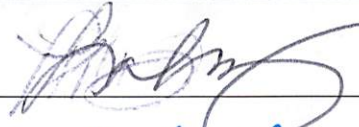
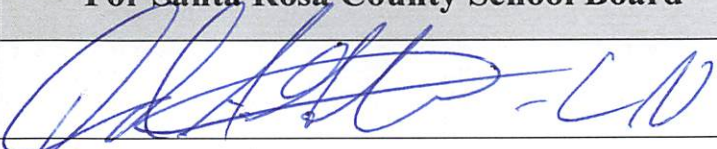


**Attendance Sheet
SRPE and Santa Rosa County School Board
Bargaining Session**

December 3, 2019

For SRPE	For Santa Rosa County School Board
	
Jamela Strickland	Vote before WSMS
Donna Bonini	Daphanie Sapp
Maria Locklin	Joe Lybo
Ruth A. Blackman	Katoya Sheple
Rhonda Chen	

SRCS D Total Monetary Proposal 19-20

The intent of this monetary proposal is to offer forward level movement as the basis for salary increases in the instructional bargaining unit during the 19-20 fiscal year.

This proposal will also address the increased contributions in salary and benefits either already made or proposed to be made by the Board for SRCS D employees. The offer is as follows:

	19-20 Increase	Percent
Instructional Salary Schedule		
19-20 forward level movement cost	<u>\$ 1,761,456.21</u>	<u>1.82</u>
Instructional Salary Schedule		
19-20 .75% improvement to schedule	<u>\$ 493,569.03</u>	<u>0.50</u>
Instructional Salary Schedule		
19-20 1.82% FRS longevity 31+	<u>\$ 150,056.93</u>	<u>0.16</u>
Low SES Implementation	<u>\$ 635,165.40</u>	<u>0.66</u>
Monetary Increase required to Address Priority Salary Issue	<u>\$3,040,247.57</u>	<u>3.14*</u>

Other monies from FEFP operating budget distributed to SRPE bargaining unit:

Best and Brightest Awards**	
Total in Award Increases	<u>\$ 2,782,111.00</u>
Board Contribution to Health Insurance	
19-20 SRCS D contribution to HSA accounts	<u>\$ 1,784,345.00</u>
Board Payment of Increased Health Premiums***	
19-20 SRCS D coverage of increased premiums	<u>\$ 803,542.56</u>
Monetary Increases from FEFP funds	<u>\$5,369,998.56</u>

*SRCS D received a 3.06% increase in per student funding as reported by FLDOE and confirmed in SB2500.

**The source of these funds is not directly controlled by the district. Awards from the state will not increase base pay and will represent a one-time payment. The amount stated in this proposal is the exact amount that will be distributed to instructional employees in compliance with the eligibility criteria established by FLDOE.

***SRCS D employees will not have to pay more for insurance or have coverage reduced for the 2020 calendar year of healthcare benefits.

APPENDIX D—Teacher Salary Schedule

2018-19 Teacher Salary Schedule .5% Improvement

Years of Qualified Service	Salary Placement
0	36,256
1	36,865
2	37,484
3	38,115
4	38,755
5	39,406
6	40,068
7	40,742
8	41,426
9	42,123
10	42,830
11	43,550
12	44,281
13	45,025
14	45,782
15	46,552
16	47,622
17	48,717
18	49,838
19	50,985
20	52,157
21	53,357
22	54,585
23	55,840
24	57,124
25	58,438
26	59,781
27	61,156
28	62,563
29	64,002
30*	65,475

*Instructional employees with 31+ years of qualified service will receive a longevity supplement of 1.82% which will be FRS eligible.

PERFORMANCE PAY

1. Performance Pay: This amount is negotiated each year to be calculated and applied using the following formulas:

- a. X = Annual contract IP earning a Highly Effective on their overall annual performance evaluation.
- b. $.99X$ = Grandfathered IP earning a Highly Effective on their overall annual performance evaluation.
- c. $.75X$ = Annual contract and Grandfathered IP's earning an Effective on their overall annual performance evaluation.
- d. 2019-20 value for X = \$1.00 (one dollar).

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

SRPE Salary Analysis 12/3/19

*Total Instructional Salary: \$ 97,606,909.04
*Total Ed-Support Salary: \$ 21,581,227.67
**Cost of Ratified Ed-Support Contract: \$ 1,145,000.00

$$\frac{97,606,909.04}{21,581,227.67} \text{ times } 1,145,000 = 5,178,570.59$$

In order for instructional employees to receive the same average salary increase as ed-support employees, the district must spend \$5,178,579.59 on instructional employee salary increases.

Total Cost of SRPE Salary Proposal on 11/18/2017: \$ 5,291,494.00

*District Generated Salary Report #5 (prior to ESP contract ratification)
**District Analysis of Funding/Usage for 19/20 Updated 11/18/19

Santa Rosa Professional Educators 12/03/2019
 Estimated Cost of Proposed Salary Schedule and Other Salary Increases for 2019-20
 (Level Increase plus 2.6522% Improvement)

Level (Years of Service)	Bachelors	Units	Cost
0	37,033	89.00	\$ 3,295,920
1	37,655	123.00	\$ 4,631,583
2	38,288	111.00	\$ 4,249,961
3	38,931	82.00	\$ 3,192,372
4	39,586	78.00	\$ 3,087,677
5	40,251	90.00	\$ 3,622,576
6	40,927	80.00	\$ 3,274,181
7	41,615	89.00	\$ 3,703,739
8	42,314	72.00	\$ 3,046,636
9	43,025	80.00	\$ 3,442,038
10	43,749	59.00	\$ 2,581,163
11	44,484	65.00	\$ 2,891,441
12	45,231	78.00	\$ 3,528,038
13	45,991	79.00	\$ 3,633,318
14	46,764	65.00	\$ 3,039,677
15	47,550	67.00	\$ 3,185,859
16	48,644	71.00	\$ 3,453,709
17	49,763	37.00	\$ 1,841,216
18	50,907	53.00	\$ 2,698,078
19	52,078	55.00	\$ 2,864,290
20	53,276	53.00	\$ 2,823,617
21	54,501	46.00	\$ 2,507,052
22	55,755	55.00	\$ 3,066,506
23	57,037	45.00	\$ 2,566,666
24	58,349	48.00	\$ 2,800,746
25	59,691	41.00	\$ 2,447,327
26	61,064	38.00	\$ 2,320,424
27	62,468	26.00	\$ 1,624,174
28	63,905	34.00	\$ 2,172,771
29	65,375	33.00	\$ 2,157,369
30	66,878	23.00	\$ 1,538,204

2.6522%

2019-20 Placement (- advanced degrees)	1965.00	\$	91,288,326
Over 30 years (minus advanced degrees)	123.00	\$	8,512,927
Advanced Degrees Total		\$	2,261,490

3.6522%

2.6522%

New Total Salary (includes advanced degrees)	\$	102,062,742
Current Total Salary (includes advanced degrees)	\$	97,606,909

Additional Cost of Salary Increase	\$	4,455,833
Cost of Salary Increase + Benefits (16.22%)	\$	5,178,570

Performance Pay (X = \$1.00)	
Ann. Contract HE = X	Ann. Contract Eff. = 0.75X
Grandfather HE = 0.99X	Grandfather Eff. = 0.75X

Returning instructional employees with over 30 years of service will receive a 3.6522% salary increase.
 Salary increases will be retroactive to July 1, 2019.