

New Language
from SRPE to
be considered

ARTICLE V: WORKING CONDITIONS –

EE. Opportunities for transfers shall not be limited within job classifications; a transfer shall not result in a loss of wages within a job classification. Transfers eventually result in a job opening in a lower job classification (ex. Para II to Para I or Data Entry II to Data Entry I) within the district's staffing plan.

FF. In the 16-17 school year, a district wide committee will be formed by the Superintendent or his designee to formulate a plan to transition to the 7 period day. SRPE members two from Middle and two High School will be appointed to this committee by the SRPE President. Other members will be appointed by the superintendent and or his designee. This committee should meet no less than once per month to collaborate and design a viable plan in order for the district to transition to a seven period day in middle and high schools.

ARTICLE XIV: EMPLOYEE EVALUATION

G. Annual contract teachers who receive an overall rating of Effective or Highly Effective (no less than 2.25) on of the SRCSD instructional evaluation document in the area that is specific to the Florida Educators' Accomplished Practices shall be provided a one-year contract renewal for the following school year provided that:

1. A funded position for which they are fully certified and qualified exists at the school where they are currently employed. This includes all applicable endorsements such as: Gifted, ESOL, Reading, etc.
2. The teacher received no disciplinary action beyond a verbal warning for the current school year
3. Was not placed on a Professional Improvement Plan during the current school year.

*If a reduction in staff is determined to be necessary, the provisions outlined in Article XVI of the Master contract shall then apply.

Excerpt from prior minutes

SRPE and SRCSD Negotiations

August 24, 2015

SRPE Representatives: Rhonda Chavers, President (RC), Jeanette Miller, Venetta Schang, Marie Bodi, David Godwin, Landra McCrary, Ruth Blackmon

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

Mr. Ratliff notified SRPE that Mr. Wyrosdick had a statement that he would like to communicate to the bargaining committee. Mr. Wyrosdick delivered the following statement:

Good afternoon,

My express purpose is to convey to you the background regarding our offer today. **This message represents the desire of both your Superintendent and your School Board members to provide for all employees in a fair and appropriate manner.**

I do not come to argue with you about fund balance, Financial Condition Ratio or restricted budgets, but to express our **(and I mean the Board and myself)** desire to give our employees **as much as we can as soon as we can.**

... Failing to grow an FCR WILL cause the Board and our employees to pay handsomely when we are required to borrow money. The Board also wishes me to share that they envision additional expenses relative to a 7 period day and adding back 30 minutes to the Elementary school day. The Board's desire is that this be accomplished sooner rather than later and therefore requires prudent financial planning. A growing Financial Condition Ratio based on recurring revenue is required to accomplish this before we can implement adding this time back for our students and employees. In essence, the Board and I are required to plan not only for the current year and current situations but for years to come.

In closing, the Board and I stand together with a resolve to give our employees as much as we can as soon as we can...

Accrual Computation for FY2017 Salary Increase

0.87008 A/E 0.65008 R/E	A/E R/E	Current Salary Cost	Salary Increase	Additional Salary Cost	Total Salary	
FGE	FGE					
Instr Grandfather:						
Highly Eff	77.08	53,737,611.49	0.65008	362,294.48	56,099,905.97	
Effective	23.09	835.63	0.65008	278,956.75		
		258.57	0.65008	83,327.72		
Instr pay/day:						
Highly Eff	77.08	776.80	0.87008	247,123.04	30,406,146.63	
Effective	23.09	507.37	0.65008	202,035.30		
		178.43	0.65008	45,007.74		
Instr Total		1,903.00	0.71008	609,417.52	86,306,052.90	
Instr ROTE		7.00		0.00	419,195.54	
Admin Dist		22.00	0.71008	24,266.58	2,023,618.02	
Admin School		72.00	0.71008	37,920.43	5,378,989.70	
Board/Steer		6.00		0.00	285,885.00	
Wchap SAGE		694.00	0.65008	123,471.24	17,570,584.48	
EDSug Non-Tuition		46.00	0.65008	17,631.33	2,716,597.08	
Edsup nine Collar		90.98	0.65008	21,107.85	3,268,470.02	
District Total		2,837.99		614,396.75	118,221,390.94	

Salary Increase	614,396.75
Additional Benefits:	
PT Retirement	7.91%
SocSec/Medicare	7.26%
	69,394.89
	59,103.28
	123,498.17
Total Add'l Cost	937,592.92

1 yr. offer

Accrual Computation for FY2017 Salary Increase

0.9300% R/E
0.7000% R/F

	FTE	Current Salary Cost	Salary Increase	Additional Salary Cost	Total Salary
Instr GrandFather:					
Highly Eff	1,124.20	55,737,611.49	0.7000%	390,163.29	56,127,774.77
Effective	865.63	42,917,360.85	0.7000%	300,425.73	
	258.57	12,319,650.64	0.7000%	85,737.55	
Instr Payday:					
Highly Eff	775.60	30,159,023.59	0.9300%	264,524.80	30,423,548.39
Effective	597.37	23,222,448.16	0.9300%	215,969.77	
	178.43	6,936,575.03	0.7000%	48,556.03	
Instr Total	1,900.00	85,096,635.08	0.7600%	654,608.08	86,551,323.16
Instr ROTC	7.00	413,195.54	0.00	0.00	413,195.54
Admin Dist	22.00	2,009,349.64	0.7600%	15,271.06	2,024,620.70
Admin School	72.00	5,338,009.27	0.7600%	40,569.48	5,378,578.75
Board/Supr	6.00	286,885.00	0.00	0.00	286,885.00
EdSup SRPE	694.00	17,457,113.24	0.7000%	122,199.79	17,579,313.03
EdSup Non-Union	46.00	2,750,666.25	0.7000%	19,310.66	2,777,976.91
EdSup Blue Collar	90.99	3,247,362.17	0.7000%	22,731.54	3,270,093.71
District Total	2,837.99	117,607,296.19		874,770.61	118,282,066.80

Salary Increase	874,770.61
Add'l Benefits:	
FI Retirement	69,194.36
SocSec/Medare	63,508.35
	132,702.71
Total Add'l Cost	1,007,473.32