

Dr. Barber,

As a result of the bargaining session that was held on March 24, 2022, Santa Rosa County District Schools and the Santa Rosa Professional Educators (SRPE) representing instructional employees reached a tentative agreement for the 21-22 school year resulting in a 3.75% average increase for instructional employees. The attached documents reflect the statutory requirement of F.S. 447.309 in preparing the agreement for presentation to the bargaining unit. Complete details are in the attached documents with an overview as follows:

- An overall average increase of 3.75% to the 20-21 Regular Teachers Salary Schedule consisting of:
 - Forward movement of one level on the regular teacher salary schedule valued at 2.2% avg.
 - An average increase of 0.3 percent to the current regular teacher salary schedule resulting in the attached 21-22 Regular Teacher Salary Schedule
 - A recurring longevity supplement valued at 1.25%
- Improvement of the HB641 salary schedule of 3.75% to a new minimum salary of \$44,816.
- Increases are retroactive to July 1, 2021. Retroactivity does not apply to summer hours/pay or summer school pay as those amounts are tied by contract to the prior fiscal year.
- An agreement for bereavement leave for immediate family.

I am requesting this be posted on the School Board agenda for April 7th seeking approval from the Board pending ratification by the certified bargaining agent.

Respectfully,

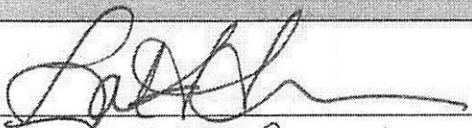
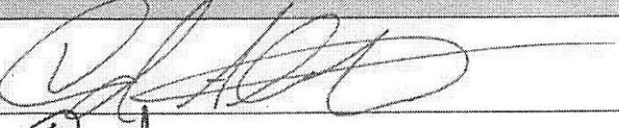


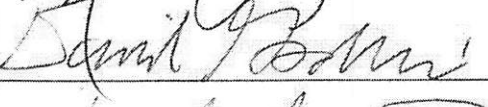
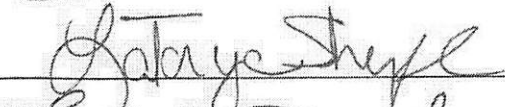
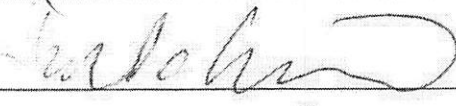
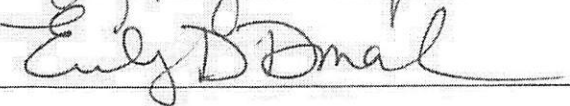
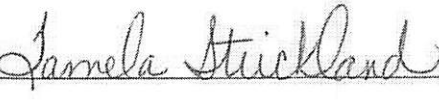
David A. Gunter
Chief Negotiator for
Santa Rosa County District Schools

David A. Gunter
Director of Labor Relations and Compliance

Attendance Sheet

SRPE and Santa Rosa County School Board Bargaining

March 24, 2022

For SRPE	For Santa Rosa County School Board
	
Ruth A. Blackman	J. Smith
	
Marie Locklin	D. E. S.
	
David Brown	Danyelle Shupe
	
J. Johnson	Emily D. Dmal
	
Pamela Stickland	

Article XVIII: LEAVE OF ABSENCE

P. Bereavement Leave

A full-time employee who has completed the probationary period may apply for up to two (2) days paid bereavement leave in the event of a death in his/her immediate family to make funeral arrangements and/or to attend the funeral. Immediate family shall be defined as spouse, parent, grandparent, sibling, child, stepchild, or grandchild. An employee may apply for a maximum of four (4) paid bereavement leave days per fiscal year. Bereavement leave is not accumulative. Employees will not be paid for bereavement days not scheduled to work. Employees are required to provide a copy of the obituary or other satisfactory document to be attached to the leave request.

P.A.
Q. A. B.
3/24/22

Samir Badi
3/24/22

APPENDIX E—Differentiated Pay Schedule

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The Santa Rosa County School District will reimburse Santa Rosa County District School Instructional Personnel who add the Autism Spectrum Disorder (ASD) Endorsement to their current Florida Teaching Certificate. Instructional Personnel shall receive a one-time reimbursement of \$1200.00 when the addition of the ASD Endorsement is reflected on their current Florida Teaching Certificate.

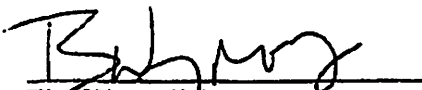
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10/14/21



**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 reimbursement of Santa Rosa County District Instructional Personnel who add the Autism Spectrum Disorder (ASD) Endorsement to their Florida Teaching Certificate.

- The Santa Rosa County School District will reimburse Santa Rosa County District School Instructional Personnel a one-time reimbursement of \$1200.00 when the addition of the ASD Endorsement is reflected on their Florida Teaching Certificate.


Tini Wyrosdick
Superintendent of Schools

2/8/19
Date


Rhonda Chavers
President/Chief Negotiator for SRPE

2/8/19
Date


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


FLDOE extended a Memorandum of Understanding to Santa Rosa County District Schools intended to build educator capacity through the implementation of the Civic Literacy Excellence Initiative. The MOU between SRCDS and FLDOE (see attached) establishes a sub-grant for funds under the Elementary and Secondary School Emergency Relief Fund (ESSER II) for the purpose of providing a stipend of three thousand dollars (\$3000.00) for the first 20,344 teachers to complete the Florida Civics Seal of Excellence Endorsement virtual teacher training statewide. Instructional employees who successfully complete the required courses and add the Florida Civics Seal of Excellence Endorsement to their teaching certificate will be eligible to receive a stipend of three thousand dollars (\$3000.00), subject to the limitations defined in the MOU between SRCDS and FLDOE.

Funding for these stipends is wholly from the FLDOE identified sub-grant defined in the MOU between FLDOE and SRCDS. Payments associated with this FLDOE initiative will be based on the availability of funds awarded from FLDOE and the continuation of the award to SRCSD by FLDOE for this specific purpose.

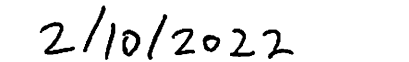
The provisions of this MOU will be implemented immediately upon agreement from Santa Rosa Professional Educators and will be added to the SRPE Master Contract, Article X: Professional Qualifications and Assignments, during the current session of open negotiations.

The terms of this MOU and the related MOU with FLDOE shall begin immediately upon execution with Santa Rosa Professional Educators and be in effect through September 30, 2023.


David A. Gunter
Chief Negotiator for the Board


~~Rhonda Chavers~~ David Godwin
Chief Negotiator for SRPE


Date


Date

Article X: PROFESSIONAL QUALIFICATIONS AND ASSIGNMENTS

F. FLDOE extended a Memorandum of Understanding to Santa Rosa County District Schools intended to build educator capacity through the implementation of the Civic Literacy Excellence Initiative. The MOU between SRCDS and FLDOE established a sub-grant for funds under the Elementary and Secondary School Emergency Relief Fund (ESSER II) for the purpose of providing a stipend of three thousand dollars (\$3000.00) for the first 20,344 teachers to complete the Florida Civics Seal of Excellence Endorsement virtual teacher training statewide. Instructional employees who successfully complete the required courses and add the Florida Civics Seal of Excellence Endorsement to their teaching certificate will be eligible to receive a stipend of three thousand dollars (\$3000.00), subject to the limitations defined in the MOU between SRCDS and FLDOE.

Funding for these stipends is wholly from the FLDOE identified sub-grant defined in the MOU between FLDOE and SRCDS. Payments associated with this FLDOE initiative will be based on the availability of funds awarded from FLDOE and the continuation of the award to SRCSD by FLDOE for this specific purpose.

The terms of this provision and the related MOU with FLDOE shall end on September 30, 2023 as stipulated in the MOU between FLDOE and SRCDS.

Filed 2/10/22
 David B. Smith

SRCS D Total Monetary Proposal 21-22

The intent of this monetary proposal is to offer an overall improvement to the 20-21 salary schedules as the basis for salary increases in the instructional bargaining unit during the 21-22 fiscal year.

This proposal will also address the increased contributions in salary and benefits either already made or proposed to be made by the Board for SRCDS employees. The offer is as follows:

	<u>21-22 Increase</u>	<u>Percent</u>
Instructional Salary Schedules		
21-22 Regular Teacher Salary Schedule	<u>\$ 1,681,208.72</u>	<u>2.50</u>
One level forward movement (avg 2.2%) from 20-21*		
.3% Improvement to the 20-21 schedule		
Includes FRS longevity 31+**		
Complies with TSIA Guidelines		
21-22 FRS Longevity Supplement	<u>\$ 804,604.36</u>	<u>1.25</u>
All Instructional over the SRC		
21-22 HB 641 amount		
Includes FRS longevity 31+**		
21-22 Regular Teacher Salary Schedule	<u>\$ 2,485,813.08</u>	<u>3.75</u>
Overall Improvement		
21-22 HB 641 Salary Schedule	<u>\$ 1,250,478.38</u>	<u>3.75</u>
3.75% Overall Improvement		
Complies with TSIA Guidelines		
21-22 Instructional Salary Increases***	<u>\$3,736,291.46</u>	<u>3.75</u>

SRCSO Total Monetary Proposal 21-22(cont.)

21-22 Total Improvements	21-22 Increase	Percent
21-22 Instructional Increases***	<u>\$3,736,291.46</u>	<u>3.75</u>
21-22 One Time Retention Bonus \$1000 <u>Pending Final FLDOE approval of</u> <u>revised ESSER III application</u>	<u>\$ 2,043,000.00</u>	<u>2.1</u>
21-22 Governor's Bonus \$1000 Approx. 95 employees excluded	<u>\$ 95,000.00</u>	<u>0.1</u>
21-22 Overall Instructional Increases	<u>\$ 5,874,291.46</u>	<u>5.95</u>

SRPE shall agree to accept insurance changes implemented during the December 2021 pay cycle as a result of the contractually defined process outlined in the SRPE Master Contract which became effective August 11, 2020 and shall continue in effect through August 10, 2023.


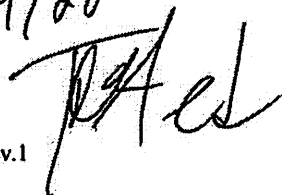
Board Contribution to Health Insurance Increase

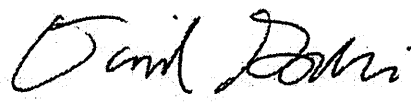
21-22 SRCSD contribution **\$2,574,751.58**

*All increases will be retroactive to July 1, 2021. Employees hired after June 30, 2021 have already been placed on their correct level based on years of qualified service and will not move forward an additional level.

**FRS Longevity Supplement for 31+ will be at a 3.75% total (2.5% + 1.25%)

***21-22 TSIA allocation of \$315,000.00 is incorporated into this offer with District funds covering the additional cost of salary increases.


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SRPE Instructional Compensation Proposal - 3.75%

<u>Instructional Compensation</u>	<u>21-22 Increase</u>	<u>% Increase</u>
Regular Salary Schedule - 2.50% salary increase that includes one level forward movement from 20-21, plus a 1.25% recurring longevity supplement.	\$ 2,054,510.41	3.75%
31+ Years of Service - 3.75% recurring longevity supplement.	\$ 332,015.88	3.75%
HB 641 Salary Schedule - 3.75% salary increase	\$ 1,361,360.38	3.75%
Total \$ and Average % Instructional Increase	\$ 3,747,886.67	3.75%
TSIA money deducted to calculate cost to District	\$ (315,000.00)	-0.32%
Total \$ and Average % Cost to District	\$ 3,432,886.67	3.43%

Instructional salary increases and longevity supplements will be retroactive to July 1, 2022.

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T.A.ed
3/24/22

David Bodin
TA
3/24/22

(2.50% + 1.25%)
2021-22 Regular Teacher Salary Schedule

SRPE
 March 24, 2022

Years of Qualified Service	2021-2022 Salary Placement	FOCUS LEVEL (paystub)
0	37,329	1
1	38,147	2
2	38,789	3
3	39,440	4
4	40,103	5
5	40,777	6
6	41,461	7
7	42,159	8
8	42,868	9
9	43,587	0
10	44,320	11
11	45,064	12
12	45,822	13
13	46,592	14
14	47,374	15
15	48,140	16
16	48,981	17
17	49,802	18
18	50,947	19
19	52,118	20
20	53,318	21
21	54,544	22
22	55,799	23
23	57,082	24
24	58,395	25
25	59,739	26
26	61,113	27
27	62,517	28
28	63,955	29
29	65,426	30
30*	66,931	31

Instructional employees on the 2021-22 Regular Salary Schedule will receive a 2.50% salary increase that includes forward movement on the Regular Salary Schedule and a 1.25% recurring longevity supplement.

Instructional employees with 31+ years of service will receive a 3.75% recurring longevity supplement.

All salary increases and longevity supplements will be retroactive to July 1, 2021.

DAJ
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3/24/22

Sanl Brn
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3/24/22

3.75% Increase
Minimum Classroom Teacher Salary
2021-22 HB 641 Salary Schedule

SRPE
March 24, 2022

Years of Qualified Service	2021-22 Salary Placement	FOCUS LEVEL (paystub)
0	44,816	1
1	44,816	2
2	44,816	3
3	44,816	4
4	44,816	5
5	44,816	6
6	44,816	7
7	44,816	8
8	44,816	9
9	44,816	10

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The minimum classroom teacher salary will increase 3.75%. (\$43,196 to \$44,816)
Salary increases are retroactive to July 1, 2022.

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Sam Borki

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