

**SRCSD and SRPE Negotiation  
Meeting Minutes  
10-25-16**

SRCSD Representatives: David Gunter, Darren Brock, Warren Stevens, and Tonya Shepherd

SRPE Representatives: Rhonda Chavers, David Godwin, Marie Bodi, Ruth Blackman, Tamela Strickland, and Jeanette Miller

Meeting was called to order at 4:05pm by David Gunter. Gunter asked Chavers if SRPE had information to present to which Chavers responded SRPE did and requested that SRPE open the session.

David Godwin started by reviewing an article from the Santa Rosa Press Gazette from July 29, 2016, stating the goal of the district is to maintain financial condition ratio between 5 and 7 percent (See attached article).

Godwin stated that thus far, the last 2 proposals have been under the FCR range proposed by Mrs. McCole. Godwin stated that we are the only district in the state that puts money into the committed fund balance. Godwin also stated that worse-case scenario that the FCR will be a little over 6%.

Chavers stated that she wants to know the facts...what the district's Chief Financial Officer is saying or what the School Board is saying. Godwin stated that he has played the School Board's game with the estimated FCR and kept SRPE's proposal well within the FCR, since it meets the financial goals.

David Gunter asked for a point of clarification to ensure that the handout provided by Godwin was in fact the revised SRPE proposal that was 25% less than what was previously proposed.

Godwin presented a students per instructional staff comparison between Santa Rosa and Okaloosa counties. Stated that he did not have last year's numbers because they were not available; however, he focused on the data from 2014-2015. This information is directly from the FLDOE website. Per this chart, Santa Rosa has 1 more student per instructional staff on average than what Okaloosa has staffed.

David Godwin stated that had Santa Rosa staffed the same way Okaloosa did, Santa Rosa could operate with 123 fewer teachers than what is currently hired. Estimated that each teaching unit is about \$55,000 (average salary in 14-15 was about \$45,000 + health insurance and benefits). By this calculation, that would have saved the district over \$6 million dollars this year that could have been used for salaries. Had the 100+ additional teachers not been hired in the 3 prior years as well, roughly \$25 million dollars could have been saved over the same time period and would have been saved utilizing the Okaloosa model, per the math done by Godwin. That \$25 million SRPE believes could have been used for salaries and improving financial condition ratio. Chavers stated that this lends SRPE to wonder about efficiency.

Gunter stated that some of the difference may be attributed to Okaloosa having a higher district cost-differential than Santa Rosa meaning that Okaloosa would receive more money on average from the state than what is received by Santa Rosa.

Rhonda Chavers stated that SRPE wants to officially withdraw the language to go back to a 7-period day. However, wanted to leave the language regarding the Teacher Recruitment and Retention. Chavers gave the total number of vacancies that Santa Rosa School District currently have available for teacher, ed-support, and coaching. Also stated that Escambia had only 7 teacher openings, including ed-support and custodial/food service. Godwin stated that we are the smallest of the 3 neighboring districts. Chavers stated that we have to wonder whether we are attracting teachers or losing candidates to neighboring districts.

Rhonda Chavers reviewed the proposed the annual renewal contract language. Stated that if she were a teacher that would make a big impact as to whether or not someone buys a house here. This language could give the county some lead way and it was tailored based on Okaloosa and Bay County's current annual contract language. This would be based solely on the FEAP's part of the evaluation which is determined by the administrator's annual evaluation of the teacher.

Godwin stated that Pace started the school year with a math opening. Had a sub and eventually someone was hired, but was not qualified. This had resulted in the students having a couple of different people brought in as a sub. The students didn't have any consistency in instruction. Just this week, someone was hired. The classes were math classes that have EOCs attached. The big picture results in the parents that are upset over this will be filling out parent surveys which will negatively affect overall evaluations. Godwin stated that Milton and Navarre have similar situations, with Milton still not being able to fill their math position. Godwin's belief is that it's hard to find good qualified people and retain them. Godwin stated that if he were in that position and had the option to go to a county that had retention language, he would go there. Chavers stated that each school is different, but this language gives people security. It's expensive training someone for a year, letting them go, then training somebody new. Chavers stated she believed that this has never happened and that Santa Rosa never had this many openings in the middle of the year. Godwin stated that he has friends that could live anywhere, but picked Santa Rosa because of the great school system.

Rhonda Chavers asked if David Gunter had found out anything about paraprofessionals being assigned the duties of a department head and possibly receiving a supplement. Gunter stated that what he had found was that some paras had been provided a supplement to serve as a web manager, etc. In some cases these paras had asked for comp-time in addition to the supplement if they worked in addition to their contracted hours. Gunter was able to establish that the district must award comp time to ed-support positions as required by Fair Labor Standards Act which is federal law and if they get paid a supplement on top of that it creates a situation of double compensation so ed-support cannot also receive a supplement in addition to the awarding of comp-time, per FLSA guidelines and legal guidance. Gunter pointed out that some realized that the comp time at time and a half was more beneficial than the value of the potential supplement.

David Gunter asked for another point of clarification in SPRE presentation while discussing the issue of ed-support supplements and clarified that current language would apply to instructional

positions. Chavers confirmed that all the current language on department heads is related to teachers. Chavers reiterated that SRPE is withdrawing the language regarding the 7-period day.

David Gunter acknowledged the status and contents of SRPE's current proposal. Gunter The Board was clear on the fact that it would not accept annual contract renewal language. Gunter asked SRPE if they is dead set on this language. Chavers stated that SRPE is not dead set on this and is open for SRCSD to counter.

David Gunter stated that since the last session, there was an Executive Session and he was able to present to the Board information from the last negotiation session. He stated that based on the position of the Board he could not accept SRPE's proposed salary offer, but Gunter did prepare a counter offer that would be in line with the Board's desire to give raise that would not negatively impact the financial condition ratio.

David Gunter noted that at the last meeting, it was discussed that a survey would be created to poll teachers and staff regarding their desire for a 7-period day; using a short survey. Gunter passed proposed questions for consideration (See the questions on the *Proposed Employee Survey Questions*). These questions can be answered yes/no. Rhonda Chavers stated that SRPE is no longer interested in doing a survey of the bargaining unit. Chavers stated that SRPE polled union members and the members that were polled would rather have the salary enhancement over a 7-period day. David Godwin stated that based on his calculations presented earlier, the district currently has enough staff to accommodate a move to 7 period day.

David Gunter presented the counter offer from SRCSD (See Accrual Computation...). The last offer presented came in at a 0.76% average. This current offer would be back to a 1 year offer instead of a 2 year offer. 1.00% for highly effective performance pay and 0.75% for effective and grandfathered employees. This would result in a 0.82% average increase. This offer would be a total additional cost of \$1,080,874.43

Godwin stated that these parts of the percentages could be a cost-of-living. This offer is agreeing how much the district is willing to put toward salaries (total money) and working out the logistics later. Brock asked if Godwin could provide percentages for SRPEs last proposals which Godwin reported 2.7% for all effective for ed-support and instructional. 3.14 for grandfathered highly effective and 3.15 for highly effective performance pay.

Godwin questioned whether or not the \$1,080,874.43 would negatively impact the FCR. Gunter stated that it would not. Godwin questioned at which number would negatively affect the FCR? Gunter stated that he would have to crunch numbers to get that information and ask for clarification about looking at impacting the FCR negatively for 1 year or 2 years? Godwin said, keep it simple...1 year. Gunter clarified that the answer would most likely come in the form of another salary proposal if monies were available above what is currently on the table.

Rhonda Chavers asked for caucus for SRPE to consider. After a short caucus David Godwin stated that SRPE is going to refuse this offer and since the 7-period day language was taken out, SRPE feels the district has more money to offer.

David Gunter presented a 2<sup>nd</sup> offer. Similar money to the previous offer but extended over 2 years (See Proposed .82% Avg...). Gunter noted this offer represents \$2.2 million the board is putting on the table. David Godwin stated that he will speak for himself and is not impressed with this offer and that SRPE will also reject this offer.

Chavers stated that in 2012, Jeanie Granse made comments about Santa Rosa's teachers. Her comments were from the SRPE PAC questionnaire for candidates (See Part of your Political...).

David Gunter stated that he had no additional offers. Gunter moved to adjourn at 5:13pm.

David Gunter will check the calendar for available dates to set another session and notify all parties about another meeting date.