

# Sign in Sheet

## SRPE and Santa Rosa County School Board Bargaining

September 27, 2018

For SRPE	For Santa Rosa County School Board
M. L. Bode	[Signature]
Rhonda Chan	[Signature]
Samir Dohri	[Signature]
Jamela Stuckland	[Signature]
Lewins	Missy Floyd
	Chere Davis
	[Signature]
	Alexandra Imman

Linda Sanborn

**SRCSD and SRPE Negotiations Sessions  
Ground Rules for 2018-2019**

Each party should review the ground rules they are willing to agree to for the 2018-2019 negotiating sessions.

- All proposals exchanged by the parties shall be in writing, shall be dated and shall indicate the party making the proposal.
- The parties will alternate who opens items each session. The opening party has the option to defer when it is their turn.
- 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. Copies of all reference materials used to substantiate a party's proposals shall be provided to the other party at the bargaining session.
- 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.
- 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 work to insure the information is transferred to the requesting party, provided the information is available, at least three (3) days prior to the next scheduled meeting.

**APPENDIX H—SRPE MISCELLANEOUS SALARY SCHEDULE**

**I. INSTRUCTIONAL:**

A. The following is a schedule of payments for detention, after school programs, summer programs and staff training.

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~~C. From August 11, 1987 to June 30, 2017, up to 3 years of honorable active duty military time may be used for credit for years' experience on the salary schedule and will result in up to three years of forward movement on the Grandfathered salary Schedule, provided the teacher has successfully completed 22 years of effective service in Santa Rosa County. Military time shall not be credit more than one time. Application and proof of military service must be made by September 1 of the year credit is being granted.~~

~~Effective July 1, 2017, up to 5 years of honorable active duty military time may be used for credit for years' experience on the salary schedule and will result in up to 5 years of forward movement on the. Military time shall be credited on a year for year basis not to exceed 5 total years of improvement New Annual Contract Teachers' Salary Placement 2017-18. Application and proof of military service must be made by September 1 of the year credit is being requested and granted.~~

Effective July 1, 2018, up to 5 years of honorable active duty military time may be used for credit for years' experience and in an effort to facilitate the equitable implementation of past military service credit, the District will award 2.00% per year of military service, as identified on an employee's submitted DD214 form. The maximum value for five total years of credit will be 10.00% for the purposes of awarding a salary increase. Application and proof of military service must be made by September 1\* of the year credit is being requested and granted. The awards will be a one-time credit adjustment applied to the instructional base salary (\$36,076.00) valued as follows:

1 year	2.00%
2 years	4.00%
3 years	6.00%
4 years	8.00%
5+ years	10.00%

\* Within 30 days of contract ratification in the first year of settlement and by September 1 in subsequent contract years.

**APPENDIX E**  
**Differentiated Pay Schedule**

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**OTHERS:**

6	Agriculture, High with FFA	.10	Cheerleader Sponsors-Football & Basketball:
7	Band Director, High School	.21	1. Varsity .16
8	Ass't Band Director, High School	.12	2. Jr. Varsity .10
9	Band Director, Middle School	.08	3. Ninth Grade .10
10	Drama Director, High School	.05	Cheerleader Sponsors-Football or Basketball:
11	Performing dance, High School	.05	1. Varsity .10
12	Annual Sponsor, High School	.05	2. Jr. Varsity .05
13	Annual Sponsor, Others	.03	3. Ninth Grade .05
14	Newspaper Sponsor, Middle/High	.03	Web Manager .05
15	Forensic Sponsor, High School	.05	<u>Recruitment and Retention</u> .05
16	JROTC instructors	.05	
17	Minority Recruitment and Retention	.08	
18	Choral Director, High School	.05	Choral Director, Other .03
19	SGA without designated class period	.05	SGA with designated class period .03
20	The Student Government Association Advisors (SGA) supplement is for High Schools only.		

1. High School Drama, Dance, and Choral Directors shall present two (2) productions per year. Each production shall be full length, with paid admission, open to the public and not held on school time.
2. Elementary school choral directors will not have to participate in the Florida Vocal Association contests, but will have to document at least fifty (50) hours of after school student contact. The supplement will be paid at the end of the school year upon verification by his/her principal.
3. Middle School Drama, Dance and Choral directors shall meet the same requirements as the High School Directors with the exception of requiring full length productions with paid admission. The requirement for two (2) productions can be fulfilled by conducting or participating in school sponsored concerts or scheduled community events.
4. In order to recruit and retain instructional employees and in continuing efforts to maintain district compliance with class size amendment requirements, any certified instructional position whose infield teaching assignment is in a critical shortage area identified by Santa Rosa County School District for the current school year may be eligible to receive a Recruitment and Retention Supplement of five percent (.05) of the base instructional salary. The District will identify and publish the list of critical shortage areas no later than June 1st of each year. This list will be specific to the needs of Santa Rosa County School District and eligibility will not be considered based on critical shortage areas identified from state or federal sources.

Requirements for eligibility are as follows:

- Florida Teaching Certificate or District Vocational Certificate with critical shortage area listed must be valid and current.
- The instructional employee's assignment on the current master schedule must consist of an infield critical shortage area teaching assignment and the supplement will paid on a period-by-period basis according to the current master schedule.

SRPE

Employee Salary Comparison

27-Sep-18

Employee	2014-15 Salary	2017-18 Salary	4 Year \$ Increase	4 Year % Increase
Assistant Superintendent of Admin. Services	\$ 103,386	\$ 114,894	\$ 11,508	11.13%
Assistant Superintendent of Curriculum	\$ 103,386	\$ 114,894	\$ 11,508	11.13%
Assistant Superintendent of Finance	\$ 103,386	\$ 114,894	\$ 11,508	11.13%
Director of Federal Programs	\$ 88,299	\$ 98,128	\$ 9,829	11.13%
Grandfathered Teacher 10 years exp. in 2014-15	\$ 39,641	\$ 42,918	\$ 3,277	8.27%
Grandfathered Teacher 24 years exp. in 2014-15	\$ 54,800	\$ 59,330	\$ 4,530	8.27%

*SRPE Proposal*  
*Salary Improvement Formulas*  
*September 27, 2018*

Performance Pay Highly Effective = X

Performance Pay Effective = 0.75X

Grandfathered Highly Effective = 0.99X

Grandfathered Effective = 0.75X