

SRCSB Item #1
10/22/14

RESOLUTION 2014-10-A

A RESOLUTION DECLARING THE SCHOOL BOARD OF SANTA ROSA COUNTY, FLORIDA AND THE SUPERINTENDENT OF SCHOOLS IN OPPOSITION OF THE FLORIDA DEPARTMENT OF EDUCATION'S (FDOE) INTENT TO ISSUE SCHOOL GRADES IN A TRANSITION YEAR FOR STANDARDS AND ASSESSMENTS AND CONNECTING THE RESULTS TO TEACHER AND PRINCIPAL EVALUATIONS.

WHEREAS, The Santa Rosa County School Board and Superintendent of Schools support and commend the FDOE's implementation of new standards and the full testing of students on the new assessment in 2014-15; and

WHEREAS, a fair, valid, and reliable state accountability system is required and supported by the District to ensure that all students are prepared and inspired to ensure success in college, workforce, and life; and

WHEREAS, the FDOE has not sufficiently field tested the new assessments with Florida students to responsibly determine learning gains and therefore a school grade; and

WHEREAS, 32 changes to the accountability system over the last three years and the prevention of school grades being reduced by more than a letter grade has led the public to lose confidence in the school grading system; and

WHEREAS, the FDOE did not release item specifications for the new assessments in adequate time to properly inform and prepare for professional development, district progress monitoring tools, and curriculum decisions before the start of the school year; and

WHEREAS, the United States Secretary of Education, Arnie Duncan, has allowed states to postpone tying student achievement to evaluations for one year for states implementing the new standards; and

WHEREAS, the FDOE properly field tested the FCAT before issuing school grades in 1998. Therefore,

BE IT RESOLVED by the School Board of Santa Rosa County:

That the Florida Legislature, in cooperation with the FDOE, fully implement the new standards and test all students and grade levels during the 2014-15 school year while transparently publishing all results at the district, school, and teacher level to establish baseline data, and to forego issuing school grades, linking 2014-15 results to teacher and principal evaluations, and retaining students at the third grade level.

ADOPTED BY THE SCHOOL BOARD OF SANTA ROSA COUNTY
October 23, 2014

Dr. Diane L. Scott, Chairman

Mr. Tim S. Wyrosdick, Superintendent

SRCSD Item #2
10/22/14

Santa Rosa County School Board
Summary by Fiscal Year of ESOL Certification Stipend
(Supplement Code = SP602)

Description	Year	Amount
ESOL CERT STIPEND	2003	750.00
ESOL CERT STIPEND	2004	11,250.00
ESOL CERT STIPEND	2005	6,300.00
ESOL CERT STIPEND	2006	29,700.00
ESOL CERT STIPEND	2007	49,500.00
ESOL CERT STIPEND	2008	88,460.00
ESOL CERT STIPEND	2009	151,120.00
ESOL CERT STIPEND	2010	46,860.00
ESOL CERT STIPEND	2011	35,520.00
ESOL CERT STIPEND	2012	35,640.00
ESOL CERT STIPEND	2013	35,400.00
ESOL CERT STIPEND	2014	14,840.00
		505,340.00

ARTICLE XIV: EMPLOYEE EVALUATION

- 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 PGST he~~ 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. ~~valuation 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 Supervision of Employees.
- F. Within 15 working-days of the announcement of the final evaluation results, an employee may request a review of their annual evaluation based on possible errors in data collection, possible errors in the students included in performance data, possible procedural errors or errors in final evaluation rating calculation. This request must be submitted in writing to the Assistant Superintendent for Human Resources and must specify the possible error. An Evaluation Review Committee shall be created to review such requests and determine if any corrective action is necessary. The Evaluation Review Committee shall be comprised of the following members:
1. President of SRPE, or his/her designee
 2. Three employees selected by SRPE
 3. Assistant Superintendent of Human Resources, or his/her designee
 4. Three administrators selected by Human Resources

All committee members shall have voting rights to determine the course of action recommended by the committee. In the case of tie committee votes, the evaluation will remain unchanged.

Grandfathered Schedule and Performance Schedule Model

1.45%

SRCSD Item #4
10/22/14

Emp. Class	GF	Performance Highly		
		Eff.	Eff.	
0,1,2	34278	427	569	427
3	34705	435	580	435
4	35566	448	597	448
5	36448	446	595	446
6	37341	460	613	460
7	38247	468	624	468
8	39174	477	636	477
9	40118	486	648	486
10	41080	495	660	495
11	42060	505	673	505
12	43060	514	685	514
13	44078	524	699	524
14	45115	534	712	534
15	46173	534	712	534
16	47241	566	755	566
17	48341	566	755	566
18	49473	578	770	578
19	50617	589	786	589
20	51783	601	802	601
21	52973	613	818	613
22	54187	626	834	626
23	55426	638	851	638
24	56689	652	869	652
25	57979	664	886	664
26	59294	670	893	670
27	60628	679	906	679
28	61976	692	922	692
29	63347	692	922	692

This model along with any other model is a proposal that is contingent upon funds available and negotiations. This model assumes an evaluation distribution on the Pay for Performance system at the current distribution of 40%HE and 60%E.

Independent of the monetary amounts identified in this plan, this Pay for Performance schedule offers a model by which this or any future amounts could be based off of through representing the relationship between the Grandfathered Schedule salary adjustment and the Pay for Performance Schedule Effective salary adjustment.

SRPE Item #1
10/22/14

SRPE Grandfathered/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

STATE OF FLORIDA
PUBLIC EMPLOYEES RELATIONS COMMISSION

SRPE Item #7
10/22/14

SANTA ROSA PROFESSIONAL
EDUCATORS,

Petitioner,

v.

SANTA ROSA COUNTY SCHOOL
BOARD,

Respondent.

Case No. EL-2006-008
(Relates to RC-2005-055)

VERIFICATION OF ELECTION
RESULTS AND CERTIFICATION
OF EXCLUSIVE COLLECTIVE
BARGAINING REPRESENTATIVE

Thomas W. Brooks, Tallahassee, attorney for petitioner.

John F. Dickinson and Rupesh J. Patel, Jacksonville, attorneys for respondent.

A secret ballot election was conducted February 23, 2006, and February 24, 2006,
in the following unit:

INCLUDED: All full-time or regular part-time non-professional white-collar educational support employees of the Santa Rosa County School Board not specifically excluded, in the following classifications: Certification Specialist; Child Care Assistant; Child Care/Child Development Associate; Clerical Assistant; Clerical Data I and II; Clerk Typist I, II, and Senior; Computer Operator Assistant Mainframe, Mainframe, and Senior Mainframe; Computer Research Technician; Apprentice Computer Research Technician; Computer Support Technician; Data Entry Operator; Senior Data Entry Operator; ESE Teacher Assistant I, II, III, and Paraprofessional; Fiscal Assistant I, II, and III; Instructional Television Specialist I and II; Insurance Specialist; Intergenerational Resource Specialist; Interpreter; Job Coach; Outreach Specialist; Personnel Assistant I and II; Printer Assistant I and II; Property Control Coordinator; Receptionist; Santa Rosa Educational Foundation Bookkeeper; School Bookkeeper; School Helper; Secretary I, II, and III; Sednet Tech. Assistant; SEMS Operator/Human Resource Clerk; Senior Computer Operator/Network Analyst; Senior Network Analyst I and II; Software Support Technician I; Switchboard Operator I and II; and Teacher Assistant I, II, III, Paraprofessional, Technology, and District Level.

THE NATIONAL ARCHIVES

1964-1965

1964-1965

1964-1965

1964-1965

1964-1965

1964-1965

1964-1965

1964-1965

1964-1965

EXCLUDED: All employees covered by the collective bargaining agreement between the Santa Rosa County School Board and the Southern Council of Industrial Workers and the instructional employees' collective bargaining agreement between the Santa 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 of Finance; Assistant Superintendent of Human Resources; Assistant Superintendent of Instructional Services; Assistant Superintendent of Administrative Services; School Principals; Assistant Principals; Accounting Specialist; 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; Computer Support Technician (Brian Reese); Buyer; Computer Support Supervisor; Data Processing Manager; Director of Purchasing and Contract Administration; Network Systems Engineer; Human Resource Services Manager; Accountant I, II, III, and Senior; Computer Programmer/Operator; Computer Programmer/System Analyst I, II, and Senior; Groupware Applications Manager; Investments Manager and Auditor; Management Information Analyst; Systems Analyst; Webmaster; Executive Director of the Santa Rosa Educational Foundation; Central Receiving Manager; Inventory and Stores Specialist; Production Kitchen Manager; Route Supervisor; and all other employees of the Santa Rosa County School Board.

The election results are as follows:

1. Approximate number of eligible voters	<u>534</u>
2. Void ballots	<u>9</u>
3. Votes cast for Petitioner	<u>257</u>
4. Votes cast against participating organization	<u>130</u>
5. Valid votes counted	<u>387</u>
6. Challenged ballots	<u>2</u>
7. Valid votes counted plus challenged ballots	<u>389</u>
8. Challenges are not sufficient to affect the results of the election	

The first step in the process of identifying a problem is to define the problem clearly. This involves identifying the symptoms and the underlying causes of the problem. Once the problem has been defined, the next step is to gather information about the problem. This can be done through a variety of methods, including interviews, surveys, and observation. The information gathered should be used to identify the root cause of the problem and to develop a plan of action to address the problem.

The second step in the process is to analyze the information gathered. This involves identifying the key factors that are contributing to the problem and determining the relationships between these factors. This can be done through a variety of methods, including flowcharts, decision trees, and SWOT analysis. The information gathered should be used to identify the root cause of the problem and to develop a plan of action to address the problem.

The third step in the process is to develop a plan of action. This involves identifying the specific actions that need to be taken to address the problem and determining the resources that will be needed to implement these actions. The plan of action should be developed in a way that is realistic and achievable, and it should be reviewed and revised as needed.

The fourth step in the process is to implement the plan of action. This involves putting the plan into action and monitoring the progress of the implementation. This can be done through a variety of methods, including regular meetings, progress reports, and evaluation. The information gathered should be used to identify the root cause of the problem and to develop a plan of action to address the problem.

The fifth step in the process is to evaluate the results of the implementation. This involves comparing the actual results of the implementation to the expected results and determining the reasons for any differences. This can be done through a variety of methods, including surveys, interviews, and observation. The information gathered should be used to identify the root cause of the problem and to develop a plan of action to address the problem.

Appendix A: Data Collection Methods

1	Interviews	1
2	Surveys	2
3	Observation	3
4	Focus Groups	4
5	Case Studies	5
6	Document Analysis	6
7	Expert Opinions	7
8	Secondary Data	8
9	Experimental Methods	9
10	Qualitative Methods	10

The Commission VERIFIES the results of the election conducted February 23, 2006, and February 24, 2006. Petitioner (OR-86-089) received a majority of the valid votes plus challenged ballots.

Pursuant to Section 447.307(3)(b), Florida Statutes (2005), the Commission CERTIFIES the Petitioner as the exclusive bargaining representative for employees in the unit described above. Certification number 1577 is issued to the Petitioner.

This order may be appealed to the appropriate district court of appeal. A notice of appeal must be received by the Commission and the district court of appeal within **thirty** days from the date of this order. Except in cases of indigency, the court will require a filing fee and the Commission will require payment for preparing the record on appeal. Further explanation of the right to appeal is provided in Sections 120.68 and 447.504, Florida Statutes (2005), and the Florida Rules of Appellate Procedure.

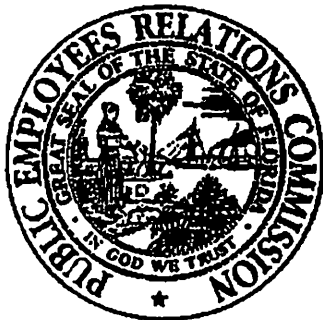
It is so ordered.

POOLE, Chair, KOSSUTH, JR., and VARN, Commissioners, concur.

I HEREBY CERTIFY that this document was filed and a copy served on each party on March 13, 2006.

BY: June M. Farrell
Clerk

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The first part of the document is a letter from the author to the editor, dated 10/10/10. The letter discusses the author's interest in the journal and the potential for a new section on 'The History of Mathematics'.

The second part of the document is a letter from the editor to the author, dated 11/10/10. The editor expresses interest in the author's proposal and asks for more details.

The third part of the document is a letter from the author to the editor, dated 12/10/10. The author provides more details about the proposed section and asks for the editor's feedback.

The fourth part of the document is a letter from the editor to the author, dated 1/11/11. The editor provides feedback on the author's proposal and suggests some changes.

The fifth part of the document is a letter from the author to the editor, dated 2/11/11. The author responds to the editor's feedback and provides a revised proposal.

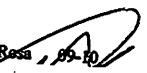
SRPE Item #3
10/22/14

10 Years "BSA" in Florida

2010-2011 \$3623.76	2011-2012 \$3479.22	2012-2013 \$3,582.98	2013-2014 \$3,752.30	2014-2015 \$4,031.77
2009-2010 - \$3630.62	2008-2009 - 4079.74	2007-2008 4079.74	2006-2007 3981.61	2005-2006 3742.42

Base Student Allocation

The base student allocation from state and local funds is determined annually by the Florida Legislature and is a component in the calculation of Base Funding. For the 2014-15 fiscal year, the base student allocation is \$4,031.77. *** If the legislature increases the BSA, then employees with effective or above evaluation for the previous school year shall receive one level increase.

Santa Rosa 09-10

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