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PREMBLE

This Agreement, effective August 11, 2011, by and between the School Board of Santa Rosa County, Florida, hereinafter called the "Board" and the Santa Rosa Professional Educators, an affiliate of the Florida Teaching Profession and the National Education Association, hereinafter called the "Association."

WHEREAS, the Santa Rosa County School Board and the Santa Rosa Professional Educators recognize their mutual obligations pursuant to the Collective Bargaining laws (Ch. 447) and the Public Employees Relations Commission rules and regulations, to bargain collectively with respect to hours, wages and terms and conditions of employment. All provisions of this Contract shall be subject to Florida Statutes, Chapter 447. This Contract supersedes all Board Rules and/or Civil Service Rules that are in conflict with the provisions of this Contract

WHEREAS, both parties have entered into and conducted extended and good faith negotiations where each party has had the right and opportunity to make proposals and counter proposals with regard to bargainable subjects.

WHEREAS, the parties, following extended and deliberate negotiations, have reached certain understandings which they desire to confirm in this Agreement.

In consideration of the following mutual covenants, it is hereby agreed as follows:

**ARTICLE I:
RECOGNITION**

A. (Case number 8H-RA-754-1022, certificate number 9, issued by Florida Public Employees Relations Commission on March 7, 1975 in Ft. Lauderdale, Florida, and entered the 17th day of March, 1975, in Tallahassee, Florida) The Santa Rosa County School Board recognizes the Santa Rosa Professional Educators as the sole and exclusive bargaining representative of all certificated employees of the school district, excluding all superintendents, assistant superintendents, directors, assistant directors, supervisors, principals, and assistant principals.

B. (Case number EL-2006-008 (Relates to RC-2005-055), certificate number 1577 issued by Florida Public Employees Relations Commission on March 13, 2006). The Santa Rosa County School Board recognizes the Santa Rosa Professional Educators as the sole and exclusive bargaining representative of educational support personnel with the following job titles:

- 25068 AUDIOLOGIST
- 45205 BD CERT BEH ANALYST
- 50250 BOOKKEEPER ASSISTANT
- 50181 BOOKKEEPER OF FED PROGRAMS

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50180 BOOKKEEPER, COMMUNITY SCHOOL
61052 CERT SPECIALIST
45050 CHILD CARE ASST
45065 CHILD DEVELOP ASSOCIATE
41040 CLERICAL ASSISTANT
45300 CLERICAL DATA I
45310 CLERICAL DATA II
41010 CLERK TYPIST I
41020 CLERK TYPIST II
44225 COMP SUPPORT TECHNICIAN
44215 COMPUTER REPAIR TECH I
50031 FISCAL ASSISTANT I
50032 FISCAL ASSISTANT II
50033 FISCAL ASSISTANT III
45215 HEALTH & NUTRITION SPEC.
44270 INSTR TELEVISION SPEC II
50190 INTERNAL FUNDS BKPR I
50191 INTERNAL FUNDS BKPR II
50240 INTERNAL FUNDS BKPR III
45221 INTERNET FILTER ADMIN/T A
44990 PARAPROFESSIONAL FOR ESOL
45230 PARAPROFESSIONAL I
45240 PARAPROFESSIONAL II
45245 PARAPROFESSIONAL IIW
45235 PARAPROFESSIONAL IV
61030 PERSONNEL ASSISTANT I
61040 PERSONNEL ASSISTANT II
61042 PERSONNEL ASSISTANT III
41000 PRINTER ASSISTANT I
41005 PRINTER ASST II
44765 PROF DEV CTR SUPPORT MGR
50201 PROGRAM ASST I
61070 RISK MANAGEMENT SPEC I
61080 RISK MANAGEMENT SPEC II
51251 SAFETY SPECIALIST
31050 SCHOOL HELPER
42000 SECRETARY I
42021 SECRETARY I, 11 MONTH
42010 SECRETARY II
42022 SECRETARY II, 11 MONTH
42020 SECRETARY III
45190 SIGN LANGUAGE INTERPRETER I
45202 SIGN LANG PROV INTERPRETER II
45203 SL ADV INTERPRETER III
44210 SR COMP OPER/NETWORK ANALYST
44160 SR NETWORK ANALYST I
44165 SR NETWORK ANALYST II
44123 SOFTWARE SUPPORT TECH I
44152 SYSTEMS ADMIN (ASSISTANT)
44230 SYSTEMS ANALYST
45220 TA FOR TECHNOLOGY I
45000 TEACHER ASST I

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45010 TEACHER ASST II
45020 TEACHER ASST IW
45080 TEACHER ASST IIW
45130 TEACHER ASST I, PRE-K HEAD START

Number JOB TITLE NAME

~~61050~~ ~~CERTIFICATION SPECIALIST~~
~~61051~~ ~~CERTIFICATION SPECIALIST I~~
~~61051~~ ~~CERTIFICATION SPECIALIST I~~
~~45050~~ ~~CHILD CARE ASSISTANT~~
~~45060~~ ~~CHILD CARE ASSISTANT II~~
~~45066~~ ~~CHILD CARE/CHILD DEVELOPMENT ASSOCIATE~~
~~45065~~ ~~CHILD DEVELOPMENT ASSOCIATE~~
~~41040~~ ~~CLERICAL ASSISTANT~~
~~45300~~ ~~CLERICAL DATA I~~
~~45310~~ ~~CLERICAL DATA II~~
~~41010~~ ~~CLERK TYPIST I~~
~~41020~~ ~~CLERK TYPIST II~~
~~41030~~ ~~CLERK TYPIST III~~
~~61092~~ ~~CLERK TYPIST, PUPIL PERSONNEL~~
~~44100~~ ~~COMPUTER OPERATOR, MAINFRAME~~
~~44090~~ ~~COMPUTER OPERATOR, MAINFRAME, ASSISTANT~~
~~44110~~ ~~COMPUTER OPERATOR, MAINFRAME, SENIOR~~
~~44020~~ ~~COMPUTER RESEARCH TECHNICIAN, APPRENTICE~~
~~44225~~ ~~COMPUTER SUPPORT TECHNICIAN~~
~~44000~~ ~~DATA ENTRY OPERATOR~~
~~44010~~ ~~DATA ENTRY OPERATOR, SENIOR~~
~~45020~~ ~~ESE TEACHER ASSISTANT I~~
~~45080~~ ~~ESE TEACHER ASSISTANT II~~
~~45235~~ ~~ESE TEACHER ASSISTANT II, PARAPROFESSIONAL~~
~~45245~~ ~~ESE TEACHER ASSISTANT III, PARAPROFESSIONAL~~
~~50031~~ ~~FISCAL ASSISTANT I~~
~~50032~~ ~~FISCAL ASSISTANT II~~
~~50033~~ ~~FISCAL ASSISTANT III~~
~~61070~~ ~~HUMAN RESOURCES SERVICES ASSISTANT I~~
~~61080~~ ~~HUMAN RESOURCES SERVICES ASSISTANT II~~
~~44765~~ ~~INSTRUCTIONAL TELEVISION SPECIALIST I~~
~~44270~~ ~~INSTRUCTIONAL TELEVISION SPECIALIST II~~
~~51300~~ ~~INSURANCE SPECIALIST~~
~~45090~~ ~~INTERGENERATIONAL RESOURCES SPECIAL~~
~~45201~~ ~~INTERPRETER I APPRENTICE~~
~~45202~~ ~~INTERPRETER II, PROVISIONAL~~
~~45203~~ ~~INTERPRETER III, ADVANCED~~
~~45204~~ ~~INTERPRETER IV, MASTER~~

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~~45170 JOB COACH/VOC. TRAINER~~
~~90105 OUTREACH SPECIALIST~~
~~61030 PERSONNEL ASSISTANT I~~
~~61040 PERSONNEL ASSISTANT II~~
~~41000 PRINTER ASSISTANT I~~
~~41005 PRINTER ASSISTANT II~~
~~62220 PROPERTY CONTROL COORDINATOR~~
~~40010 RECEPTIONIST~~
~~77095 RECEPTIONIST, CENTRAL SERVICE~~
~~73095 RECEPTIONIST, SCHOOL~~
~~72096 SANTA ROSA EDUCATIONAL FOUNDATION BOOKKEEPER~~
~~50200 SCHOOL BOOKKEEPER~~
~~31050 SCHOOL HELPER~~
~~42000 SECRETARY I~~
~~42010 SECRETARY II~~
~~42022 SECRETARY II, 11 MONTH~~
~~42020 SECRETARY III~~
~~41050 SEDNET TECHNICAL ASSISTANT~~
~~61020 SEMS OPERATOR/HUMAN RESOURCES CLERK~~
~~44210 SENIOR COMPUTER OPERATOR/NETWORK ANALYST~~
~~44160 SENIOR NETWORK ANALYST I~~
~~44165 SENIOR NETWORK ANALYST II~~
~~44123 SOFTWARE SUPPORT TECHNICIAN I~~
~~40020 SWITCHBOARD OPERATOR I~~
~~40025 SWITCHBOARD OPERATOR II~~
~~45225 TEACHER ASSISTANT FOR DISTRICT LEVEL INSTRUCTION~~
~~45220 TEACHER ASSISTANT FOR TECHNOLOGY~~
~~45100 TEACHER ASSISTANT I, ELEMENTARY~~
~~45110 TEACHER ASSISTANT I, MIDDLE~~
~~45190 TEACHER ASSISTANT I, INTERPRETER~~
~~45000 TEACHER ASSISTANT I, OTHER~~
~~45120 TEACHER ASSISTANT I, PK~~
~~45130 TEACHER ASSISTANT I, PK HEADSTART~~
~~45111 TEACHER ASSISTANT I, SENIOR HIGH~~
~~45030 TEACHER ASSISTANT I, TITLE I~~
~~45150 TEACHER ASSISTANT II, ELEMENTARY~~
~~45195 TEACHER ASSISTANT II, INTERPRETER~~
~~45160 TEACHER ASSISTANT II, MIDDLE~~
~~45010 TEACHER ASSISTANT II, OTHER~~
~~45230 TEACHER ASSISTANT II, PARAPROFESSIONAL~~
~~45161 TEACHER ASSISTANT II, SENIOR HIGH~~
~~45180 TEACHER ASSISTANT II, PK~~
~~45185 TEACHER ASSISTANT II, PK HEADSTART~~
~~45040 TEACHER ASSISTANT II, TITLE I~~
~~45240 TEACHER ASSISTANT III, PARAPROFESSIONAL~~

EXCLUDED: All employees covered by the collective bargaining agreement between the Santa Rosa County School Board and the Carpenters Industrial Council, United Brotherhood of Carpenters and Joiners of America and the instructional employees' collectible bargaining agreement between the Santa

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Rosa County School Board and the Santa Rosa Professional Educators, as well as all blue-collar employees, professional employees, and employees in the following classifications::

Superintendent of the Santa Rosa County School
District Assistant Superintendent for Administrative
Services Assistant Superintendent for Instructional
Services Assistant Superintendent for Human
Resources
Assistant Superintendent for Finance
School Principals
Assistant Principals
Administrative Secretary to the Superintendent
Personnel Assistant/Secretary to the Assistant Superintendent of Human Resources
Secretary to the Assistant Superintendent of Instructional Services
Secretary to the Assistant Superintendent of Administrative Services

Number	JOB TITLE NAME
<u>51000</u>	<u>ACCOUNTANT I (N)</u>
<u>51010</u>	<u>ACCOUNTANT II (N)</u>
<u>51020</u>	<u>ACCOUNTANT III (N)</u>
<u>50120</u>	<u>ACCOUNTING SPECIALIST (N)</u>
<u>51052</u>	<u>ACCTG ANALYST (N)</u>
<u>51051</u>	<u>ACCTG SUPVR (N)</u>
<u>84156</u>	<u>BUILDING OFFICIAL (N)</u>
<u>62050</u>	<u>BUYER (N)</u>
<u>62240</u>	<u>CENTRAL RECEIVING MANAGER (N)</u>
<u>44130</u>	<u>COMP PROG/SYS ANALYST I (N)</u>
<u>44140</u>	<u>COMP PROG/SYS ANALYST II (N)</u>
<u>44227</u>	<u>COMP SUPPORT SUPERVISOR (N)</u>
<u>44226</u>	<u>COMP SUPPORT TECHNICIAN (N)</u>
<u>51250</u>	<u>COORD RISK MGMT & BENE (N)</u>
<u>44250</u>	<u>DATA PROCESSING MANAGER (N)</u>
<u>62000</u>	<u>DIR PURCHASING/CONTR MGR (N)</u>
<u>31110</u>	<u>FOOD SERV MANAGER I (N)</u>
<u>31120</u>	<u>FOOD SERV MANAGER II (N)</u>
<u>31130</u>	<u>FOOD SERV MANAGER III (N)</u>
<u>31131</u>	<u>FOOD SRV COMPLIANCE OFFICER(N)</u>
<u>84150</u>	<u>MAINTENANCE FOREMAN I (N)</u>
<u>84151</u>	<u>MAINTENANCE FOREMAN II (N)</u>
<u>51150</u>	<u>MANAGEMENT INFO ANALYST (N)</u>
<u>44167</u>	<u>NETWORK SYSTEMS ENG ASST (N)</u>
<u>44166</u>	<u>NETWORK SYSTEMS ENGINEER (N)</u>
<u>61041</u>	<u>PERSONNEL ASSISTANT II (N)</u>
<u>61043</u>	<u>PERSONNEL ASST III (N)</u>
<u>31140</u>	<u>PROD KITCHEN MANAGER (N)</u>
<u>62100</u>	<u>PURCHASING AGENT (N)</u>
<u>62150</u>	<u>PURCHASING MANAGER (N)</u>
<u>42025</u>	<u>SECRETARY III (N)</u>
<u>72091</u>	<u>SECRETARY, ADMINISTRATIVE (N)</u>
<u>44150</u>	<u>SR COMP PROG/SYS ANALYST (N)</u>

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SYSTEMS ADMINISTRATOR (N)

~~84155 SUPERVISOR OF BLDG MAINT (N)~~
~~62236 TEXTBOOK/SURPLUS WHSE MGR (N)~~

~~50120 ACCOUNTING SPECIALIST~~

~~51000 ACCOUNTANT I~~

~~51010 ACCOUNTANT II~~

~~51020 ACCOUNTANT III~~

~~51040 ACCOUNTANT, SENIOR~~

~~62050 BUYER~~

~~62240 CENTRAL RECEIVING MANAGER~~

~~COMPUTER~~

~~PROGRAMMER/OPERATOR~~

~~44130 COMPUTER PROGRAMMER/SYSTEM ANALYST I~~

~~44140 COMPUTER PROGRAMMER/SYSTEM ANALYST II~~

~~44150 COMPUTER PROGRAMMER/SYSTEM ANALYST, SENIOR~~

~~44227 COMPUTER SUPPORT SUPERVISOR~~

~~44225 COMPUTER SUPPORT TECHNICIAN (Brian Reese)~~

~~44250 DATA PROCESSING MANAGER~~

~~62000 DIRECTOR OF PURCHASING AND CONTRACT ADMINISTRATION~~

~~72095 EXECUTIVE DIRECTOR OF THE SANTA ROSA EDUCATIONAL FOUNDATION~~

~~31110 FOOD SERVICE MANAGER I~~

~~31120 FOOD SERVICE MANAGER II~~

~~31130 FOOD SERVICE MANAGER III~~

~~GROUPWARE APPLICATIONS
MANAGER~~

~~51250 HUMAN RESOURCES SERVICES~~

~~MANAGER INVENTORY AND
STORES SPECIALIST~~

~~51200 INVESTMENT MANAGER & AUDITOR~~

~~84151 MAINTENANCE FOREMAN II~~

~~51150 MANAGEMENT INFORMATION ANALYST~~

~~44166 NETWORK SYSTEMS ENGINEER~~

~~31140 PRODUCTION KITCHEN MANAGER~~

~~62100 PURCHASING AGENT~~

~~80050 ROUTE SUPERVISOR~~

~~84155 SUPERVISOR OF BUILDING MAINTENANCE~~

~~44230 SYSTEM ANALYST~~

~~62236 TEXTBOOK & SURPLUS WAREHOUSE MANAGER~~

~~62230 WAREHOUSE & INVENTORY MANAGER~~

~~44260 WEBMASTER~~

And all other employees of the Santa Rosa County School Board

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SRPE Performance Pay Salary Schedule

Employee Classification	Grandfathered Salary Structure			Performance Pay Salary Structure		
	Bachelor's	HE	E	Bachelor's	HE	E
0	34,278.00	1136.00	853.00	34,278.00	1,137.00	853.00
1	34,278.00	1136.00	853.00	34,278.00	1,137.00	853.00
2	34,278.00	1136.00	853.00	34,278.00	1,137.00	853.00
3	35,131.00	1158.00	869.00	35,131.00	1,159.00	869.00
4	36,000.00	1192.00	895.00	36,000.00	1,193.00	895.00
5	36,895.00	1188.00	892.00	36,895.00	1,189.00	892.00
6	37,787.00	1224.00	919.00	37,787.00	1,225.00	919.00
7	38,706.00	1246.00	935.00	38,706.00	1,247.00	935.00
8	39,641.00	1270.00	953.00	39,641.00	1,271.00	953.00
9	40,594.00	1294.00	971.00	40,594.00	1,295.00	971.00
10	41,565.00	1319.00	990.00	41,565.00	1,320.00	990.00
11	42,555.00	1344.00	1,009.00	42,555.00	1,345.00	1,009.00
12	43,564.00	1368.00	1,027.00	43,564.00	1,369.00	1,027.00
13	44,591.00	1396.00	1,048.00	44,591.00	1,397.00	1,048.00
14	45,639.00	1423.00	1,068.00	45,639.00	1,424.00	1,068.00
15	46,707.00	1423.00	1,068.00	46,707.00	1,424.00	1,068.00
16	47,775.00	1508.00	1,132.00	47,775.00	1,509.00	1,132.00
17	48,907.00	1508.00	1,132.00	48,907.00	1,509.00	1,132.00
18	50,039.00	1539.00	1,155.00	50,039.00	1,540.00	1,155.00
19	51,194.00	1570.00	1,178.00	51,194.00	1,571.00	1,178.00
20	52,372.00	1602.00	1,202.00	52,372.00	1,603.00	1,202.00
21	53,574.00	1634.00	1,226.00	53,574.00	1,635.00	1,226.00
22	54,800.00	1667.00	1,251.00	54,800.00	1,668.00	1,251.00
23	56,051.00	1700.00	1,276.00	56,051.00	1,701.00	1,276.00
24	57,327.00	1736.00	1,303.00	57,327.00	1,737.00	1,303.00
25	58,630.00	1770.00	1,328.00	58,630.00	1,771.00	1,328.00
26	59,958.00	1784.00	1,339.00	59,958.00	1,785.00	1,339.00
27	61,297.00	1810.00	1,358.00	61,297.00	1,811.00	1,358.00
28	62,655.00	1843.00	1,383.00	62,655.00	1,844.00	1,383.00
29	64,038.00	1843.00	1,383.00	64,038.00	1,844.00	1,383.00

**Memo of Understanding
Between
The Santa Rosa Professional Educators
And
Santa Rosa County School Board**

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The following memorandum of understanding amends language found in our current master contract. It is intended by both parties that this language change be made permanent the next time the master contract opens.

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All Instructional employees hired after July 1, 2011 will automatically be placed on a Performance Pay Salary Schedule on July 1, 2014. The Performance Pay Salary Schedule will be negotiated in the future in accordance with state statute. Until July 1, 2014, all new instructional employees will be placed on the Grandfathered salary scale as negotiated annually.

1. Personnel employed as of August 9, 1993, who are receiving, or are eligible to receive, credit on the salary schedule for all or part of an advanced degree shall receive full credit for the degree.
2. In order for instructional personnel to receive credit on the SRCDS Instructional Salary Schedule for an advanced degree, the degree must:
 - a. be reflected on an official transcript

(and)

 - b. be from an accredited college or university recognized by the Florida Department of Education,

(and)

 - (1) be in an area of certification that is ~~maintained by the teacher~~ listed on the teacher's valid educator certificate

(or)

 - ~~(b) For employees hired after July 1, 2011, the advanced degree must be in the certification area of the employee's teaching assignment.~~
 - (2) has been added as a certification area to the teacher's valid educator certificate based on the advanced degree

(or)

 - (3) has been ~~be~~-issued by a college of education (defined as a degree recognized by the Santa Rosa County District School's Instructional Salary Schedule ie: Master's/Specialist/Doctorate of Education), if not eligible for certification under c(1) or c(2) above.

(or)

 - (4) a teacher has met all certification requirements and holds an advance degree for an area specifically related to the vocational certification area for which the teacher is currently assigned.

Once a teacher in Santa Rosa County has been granted the advance degree pay based on the Santa Rosa County District Schools Instructional Salary Schedule the educator will maintain the advanced degree level of pay for the time of continuous employment.

Implementation of Advance Degree pay is effective on the date of initial employment once the advance degree is verified or upon the approval of the "Application for Advanced Degree Credit for Salary Purposes".

~~Personnel employed as of June 30, 2003, who are receiving credit on the salary schedule for an advanced degree shall continue receiving that credit without regards to the 2003 changes in the Master Contract.~~

~~Personnel employed as of June 30, 2011, who are receiving credit on the salary schedule for an advanced degree shall continue receiving that credit without regards to the July 1, 2011 changes in the Master Contract.~~

Tim Wyrosdick
Superintendent of Schools

Rhonda Chavers
Chief Negotiator for SRPE

Date

Date

Application for Advanced Degree Credit for Salary Purposes

Employee Name _____ Employment Date _____

Contact Number: _____ EID Number: _____

Check the following which apply:

_____ Advanced degree is reflected on an official transcript from an accredited college or university recognized by the Florida Department of Education

AND:

_____ Advanced degree is in an area of certification that is reflected on the valid educator certificate.

_____ The advanced degree has been issued by a college of education (defined as a degree recognized by the Santa Rosa County District School's Instructional Salary Schedule, i.e.: Master's/Specialist/Doctorate). The employee may have to provide proof if the program of study or college of education is not reflected on the transcript.

_____ Teacher has met all certification requirements and holds an advanced degree for an area specifically related to the vocational certification area for which the teacher is currently assigned.

Employee Signature: _____

+++++

FOR HUMAN RESOURCES USE:

Date Application Received: _____

YES: The employee _____ does qualify to receive credit for an advanced degree. If employee does qualify, advanced degree payment becomes effective on _____.

* Advanced Degree pay is effective based upon whichever date is latest: the Advance Degree date reflected on the official transcript or the date the application was received in Human Resources.

NO: The employee _____ does not qualify to receive credit for an advanced degree.

Reason: _____

H.R. Employee Signature: _____ Date: _____

Additional Documentation provided: _____ Date: _____

H.R. Employee Signature: _____ Date: _____