

Memorandum of Understanding  
Between  
Santa Rosa Education Association  
And  
Santa Rosa County District Schools

In the interest of providing a smooth transition to a new bargaining agent for the Education Support Professionals in Santa Rosa County, the Parties agree to the following:

1) The 2016-2017 Master Contract between the former bargaining agent and the District shall remain in force as a transitional agreement specific to Educational Support employees while a new Master Contract is being negotiated.

2) The negotiated Educational Support salary terms for the 17-18 school year, including any prior salary or supplement adjustments specific to Educational Support employees, between the former bargaining agent and the District shall be implemented upon ratification of both parties.

3) All terms and conditions of employment contained in the 2016 – 2017 Master Contract shall be open for negotiations in the new Master Contract.

4) The transitional agreement shall remain in force until a new agreement is reached and ratified or June 30, 2019, whichever is the earliest date.

The Parties further agree to begin the negotiations for a new Master Contract no later than March 1, 2018.

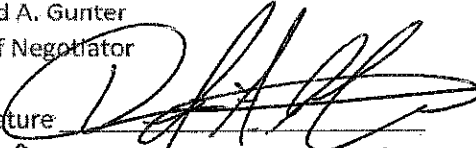
For the District:

David A. Gunter  
Chief Negotiator

Signature

Title

Date

  
Director of Labor Relations  
12/12/17


For the Union:

Tony Gentile  
SREA/FEA

Signature

Title

Date

  
Exec. Director, CPSU/FEA  
12/12/17

**SRCSB Educational Support  
Transitional Salary Terms and  
Supplement Language for 17-18**

T.A. Bickel  
12/12/17

The intent of this monetary proposal is to address the placement issues identified by the District and bargaining agent as to address them through the transitional period of representation during the 17-18 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 SRCSB employees. The offer is as follows:

	<u>17-18 Increase</u>	<u>Percent</u>
<b>Educational Support Monetary Increase required addressing High Priority Salary Issues</b>		
*Estimated 1 year cost to address	\$ 666,320.46	.62

**1.2% Salary Improvement Proposal**

Educational Support Additional New Salary	\$ 225,961.97	1.20
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<b>Total in Educational Support Salary Increases</b>	<b>\$ 924,869.70</b>	<b>1.82</b>
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**Salary Language Item 1**

Effective July 1, 2017, up to 5 years of honorable active duty military time may be used for credit for years' experience on the salary schedule and will result in up to 5 years of forward movement on the Educational Support Salary Placement Schedule. Military time shall be credited on a year for year basis not to exceed 5 total years of improvement. Application and proof of military service must be made by September 1 of the year credit is being requested and granted.

**Salary Language Item 2**

**HIGH ECONOMICALLY DISADVANTAGED:**

1. High Economically Disadvantaged schools will be defined as those schools with a free and reduced lunch rate of 65% or greater as of October 1<sup>st</sup> of each year.

Educational Support Personnel Supplement	\$300.00
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K. A. [Signature] 12/12/17

T. A. [Signature] 12/12/17

**Salary Language Item 3**

It is expected that there will be fair representation of the directly affected personnel within the school district level committees investigating, recommending and/or modifying actions or procedures, policies, and the like, the bargaining agent has the right to exercise a membership role in the committee makeup, whether or not the Association has in the past. The School District has a duty to make known to the Association any established or to be established committee.

\*The Board must emphasize that this solution only addresses the issue for one year and new placement schedules must be negotiated to prevent this cost from reoccurring in the future. Failure to address this issue will result in fewer dollars being available salary increases in the future negotiations.