during an instructional observation will be available for review by the instructional personnel when the information is uploaded to the PGS electronic evaluation instrument by the evaluating administrator. ~~The final evaluation shall be discussed with the employee by the person responsible for making the evaluation through the PGS.~~ The administrator will be available to discuss the overall evaluation with the teacher at an agreeable meeting time. The scheduling of the meeting cannot prohibit a final evaluation from commencing. The filing of employee evaluations shall be carried out in accordance with state statutes. All observations of an employee for purposes of evaluation shall be conducted openly and with full knowledge of the employee

B. A copy of The Santa Rosa District Teacher Evaluation System and an orientation to the evaluation process will be given to teachers during pre-planning. The evaluation shall be used for the purpose of improving the quality of instruction. In the school year ~~2014-15~~ 2013-14 and thereafter, the annual evaluation will also be used to determine performance pay as negotiated each year.

C. The evaluation system and the evaluator shall offer opportunities for noting deficiencies, suggestions for improvement, assistance available for correcting deficiencies, the period of time within which improvements must be made, and the probable consequences if improvements are not made.

D. A copy of the final electronically signed evaluation shall be available ~~for printing from the PGS~~ and provided to any employee upon request.

E. See SB policy number 6.17\* which addresses Fairness and Impartiality in the

(2) Early Retirement

(a) Early retirement under Florida Retirement Service is when the employee has at least 10 years of creditable service if employed before July 1, 2001, or six (6) years of creditable service if employed or continued employment on or after July 1, 2001 but has not reached normal retirement age or date (age 62 or 30 years of service), or if employed on or after July 1, 2011 has eight (8) years of creditable service but has not reached normal retirement age or date (age 65 or 33 years of service). (TA 11/13/2014).

12. **ARTICLE XVII (D1(1)) (Page following 31).** Maternity Leave—teacher

1. A full-time ~~teacher~~ employee who is an expectant mother or has finalized an adoption at the beginning of the school term or who becomes pregnant during the school term shall be granted maternity leave as provided herein. When an teacher employee determines that she is pregnant and wishes to take maternity leave or has finalized an adoption, she shall file with the Superintendent a written application for leave with an attached statement from the attending physician stating the expected date of birth of the child. If possible the ~~teacher~~ employee and her immediate administrative superior shall mutually agree to the effective date for the suspension of services. Such decision shall be based on, but not limited to, physical condition, effectiveness in carrying out her assigned duties, availability of a satisfactory replacement, term of service required for credit for a year of service, and the recommendations of the attending physician. The administrative superior shall determine and inform the ~~teacher~~ employee as to the number of days or hours of service required for her to receive credit for a year of service for continuing or professional services contract and salary purposes during that school year. When a mutually acceptable date for the suspension of services cannot be achieved, the Superintendent shall evaluate the recommendations and information submitted to him by both the ~~teacher~~ employee and her immediate administrative superior and shall make an appropriate recommendation to the School Board for its consideration and action. Prior to being placed on maternity leave of absence, any Employee who suffers any illness caused or contributed to the pregnancy, miscarriage or abortion shall be allowed to use accrued sick leave. (TA 10/23/2014).

13. **ARTICLE XVIII (D2) (Page 33).** D2. Maternity Leave—ESPs

1. ~~An ESP who is pregnant shall be granted leave of absence without pay for maternity purposes. The period of maternity leave shall not be approved earlier than two (2) months before the anticipated date of birth, nor continue for more than two (2) months beyond the date of birth.~~
2. ~~An ESP who adopts a child may upon written request be granted maternity leave. The period of maternity leave shall not exceed four (4) calendar months.~~
3. ~~The School Board may grant a regular leave of absence prior to the effective date of maternity leave.~~
4. ~~The School Board shall notify the ESP, in writing, as to the period of leave to be granted, clearly specifying the date the employee will return to duty.~~
5. ~~While maternity leave is leave without pay, the ESP, upon being granted maternity leave, may request, and if approved by the Board be placed on annual leave with pay until all or part of the employees accrued annual leave credits have been used. However, if the ESP requests that annual leave not be used during the maternity leave period, the School Board shall~~

attempt to recover such premium. ~~In this circumstance, the employee is required to provide in writing to the Human Resources Department, a certification from the employee's health care provider to that effect.~~

In this circumstance, if the current FMLA health care provider's (HCP) certification clearly states an extended duration of need, the employee may request leave of absence. If the HCP certification expires with the expiration of the FMLA designation, the employee may be required to provide, in writing to the Human Resource Office, a statement or certification from the employee's HCP supporting the extended absence. (TA 10/23/2014).

18. **ARTICLE XXI (I AND J) (Page 47)** I. ~~— The following "Memorandum of Agreements" between the Board and SRPE are in effect.~~

~~1. The Santa Rosa Professional Educators agree to School Board Policy 2.49 (Drug Free Workplace Policy) as adopted October 2, 1997. 2. The Santa Rosa Professional Educators agree to the Voluntary Severance Plan as adopted by the Board in June 2008.~~

~~3. The Santa Rosa Professional Educators agree to the Sick Leave Incentive Plan for 2008-2009 as adopted by the Board in June 2008.~~

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.~~

~~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).~~

~~(Note: All MOA's agreed to since last contract negotiations will be inserted here. Ms. Chavers has a file of them plus Mr. Ratliff has one he needs to verify is in the group that Ms. Chavers has.)~~

19. **ARTICLE XXII (G) (Page 49)** . Any unused sick leave bank hours will be returned to the bank at the start of each fiscal year. If a participant has hours remaining at the end of the school year and has a need to continue to use previously approved hours at the start of the new school year, the participant is required to notify the sick leave bank committee through the



participating in school sponsored concerts or scheduled community events. (TA 10/7/2014).

24. **APPENDIX E (Page 63)** ESE teacher assistants who perform one or more of the following daily duties of (1) cleaning trachea tubes, or (2) gastric tube feeding, or (3) changing diapers of students will receive a supplement of five (5) percent based on Range 7, Step 1 of the prior year ESP salary schedule. (~~\$15,577.65 for 2010-2011~~). Extended School Year specific to Ed Support personnel will also be included in a prorated amount for this supplement applicable to conditions (1), (2) and (3) above and work during the summer school hours. (Requested by SRPE 11/19/2014 and subsequently offered by the board, not necessarily TA'd but agreed upon.)

SRLSD Team 2 of 3  
5/16/15

Employee Classification	Grandfathered Salary Structure					Performance Pay Salary Structure				
	Bachelor	Master	Specialist	Doctor		Bachelor	Master	Specialist	Doctor	
0	34,278.00	37,020.00	38,391.00	39,762.00		34,278.00	37,020.00	38,391.00	39,762.00	
1	34,524.80	37,266.80	38,637.80	40,008.80		34,607.00	37,349.00	38,720.00	40,091.00	
2	34,773.38	37,515.38	38,886.38	40,257.38		34,939.00	37,681.00	39,052.00	40,423.00	
3	35,025.26	37,767.26	39,138.26	40,509.26		35,274.32	38,016.32	39,387.32	40,758.32	
4	35,896.86	38,638.86	40,009.86	41,380.86		36,152.12	38,894.12	40,265.12	41,636.12	
5	36,784.80	39,526.80	40,897.80	42,268.80		37,046.38	39,788.38	41,159.38	42,530.38	
6	37,699.31	40,441.31	41,812.31	43,183.31		37,967.39	40,709.39	42,080.39	43,451.39	
7	38,610.76	41,352.76	42,723.76	44,094.76		38,885.32	41,627.32	42,998.32	44,369.32	
8	39,549.79	42,291.79	43,662.79	45,033.79		39,831.03	42,573.03	43,944.03	45,315.03	
9	40,505.17	43,247.17	44,618.17	45,989.17		40,793.21	43,535.21	44,906.21	46,277.21	
10	41,478.95	44,220.95	45,591.95	46,962.95		41,773.91	44,515.91	45,886.91	47,257.91	
11	42,471.12	45,213.12	46,584.12	47,955.12		42,773.13	45,515.13	46,886.13	48,257.13	
12	43,482.70	46,224.70	47,595.70	48,966.70		43,791.90	46,533.90	47,904.90	49,275.90	
13	44,513.70	47,255.70	48,626.70	49,997.70		44,830.23	47,572.23	48,943.23	50,314.23	
14	45,563.08	48,305.08	49,676.08	51,047.08		45,887.08	48,629.08	50,000.08	51,371.08	
15	46,633.93	49,375.93	50,746.93	52,117.93		46,965.54	49,707.54	51,078.54	52,449.54	
16	47,725.21	50,467.21	51,838.21	53,209.21		48,064.59	50,806.59	52,177.59	53,548.59	
17	48,816.50	51,558.50	52,929.50	54,300.50		49,163.63	51,905.63	53,276.63	54,647.63	
18	49,973.17	52,715.17	54,086.17	55,457.17		50,328.53	53,070.53	54,441.53	55,812.53	
19	51,129.85	53,871.85	55,242.85	56,613.85		51,493.43	54,235.43	55,606.43	56,977.43	
20	52,310.03	55,052.03	56,423.03	57,794.03		52,682.00	55,424.00	56,795.00	58,166.00	
21	53,513.71	56,255.71	57,626.71	58,997.71		53,894.24	56,636.24	58,007.24	59,378.24	
22	54,741.91	57,483.91	58,854.91	60,225.91		55,131.18	57,873.18	59,244.18	60,615.18	
23	55,994.64	58,736.64	60,107.64	61,478.64		56,392.82	59,134.82	60,505.82	61,876.82	
24	57,272.91	60,014.91	61,385.91	62,756.91		57,680.18	60,422.18	61,793.18	63,164.18	
25	58,576.73	61,318.73	62,689.73	64,060.73		58,993.27	61,735.27	63,106.27	64,477.27	
26	59,908.13	62,650.13	64,021.13	65,392.13		60,334.14	63,076.14	64,447.14	65,818.14	
27	61,265.08	64,007.08	65,378.08	66,749.08		61,700.74	64,442.74	65,813.74	67,184.74	
28	62,633.27	65,375.27	66,746.27	68,117.27		63,078.66	65,820.66	67,191.66	68,562.66	
29	64,038.42	66,780.42	68,151.42	69,522.42		64,476.13	67,218.13	68,589.13	69,960.13	

Proposed Base for Future Salary Placement Schedules

29	64,038.00	64,038.00	64,038.00	64,038.00
28	62,655.00	62,523	62,655.00	62,655.00
27	61,297.00	61,157	61,297.00	61,701
26	59,958.00	59,803	59,958.00	60334
25	58,630.00	58,474	58,630.00	58993
24	57,327.00	57,172	57,327.00	57680
23	56,051.00	55,896	56,051.00	56393
22	54,800.00	54,645	54,800.00	55131
21	53,574.00	53,419	53,574.00	53894
20	52,372.00	52,218	52,372.00	52682
19	51,194.00	51,040	51,194.00	51493
18	50,039.00	49,885	50,039.00	50329
17	48,907.00	48,731	48,907.00	49164
16	47,775.00	47,641	47,775.00	48065
15	46,707.00	46,552	46,707.00	46966
14	45,639.00	45,483	45,639.00	45887
13	44,591.00	44,435	44,591.00	44830
12	43,564.00	43,406	43,564.00	43792
11	42,555.00	42,396	42,555.00	42773
10	41,565.00	41,406	41,565.00	41774
9	40,594.00	40,434	40,594.00	40793
8	39,641.00	39,480	39,641.00	39831
7	38,706.00	38,543	38,706.00	38885
6	37,787.00	37,633	37,787.00	37967
5	36,895.00	36,720	36,895.00	37046
4	36,000.00	35,834	36,000.00	36152
3	35,131.00	34,964	35,131.00	35274
2	34,278.00	34,725	34,278.00	
1	34,278.00	34,501	34,278.00	
0	34,278.00	34,278	34,278.00	

Current

28-2.208

0-2 @ .072  
 3 thru 28 2.18%  
 0-2 @ .065  
 3 thru 28 2%

Current

HE 2.9066

2 of 3

## Summary of Santa Rosa School Board Proposal

3 of 3

	FTE	Current		Proposed Salary Incr	Additional Salary Cost	Total Proposed Salary
		FTE	Salary Cost			
Instr Grandfather:						
Highly Eff	68.0%	1,193.60	59,078,616.90	2.1800%	1,287,913.85	60,366,530.75
Effective	32.0%	811.65	40,173,459.49	2.1800%	875,781.42	
		381.95	18,905,157.41	2.1800%	412,132.43	
Instr PerPay:						
Highly Eff	68.0%	651.50	23,854,382.90	2.9066%	637,887.20	24,492,270.10
Effective	32.0%	443.02	16,220,980.37	2.1800%	471,479.02	
		208.48	7,633,402.53	2.1800%	166,408.18	
Instr Total		1,845.10	82,932,999.80	2.3200%	<i>AW</i> 1,925,801.05	84,858,800.85
Instr ROTC		8.00	448,590.40		0.00	448,590.40
Admin Dist		21.00	1,861,587.00	2.1800%	40,582.60	1,902,169.60
Admin School		67.00	4,892,625.00	2.1800%	106,659.23	4,999,284.23
Board/Super		6.00	285,385.00		0.00	285,385.00
EdSup SRPE		616.86	15,639,267.77	2.1800%	340,936.04	15,980,203.81
EdSup Non-Union		44.00	2,572,213.04	2.1800%	56,074.24	2,628,287.28
EdSup Blue Collar		99.52	3,372,696.93	2.1800%	73,524.79	3,446,221.72
<b>District Total</b>		<b>2,707.48</b>	<b>112,005,364.94</b>		<b>2,543,577.95</b>	<b>114,548,942.89</b>

Salary Increase	2,543,577.95
Add'l Benefits:	
FI Retirement	7.92%
SocSec/Mcare	7.25%
	201,451.37
	184,409.40
	385,860.77
<b>Total Add'l Cost</b>	<b>2,929,438.72</b>