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David Sigurnjak, Director

Dear Santa Rosa County School Board Members,

Recruiting and retaining Community School caregivers has become my number one priority. Community School's mission is to "Provide Safe, Convenient, and Affordable childcare services to our public school families."

Currently, Community School is caring for more children than ever before. Between our morning and after school childcare, we are averaging between 1,000 and 1,200 student daily. During the months of August through October, Community School generated \$120,000 more in revenue as compared to the same time period of the previous year. Also, in the same time period, the amount paid in caregiver's salaries decreased over \$5,000. This decrease is directly related to not being staffed at a ratio that supports our mission as it relates to safety. In saying that, we do meet the staffing ratios, (1 adult to every 25 children) at all sites as designated by the Department of Children and Families.

To help with recruitment and retention of caregivers, I would like to ask for your approval of the proposed salary schedule for Community School caregivers.

Please see the attached documents which includes historical data and the proposed salary schedule.

Thank you for your consideration of this request,

A handwritten signature in blue ink, appearing to read "David Sigurnjak", is written over the typed name and title.

David Sigurnjak
Director

**SANTA ROSA COMMUNITY SCHOOL
SALARY SCHEDULE
2016-17**

RANGE	JOB CATEGORIES	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
01	Caregiver	8.50	9.00	9.50	10.00	10.50	11.00	11.50	12.00	12.50	13.00	13.50	14.00	14.50	15.00	15.50	16.00
02	Lead Caregivers Pre-School Teacher	10.00	10.50	11.00	11.50	12.00	12.50	13.00	13.50	14.00	14.50	15.00	15.50	16.00	16.50	17.00	17.50
03	Program Supervisor	12.50	13.00	13.50	14.00	14.50	15.00	15.50	16.00	16.50	17.00	17.50	18.00	18.50	19.00	19.50	20.00
04	Summer School Instructor (certified teachers working as summer caregivers in Community School Summer Camp)	17.50															
05	Certified teachers working in fee-based programs in summer at a SRC school. Rate of pay is \$30 per hour, but is limited to apportionment based upon total fees collected from students in each respective summer program.																
06	Teachers certified in Driver's Education teaching the driving portion of Driver's Education in the Summer. The rate of pay for these instructors is \$30 per hour.																
07	Non-certified SRC employees and eligible non-school board employees working in fee-based programs in summer at a SRC school. Rate of pay for these individuals is \$8.50 per hour, but is limited to apportionment based upon total fees collected from students in each respective summer program.																

RANGES 01 THROUGH 03 ARE HOURLY RATES AT EACH STEP

Proposed

SANTA ROSA COMMUNITY SCHOOL SALARY SCHEDULE SUPPLEMENTS AND ADD-ONS

NEW CAREGIVER EMPLOYEES

1. High School/Diploma/Ged – start at \$10.00 per hour.
2. 60 hours of college credit up to a B.A. /B.S. – start at \$10.50 per hour.
3. B.A. /B.S., or M.A. Degree – start at \$11.00 per hour.
4. Documented Childcare/Teaching Experience from 1-4 years – add .50 an hour to starting pay.
5. Documented Childcare /Teaching Experience over 4 years – add \$1.00 an hour to starting pay.
6. CDL and SRC Bus Driving Experience - \$12.00 per hour.
7. Lifeguard Certification - \$12.00 per hour.
8. Director's Credentials – add .50 per hour to starting pay.
9. CDA Certification – add .50 per hour to starting pay.
10. U. S. Military Veteran – add .50 per hour to starting pay.

PRESENT CAREGIVERS/SUMMER EMPLOYEES:

1. High School/Diploma/GED acquired – add .50 to pay per hour.
2. Over 60 hours of college credit up to a completed B.A/ B.S. degree acquired – add .50 to pay per hour.
3. B.A. or B.S. Degree acquired – add \$1.00 to pay per hour.
4. CDL and SRC Bus Driving Certification acquired – add \$1.00 per hour or \$12.00 whichever is greater.
5. Lifeguard Certification acquired - \$1.00 to pay per hour or \$12.00 whichever is greater.
6. Director's Credentials acquired – add .50 to pay per hour.
7. CDA Certification – add .50 to pay per hour.
8. Summer Camp Workers - add .50 per hour raise every third summer of work.
9. Diaper Supplement – ESE will provide .57 per hour extra with paperwork filled out and sent to them. Community School will provide an extra \$1.00 per hour.

Santa Rosa Community School Additional Ranges on Present Salary Schedule

**PROPOSED
SANTA ROSA COMMUNITY SCHOOL
SALARY SCHEDULE
2018-19**

Rang e	Job Categories	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
01	Caregiver	10.0 0	10.5 0	11.0 0	11.50 0	12.0 0	12.5 0	13.0 0	13.5 0	14.0 0	14.5 0	15.0 0	15.50 0	16.0 0	16.5 0	17.0 0	17.5 0
02	Lead Caregiver/Pre -School Teacher	11.0 0	11.5 0	12.0 0	12.5 0	13.0 0	13.5 0	14.0 0	14.5 0	15.0 0	15.5 0	16.0 0	16.5 0	17.0 0	17.5 0	18.0 0	18.5 0
03	Program Supervisor	14.0 0	14.5 0	15.0 0	15.50 0	16.0 0	16.5 0	17.0 0	17.5 0	18.0 0	18.5 0	19.0 0	19.50 0	20.0 0	20.5 0	21.0 0	21.5 0
04	Certified Teacher Working as a Community School Caregiver	18.5 0	18.5 0	18.5 0	18.50 0	18.5 0	18.5 0	18.5 0	18.5 0	18.5 0	18.5 0	18.5 0	18.50 0	18.5 0	18.5 0	18.5 0	18.5 0

- 05 Certified teacher working in fee-based programs in summer at a SRC School. Rate of pay is \$30.00 per hour, but is limited to apportionment based upon total fees collected from students in each respective summer program.
- 06 Teachers certified in Driver's Education teaching the driving portion of Driver's Education in the summer. The rate of pay for instructors is \$30.00 per hour.
- 07 Non-certified SRC employees and eligible non-school board employees working in fee-based programs in summer at a SRC school. Rate of pay for these individuals is \$10.00 per hour, but is limited to apportionment based upon total fees collected from students in each respective summer program.

RANGES 01 THROUGH 03 ARE HOURLY RATES AT EACH STEP