

**Attendance Sheet  
SRPE and Santa Rosa County School Board  
Bargaining Session**

**October 24, 2019**

For SRPE	For Santa Rosa County School Board
David Dunning	[Signature] - CN
M. Locklin	Vera B. Lawson WBSMS
[Signature]	Jiphamee Sapp-Bagdad Elem.
	Patrick Keen - GBHS
Tamela Strickland	Joe [Signature] - NHS
[Signature]	Joyce Shepard - AMS

10/24/19- Both Teams

**SRPE team members**

**David Godwin, Rhonda Chavers , Landra McCrary, Tamela Strickland, ,  
Marie Bodi, Ruth Blackman**

**Salary Proposal and supporting data: David Godwin**

**Language –Rhonda Chavers**

**APPENDIX D Teacher Salary Schedule 2018-19 Teacher Salary  
Schedule**

**Supplements :**

**APPENDIX E—Differentiated Pay Schedule**

Critical Teacher Shortage ( Examples Math and ESE ) (List determined  
yearly by SRPE

and District .10

Guidance Counselors .10

**APPENDIX D—Teacher Salary Schedule 2018-19 Teacher Salary Schedule**

2. In order for instructional personnel to receive credit on the salary schedule for an advanced degree, the degree must:

a. be reflected on an official transcript (and)

b. be from an accredited college or university recognized by the Florida Department of Education, (and)

(1) be in an area of certification that is listed on the teacher's valid educator certificate (or)

(2) has been added as a certification area to the teacher's valid educator certificate based on the advanced degree (or) 48

(3) has been issued by a college or university of education (defined as a degree recognized in this agreement for pay purposes on the Santa Rosa County District School's Instructional Salary Schedule i.e.: Master's/Specialist/Doctorate) (or)

(4) a teacher has met all certification requirements and holds an advance degree for an area specifically related to the vocational certification area for which the teacher is currently assigned.

**APPENDIX E—Differentiated Pay Schedule**

**Supplements**

Critical Teacher Shortage ( Examples Math and ESE ) .10 (List determined yearly by SRPE and District

Guidance Counselors .10

## SANTA ROSA COUNTY SCHOOL BOARD

## ACTIVE SALARIED PERSONNEL

PROGRAM: ZJBSALRY - REPORT #5

\*\*\* HIGHEST DEGREE AND YEARS OF SERVICE ARE AS OF REPORT DATE \*\*\*

JOB TITLE	HIGHEST DEGREE	EXP		BASE SLOT	SLOT	ANNUAL SALARY
		TCH DIST	YEARS OF SVC			
TEACHER, GRADE 3	BACHELOR	1	1	IBA00	IBACH	36,077.03
TEACHER, GRADE 1	BACHELOR	0	1	IBA01	IBA01	36,682.00
US HISTORY	BACHELOR	5	5	IBA04	IBACH	38,562.95
TEACHER, GRADE 2	BACHELOR	0	5	IBA05	IBA05	39,210.00
6TH GRADE LANGUAGE ARTS	BACHELOR	10	10	IBA09	IBACH	41,914.11
ALL MATH EXCEPT EOC 9-12	BACHELOR	0	10	IBA10	IBA10	42,617.00
ESE SELF CONT MID SCHOOL	BACHELOR	1	17	IBA16	IBA16	47,385.00
CTE/VOC W/ASSIGNED CERT		0	17	IBA17	IBA17	48,475.00
CTE/VOC W/ASSIGNED CERT	BACHELOR	20	20	IBA19	IBACH	50,732.05
7TH GRADE SCIENCE	BACHELOR	0	20	IBA20	IBA20	51,898.00
TEACHER, GRADE 2	MASTERS	26	26	IMA25	IMAST	61,034.11
TSA, ESE LIAISON	MASTERS	0	26	IMA26	IMA26	62,370.08

SRPE

10/24/2019

## SRCSD Revenue Comparison

2018-19 Revenue      \$ 212,344,904.52

2019-20 Revenue      \$ 224,186,867.01

Revenue Increase      \$ 11,841,962.49                      5.58%

[https://sites.santarosa.k12.fl.us/finance/Budget\\_Information.htm](https://sites.santarosa.k12.fl.us/finance/Budget_Information.htm)

## Salary Proposal

Instructional Salary Cost For 2018-19 (minus benefits)      \$ 96,932,268.71

Salary % Increase (Based on Revenue Increase)    5.58%

Additional Salary Cost For 2019-20 (minus benefits)      \$ 5,408,820.59

SRPE proposes that the district spend \$5,408,820.59 (plus benefits) on instructional salary improvements for FY 2019-20.

**SPRE Salary Proposal 10/24/2019**  
**3.42% Salary Schedule Improvement With Forward Movement**

Qualified Years Srv.	Bachelors	Units	Cost
0	37,310	89.00	3,320,603
1	37,944	123.00	4,667,163
2	38,589	111.00	4,283,431
3	39,245	82.00	3,218,130
4	39,913	78.00	3,113,188
5	40,591	90.00	3,653,206
6	41,281	80.00	3,302,498
7	41,983	89.00	3,736,488
8	42,697	72.00	3,074,164
9	43,423	80.00	3,473,805
10	44,161	59.00	2,605,484
11	44,911	65.00	2,919,246
12	45,675	78.00	3,562,648
13	46,451	79.00	3,669,665
14	47,241	65.00	3,070,673
15	48,044	67.00	3,218,963
16	49,149	71.00	3,489,596
17	50,280	37.00	1,860,348
18	51,436	53.00	2,726,114
19	52,619	55.00	2,894,053
20	53,829	53.00	2,852,957
21	55,067	46.00	2,533,103
22	56,334	55.00	3,098,370
23	57,630	45.00	2,593,336
24	58,955	48.00	2,829,848
25	60,311	41.00	2,472,757
26	61,698	38.00	2,344,535
27	63,117	26.00	1,641,051
28	64,569	34.00	2,195,348
29	66,054	33.00	2,179,787
30	67,573	23.00	1,554,188
<b>Over 30 years Total</b>	<b>8,212,973</b>	<b>123.00</b>	<b>8,582,557</b>

Forward Movement ( - advanced degrees) 2088.00 **100,737,304**

Advanced Degrees Total ( with 3.42% increase) **2,278,426**

New Salary Total (includes advanced degrees) **103,015,730**

Current Salary Total (includes advanced degrees) **97,606,909**

Cost of Salary Increase **5,408,821**

Cost of Salary Increase + 16% for FICA & FRS **6,268,824**

Avg.  
5.54%

Instructional employees with over 30 years of qualified service will receive a 4.5% salary increase.

**SRCSB and SRPE Negotiations Sessions  
Ground Rules for 2019-2020**

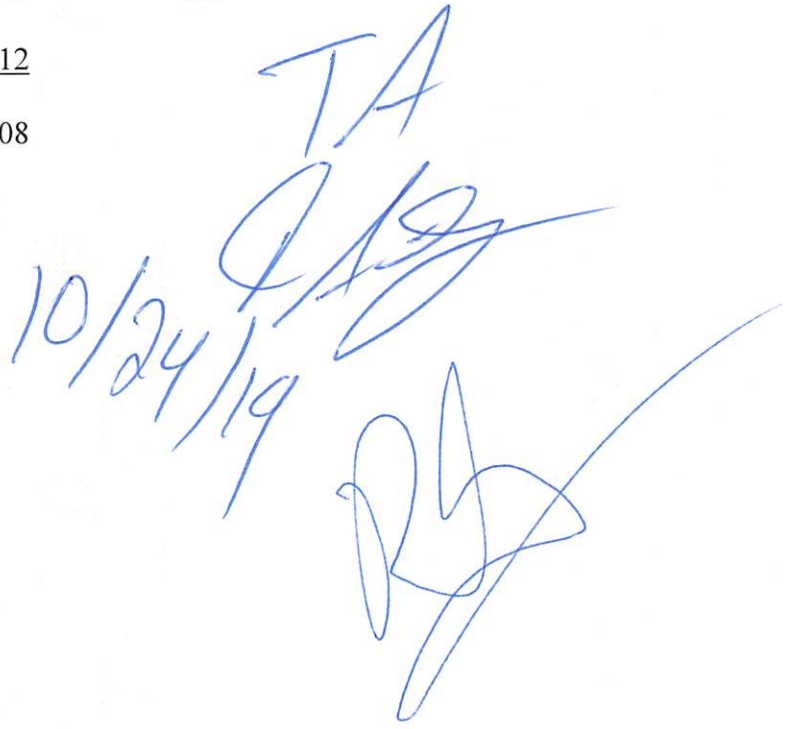
Each party should review the ground rules they are willing to agree to for the 2019-2020 negotiating sessions.

- 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 no more than 2 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 E—Differentiated Pay Schedule—

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<u>SPORTS:</u>	<b>HEAD</b>	<b>ASS'T</b>
Football, Basketball, Baseball, Track, Wrestling, Athletic Director Softball, Soccer, Volleyball	.16	.10
<u>Combined Male and Female Team</u>	<u>.12</u>	
All others	.08	

TA  
10/24/19  




**ARTICLE XX: INSURANCE**

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H. The Board will purchase a minimum of \$50,000 of group term life insurance on all regular employees who are employed ~~17.5 hours or more~~ than half of the hours for the contracted position per week. The Board will purchase an additional \$50,000 of group term life insurance for those employees who do not take the board group medical plan. The cost of this additional \$50,000 of life insurance will be considered as income to the employee for federal tax purposes.

**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>	<u>.05</u>
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 and implementation are as follows:

- Florida Teaching Certificate or District Vocational Certificate with critical shortage area listed must be valid and current.
- The instructional employee shall be assigned to an infield critical shortage area teaching assignment for six (6) periods on the current master schedule.
  - For assignments of fewer than six (6) periods, the supplement will be prorated on a period-by-period basis for 1/6<sup>th</sup> of the supplement value for each period assigned. The maximum value of the supplement will not exceed five percent (.05) of the IBAOO slot on the current salary schedule.

**Santa Rosa County School Board**  
**Estimated Cost of Proposed Salary Increase for Fy2020**

Pct Increase (may be 0)      0.0000%

	FTE	Current Salary	Additional Salary for Level Increase	Addl Salary for Percent Incr After Level	Total Salary
Instr GrandFather:	936.27	50,130,226.81	987,382.45	0.0000%	51,117,609.26
Instr PerfPay:	1,136.70	46,822,122.69	774,073.80	0.0000%	47,596,196.49
<b>Instr Total</b>	<b>2,072.97</b>	<b>96,952,349.50</b>	<b>1,761,456.25</b>	<b>0.0000%</b>	<b>98,713,805.75</b>
Instr ROTC	8.00	463,483.66	N/A	N/A	463,483.66
<b>District Total</b>	<b>2,080.97</b>	<b>97,415,833.16</b>	<b>1,761,456.25</b>	<b>0.00</b>	<b>99,177,289.41</b>

		Current	Additional for Level Increase	Additional for Percent Incr After Level	Total
Salaries:		97,415,833.16	1,761,456.25	0.00	99,177,289.41
Benefits:					
Fl					
Retirement	8.98%	8,747,941.82	158,178.77	0.00	8,906,120.59
SocSec/Mcare	7.24%	7,052,906.32	127,529.43	0.00	7,180,435.75
		15,800,848.14	285,708.20	0.00	16,086,556.34
<b>Salaries and Benefits:</b>		<b>113,216,681.30</b>	<b>2,047,164.45</b>	<b>0.00</b>	<b>115,263,845.75</b>