

Salary Data on September 19, 2022


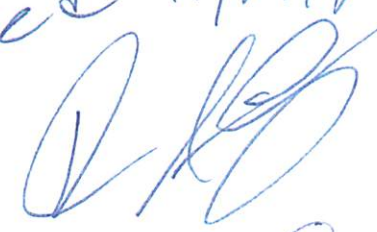
Total Salaries at \$44,816	\$	44,372,030
Total Salaries above \$44,816	\$	58,934,198

SRPE Meet in the Middle Proposal

Instructional Salary Increase	\$ Increase
Increase Minimum Salary from \$44,816 to \$47,500 (\$2,684 / 5.99% increase)	\$ 2,657,885
Employees Over \$44,816 will receive a 4.33% salary increase.	\$ 2,551,851
Total Salary Increase	\$ 5,209,735
Deduct TSIA Money	\$ 2,250,000
Negotiated Salary Increase Paid by School Board	\$ 2,959,735
Negotiated Average % Increase Paid by School Board	2.87%

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

Total Salary Increase of SRPE's Meet in the Middle Proposal	\$	5,209,735
Total Salary Increase of District's Proposal on October 26, 2022	\$	4,760,972
	\$	448,763



 David Davis 11/29/22

2022-23 Proposed Salary Schedule

SRPE
11/29/2022

Years of Qualified Service	2022-23 Salary Placement	Focus Level
0	47,500	1
1	47,500	2
2	47,500	3
3	47,500	4
4	47,500	5
5	47,500	6
6	47,500	7
7	47,500	8
8	47,500	9
9	47,500	10
10	47,500	11
11	47,500	12
12	47,603	13
13	48,404	14
14	49,217	15
15	50,043	16
16	50,852	17
17	51,741	18
18	52,608	19
19	53,817	20
20	55,054	21
21	56,322	22
22	57,617	23
23	58,943	24
24	61,059	25
25	61,685	26
26	63,105	27
27	64,556	28
28	66,039	29
29	67,558	30
30	69,112	31
Supplement and Advanced Degree Base	38,400	N/A

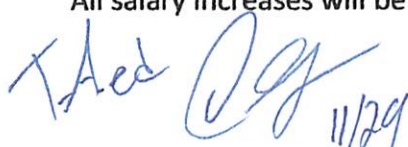

2022-23 Salary Placement - Instructional employees will be placed at a level that corresponds to their years of qualified service.

Instructional employees with over 30 years of service will receive a 4.33% salary increase.

Performance Pay Formula: HE = X, E = 0.75X, GF = 0.80X

2021-22 longevity supplements make whole supplements have rolled into the above salary schedule.

All salary increases will be retroactive to July 1, 2022.

Handwritten signatures and date:
 11/29
 11/29/22

Appendix D - Teacher Salary Schedule

Minimum Classroom Teacher Salary
2022-23 HB 641 Salary Schedule

Years of Qualified Service	2021-22 Salary Placement	FOCUS LEVEL (paystub)
0	47,500	1
1	47,500	2
2	47,500	3
3	47,500	4
4	47,500	5
5	47,500	6
6	47,500	7
7	47,500	8
8	47,500	9
9	47,500	0
10	47,500	11
11	47,500	12

Appendix D - Teacher Salary Schedule

2022-23 Regular Salary Schedule

Years of Qualified Service	2022-23 Salary Placement	FOCUS LEVEL (paystub)
0	38,400	1
1	39,091	2
2	39,795	3
3	40,511	4
4	41,240	5
5	41,983	6
6	42,738	7
7	43,508	8
8	44,291	9
9	45,088	10
10	45,900	11
11	46,726	12
12	47,603	13
13	48,404	14
14	49,217	15
15	50,043	16
16	50,852	17
17	51,741	18
18	52,608	19
19	53,817	20
20	55,054	21
21	56,322	22
22	57,617	23
23	58,943	24
24	61,059	25
25	61,685	26
26	63,105	27
27	64,556	28
28	66,039	29
29	67,558	30
30	69,112	31

2022-23 Salary Placement - Instructional employees will be placed at a level that corresponds to their years of qualified service.

Instructional employees with over 30 years of service will receive a 4.33% salary increase.

Performance Pay Formula: HE = X, E = 0.75X, GF = 0.80X

2021-22 longevity supplements and make whole supplements have rolled into the above salary schedule.

All salary increases will be retroactive to July 1, 2022.

APPENDIX E—Differentiated Pay Schedule

...

2. No more than ~~three (3)~~ four (4) supplements will be paid to any individual for athletic activities.

3. The maximum per person shall be ~~0.36~~42.

T.A. ed
d/8/22
[Signature]
Sant Boni

9-15-2022

ARTICLE XVIII: MAINTENANCE OF STANDARDS

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make proposals and counter-proposals with respect to any subject or matter not removed by law, State Board of Education Regulations, or Santa Rosa County School Board Policies from the area of collective bargaining and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.

+++++It does occur twice --- strike language from H on ARTICLE XXI: MISCELLANEOUS ---Leave the language above.

Duplicate is on the top of page 39 in the 2020-21, Master contract. It is the last updated contract on the SRCSD website.

<https://sites.santarosa.k12.fl.us/contracts/ratification/mastercontractsrpe.pdf>

TA id
9/15/22



9-15-2022

ARTICLE XVII: LEAVE OF ABSENCE

~~9. Leave Taken Near the End of Academic Term~~

~~Instructional employees who begin leave more than five weeks before the end of a term are required to continue taking leave until the end of the term if:~~

- ~~a. The leave will last at least two weeks; and~~
- ~~b. The employee would return to work during the three week period before the end of the term.~~

~~Instructional employees who begin leave for a purpose other than the employee's own serious health condition during the five week period before the end of the term are required to continue taking leave until the end of the term if:~~


- ~~a. The leave will last more than two weeks; and~~
- ~~b. The employee would return to work during the two week period before the end of the term.~~

~~Instructional employees who begin leave for a purpose other than the employee's own serious health condition during the three week period before the end of a term, and the leave will last more than five working days, are required to continue taking leave until the end of the term.~~

~~For purposes of this Subsection, "academic term" shall mean the school semester as set by the Board.~~

~~If an employee is required to take leave for a period of particular duration or is required to continue taking leave until the end of a school term, the entire period of leave taken will count as family medical leave~~

+++SRPE Agrees to strike

TA'ed 092
9/15/22


APPENDIX D

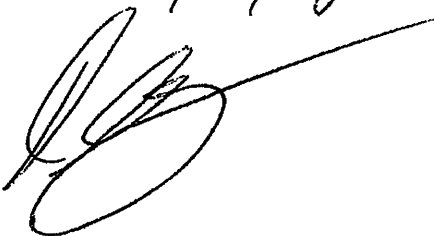
9. Re-employed retirees of any state's retirement system that includes teachers hired after September 30, 1994 shall be allowed a ~~maximum of ten (10)~~ all years of verified experience upon initial employment in Santa Rosa County.

+++Page 51 of contract online <https://sites.santarosa.k12.fl.us/contracts/ratification/mastercontractsrpe.pdf>

T. Aed 10/26/22

A handwritten signature, possibly reading "OD", written in black ink.

T Aed 10/26/22


A large, stylized handwritten signature in black ink, appearing to be "T. Aed" with a long horizontal stroke.

APPENDIX H—SRPE MISCELLANEOUS SALARY SCHEDULE

12. If a credited course is determined to be needed by the Assistant Superintendent of Curriculum in agreement with the Secondary School Principal, the board will pay an instructor's hourly rate for the course. This floating period would occur during the scheduled unencumbered planning time within the 7.5 hour day. A currently employed school based instructor would be assigned the course by the principal. This instructor would not have any other rotating duties. An email will be sent by school administration to the teacher securing permission to be assigned a "floating or 7th" class during their planning time and the hourly amount that will be paid for the increased instructional time.

T.A. 10/26/22



Thed

10/26/22