

SRPE language proposal – 2

November 1, 2018

1. **Base Salary** --- The Salary schedule means the schedule or schedules used to provide the base salary for district school board personnel. 2018-19 Placement for all instructional personnel (IP) will be based on the number of verified qualified years of service. These qualified years of service are based on all annual evaluations that are effective (satisfactory) or above. Progression or movement will be based on the teacher's overall or total performance evaluation score and must be negotiated each year.
2. **Performance Pay** : Adjustment or annually negotiated increases means an addition to the base salary schedule that is not a bonus and becomes part of the employee's permanent base salary and shall be considered compensation. This is an amount negotiated each year to be calculated and applied using the following formula.

X = Annual contract IP receiving a Highly Effective on their annual performance evaluation

.99X = Grandfathered IP receiving a Highly Effective on their annual performance evaluation

.75X = AC and GF IP receiving an Effective on their annual performance evaluation

1 APPENDIX D—Teacher Salary Schedule

2
3 ~~Grandfathered Teachers' Salary and New Annual Contract Teachers'~~
4 ~~Salary Placement Schedule 2017-18*~~
5

Years of Qualified Service	Salary Placement
0-6	36076
7	36974
8	37888
9	38830
10	39769
11	40736
12	41720
13	42723
14	43745
15	44787
16	45849
17	46930
18	48033
19	49157
20	50281
21	51472
22	52664
23	53879
24	55119
25	56384
26	57674
27	58991
28	60334
29	61705
30	63103

6
7 Effective July 1, 2017 the Santa Rosa County School Board will award the
8 following increases:

- 9
- 10 Grandfathered Instructional Highly Effective/Effective
11 1.20%
- 12 Performance Pay Instructional Highly Effective
13 1.60%
- 14 Performance Pay Instructional Effective
15 1.20%

16
17 *The Board must emphasize that this solution only addresses the issue for
18 one year and new placement schedules must be negotiated to prevent this
19 cost from reoccurring in the future. Failure to address this issue will result in

~~fewer dollars being available salary increases in the future negotiations.~~

2018-19 Instructional Performance Salary Schedule

Years of Qualified Service	Salary Placement
0	36,076
1	36,687
2	37,309
3	37,941
4	38,584
5	39,238
6	39,903
7	40,579
8	41,267
9	41,966
10	42,677
11	43,400
12	44,136
13	44,884
14	45,645
15	46,419
16	47,463
17	48,531
18	49,623
19	50,740
20	51,882
21	53,049
22	54,243
23	55,463
24	56,711
25	57,987
26	59,292
27	60,626
28	61,990
29	63,385
30	64,811

PERFORMANCE PAY SCHEDULE

~~All Instructional employees hired on or after July 1, 2014 will automatically be placed on a Performance Pay Salary Schedule. The Performance Pay Salary Schedule will be negotiated in the future in accordance with state statute. Until July 1, 2014, Effective July 1, 2018, all current and new instructional employees for 18-19 and 19-20 will be~~

1 placed on the ~~Grandfathered salary scale Appendix D—Teacher Salary Schedule~~ as
2 negotiated annually. ~~unless they opt to be placed on the Performance Pay system.~~ Any
3 instructional employees on PSC or CC opting to move to the Performance Pay system
4 relinquishes their contract status and may not return to PSC or CC. ~~or Grandfathered~~
5 ~~Salary Schedule. Performance Pay Schedule which will remain in effect until such time~~
6 ~~as it is overturned by the Courts or Legislature.~~

7
8 There will be two components used to annually calculate the current year's base salary
9 for all Instructional Personnel (IP). An IP's base salary shall be the sum of the prior
10 year's salary and any negotiated amount for awarding a salary improvement and/or
11 performance pay adjustment. The two components are defined as follows:

- 12 1. Base Salary: 2018-19 placement for all IP's will be based on the number of
13 qualified years of service. A qualified years of service is awarded for each year of
14 full time teaching experience for which the employee received at least a
15 satisfactory or effective performance evaluation. Any increase in base pay will be
16 determined by an IP's overall performance evaluation score and must be
17 negotiated each year. Any employee receiving a rating of Needs Improvement or
18 Unsatisfactory does not earn a qualified year of service and shall not be eligible
19 for any negotiated improvements to their salary.
- 20 2. Performance Pay: This amount is negotiated each year to be calculated and
21 applied using the following formulas:
 - 22 a. X = Annual contract IP earning a Highly Effective on their overall annual
23 performance evaluation.
 - 24 b. .99X = Grandfathered IP earning a Highly Effective on their overall annual
25 performance evaluation.
 - 26 c. .75X = Annual contract and Grandfathered IP's earning an Effective on
27 their overall annual performance evaluation.
 - 28 d. 2018-2019 value for X = \$1.00 (one dollar).

29 This schedule lists the base salary for instructional personnel holding a valid Florida
30 Educator's Certificate, regardless of each individual's contractual status. The schedule
31 list salary as an annual figure.

32

Proposal Comparisons for Fy2019

	FTE	Current Salary Cost	SRPE Proposal	SRPE Increase	SRCSB Proposal	SRCSB Increase	Proposal Difference
Instr GrandFather	983.27	50,273,064.87	52,519,518.34	2,246,453.47	52,387,375.07	2,114,310.20	132,143.27
Instr PerfPay	1,041.96	41,409,531.02	43,237,232.32	1,827,701.30	43,269,106.17	1,859,575.15	-31,873.85
Instr ROTC	8.00	447,300.88	447,300.88	0.00	447,300.88	0.00	0.00
Instr Total	2,033.23	92,129,896.77	96,204,051.54	4,074,154.77	96,103,782.12	3,973,885.35	100,269.42

Salary Increase	4,074,154.77		3,973,885.35	100,269.42
Add'l Benefits:				
Fl Retirement 8.68%	353,636.63		344,933.25	8,703.38
SocSec/Mcare 7.23%	294,561.39		287,311.91	7,249.48
	648,198.02		632,245.16	15,952.86
Add'l Cost for Fy	4,722,352.79		4,606,130.51	116,222.28

Additional cost for increase for teachers with 31 or more qualified years of service.

Curr Salary	7,020,755.73	Curr Salary	7,020,755.73
2.00% Incr	140,415.07	2.00% Incr	140,415.07
Benefit Incr	22,340.04	Benefit Incr	22,340.04
Add'l Cost	162,755.11	Total Addl Cost	162,755.11

Grand Total	4,885,107.90	Grand Total	4,768,885.62	116,222.28
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SRPE Salary Proposal 11/1/2018

2018-19 Instructional Salary Schedule

Qualified Years Srv.	Bachelors	Units	Cost
0	36,076	130.50	4,707,918
1	36,682	112.50	4,126,754
2	37,299	105.00	3,916,364
3	37,926	92.00	3,489,147
4	38,563	73.50	2,834,369
5	39,211	85.00	3,332,926
6	39,870	85.00	3,388,936
7	40,540	68.00	2,756,710
8	41,221	82.00	3,380,132
9	41,914	57.00	2,389,089
10	42,618	60.50	2,578,401
11	43,334	80.00	3,466,752
12	44,063	76.00	3,348,760
13	44,803	63.50	2,844,997
14	45,556	73.00	3,325,590
15	46,322	73.00	3,381,476
16	47,387	38.00	1,800,706
17	48,477	55.00	2,666,229
18	49,592	61.00	3,025,103
19	50,732	51.50	2,612,722
20	51,899	46.00	2,387,369
21	53,093	56.00	2,973,208
22	54,314	41.00	2,226,880
23	55,563	48.00	2,667,042
24	56,841	43.00	2,444,177
25	58,149	38.00	2,209,650
26	59,486	24.00	1,427,666
27	60,854	38.00	2,312,462
28	62,254	36.00	2,241,141
29	63,686	24.00	1,528,458
30	65,151	25.00	1,628,763
Over 30 years	6,750,492	104.00	6,885,502

New Salary Total (minus advanced degrees) 2045.00 **94,305,397**

Advanced Degrees Total **2,117,517**

New Salary Total (includes advanced degrees) **96,422,914**

Current Salary Total (includes advanced degrees) **92,414,081**

Salary Increase **4,008,833**

Cost of Salary Increase with benefits **4,646,238**

*Instructional employees with over 30 years of qualified service will

P2

2018-19 Instructional Salary Schedule

Qualified Years Srv.	Bachelors	Units	Cost
0	36,076	130.50	4,707,918
1	36,683	112.50	4,126,876
2	37,301	105.00	3,916,595
3	37,929	92.00	3,489,456
4	38,567	73.50	2,834,704
5	39,217	85.00	3,333,418
6	39,877	85.00	3,389,536
7	40,548	68.00	2,757,279
8	41,231	82.00	3,380,930
9	41,925	57.00	2,389,723
10	42,631	60.50	2,579,162
11	43,348	80.00	3,467,877
12	44,078	76.00	3,349,946
13	44,820	63.50	2,846,089
14	45,575	73.00	3,326,964
15	46,342	73.00	3,382,973
16	47,403	38.00	1,801,327
17	48,489	55.00	2,666,888
18	49,599	61.00	3,025,555
19	50,735	51.50	2,612,857
20	51,897	46.00	2,387,258
21	53,085	56.00	2,972,780
22	54,301	41.00	2,226,342
23	55,545	48.00	2,666,136
24	56,816	43.00	2,443,108
25	58,118	38.00	2,208,468
26	59,448	24.00	1,426,763
27	60,810	38.00	2,310,774
28	62,202	36.00	2,239,286
29	63,627	24.00	1,527,044
30	65,084	25.00	1,627,097
Over 30 years	6,750,492	104.00	6,885,502

1.6835

2.29

New Salary Total (minus advanced degrees) 2045.00 94,306,626

Advanced Degrees Total 2,117,517

New Salary Total (includes advanced degrees) 96,424,143

Current Salary Total (includes advanced degrees) 92,414,081

Salary Increase 4,010,062

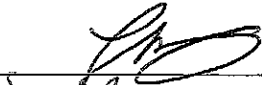
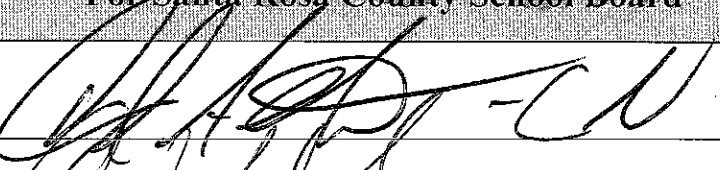
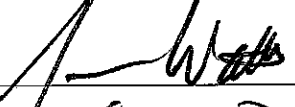

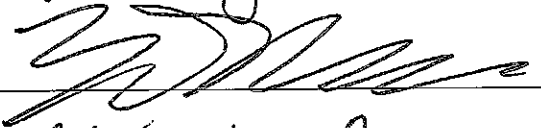
Cost of Salary Increase with benefits 4,647,662

*Instructional employees with over 30 years of qualified service will receive a 2% salary increase.

Sign in Sheet

SRPE and Santa Rosa County School Board Bargaining

November 1, 2018

For SRPE	For Santa Rosa County School Board
	
Marie Locklin Gode	Dan Dal
Xiaohu Chen	Thompson
D. Puri	Cheryl Davis
Janelle Stieckard	
	Emily Donald
	
	Alexandra Innocent