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**Subject:** Tentative Agreement Notice  
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**Attachments:** [image001.png](#)

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## **Tentative Agreement Notice**

**On March 13, 2024, the Santa Rosa County School Board and Santa Rosa Professional Educators (SRPE) reached a 23-24 tentative agreement to revise the Master Contract for the term of August 11, 2023 to August 10, 2026 for instructional employees. [The tentative agreement language can be reviewed online through this link.](#) All other items discussed during prior negotiation sessions that are not included in this agreement have been withdrawn by both sides. The tentatively agreed upon document will be presented to the School Board by Superintendent Barber at the March 14, 2024 meeting with a request for School Board action (approval) to be considered pending final ratification by the instructional bargaining unit. By reaching this tentative agreement, SRPE has the opportunity to present the contract to the bargaining unit for ratification. SRPE will be distributing details regarding the ratification process to the bargaining unit. Please contact SRPE building representatives and/or [SRPE.office@srpeducators.com](mailto:SRPE.office@srpeducators.com) if you have questions or need further assistance concerning settlement details or the ratification process. Please note that any formatting, grammar and/or typographical issues will be addressed and corrected during the production of the final signature copy along with any corrections to the table of contents in the revised contract.**

**The tentative agreement includes the signed language items identified in this most recent session and the tentatively agreed upon language items from prior sessions. All items referenced can be viewed using the link above. The tentatively agreed upon proposal's total cost to the district of \$5,006,020.15 and represents a 3.87% increase in total instructional salaries. The total breakdown of the proposal is as follows:**

- **Base for supplements and advanced degrees: \$39,130**
- **Instructional staff with 0 years of service will receive a 1.90% salary increase.**
- **Instructional staff with 1-4 years of service will receive a 3.80% salary increase.**
- **Instructional staff with 5-7 years of service will receive a 4.05% salary increase.**
- **Instructional staff with 8-10 years of service will receive a 4.30% salary increase.**
- **Instructional staff with 11-13 years of service will receive a 4.55% salary increase.**
- **All other instructional staff will receive a 3.8% salary increase.**
- **All salary increases will be retroactive to July 1, 2023.**

**With a timely ratification by SPRE, instructional employees could be scheduled to received their retro checks by the end of April with their first check including the salary increase in the May 15<sup>th</sup> pay cycle.**



**David A. Gunter**

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