

20-21 SRPE Ratification Package

Article V Working Conditions

The Association Representative has the right of communication or meetings with members at each worksite, as long as it does not interfere with instructional time. Brief Association announcements may be made over the building communications system before or after the normal class schedule. The principal/director will receive prior notification.

Article XVII --- Leave of Absence

In lieu of the above section 4.A, the Association President ~~may~~ will be granted three (3) continuous hours per day of released time for a full school year provided the Association pays the Board for the full cost of a replacement teacher (40%) of the minimum teacher pay for such released time. The Association must also notify the Board in writing by July 1 of the year in which they wish to make use of this paragraph. The Association President will work directly with the Assistant Superintendent of Curriculum to fill a flexible position in the district i.e., such as visiting teacher or teach two Santa Rosa online classes.

EMPLOYEE TO EMPLOYEE - Sick leave donations

Section §.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. SRPE 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.

20-21 Regular Salary Schedule

Instructional employees on the Regular Salary Schedule will be placed at a level that corresponds to their years of service. The Regular Salary Schedule reflects the following improvements to the 2019-20 Salary Schedule.

Levels	Improvement
0 - 15	1.67%
16 - 30	1.05%

Instructional employees with over 30 years of service will receive a 3.35% salary improvement.

(See attached 20-21 Regular Salary Schedule)

20-21 HB 641 Salary Schedule

(See attached HB 641 Salary Schedule)

APPENDIX H—SRPE MISCELLANEOUS SALARY SCHEDULE

- | | |
|---|-------------|
| 2. K-12 after school supplemental instructional program
<u>(Amount may vary under certain grants and will be
paid at the rate specified by the grant.)</u> | \$20.00 hr. |
| 11. CGI Math Research Project | \$750.00 |

All current and COVID related MOUS are documented in the School Board minutes of the meeting in which they were approved.

APPENDIX D - Teacher Salary Schedule

2020-21 Regular Salary Schedule

Years of Qualified Service	2020-2021 Salary Placement	FOCUS LEVEL
0	37,217	1
1	37,843	2
2	38,478	3
3	39,125	4
4	39,782	5
5	40,450	6
6	41,131	7
7	41,822	8
8	42,524	9
9	43,239	0
10	43,965	11
11	44,704	12
12	45,456	13
13	46,219	14
14	46,996	15
15	47,786	16
16	48,587	17
17	49,704	18
18	50,847	19
19	52,018	20
20	53,214	21
21	54,438	22
22	55,690	23
23	56,971	24
24	58,282	25
25	59,622	26
26	60,992	27
27	62,395	28
28	63,830	29
29	65,299	30
30*	66,801	31

*Instructional employees with over 30 years of qualified service will receive a 3.35% salary increase.

All increases will be retroactive to July 1, 2020. Employees hired after June 30, 2020 have already been placed on their correct level based on years of qualified service and will not move forward an additional level.

All negotiated supplements and advanced degree pay will be tied to the 20-21 Regular Salary Schedule based on 0 years of qualified service. The HB 641 Salary Schedule will not be considered as the basis of any negotiated supplements.

APPENDIX D - Teacher Salary Schedule

Minimum Classroom Teacher Salary
2020-21 HB 641 Salary Schedule

Years of Qualified Service	2019-2020 Salary Placement	FOCUS LEVEL (paystub)
0	42,950	1
1	42,950	2
2	42,950	3
3	42,950	4
4	42,950	5
5	42,950	6
6	42,950	7
7	42,950	8
8	42,950	9

HB 641 did not recognize all teachers in the instructional bargaining unit as "classroom teachers" which excluded some teachers from being eligible to be increased to the legislated minimum teacher salary. As part of this settlement, Santa Rosa County School Board offered additional monies in the form of a HB 641 supplement to fund the increases to the legislated minimum teacher salary for those instructional employees that would have been excluded from receiving the new teacher minimum definition of "classroom teacher" engrossed in HB 641.