

**SRCS and SRPE Negotiations Sessions
Ground Rules for 2017-2018**

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- The parties will alternate who opens items each session.
- Both parties agree to bring their calendars to negotiation meetings to facilitate scheduling subsequent sessions.
- The duration for each scheduled negotiating session will be set for 2 to 3 hours in length.
- Either party can call a caucus at any time; however if a caucus is to last more than 30 minutes the other party will be notified of such.
- Time for each negotiating session will be equally distributed between both parties during each scheduled session.
- If a bargaining session needs to be cancelled, the cancelling party will attempt to contact the other party as soon as possible about the need to cancel.
- Each party will bring 6 copies of its proposals to distribute to the other party.
- All tentative agreements reached shall be initialed at the table during the session in which they are agreed to and the date of the tentative agreements shall be noted on the agreements.
- There shall be one primary spokesperson for each side, and all questions shall be directed to the spokesperson.
- Copies of all reference materials used to substantiate a party's proposals shall be provided to the other party at the bargaining session.
- Non-economic subject matters will be discussed prior to economic issues.
- Each party is responsible for keeping their own minutes.

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Article I

Recognition

F. Any new position of employment created during the life of this Agreement shall require unit clarification through PERC before the position will be added to the unit. ~~providing it is similar to any position of employment heretofore recognized.~~

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Article II

Association and Employee Rights

~~E. The Association shall have the right to post notices of activities and matters of the Association on the appropriate and specifically assigned bulletin board. Where a bulletin board is not already provided, the Association will provide one at its expense. The school principal shall determine location of the bulletin board in each school. The Association may have the right to use the employee school mailboxes for the purpose of distributing Association material relating to Association business to employees.~~

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Article II

Association and Employee Rights

~~G. All public records pursuant to Florida Statutes shall be available for inspection or copying at reasonable times during normal office hours of the District office or other offices in which records are maintained. Copies of public records may be obtained by making a request to the lawful custodian of the records. Upon receipt of such public records as it has requested, the Association agrees to remit the actual cost of production to the Board. If the Association's request for access to a public record is denied, the denial will be made in writing with the precise statutory citation authorizing the denial of access. The written denial will be provided in good faith and with reasonable promptness.~~

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Article II

Association and Employee Rights

Q. If a member of the Association is to be part of an investigatory interview with administration, the Association member has the right to decline participation within the same until ~~their choice~~ of an Association representative is present at the meeting. Until this representative arrives, the Association member may choose not to participate in the meeting. An investigatory interview occurs when a supervisor questions an employee to obtain information which could be used as a basis for discipline or asks an employee to defend his or her conduct.

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Article V

Working Conditions

I. Faculty meetings in each school may be scheduled as necessary by the principal at his/her discretion. Such meetings shall be as brief and well planned as possible and should not exceed one hour in length. The Association president, his/her designee and/or Association building representative shall be given an opportunity at the conclusion of each building faculty meeting to present brief reports and announcements. At meetings pertaining to matters not germane to education, such as commercial salesmen, etc., attendance shall be voluntary.

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Article V

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Working Conditions

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4 ~~K. All funds collected in the name of the school become public funds and are subject to laws~~
5 ~~and regulations governing same. The principal who is held responsible for the internal accounts~~
6 ~~at the school is encouraged to involve teachers, parents, students, or others who assisted in~~
7 ~~raising the funds to help him determine how the funds will be expended.~~

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Article V

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Working Conditions

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~~L. Special area teachers shall be used as substitute teachers only in cases of emergencies.~~

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Article V

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Working Conditions

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4 ~~M. Educational Support Personnel shall be used for class coverage only in cases when substitute~~
5 ~~teacher coverage is not possible.~~

1 **Article V**

2 **Working Conditions**

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4 X. Employees shall be trained in the use of the current electronic online absence management
5 system ~~Substitute Employee Management System (SEMS)~~. Once the training has occurred,
6 teachers will be responsible for reporting all absences and obtaining substitutes by utilizing the
7 ~~SEMS~~ current electronic online absence management system. Teachers may arrange for their
8 own substitutes if the absence is known in advance as long as the information is properly
9 reported to the ~~SEMS~~ current electronic online absence management system. It is the intent of
10 the district that a substitute teacher be hired when one is available for every teacher absence,
11 regardless of the length of that absence. If no substitutes are available, then other
12 arrangements must be made including splitting classes when absolutely necessary.

T.A. 9/16/17



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Article V
Working Conditions

~~L. Special area teachers shall be used as substitute teachers only in cases of emergencies.~~



Attendance Sheet

SRPE and Santa Rosa County School Board Bargaining

September 6, 2017

For SRPE	For Santa Rosa County School Board
David Godwin <i>David Godwin</i>	David Gunter <i>David Gunter</i>
<i>Rhonda Chan</i>	Brandon Koger <i>Brandon Koger</i>
Marie L. Boudi <i>Marie L. Boudi</i>	BJ Price <i>BJ Price</i>
<i>LS</i>	STEPHEN SHELL <i>Stephen Shell</i>
Ruth A Blackman <i>Ruth A Blackman</i>	

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- Non-economic subject matters will be discussed prior to economic issues.
- Each party is responsible for keeping their own minutes.

IF either side requests information the chief negotiator for each side will ensure the information is transferred to the requesting party at least 3 days prior to the next scheduled meeting.

combine
item one

SRPE 1
9/6/17

Negotiations Agenda— 9-6-17

SRPE Bargaining team: David Godwin, Marie Bodi, Landra McCrary, Ruth Blackman, Rhonda Chavers, Tamela Strickland,

- Open book contract: 2017-2020 It is recognized that SRPE is currently the bargaining agent for specified ESPs and all Instructional Personnel as outlined by PERC.
- New Hires making more than current employees --- in order to be fair and just --and honor past practices.
- Included below supporting data from C. Carnley's email 9-8-15 in the attachment --- need to give this item a high priority today! (See attachments)

****Beginning with the 2016-17 school year, new hires will be placed at the lowest pay level that corresponds to their years of qualified* service. This prevents a new hire from surpassing existing employees with qualified years through initial placement.**

***Qualified means annual evaluations equating to Effective or Highly Effective.**

The district requested to go back to the table on 8/17/17 and on 8/20/17 SRPE requested the employee classifications numbers and salary totals in report # in order to received accurate information to prepare for good fair bargaining sessions.

Streaming the sessions...would like the district to investigate live streaming of the negotiations sessions for both teams and therefore holding these meetings in the boardroom

Other topics of discussions:

Please send Conni a copy of the "correct one"...! CC me and I will respond to the email.

SRPE 2
9/6/17

Sent from my iPad

On Sep 4, 2015, at 1:09 PM, "Godwin, David" <GodwinD@santarosa.k12.fl.us> wrote:



From: Carnley, Conni

Sent: Friday, September 04, 2015 10:25 AM

To: Godwin, David <GodwinD@santarosa.k12.fl.us>

Subject: FW: Proposed Bachelor Salary Levels and Placement Schedules.xlsx

Good Morning David,

~~Please see the attached proposed schedule with specific emphasis on the language at the bottom so we do not run into any new hires coming in getting paid higher than existing employees.~~

From: Gunter, David

Sent: Friday, September 04, 2015 10:03 AM

To: Carnley, Conni <CarnleyC@santarosa.k12.fl.us>

Subject: Proposed Bachelor Salary Levels and Placement Schedules.xlsx

This should address the issues for both sides. Send to Godwin if it looks O.K. to you. I have lunch with my mentor student.

DG

<Proposed Bachelor Salary Levels and Placement Schedules.xlsx>

Only the individual sender is responsible for the content of the message, and the message does not necessarily reflect the position or policy of the Florida Education Association or its affiliates. This e-mail, including attachments, may contain information that is confidential, and is only intended for the use of the individual or entity to which it is addressed.

SRPE 3
9/16/17

Rhonda Chavers

From: Carnley, Conni<CarnleyC@santarosa.k12.fl.us>
Sent: Tuesday, September 08, 2015 12:00 PM
To: Carnley, Conni; Gunter, David; Godwin, David; Chavers, Rhonda
Subject: Ratification Package Information
Attachments: Settlement framing Final copy 090815 1415 1516.docx; Proposed Bachelors Salary Schedule 090815.xlsx; 090815 strike through draft language Master Contract .docx

Importance: High

Conni L. Carnley
Assistant Superintendent for Human Resources
Santa Rosa County District Schools
CarnleyC@santarosa.k12.fl.us
Phone: 850.983.5030
Fax: 850-983-5039



SRPEY
9/16/17

a Haehge on
Carnley
email
9/8/15

Proposed Bachelor Levels and Placement Schedule

Years of Qualified Service	Current Bachelor	Grandfathered		Placement 16-17
		2014-15 (3%)	2015-16 (2.18%)	
0	34,278	34,278	35,025	35,025
1	34,278	35,306	36,076	35,200
2	34,278	35,306	36,076	35,375
3	34,278	35,306	36,076	35,550
4	34,278	35,306	36,076	35,725
5	34,278	35,306	36,076	35,900
6	35,131	36,185	36,974	36,076
7	36,000	37,080	37,888	36,974
8	36,895	38,002	38,830	37,888
9	37,787	38,921	39,769	38,830
10	38,706	39,867	40,736	39,769
11	39,641	40,830	41,720	40,736
12	40,594	41,812	42,723	41,720
13	41,565	42,812	43,745	42,723
14	42,555	43,832	44,787	43,745
15	43,564	44,871	45,849	44,787
16	44,591	45,929	46,930	45,849
17	45,639	47,008	48,033	46,930
18	46,707	48,108	49,157	48,033
19	47,775	49,208	50,281	49,157
20	48,907	50,374	51,472	50,281
21	50,039	51,540	52,664	51,472
22	51,194	52,730	53,879	52,664
23	52,372	53,943	55,119	53,879
24	53,574	55,181	56,384	55,119
25	54,800	56,444	57,674	56,384
26	56,051	57,733	58,991	57,674
27	57,327	59,047	60,334	58,991
28	58,630	60,389	61,705	60,334
29	59,958	61,757	63,103	61,705
30	61,297	63,136	64,512	63,103
31	62,655	64,535	65,942	64,512
32+	64,038	64,535	65,942	65,942

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