

**AGENDA**  
**SCHOOL BOARD OF SANTA ROSA COUNTY**  
**SPECIAL MEETING**  
**March 14, 2024-10:00 AM**

A. Call to Order and Roll Call

*The School Board of Santa Rosa County met in special session with the following members present: Mrs. Linda Sanborn, Chairperson, Mrs. Carol Boston, Vice-Chairperson; Mr. Charles Elliott, Mrs. Elizabeth Hewey, and Mr. Scott Peden.*

*Also present was Dr. Karen Barber, Superintendent of Schools and Secretary.*

*School Board Attorney, Terry Harmon attended by Teams meeting.*

B. Pledge of Allegiance

*Chairperson Linda Sanborn called the meeting to order and David Gunter, Director of Labor Relations and Compliance led a moment of silence and the Pledge of Allegiance to the Flag.*

C. Items From Superintendent

1. Tentative Agreement between Santa Rosa Professional Educators and Santa Rosa County School Board (pending ratification)

*Motion to Approve was moved by Carol Boston, Seconded by Scott Peden.  
Motion Passed by a Vote of 5 - 0.*

*Dr. Barber stated should the Board approve the 3.87% for Instructional staff that over the last four years the cumulative average raise for Instructional staff will be 16.07%.*

*Mrs. Sanborn wanted to thank Mr. Gunter for his hard work and state that teachers are worthy and deserves a lot more than this.*

*Mr. Harmon wanted to share the timeline of events. SRPE declared impasse on February 15th. On February 20th both parties being SRPE and Superintendent received mitigation from Commission which is PERC requiring each of them to identify a special magistrate that would be supplied for purposes of a hearing in this case whether it was a list agreed upon a magistrate to be selected. PERC asked both parties in declaration of impasse*

*to report whoever that special magistrate was going to be no later than March 11, 2024. Counsel for Superintendent and counsel for SRPE were in touch regarding the impasse process. Discussions were ongoing and the deadline on Monday, March 11, 2024 was not set aside while that was occurring. If the Board had any questions as to why there would have been a list of magistrates reported to PERC on March 11th it was in response to a requirement issued by the Commission for both parties to go ahead and do that. Fortunately, because of the resolution that was reached last night the Board vote pending ratification we will not have to go down that path.*

*Dr. Barber stated teacher salary increase allocation is required to School Boards to distribute those funds to teachers during that school year and it has always been the intention of the School Board and Superintendent that we comply with that and distribute the TSIA funds in this school year. On several occasions our Chief Negotiator offered to distribute those funds prior to reaching the full contract negotiation agreement. Teachers will get retroactive checks that include those TSIA funds before the first of May and their May paycheck will be the new salary increase that is included in this agreement.*

**2. 2023-2024 Administrative Salary Schedule**

*Motion to Approve was moved by Charles Elliott, Seconded by Carol Boston.  
Motion Passed by a Vote of 5 - 0.*

**D. Adjournment**

*Motion to Approve was moved by Carol Boston, Seconded by Scott Peden.  
Motion Passed by a Vote of 5 - 0.  
There being no further business the meeting was adjourned.*

**DONE AND ORDERED IN LEGAL SESSION** by the School Board of Santa Rosa County the 14th day of March 2024.

**SCHOOL BOARD OF  
SANTA ROSA COUNTY**

---

*Chairperson*

**ATTEST:**

---

*Superintendent and Secretary*

# Santa Rosa County District Schools

**Submitted By:** Dr. Karen Barber, Superintendent of Schools

---

<b>Title of Item:</b>	Tentative Agreement between Santa Rosa Professional Educators and Santa Rosa County School Board (pending ratification)
<b>Description/Introduction:</b>	Tentative agreement between Santa Rosa Professional Educators and Santa Rosa County School Board (pending ratification)
<b>Recommendation/Action Requested:</b>	Request approval

---

**Financial Impact:**

<b>A-Funds required from School Board?</b>	No
<b>B-Amount required</b>	
<b>C-Grant/Project Synopsis attached?</b>	No
<b>D-Date Grant/Project Reviewed/Approved by Accountant:</b>	

---

**Legal Review**

**Does item require legal review?** No

**If Yes, Approval Date**

---

**REVIEWERS:**

<b>Reviewer</b>	<b>Action</b>	<b>Date</b>
Dobbs, Myra	Approved	3/12/2024 - 11:28 AM

**ATTACHMENTS:**

<b>Description</b>	<b>Upload Date</b>	<b>Type</b>
<a href="#">Tentative Agreement between Santa Rosa Professional Educators and Santa Rosa County School Board (pending ratification)</a>	3/13/2024	Cover Memo

**From:** [Gunter, David A.](#)  
**To:** [All Teachers Distribution](#); [All School Offices Distribution](#); [Principals](#); [Assistant Principals](#); [All District Personnel](#)  
**Cc:** [Terry J. Harmon - Sniffen & Spellman, P.A. \(tharmon@sniffenlaw.com\)](#); [Boston, Carol N.](#); [Elliott, Charles W.](#); [Peden, Scott T.](#); [Sanborn, Linda K.](#); [Hewey, Elizabeth A.](#); [Dobbs, Myra B.](#)  
**Subject:** Tentative Agreement Notice  
**Date:** Wednesday, March 13, 2024 6:07:58 PM  
**Attachments:** [image001.png](#)

---

## **Tentative Agreement Notice**

On March 13, 2024, the Santa Rosa County School Board and Santa Rosa Professional Educators (SRPE) reached a 23-24 tentative agreement to revise the Master Contract for the term of August 11, 2023 to August 10, 2026 for instructional employees. [The tentative agreement language can be reviewed online through this link.](#) All other items discussed during prior negotiation sessions that are not included in this agreement have been withdrawn by both sides. The tentatively agreed upon document will be presented to the School Board by Superintendent Barber at the March 14, 2024 meeting with a request for School Board action (approval) to be considered pending final ratification by the instructional bargaining unit. By reaching this tentative agreement, SRPE has the opportunity to present the contract to the bargaining unit for ratification. SRPE will be distributing details regarding the ratification process to the bargaining unit. Please contact SRPE building representatives and/or [SRPE.office@srpeducators.com](mailto:SRPE.office@srpeducators.com) if you have questions or need further assistance concerning settlement details or the ratification process. Please note that any formatting, grammar and/or typographical issues will be addressed and corrected during the production of the final signature copy along with any corrections to the table of contents in the revised contract.

The tentative agreement includes the signed language items identified in this most recent session and the tentatively agreed upon language items from prior sessions. All items referenced can be viewed using the link above. The tentatively agreed upon proposal's total cost to the district of \$5,006,020.15 and represents a 3.87% increase in total instructional salaries. The total breakdown of the proposal is as follows:

- Base for supplements and advanced degrees: \$39,130
- Instructional staff with 0 years of service will receive a 1.90% salary increase.
- Instructional staff with 1-4 years of service will receive a 3.80% salary increase.
- Instructional staff with 5-7 years of service will receive a 4.05% salary increase.
- Instructional staff with 8-10 years of service will receive a 4.30% salary increase.
- Instructional staff with 11-13 years of service will receive a 4.55% salary increase.
- All other instructional staff will receive a 3.8% salary increase.
- All salary increases will be retroactive to July 1, 2023.

**With a timely ratification by SPRE, instructional employees could be scheduled to received their retro checks by the end of April with their first check including the salary increase in the May 15<sup>th</sup> pay cycle.**

-



**David A. Gunter**

Director of Labor Relations and  
Compliance for Human Resources  
Chief Negotiator

Phone (850) 983-5150 x1020

Email [gunterd@santarosa.k12.fl.us](mailto:gunterd@santarosa.k12.fl.us)

**CONFIDENTIALITY NOTICE:** This e-mail transmission, and any documents, files or previous e-mail messages attached to it, may contain confidential information that is for the sole use of the intended recipient. If you are not the intended recipient, or a person responsible for delivering it to the intended recipient, you are hereby notified that any disclosure, copying, distribution or use of any of the information contained in or attached to this message is **STRICTLY PROHIBITED**. If you have received this transmission in error, please immediately notify me through one of the contacts in the signature above, and destroy the original transmission and its attachments without reading them or saving them to disk. **Under Florida law, this e-mail address and any correspondence through it are public records. If you do not want your e-mail address released in response to a public-records request, do not send electronic mail to this entity. Instead, contact this office by phone or in writing.** Thank you.

**Submitted By:** Dr. Karen Barber, Superintendent of Schools

<b>Title of Item:</b>	2023-2024 Administrative Salary Schedule
<b>Description/Introduction:</b>	Administrative salary improvements related to the settlement between the School Board and Santa Rosa Professional Educators
<b>Recommendation/Action Requested:</b>	Request approval

**Financial Impact:**

<b>A-Funds required from School Board?</b>	No
<b>B-Amount required</b>	
<b>C-Grant/Project Synopsis attached?</b>	No
<b>D-Date Grant/Project Reviewed/Approved by Accountant:</b>	

**Legal Review**

**Does item require legal review?** No

**If Yes, Approval Date**

**REVIEWERS:**

<b>Reviewer</b>	<b>Action</b>	<b>Date</b>
Dobbs, Myra	Approved	3/13/2024 - 8:14 PM

**ATTACHMENTS:**

<b>Description</b>	<b>Upload Date</b>	<b>Type</b>
<a href="#">2023-24 Admin Salary Schedule</a>	3/14/2024	Cover Memo

## **Administrative Salary Placement Schedule 2023-2024**

	<b><u>Current Base</u></b>	<b><u>Salary</u></b>	<b><u>Index</u></b>
		<b><u>\$ 67,226</u></b>	<b><u>1.00</u></b>
<b><u>Position</u></b>			
<b><u>Assistant Principal</u></b>			
Administrative Intern (11 months)		\$ 61,848	0.92
Adult, Technical		\$ 67,226	1.00
Blended Academy		\$ 67,226	1.00
Elementary, Middle		\$ 67,226	1.00
Combination (K-8)		\$ 73,949	1.10
High		\$ 77,310	1.15
<b><u>Coordinator</u></b>			
Assessment		\$ 80,671	1.20
Behavior Intervention and Support		\$ 80,671	1.20
ESE Programs and Compliance		\$ 80,671	1.20
Mental Health Services		\$ 80,671	1.20
SEDNET		\$ 80,671	1.20
STEAM		\$ 80,671	1.20
Virtual Education Program		\$ 80,671	1.20
Workforce Education Programs		\$ 80,671	1.20
Federal Programs		\$ 80,671	1.20
Continuous Improvement		\$ 84,033	1.25
Literacy & Language Arts		\$ 84,033	1.25
Math & Science		\$ 84,033	1.25
Public Information Outreach and		\$ 84,033	1.25
Family and Community Outreach Officer			
<b><u>Principal</u></b>			
Blended Academy		\$ 87,394	1.30
Adult, Technical		\$ 87,394	1.30
Elementary, Middle		\$ 87,394	1.30
Combination (K-8)		\$ 94,116	1.40
High		\$ 100,839	1.50
<b><u>Director</u></b>			
Community Schools		\$ 94,116	1.40
Continuous Improvement		\$ 94,116	1.40
Human Resources		\$ 94,116	1.40
Labor Relations & Compliance		\$ 94,116	1.40
Risk Management		\$ 94,116	1.40
Workforce Education		\$ 94,116	1.40
Deputy Director of Exceptional		\$ 97,478	1.45
In-Service & Instructional Technology		\$ 97,478	1.45

## **Administrative Salary Placement Schedule 2023-2024**

<u><b>Position</b></u>	<u><b>Salary</b></u>	<u><b>Index</b></u>
Pre-Kindergarten	\$ 97,478	1.45
Student Services	\$ 97,478	1.45
Federal Programs	\$ 97,478	1.45
Elementary School Education	\$ 104,200	1.55
Exceptional Student Education	\$ 104,200	1.55
Middle School Education	\$ 104,200	1.55
High School Education	\$ 104,200	1.55
Planning and Siting	\$ 104,200	1.55
School Safety	\$ 104,200	1.55

### **Assistant Superintendent**

Administrative Services	\$ 114,284	1.70
Curriculum & Instruction	\$ 114,284	1.70
Finance	\$ 114,284	1.70
Human Resources	\$ 114,284	1.70
Information Technology Services	\$ 114,284	1.70

*Administrative salary increases will be determined by the Superintendent of Schools. All administrators receiving an overall annual evaluation of Highly Effective or Effective will receive an increase. Administrators who receive Needs Improvement or Unsatisfactory on their annual overall evaluation will not receive an annual increase. The current base pay for the placement schedule will increase by 3.075%.*

*Administrative salary increases will be awarded in compliance with F.S. 1012.22 (1)(c) 5. a.(II) and b.(II). and be retroactively applied to the beginning of the fiscal year. For the 23-24 fiscal year, increases to administrative salaries will be consistent with the 3.8% performance pay proposal offered to instructional employees. Administrators receiving an overall annual evaluation of Highly Effective will get an increase of 4.1% and administrators receiving an overall annual evaluation of Effective will get an increase of 3.075%.*