

SRCS and SRPE Negotiations

September 26, 2016

SRCS Representatives: David Gunter (Chief Negotiator), Darren Brock, Warren Stevens, Tonya Leeks- Shepherd

SRPE Representatives: Rhonda Chavers (Chief Negotiator), Jeanette Miller, Marie Bodi, David Godwin, Landra McCrary, Ruth Blackmon, Tamela Strickland

Meeting was called to order at 4:03pm by David Gunter.

It was agreed upon by representatives from both SRPE and SRCS that the 2-hour maximum that had been placed on meetings in the past was still feasible for continued meetings.

David Gunter reviewed a report presented by Jim Hamilton of Florida Association of District School Superintendents titled *Santa Rosa County Public Schools FY 2017-2018 Long range Financial Outlook*. Emphasis was placed on the underlined, bolded verbiage. It was emphasized that though this report is not specifically for Santa Rosa County, it is a statewide report of what districts may see at the local level and projections for funding of future budgets (See the attached report by title).

SRPE opened with the desire to add new language to Articles V (working conditions) and XIV (employee evaluation) of the current contract. In summary, this new language would include:

- Article V
 - EE – transfers shall not be limited within job classification; a transfer shall not result in a loss of wages within a job classification.
 - FF – during 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.

Further discussion of the newly proposed language was centered on the make-up of the district wide committee. It was agreed upon that the committee will include 4 members from SRPE, and whomever else the district decides from Secondary. Further discussion, also included representation from Elementary.

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

SRPE stated that teacher recruitment and retention is a concern and also noted that last year SRC had 22 instructional vacancies on the first day of school. David Godwin stated that math positions at the high school level have been difficult to fill.

David Gunter inquired about FF in the newly proposed language with the possibility of it being handled as an MOU since it would likely be struck from language at a later date when it became no longer applicable or if it did go into as a new language it could sunset on June 30, 2017.

SRPE discussed the ratios that both Escambia and Okaloosa counties use and still have a positive financial condition ratio. Specifically stating that Okaloosa County has 15.1 students per employee and implementing this for SRC would save SRC an estimated \$15 million every 4-5 years. Mrs. Chavers pointed out that the Okaloosa approach to reducing staffing was that if the employee did not take roll they were not considered essential.

David Gunter presented and excerpt from the August 24, 2015 negotiation minutes where Superintendent Wyrosdick had expressed the need for growing the FCR and the desire of both he and the board was to return to a 7 period day and add the 30 minutes of time back at elementary schools (See Excerpt from prior minutes). David Gunter also reiterated the fact that if the desire is to return to 7 period day and add time back at the elementary level then any settlement reached would have to allow the District to maintain or build the FCR.

SRCS offered a 1-year financial plan that would provide a 0.8700% increase for highly effective and a 0.6500% increase for effective and Grandfathered. There was a lot of discussion about the calculation for administrators. David Gunter noted that the *Accrual Computation for Fy2017 salary Increase* is a report generated from 3270, but agreed that clarification* would be given to explain the percentage listed for administrators. It was also noted by David Gunter that this salary proposal would not negatively impact the district's FCR. With this, David Gunter proposed that the School Board would be willing to TA sections EE and FF of Article V of SRPE's newly proposed language and settle with the aforementioned percentages, for an additional \$937,592.92 added to the district's cost. (See *Accrual Computation for Fy2017 Salary Increase*)

*Clarification for Administrative of .71%-- Administrators will be awarded salary increases the exact same way annual contract teachers are awarded an increase. The percentage for annual contract HE Administrators will match annual contract HE Instructional employees and the same shall apply to the effective rates. The percentage for annual contract EF Administrators will match annual contract EF Instructional employees. Administrators are held to the same provision in SB 736 requiring that all annual contract employees participate in the Pay for Performance system and cannot have a Grandfathered Salary Schedule in the same manner as CC and PSC teachers. The .71% shown on the SRCSD proposal in no way indicates that Administrators will get paid more than the bargaining unit members. What it shows is the .71% as an estimated average of all Administrative increases with effective Administrators getting .65% just as effective teachers would get and a highly effective Administrators would get .87% just as a highly effective teachers.

SRPE declined this offer.

David Godwin presented verbiage from an article in the Santa Rosa Press Gazette, quoting Susan McCole, SRC Assistant Superintendent for Finances, as saying that the district would like to maintain an FCR between 5 and 7 percent. Therefore, SRPE drafted a proposal based on a maintained FCR of 5%. Per this proposal, SRCSD can spend \$4,846,002.22 on employee salary improvements and maintain an FCR of 5%. \$257,901.16 will be paid from Special Revenue and \$4,588,101.06 will be paid from Operational Budget. (See The School District can spend... page 1of 3)

There was discussion from both sides regarding the compliance with SB 736. David Godwin further reviewed instructional salaries from the last several years; noting that these budgets have been over-estimated. David Godwin stated he believed the District could afford the SPRE proposal by reducing the FCR 2.4% to an FCR of 4.55% and referenced a budgeting forecast which Rhonda Chavers had received that estimated an FEFP increase in 2017 of between 2% to 2.5%.

David Gunter pointed out that the Financial Outlook report he submitted at the beginning acknowledged the potential FEFP increase but the report also forecasts that these increases will be impacted by shortages in other areas of the state budget and funds could be removed from FEFP to address those shortages. (See the attached report by title bottom of page 3).

SRCS D countered with David Gunter asking about a potential 2-year deal committing the District to the same offer above for two consecutive years which would total approximately 1.4% in salary improvements and allow the board to plan a budget that would maintain or build FCR. David Gunter again noted that the ability to reinstate 7 period day and ad time back to elementary is dependent upon a stable or increasing FCR.

SRPE again, declined the offer.

SRCS D submitted another 1-year offer presented to SRPE that would provide a 0.9300% increase for highly effective and a 0.7000% increase for effective and Grandfathered adding an additional \$1,007,473.32 to the district's budget with an average increase of .76%. It was again noted by David Gunter that this offer would not negatively impact the district's financial condition ratio.

SRPE discussed their concerns with trying to put a plan in place that closes the gap between effective and highly effective.

SRPE declined the .76% average offer.

SRPE stated that they would review all of the information presented in the meeting and be prepared for the next meeting.

The next meeting was scheduled for Monday, October 3, 2016 from 4pm -6pm; location to be determined.

David Gunter adjourned the session and thanked everyone for their participation.