

AGENDA
SCHOOL BOARD OF SANTA ROSA COUNTY
SPECIAL MEETING
March 14, 2024-10:00 AM

- A. Call to Order and Roll Call
- B. Pledge of Allegiance
- C. Items From Superintendent
 - 1. Tentative Agreement between Santa Rosa Professional Educators and Santa Rosa County School Board (pending ratification)
 - 2. 2023-2024 Administrative Salary Schedule
- D. Adjournment

(If a person decides to appeal any decision made by this board with respect to any matter considered at this meeting or hearing, he/she will need a record of the proceedings, and for that purpose he/she may need to ensure that a verbatim record of the proceedings is made, which record includes the testimony and evidence upon which the appeal is to be based.)

Santa Rosa County District Schools

Submitted By: Dr. Karen Barber, Superintendent of Schools

Title of Item: Tentative Agreement between Santa Rosa Professional Educators and Santa Rosa County School Board (pending ratification)

Description/Introduction: Tentative agreement between Santa Rosa Professional Educators and Santa Rosa County School Board (pending ratification)

Recommendation/Action Requested: Request approval

Financial Impact:

A-Funds required from School Board? No

B-Amount required

C-Grant/Project Synopsis attached? No

D-Date Grant/Project Reviewed/Approved by Accountant:

Legal Review

Does item require legal review? No

If Yes, Approval Date

REVIEWERS:

Reviewer	Action	Date
Dobbs, Myra	Approved	3/12/2024 - 11:28 AM

ATTACHMENTS:

Description	Upload Date	Type
Tentative Agreement between Santa Rosa Professional Educators and Santa Rosa County School Board (pending ratification)	3/13/2024	Cover Memo

From: [Gunter, David A.](#)
To: [All Teachers Distribution](#); [All School Offices Distribution](#); [Principals](#); [Assistant Principals](#); [All District Personnel](#)
Cc: [Terry J. Harmon - Sniffen & Spellman, P.A. \(tharmon@sniffenlaw.com\)](#); [Boston, Carol N.](#); [Elliott, Charles W.](#); [Peden, Scott T.](#); [Sanborn, Linda K.](#); [Hewey, Elizabeth A.](#); [Dobbs, Myra B.](#)
Subject: Tentative Agreement Notice
Date: Wednesday, March 13, 2024 6:07:58 PM
Attachments: [image001.png](#)

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 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 15th pay cycle.

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David A. Gunter

Director of Labor Relations and
Compliance for Human Resources
Chief Negotiator

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Santa Rosa County District Schools

Submitted By: Dr. Karen Barber, Superintendent of Schools

Title of Item: 2023-2024 Administrative Salary Schedule

Description/Introduction: Administrative salary improvements related to the settlement between the School Board and Santa Rosa Professional Educators

Recommendation/Action Requested: Request approval

Financial Impact:

A-Funds required from School Board? No

B-Amount required

C-Grant/Project Synopsis attached? No

D-Date Grant/Project Reviewed/Approved by Accountant:

Legal Review

Does item require legal review? No

If Yes, Approval Date

REVIEWERS:

Reviewer	Action	Date
Dobbs, Myra	Approved	3/13/2024 - 8:14 PM

ATTACHMENTS:

Description	Upload Date	Type
2023-24 Admin Salary Schedule	3/14/2024	Cover Memo

Administrative Salary Placement Schedule 2023-2024

	<u>Current Base</u>	<u>Salary</u>	<u>Index</u>
		<u>\$ 67,226</u>	<u>1.00</u>
<u>Position</u>			
<u>Assistant Principal</u>			
Administrative Intern (11 months)		\$ 61,848	0.92
Adult, Technical		\$ 67,226	1.00
Blended Academy		\$ 67,226	1.00
Elementary, Middle		\$ 67,226	1.00
Combination (K-8)		\$ 73,949	1.10
High		\$ 77,310	1.15
<u>Coordinator</u>			
Assessment		\$ 80,671	1.20
Behavior Intervention and Support		\$ 80,671	1.20
ESE Programs and Compliance		\$ 80,671	1.20
Mental Health Services		\$ 80,671	1.20
SEDNET		\$ 80,671	1.20
STEAM		\$ 80,671	1.20
Virtual Education Program		\$ 80,671	1.20
Workforce Education Programs		\$ 80,671	1.20
Federal Programs		\$ 80,671	1.20
Continuous Improvement		\$ 84,033	1.25
Literacy & Language Arts		\$ 84,033	1.25
Math & Science		\$ 84,033	1.25
Public Information Outreach and		\$ 84,033	1.25
Family and Community Outreach Officer			
<u>Principal</u>			
Blended Academy		\$ 87,394	1.30
Adult, Technical		\$ 87,394	1.30
Elementary, Middle		\$ 87,394	1.30
Combination (K-8)		\$ 94,116	1.40
High		\$ 100,839	1.50
<u>Director</u>			
Community Schools		\$ 94,116	1.40
Continuous Improvement		\$ 94,116	1.40
Human Resources		\$ 94,116	1.40
Labor Relations & Compliance		\$ 94,116	1.40
Risk Management		\$ 94,116	1.40
Workforce Education		\$ 94,116	1.40
Deputy Director of Exceptional		\$ 97,478	1.45
In-Service & Instructional Technology		\$ 97,478	1.45

Administrative Salary Placement Schedule 2023-2024

<u>Position</u>	<u>Salary</u>	<u>Index</u>
Pre-Kindergarten	\$ 97,478	1.45
Student Services	\$ 97,478	1.45
Federal Programs	\$ 97,478	1.45
Elementary School Education	\$ 104,200	1.55
Exceptional Student Education	\$ 104,200	1.55
Middle School Education	\$ 104,200	1.55
High School Education	\$ 104,200	1.55
Planning and Siting	\$ 104,200	1.55
School Safety	\$ 104,200	1.55

Assistant Superintendent

Administrative Services	\$ 114,284	1.70
Curriculum & Instruction	\$ 114,284	1.70
Finance	\$ 114,284	1.70
Human Resources	\$ 114,284	1.70
Information Technology Services	\$ 114,284	1.70

Administrative salary increases will be determined by the Superintendent of Schools. All administrators receiving an overall annual evaluation of Highly Effective or Effective will receive an increase. Administrators who receive Needs Improvement or Unsatisfactory on their annual overall evaluation will not receive an annual increase. The current base pay for the placement schedule will increase by 3.075%.

Administrative salary increases will be awarded in compliance with F.S. 1012.22 (1)(c) 5. a.(II) and b.(II). and be retroactively applied to the beginning of the fiscal year. For the 23-24 fiscal year, increases to administrative salaries will be consistent with the 3.8% performance pay proposal offered to instructional employees. Administrators receiving an overall annual evaluation of Highly Effective will get an increase of 4.1% and administrators receiving an overall annual evaluation of Effective will get an increase of 3.075%.