



SREA Has Reached A Tentative Agreement

During these unprecedented times, SREA has reached a tentative agreement with the Santa Rosa County District Schools. While some language was agreed to, our primary focus was to get money in the hands of our bargaining unit employees as soon as possible. The ratification vote will take place from January 26 Through February 1st . Copies of the signed Tentative Agreement are included in this packet.

Here is a summary of the agreement you will be voting on:

Salaries

- All employees returning to the District in 2020-2021 shall advance one level on the current Salary Schedule. All Salaries shall be retroactive to July 1, or the employees hire date for new employees.
- Employees advancing off the salary schedule (beyond level 25) shall receive an additional salary increase of .1% for each year of employment in the Santa Rosa School District.
- The salary schedule starting salary will increase to \$10.00 to adhere to the minimum wage Constitutional Amendment.

Sick Leave Donation

- Employees will be able to donate their sick leave days to other ill employees that have run out of sick days. (see Tentative Agreement for more details)

Two Committees Formed

- Due to the Constitutional Amendment that raises the minimum wage to \$15.00 by 2026, a salary schedule committee has been formed between SREA and the District to develop a salary schedule that meets the Constitutional Amendment criteria, and what is best for our bargaining unit.
- A committee will be created between the District and SREA to discuss compensation supplement if their administrator requests a bargaining unit employee to substitute teach in a classroom.

Many thanks to the SREA bargaining team for their professionalism and their advocacy for the members they represent.

EMPLOYEE TO EMPLOYEE - Sick leave donations

32 May 1964

Section 8.1012.61 Florida Statutes allow school employees to voluntarily donate their accrued sick leave days to other employees who are ill and have used all of their own days ~~sick~~^{SAP} and the District have an interest in allowing district employees to voluntarily donate their personal accrued sick leave days in certain circumstances whenever an employee runs out of sick leave. The procedures will closely mirror the current sick leave donations for employees with family members. HR will review its current policies to determine what provisions that need to be in place to allow such transfers and what procedures need to be adopted. No employee may donate days unless they have more than ten accrued days and are limited to donating up to 5 days per fiscal year. The donations shall begin after (not retroactively) the 20-21 school year ratification of the master contract and HR adds the new provisions to the HRPM.

Santa Rosa County School Board

Fy2021 Proposal Calculator - Salary/Benefit Cost Estimates

Salary/Benefit Data as of 11/02/2020

Pct Increase (may be 0) 2.5000%

FTE	Current Salary	Addl Salary for Percent Incr	Total Salary
EdSup SREA	822.00	21,274,528.43	21,806,391.64
EdSup Non-Union	45.00	2,883,207.69	2,955,287.88
District Total	867.00	24,157,736.12	24,761,679.52

	Current	Additional	Total
Salaries:	24,157,736.12	603,943.40	24,761,679.52
Benefits:			
Fl Retirement 10.00%	2,415,773.61	60,394.34	2,476,167.95
SocSec/Mcare 7.65%	1,848,066.81	46,201.67	1,894,268.48
	4,263,840.42	106,596.01	4,370,436.43
Salaries and Benefits:	28,421,576.54	710,539.41	29,132,115.95

- \$10.00 minimum on current schedule
- 2.5% in the form of a level move
- Retro active to July 1, 2020
- New hires after July 1, 2020 have been placed & will not move forward
- Employee donation of leave (see attached)

NOTICE

SANTA ROSA EDUCATION ASSOCIATION

SREA Unit Ratification Vote On Proposed

2020-2021 Language & Salary Increase

A ratification vote for Santa Rosa Education Association will be held during the week beginning January 27, 2021 regarding the 2020-2021 Language & Salary Agreement covering Education Support Professionals.

Copies of the proposed new Language & Salary Increase along with copies of the Tentative Agreements have been delivered to the office at each worksite.

Representatives of Santa Rosa Education Association will conduct the ratification vote at each worksite. The date, time and location within the work site will be posted once finalized.

All Ballots will be counted on February 1, 2021 at 4:30 pm in Building 8 at T. R. Jackson, 4950 Susan Street, Milton, FL 32570. All Ed Support employees in the bargaining unit are eligible to vote in this ratification election, regardless of membership status. The ballot counting is open to all employees of the bargaining unit to observe regardless of membership status.

Any questions about this ratification vote should be directed to Santa Rosa Education Association at (803) 237-7705.



SantaRosa
Education Association

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