

SRPE and SRCSD Negotiations

December 3, 2014

SRPE Representatives: Rhonda Chavers, President (RC), Jeanette Miller, Venetta Schang, Tamela Strickland, Ruth Blackman, Landra McCrary, David Godwin

SRCSD Representatives: Steve Ratliff, Chief Negotiator (SR), David Gunter, Floyd Smith, Chad Rowell

Mr. Ratliff opened the session by responding to language submissions from SRPE at the 11/19 negotiating session as follows:

SR indicated the District would not agree to the Appendix E-Differentiated Pay language addressing Medicare billing.

The District is also not in agreement with adding the supplement to the Dean's position.

SR stated that the District will consider extending the E.S.E bodily fluids supplement through the summer for those positions that have summer hours assigned to them.

SR indicated that the District is still not in agreement with the SRPE President release time language nor the proposed half-time release language. The District feels like the SRPE President position is ideal the way it is now.

SR stated the District does not want to add new language to Article V: Working Conditions which could potentially limit the site based administrator's flexibility to manage issues. RC asked that SR please reconsider the request due to extra duties being generated related to coding for evaluations.

Mr. Ratliff offered a counter proposal to Article II language (see attached SRCSD Item #1). RC stated that SRPE would review and respond.

In reference to Article XVII-Compassionate Leave, the District's position is that this language is not needed and is covered in existing policy. This can be reviewed and covered with administrators as an agenda item at a future Principals' meeting if needed. RC wants to review the Blue Collar language and possibly parallel it in the SRPE contract and if not would want an agenda item covered with administrators.

Article X is not needed as the District will abide by all labor laws and Florida common law establishes employment at will. RC says the language is needed so that annual teachers can ask for a reason why they are not re-employed especially if they receive an effective or highly-effective evaluation. RC stated that SRPE may counter with language about automatic rehiring based on the final evaluation rating.

The District is possibly willing to make a concession on Article I. RC stated that she still believes any change to Article I will have to be recertified through P.E.R.C.

The District will agree to the Article X ESOL language with the removal of the reinstatement clause. RC said that SRPE would consider.

Mr. Ratliff passed a new proposal across the table for a Grandfathered and Performance Pay Placement Schedule (see attachment SRCSD Item #2). The proposed salary increase would range from 2.6% to 1.7% across the entire salary schedule. This offer would represent the maximum amount the board could contribute towards salaries and still maintain a 4% financial condition ratio.

Mr. Ratliff asked about SRPE's position on the School Psychologists' supplement. RC stated that SRPE is still considering.

SRPE inquired about cutting cost in transportation. David Godwin passed and reviewed SRPE cost issues (see attached SRPE Item #1).

The next session was set for 12/17/2014 at 4PM in the Canal Street Board Room.