


Memo of Understanding
Between
The Santa Rosa Professional Educators
And
Santa Rosa County School Board


This Memo of Understanding is to provide language for the compensation of Santa Rosa County School District Instructional Personnel (IP) due to an absence of language in the Master Contract regarding Instructional Personnel with 32 or more (32+) qualified years of service (QYS) opting into the performance pay salary schedule.

- The district will pay Instructional Personnel with 32 years or more (32+) of qualified service who opt into the performance pay system a one-time longevity bonus valued at seventy-five percent (75%) of the negotiated rate for Instructional Personnel on the Performance Pay Placement Schedule along with a twenty-five percent (25%) salary improvement over their current base salary.
- This improvement of a combined salary increase and longevity bonus is memorialized in the pending ratification language of the 14-15 and 15-16 SRPE contract settlement agreement addressing instructional personnel who will continue on the Grandfathered Salary Placement Schedule and reads as follows:
 - All Instructional Personnel at level 29 will receive a one-time longevity bonus valued at \$1424.00 (2.22%) along with a level improvement of \$497.00 (.78%).
- The above language establishes the 75/25 percent relationship in the amounts agreed to by both parties since .78% is approximately 25% of the 3% total increase. This relationship will be calculated as follows using the 14-15 agreed upon percentages:

○ 32+ QYS Highly-effective Performance Pay	4% (100%)	\$2,562.00
▪ 32+ QYS IP HE salary increase	1% (25%)	\$ 640.00
▪ 32+ QYS IP HE longevity bonus	3% (75%)	\$1921.00
- This combined salary increase and longevity bonus will continue moving forward through the 15-16 contract agreement and will then be open for negotiations starting with the 16-17 opening of the contract.


Timothy S. Wyrosdick
Superintendent of Schools

Date


Rhonda Chavers
Chief Negotiator for SRPE

Date