

**February 2, 2021**  
**SANTA ROSA COUNTY SCHOOL DISTRICT**  
**MILTON, FL**  
**COUNTER PROPOSAL**  
**TO**  
**LOCAL UNION NO 1032**  
**OF THE**  
**UNITED BROTHERHOOD OF CARPENTERS & JOINERS OF AMERICA**  
**MILTON, FL**

**Union 1 – Article 19 Holidays**

19.6 Add the following:

“Each year the district will post holiday schedules for 10- and 12-month employees at least two weeks prior to the start of the fiscal year.”

**Union 2 – Article 29 Wages**

1. Effective July 1, 2020, move all non-probationary employees up one Level on the salary schedule.
2. Effective July 1, 2020, cost of living (COLA) increase of two percent (2.0%) for all levels for year 2020 - 2021.

**Union 3 – Article 31 Duration of Agreement**

New Section 33.5 to read as follows:

“Within sixty (60) days of the ratification, by both parties, of a new agreement or an amended agreement the parties will sign such agreement and the district shall post the same online with the revised salary schedule at a location accessible to district employees.”

**We reserve the right to amend, change, delete or add to these proposals during the course of these negotiations. Unless otherwise listed all current contract language remains unchanged.**

T.A. [Signature] 2/2/21

[Signature] 2/2/21