

SABD Item #1  
11/19/14

**Grandfathered and Performance Pay Placement Schedule proposal**

Emp. Class	2.18%	GF	Performance	
			Highly Eff.	Eff.
0,1,2	34278	640	853	640
3	35131	652	869	652
4	36000	671	895	671
5	36895	669	892	669
6	37787	689	919	689
7	38706	701	935	701
8	39641	715	953	715
9	40594	728	971	728
10	41565	743	990	743
11	42555	757	1009	757
12	43564	770	1027	770
13	44591	786	1048	786
14	45639	801	1068	801
15	46707	801	1068	801
16	47775	849	1132	849
17	48907	849	1132	849
18	50039	866	1155	866
19	51194	884	1178	884
20	52372	902	1202	902
21	53574	920	1226	920
22	54800	938	1251	938
23	56051	957	1276	957
24	57327	977	1303	977
25	58630	996	1328	996
26	59958	1004	1339	1004
27	61297	1019	1358	1019
28	62655	1037	1383	1037
29	64038	1037	1383	1037

S.R.P.E. 11/19/14  
Item #1

An employee hired prior to July 1, 2014 that is currently at classification 0 to 27 will move forward two classifications.

An employee hired prior to July 1, 2014 and is currently at classification 28 will move forward one classification

An employee hired prior to July 1, 2014 and is currently at classification 29 will receive a \$600 cost of living salary improvement.

### Grandfathered Salary Structure

Employee Classification	Bachelor's Placement	HE or E Raise
0	34,278	430
1	34,708	430
2	35,138	431
3	35,569	431
4	36,000	895
5	36,895	892
6	37,787	919
7	38,706	935
8	39,641	953
9	40,594	971
10	41,565	990
11	42,555	1,009
12	43,564	1,027
13	44,591	1,048
14	45,639	1,068
15	46,707	1,068
16	47,775	1,132
17	48,907	1,132
18	50,039	1,155
19	51,194	1,178
20	52,372	1,202
21	53,574	1,226
22	54,800	1,251
23	56,051	1,276
24	57,327	1,303
25	58,630	1,328
26	59,958	1,339
27	61,297	1,358
28	62,655	1,383
29	64,038	600

S.R.P.E Item #2  
11/19/14

An employee hired after July 1, 2014 will be placed on Performance Pay.

An employee hired prior to July 1, 2014 will be initially placed one level higher than their current classification and will earn an additional raise amount based on their evaluation.

## Performance Pay Salary Structure

Employee Classification	Bachelor's Placement	Effect. Raise	Highly Effect. Raise
0	34,278	369	491
1	34,708	369	491
2	35,138	369	493
3	35,569	369	493
4	36,000	767	1023
5	36,895	765	1019
6	37,787	788	1050
7	38,706	801	1069
8	39,641	817	1089
9	40,594	832	1110
10	41,565	849	1131
11	42,555	865	1153
12	43,564	880	1174
13	44,591	898	1198
14	45,639	915	1221
15	46,707	915	1221
16	47,775	970	1294
17	48,907	970	1294
18	50,039	990	1320
19	51,194	1010	1346
20	52,372	1030	1374
21	53,574	1051	1401
22	54,800	1072	1430
23	56,051	1094	1458
24	57,327	1117	1489
25	58,630	1138	1518
26	59,958	1148	1530
27	61,297	1164	1552
28	62,655	1185	1581
29	64,038	514	686

### Student Transportation Cost Comparison by County

School Year	Santa Rosa County			Bay County			Okaloosa County		
	Number of Students	Total Cost	Cost per Student	Number of Students	Total Cost	Cost per Student	Number of Students	Total Cost	Cost per Student
2013/14	25,402	\$12,412,917	\$489	26,362	\$7,940,434	\$301	29,876		
2012/13	25,283	\$12,530,891	\$496	25,988	\$7,464,983	\$287	29,701	\$10,820,590	\$364
2011/12	25,512	\$12,230,322	\$479	25,512	\$8,129,642	\$319	29,280	\$10,604,536	\$362
2010/11	25,102	\$11,539,552	\$460	25,127	\$8,630,415	\$343	28,582	\$11,355,577	\$397
2009/10	25,064	\$11,304,067	\$451	25,153	\$7,811,982	\$311	28,703	\$10,950,909	\$382
Average	25,273	12,003,550	\$475	25,628	7,995,491	\$312	29,228	10,932,903	\$376

SRPE Item #3  
 11/19/14

S R P E Item #4  
11/19/14

### Student Transportation Cost Comparison by County

Year	Santa Rosa	Bay	Okaloosa
2013/14	\$12,412,917	\$7,940,434	?
2012/13	\$12,530,891	\$7,464,983	\$10,820,590
2011/12	\$12,230,322	\$8,129,642	\$10,604,536
2010/11	\$11,539,552	\$8,630,415	\$11,355,577
2009/10	\$11,304,067	\$7,811,982	\$10,950,909

Five Year Sum	\$60,017,749	\$39,977,456	?
Average	\$12,003,550	\$7,995,491	\$10,932,903

If SRC's student transportation costs had been the same as Bay County's over the last 5 years, then SRC's FCR (as of 09/11/14) would be 15.41%.

If SRC's student transportation costs had been the same as Okaloosa County's over the last 5 years, then SRC's FCR (as of 09/11/14) would be 7.18%.

SRPE Item #5  
11/19/14

Fund balance

SRPE and the SRCBSB will collaboratively develop a cost saving plan when written notice (by state Auditor General) is given to the district when the sum of the unassigned fund balance, the assigned fund balance, and the committed fund balance conjointly falls below 2% of the actual revenue.

Appendix H page 64 – Supplemental Pay –

1. Assignment of homebound students will be the duty of a worksite administrator and/or designated employee that does not teach homebound students.
2. Assignment of homebound students must have a fair and equitable rotation.
3. A homebound teacher is limited to a total of 8 hours of homebound instruction per week. Upon administrative approval, a teacher may exceed the 8 hours of instruction per week whenever a student is in need of homebound instruction and there is no other homebound teacher available in the site rotation to teach that student.

**APPENDIX E—Differentiated Pay Schedule—**

Medicare billing supplement —if employee has an ASHI passport and are tasked with completing billing forms, then the employee will receive a 5% supplement. This is ESPs responsible for verification of such billing information. A supplement of five (5) percent based on Range 7, Step 1 of the prior year ESP salary schedule.

Instructors designated as a Dean shall receive a 5% supplement for duties performed beyond the 7.5 working hours.

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.

A Paraprofessional that is assigned by an administrator to work as a substitute teacher shall be paid an additional 15.00 for a whole day of substituting for the absent instructor.

A paraprofessional that is in charge daily of facilitating small group reading interventions will be paid a 5% supplement

F. Temporary Duty

4. B

Part-time Release President for SRPE

In order to facilitate the evaluation process, in the future, the SRPE President will be a part-time release position. A letter of request for a part-time release position (nineteen weekly hours) will be presented to the superintendent, for School board approval, this letter of request will identify the employee elected to this position by an SRPE membership election. The district will work with the association to assign the employee to an applicable position according to the employee's certification and/or experience field. SRPE will reimburse the district for the hourly salary for 18.50 hours per week at the rate of pay on the applicable salary schedule.

S A P E Item #6  
11/19/14

**ARTICLE V: WORKING CONDITIONS**

BB. It is crucial to have work sites up and running as much as reasonably possible. Our District's reliance on Data Clerks to accurately input and code information in order to meet federal and state requirements is acknowledged. Therefore, during the first 2 weeks of the school year, no additional duties shall be assigned to these personnel in order to accomplish their responsibility as reasonably possible.

SRPE Item #7  
11/19/14

**ARTICLE II: ASSOCIATION AND EMPLOYEE RIGHTS**

P. The Association shall designate individual(s) to monitor and conduct all school site elections in which employee representation is required. The designee(s) shall assist during the ballot count. Upon receipt, the work site lead administration will forward, any applicable communications requiring employee representation to the work site designated Association representative in order to begin the conduction process of work site elections.



SRPE Item #8  
11/19/14

## **ARTICLE XVII: LEAVE OF ABSENCE**

### **Q. Compassionate Leave**

**An employee is granted 5 days of compassionate leave annually. An employee requesting compassionate leave may do so only if all other leave options available to the employee have been exhausted. An employee taking compassionate leave must notify their immediate supervisor as soon as they can (this may be after the leave has begun). The employee may use this leave consecutively or in separate events. Compassionate leave could be any unexpected or sudden problem involving someone who depends on your help or care.**

- if a dependant falls ill
- if a dependant has been injured or assaulted
- if a dependant is having a baby
- issues around a dependant's care arrangements
- unexpected incidents involving children at school
- if a dependant dies

**An employer can request evidence about the reason for compassionate leave (eg. a death or funeral notice or statutory declaration). This request for evidence has to be reasonable. If the employee doesn't provide the requested notice or evidence they may not get compassionate leave.**

**Compassionate leave does not have a monetary value nor does the unused leave accumulate each year.**

SRPE Item # 9 11/19/14

**ARTICLE X: PROFESSIONAL QUALIFICATIONS AND ASSIGNMENTS** Shall provide upon the request of the certificated individual a written statement of specific reason for recommendations that lead to the denial of increments, significant changes in employment, or termination of employment.