

1 Santa Rosa Education Association
2 2018 – 2019 Ed Support Salary Schedule
3 October 30, 2018
4

5 ~~The Placement/Salary Schedule 2018-19 SREA Educational Support Employees Salary~~
6 ~~Schedule shall be based on the current 10 month 188 day ESP schedule in that Level 1~~
7 ~~for all pay ranges will be equal to the current 10 month 188 day schedule. New~~
8 ~~employees to the District shall be placed at a level no higher than an employee with the~~
9 ~~same years of experience in the same job classification.~~

10 ~~Levels will increase uniformly by 3% 2.5% (two and one-half percent) over the previous~~
11 ~~level with the highest level in each pay range being Level-21 25.~~

12 ~~Employees will migrate to the new schedule 2018-19 SREA Educational Support~~
13 ~~Employees Salary Schedule to the step closest to but not less than their current hourly~~
14 ~~rate. Estimated Cost \$248,003 (approximately 1.33% SREA estimate from original~~
15 ~~proposal).~~

16 ~~Employees who receive an increase through the migration to the new schedule of less~~
17 ~~than 2% 2.5% (two and one-half percent) shall receive the difference between the 2%~~
18 ~~2.5% (two and one-half percent) and the actual increase as a one-time no-recurring~~
19 ~~bonus for 2018-2019 only. Estimated Cost \$148,064 (non-recurring SREA estimate~~
20 ~~from original proposal).~~

21 ~~The total improvement to ESP's wages for the migration and bonuses will be 2.5% at a~~
22 ~~projected cost of \$452,346.86 with actual cost not to exceed \$500,00.00 (\$499,~~
23 ~~612.87). (2.11 percent actual cost when entered in the payroll system by SRCSD).~~

24
25 ~~On July 1 of each year, Employees shall advance a level provided they have successfully~~
26 ~~completed more than 50% of their contract days (including approved leave) during the~~
27 ~~previous contract year. For employees advancing above Level 21 shall receive an~~
28 ~~additional salary of 0.5% times the number of years in Santa Rosa County over their~~
29 ~~previous year's salary or Level 21, whichever is greater (no cost for the year 2018-~~
30 ~~2019).~~

31 ~~Effective July 1, 2018, all current and new educational support employees for 18-19 will~~
32 ~~be placed on the Educational Support Salary Schedule 18-19 (see attachment). Any~~
33 ~~future improvements to the schedule or movements on the schedule shall be negotiated~~
34 ~~annually.~~

35
36 ~~All educational support employees' salary for 2018-19 shall be determined by placement~~
37 ~~of all ESP's on the attached schedule.~~

1 A qualified year of service is awarded for each year of full time experience for which the
2 employee received at least a satisfactory or effective performance evaluation.

3
4 The eligibility for an increase in pay shall be determined by an ESP's overall
5 performance evaluation score and must be negotiated each year. Any employee
6 receiving a rating of Needs Improvement or Unsatisfactory does not earn a qualified
7 year of service and shall not be eligible for any negotiated improvements to their salary.

8
9 This schedule lists the hourly rates for educational support personnel holding currently
10 employed or hired during the 18-19 fiscal year regardless of each individual's
11 contractual status. The schedule lists pay as an hourly rate.