

SRPE Negotiations
Monday, October 3, 2016

SRCSD Representatives: David Gunter (Chief Negotiator), Warren Stevens, Darren Brock, and Tonya Shepherd

SREP Representatives: Rhonda Chavers, David Godwin, Marie Bodi, Landra McCrary, and Tamela Strickland, Ruth Blackmon

Meeting was opened at 3:15pm by David Gunter.

SRPE started the session with a counter offer to the proposals declined in Session 1. Rhonda Chavers presented new language (See Supplements Clarifications and additions: A substitute...) to address what SRPE believed to be a new requirement put on teachers dealing with ESE students and PMPs. Rhonda Chavers read a specific email from one employee claiming to be impacted. Rhonda Chavers stated that these PMPs are not IDEA required. Both sides discussed past practices on handling this type of issue making it apparent that clarification was needed. David Gunter summarized the points brought forth from the discussion and stated that he would seek clarification as to how the IEP process and PMP process need to be handled specifically in reference to ESE students.

Rhonda Chavers presented clarification language (See Supplements Clarifications and additions: Clarification). Chavers thought "all employees" was all inclusive and acknowledged it was left up to the administrators for how they wanted to form departments and name the department heads. Chavers stated the issue at hand was that at a Title I school, the teachers received stipends to complete MTSS-related projects and the ed-support personnel only received comp time. Further discussion followed between David Gunter and SRPE regarding flex time, comp time, and bonuses. David Gunter reminded both sides that Fair Labor Standards Act (FLSA) required educational support to be awarded comp time for work outside the contracted day. Further discussion explored examples of where this could be an issue. Based on this discussion, Chavers acknowledged the requirements of FLSA and stated that maybe the language should be changed to state "instructional personnel" instead of "all employees." David Gunter stated that he would seek clarification on this and return with information to present.

David Godwin presented salary and financial information for SRPE (See 09/19/2016). Godwin reported that the district spent a total of \$89,309,830.62 on salaries as of 9/19/16 for an average salary of \$45,259.48 per instructional employee. Godwin also presented that there were 1,882 instructional employees during the 15-16 school year and the district spent \$86,621,522.61 for an average of \$46,004.31 per instructional employee. Godwin stated that this shows teachers were making more then, than they are making now. David Gunter pointed out teachers recommended back and in place from last year are not receiving less than they were previously but that the average is affected by higher salaried employees with more experience exiting and being replaced by lower salaried employee with less experience.

David Godwin then presented a new salary proposal for SRPE (see Santa Rosa Professional Educators). Godwin calculated additional salary cost with benefits would be \$4,730,351.02.

Godwin also presented that the district can spend \$4,730,351.02 on employee salary improvements and maintain a Financial Condition Ratio of 5.57% (See The School District...).

David Gunter clarified that it appeared the percentages had been rounded down slightly from SRPE's previous offer and reduced the offer by slightly more than \$100,000. Godwin confirmed that the percentages were rounded down slightly and it reduced that salary offer down by about \$115,000 from the previous offer. David Gunter stated he appreciated the reduction in offer, but cannot accept that offer at this time; however, Gunter presented SRPE with a counter offer.

David Gunter referenced an earlier report given at last week's meeting (*Santa Rosa County Public Schools Fiscal Year (FY) 2017-18 Revenue Outlook Update*). See attached page for the notes with asterisks.

- No data that has been released that supports a conclusion that new revenue beyond revenue that supports enrollment increases will be available in the FY 2017-2018 budget.
- There could in fact be less available revenue due to large deficits in other major budget issue at the state level.
- Potential new revenue would be non-recurring.
- It would take \$222 million more funding just to maintain the FY 2016-2017 per student funding level in FY 2017-2018.
- It is clear that there will be very limited new General Revenue (GR).
- There will be little or no new state revenue for the FEFP for FY 2017-2018. Slowing revenue growth and competing priorities seem to indicate that there will be reductions in GR spending necessary for the Legislature to balance the budget. The best hope for increased funding is for the Legislature to allow local revenue to increase to reflect the real growth that has occurred in school taxable value in FY 2016-2017 and FY 2017-2018.

David Gunter reminded SRPE that the financial projection information presented was what the Superintendent and School Board has to reference when determining what funds will be available for salary improvements.

David Gunter countered the SRPE proposal with a 2-year offer for a 0.76% average salary increase for FY2017 and FY2018. Gunter noted the percentages for this offer were same as the last offer extended to SRPE in the previous session but extended to a two year commitment from the Superintendent and School Board and represents slightly over \$1,000,000 in additional salary commitment over the previous offer. This offer gives Ed Support, Effective and Grandfathered instructional employees 1.41% and Highly Effective instructional employees 1.87% increases in salary.

Rhonda Chavers requested a caucus for SRPE to consider the offer. After a brief caucus, Godwin stated that the committee would be here for weeks going back and forth on these small numbers. SRPE is willing to come down about 25% from the \$4,730,351.02 to a total of about \$3.55 million. This would put the FCR to about 5.74%. Godwin reiterated that the District did get an increase in funding for 16-17, but right now, he believes the average instructional salary is about \$750 lower than it was in May.

David Gunter responded that right now he is not in a position to accept that offer but would take it to present for consideration. David Gunter asked Godwin to update the proposal sheet to reflect the new offer and send it to Gunter after the session to be posted (See second SRPE offer).

David Gunter noted that last week, there was some discussion about transitioning back to a 7-period day. Gunter went into some history about previous 7-period day discussions. Gunter noted that Steve Ratliff, former chief negotiator, had asked last year during negotiations if SRPE would consider taking less salary increase in order for funds to be available for restoring 7-period day which at that time SRPE reported it had polled members and the desire of the members was to use all available money for raises. Rhonda Chavers stated that language has been proposed by SRPE to form a committee to create a transition plan and discuss this and that a committee to discuss this does not cost the district a dime. Lots of discussion ensued regarding the 7-period day. Marie Bodi said that it was discussed at the last meeting that the committee could poll the interest. Chavers stated that she does not want the district to use the 7-period day as a reason not to pay teachers this year. David Gunter noted that the money available for salary improvements and the money that would potentially be available to restore 7-period day are from the same source. David Godwin said it is a question of do we want a raise or do we want a 7-period day and less of a raise? David Gunter stated that it would be his recommendation to use Survey Monkey or some other available survey tool to poll all employees in order to gauge the exact level of interests and that a survey going to everyone would get better results. Both sides agreed the survey would be a good idea. Chavers asked if Gunter would draft proposed questions for the survey and allow SRPE to review them before the survey is sent out.

David Gunter reiterated that the School Board and the Superintendent would like to get things settled as soon as possible.

Meeting was adjourned at 4:54 pm.

Next meeting will be October 17, 2016 from 3pm-5pm at Avalon Middle School in room 402.