

AGENDA
SCHOOL BOARD OF SANTA ROSA COUNTY
SPECIAL MEETING
April 12, 2022-8:30 AM

A. Call to Order and Roll Call

The School Board of Santa Rosa met in regular session with the following members present: Mrs. Wei Ueberschaer, Chairperson; Mrs. Linda Sanborn, Vice-Chairperson; Mrs. Elizabeth Hewey, Mr. Charles Elliott, and Mrs. Carol Boston.

Also present were School Board Attorney Terry Harmon; and Dr. Karen Barber, Superintendent of Schools and Secretary.

Chairperson Wei Ueberschaer called the meeting to order and David Gunter, Director of Labor Relations and Compliance, led us in a moment of silence and the Pledge of Allegiance to the Flag.

B. Business Item(s)

1. Notice of Special Meeting

Mrs. Ueberschaer explained that we requested a special meeting at our last Board meeting to vote on salary increases for our educational support non-represented employees and our administrative employees.

Dr. Barber noted that all the attachments are informational items leading up to recommendations.

2. Tentative Agreement with SRPE

3. Tentative Agreement with SREA

4. Santa Rosa Professional Educators Agreement

5. Santa Rosa Education Association Agreement

6. 2021 Admin Salary Schedule

7. Proposed Admin Salary Schedule 2122

C. Public Comment (Request to address the School Board)

Mrs. Ueberschaer asked if anyone would like to address the Board. There was no response.

D. Item From Superintendent

8. Request Approval of Administrative Salary Schedule Improvements

*Motion to Approve was moved by Carol Boston, Seconded by Charles Elliott.
Motion Passed by a Vote of 5 - 0.*

The Board approved the recommendation of administrative salary schedule improvements.

9. Request Approval of Non-Union Ed Support Employees Salary Schedule Improvements

*Motion to Approve was moved by Charles Elliott, Seconded by Carol Boston.
Motion Passed by a Vote of 5 - 0.*

The Board approved the recommendation of approval for the non-union educational support employees salary increase.

Attorney Terry Harmon asked Mr. Gunter if the Board needs to formally approve the agreements made with the bargaining units. Mr. Gunter explained that these agreements were already approved pending ratification; ratification has been completed.

E. Adjournment

*Motion to Approve was moved by Charles Elliott, Seconded by Linda Sanborn.
Motion Passed by a Vote of 5 - 0.*

There being no further business the meeting was adjourned.

DONE AND ORDERED IN LEGAL SESSION by the School Board of Santa Rosa County the 12th day of April, 2022.

SCHOOL BOARD OF
SANTA ROSA COUNTY

Chairman

ATTEST:

Superintendent and Secretary

Submitted By: Dr. Karen Barber, Superintendent

Title of Item: Notice of Special Meeting

Description/Introduction:

Recommendation/Action Requested:

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
Pattullo, Melanie	Approved	4/8/2022 - 10:50 AM

ATTACHMENTS:

Description	Upload Date	Type
Meeting Notice	4/8/2022	Cover Memo

NOTICE OF SPECIAL PUBLIC MEETING

The School Board of Santa Rosa County, Florida, hereby gives notice that it will hold a special meeting on Tuesday, April 12, 2022, at 8:30 am CST at 5086 Canal Street, Milton, Florida 32570. The purpose of the meeting is to discuss and potentially take action on improvements to administrative salaries as it relates to the settlement between the School Board and Santa Rosa Professional Educators; and improvements to the non-union educational support employees as it relates to the settlement between the School Board and the Santa Rosa Education Association. A copy of the proposed amendments are available at the following link:
<https://www.santarosa.k12.fl.us/community/contracts/>.

The agenda for the special meeting will be available on the School Board's website by no later than 5:00 pm CST on April 8, 2022, at the following link: <https://www.santarosa.k12.fl.us/school-board/sbmtginfo/>.

The public can participate by watching the meeting via live stream at <http://santarosacountysdfl.swagit.com/live> and can offer public comment or submit written or other physical evidence by emailing comments or evidence to the following email address DOC@santarosa.k12.fl.us, and placing "Public Comment" in the subject line of the email message, or by mailing comments or evidence to Superintendent Dr. Karen Barber at 6032 Hwy. 90, Milton FL 32570. All emails and other communications and evidence received by 5:00 pm CST on April 11, 2022, will be provided to Board Members in advance of the meeting and will be posted on the Board's website along with the minutes of the Board Meeting. The public is advised that all comments and evidence received will be public records.

Additional information about this special meeting can be obtained from **Joey Harrell, by email at Harrelj@santarosa.k12.fl.us, or by telephone at (850) 983-5123.**

IF A PERSON DECIDES TO APPEAL ANY DECISION MADE BY THE SCHOOL BOARD WITH RESPECT TO ANY MATTER CONSIDERED, HE/SHE WILL NEED A RECORD OF THE PROCEEDINGS AND, THEREFORE, MAY NEED TO ENSURE THAT A VERBATIM RECORD OF THE PROCEEDINGS IS MADE. THE RECORD MUST INCLUDE THE TESTIMONY AND EVIDENCE UPON WHICH THE APPEAL IS TO BE BASED.

Dated this 8th day of April, 2022. THE SCHOOL BOARD OF SANTA ROSA COUNTY, FLORIDA

By: Dr. Karen Barber, Superintendent of Schools

Submitted By: Dr. Karen Barber, Superintendent

Title of Item: Tentative Agreement with SRPE

Description/Introduction:

Recommendation/Action Requested:

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
Pattullo, Melanie	Approved	4/11/2022 - 1:32 PM

ATTACHMENTS:

Description	Upload Date	Type
Tentative Agreement with SRPE Email	4/11/2022	Backup Material

Pattullo, Melanie

From: Gunter, David
Sent: Tuesday, March 29, 2022 3:45 PM
To: Barber, Karen R Dr.; West, Elizabeth
Cc: Dobbs, Myra; Pattullo, Melanie
Subject: Tentative agreement with SRPE representing instructional employees
Attachments: 20220324 SRPE and SRC Artifacts for Session 6 3242022.pdf

Importance: High

Dr. Barber,

As a result of the bargaining session that was held on March 24, 2022, Santa Rosa County District Schools and the Santa Rosa Professional Educators (SRPE) representing instructional employees reached a tentative agreement for the 21-22 school year resulting in a 3.75% average increase for instructional employees. The attached documents reflect the statutory requirement of F.S. 447.309 in preparing the agreement for presentation to the bargaining unit. Complete details are in the attached documents with an overview as follows:

- An overall average increase of 3.75% to the 20-21 Regular Teachers Salary Schedule consisting of:
 - Forward movement of one level on the regular teacher salary schedule valued at 2.2% avg.
 - An average increase of 0.3 percent to the current regular teacher salary schedule resulting in the attached 21-22 Regular Teacher Salary Schedule
 - A recurring longevity supplement valued at 1.25%
- Improvement of the HB641 salary schedule of 3.75% to a new minimum salary of \$44,816.
- Increases are retroactive to July 1, 2021. Retroactivity does not apply to summer hours/pay or summer school pay as those amounts are tied by contract to the prior fiscal year.
- An agreement for bereavement leave for immediate family.

I am requesting this be posted on the School Board agenda for April 7th seeking approval from the Board pending ratification by the certified bargaining agent.

Respectfully,

David A. Gunter
Chief Negotiator for
Santa Rosa County District Schools

David A. Gunter
Director of Labor Relations and Compliance
6032 Hwy 90
Milton, FL 32570

(850) 400-7400 x1020 office

(850) 572-5497 cell

(850) 665-0843 fax

email: gunterd@santarosa.k12.fl.us

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Submitted By: Dr. Karen Barber, Superintendent

Title of Item: Tentative Agreement with SREA

Description/Introduction:

Recommendation/Action Requested:

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
Pattullo, Melanie	Approved	4/11/2022 - 1:33 PM

ATTACHMENTS:

Description	Upload Date	Type
Tentative Agreement with SREA	4/11/2022	Backup Material

Pattullo, Melanie

From: Gunter, David
Sent: Wednesday, March 2, 2022 10:53 AM
To: Barber, Karen R Dr.; West, Elizabeth; Pattullo, Melanie; Dobbs, Myra
Subject: Tentative agreement with SREA Educational Support Employees

Dr. Barber,

As a result of the bargaining session that was held on March 1, 2022, Santa Rosa County District Schools and the Santa Rosa Education Association representing educational support employees reached a tentative agreement for the 21-22 school year resulting in a 2.75% average increase for educational support employees. The details are as follows:

Forward movement of one level on the current salary schedule valued at 2.5%.

A .25 percent increase to the current salary schedule valued at .25 percent.

Increases are retroactive to July 1, 2021.

An agreement for bereavement leave for immediate family.

Alignment with the Florida minimum wage requirement for 2022 starting July 1, 2022.

I am requesting this be posted on the pending School Board agenda for March 8th requesting approval from the Board pending ratification by the certified bargaining agent.

Respectfully,

David A. Gunter
Chief Negotiator for
Santa Rosa County District Schools
Get [Outlook for Android](#)

Submitted By: Dr. Karen Barber, Superintendent

Title of Item: Santa Rosa Professional Educators Agreement

Description/Introduction: SRPE Agreement

Recommendation/Action Requested:

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
Pattullo, Melanie	Approved	4/8/2022 - 10:41 AM

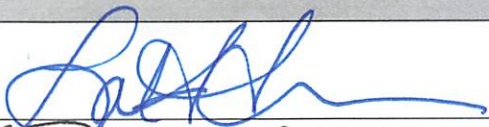


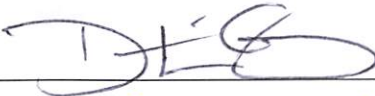




ATTACHMENTS:

Description	Upload Date	Type
SRPE Agreement	4/8/2022	Backup Material

Attendance Sheet

SRPE and Santa Rosa County School Board Bargaining

March 24, 2022

For SRPE	For Santa Rosa County School Board
	
Ruth A Blackman	J. Smith
	
Marie Locklin	D. E. G.
	
David P. Baker	Gabeye Shupe
	
J. Stuckland	Ely D. Dmal

Article XVIII: LEAVE OF ABSENCE

P. Bereavement Leave

A full-time employee who has completed the probationary period may apply for up to two (2) days paid bereavement leave in the event of a death in his/her immediate family to make funeral arrangements and/or to attend the funeral. Immediate family shall be defined as spouse, parent, grandparent, sibling, child, stepchild, or grandchild. An employee may apply for a maximum of four (4) paid bereavement leave days per fiscal year. Bereavement leave is not accumulative. Employees will not be paid for bereavement days not scheduled to work. Employees are required to provide a copy of the obituary or other satisfactory document to be attached to the leave request.

L.A.
Q.128
3/24/22

Samir Baskin
3/24/22

TAed
10/14/21

APPENDIX E—Differentiated Pay Schedule

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The Santa Rosa County School District will reimburse Santa Rosa County District School Instructional Personnel who add the Autism Spectrum Disorder (ASD) Endorsement to their current Florida Teaching Certificate. Instructional Personnel shall receive a one-time reimbursement of \$1200.00 when the addition of the ASD Endorsement is reflected on their current Florida Teaching Certificate.

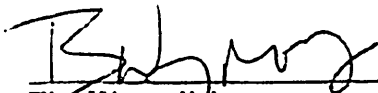
TAed
10/14/21



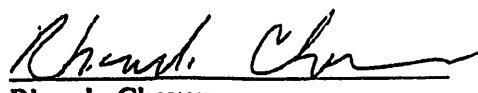
Memo of Understanding
Between
The Santa Rosa Professional Educators
And
Santa Rosa County School Board

This Memo of Understanding is to provide language for the reimbursement of Santa Rosa County District Instructional Personnel who add the Autism Spectrum Disorder (ASD) Endorsement to their Florida Teaching Certificate.

- The Santa Rosa County School District will reimburse Santa Rosa County District School Instructional Personnel a one-time reimbursement of \$1200.00 when the addition of the ASD Endorsement is reflected on their Florida Teaching Certificate.


Tim Wyrosdick
Superintendent of Schools

2/8/19
Date


Rhonda Chavers
President/Chief Negotiator for SRPE

2/8/19
Date

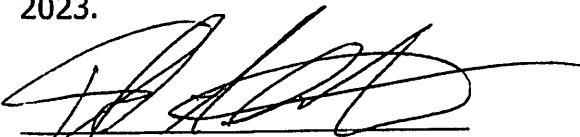
**Memo of Understanding
Between
The Santa Rosa Professional Educators
And
Santa Rosa County School Board**

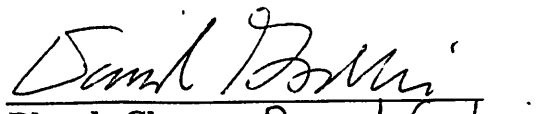
FLDOE extended a Memorandum of Understanding to Santa Rosa County District Schools intended to build educator capacity through the implementation of the Civic Literacy Excellence Initiative. The MOU between SRCDS and FLDOE (see attached) establishes a sub-grant for funds under the Elementary and Secondary School Emergency Relief Fund (ESSER II) for the purpose of providing a stipend of three thousand dollars (\$3000.00) for the first 20,344 teachers to complete the Florida Civics Seal of Excellence Endorsement virtual teacher training statewide. Instructional employees who successfully complete the required courses and add the Florida Civics Seal of Excellence Endorsement to their teaching certificate will be eligible to receive a stipend of three thousand dollars (\$3000.00), subject to the limitations defined in the MOU between SRCDS and FLDOE.

Funding for these stipends is wholly from the FLDOE identified sub-grant defined in the MOU between FLDOE and SRCDS. Payments associated with this FLDOE initiative will be based on the availability of funds awarded from FLDOE and the continuation of the award to SRCSD by FLDOE for this specific purpose.

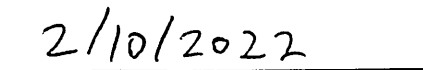
The provisions of this MOU will be implemented immediately upon agreement from Santa Rosa Professional Educators and will be added to the SRPE Master Contract, Article X: Professional Qualifications and Assignments, during the current session of open negotiations.

The terms of this MOU and the related MOU with FLDOE shall begin immediately upon execution with Santa Rosa Professional Educators and be in effect through September 30, 2023.


David A. Gunter
Chief Negotiator for the Board


~~Rhonda Chavers~~ **David Godwin**
Chief Negotiator for SRPE


Date



Date

Article X: PROFESSIONAL QUALIFICATIONS AND ASSIGNMENTS

F. FLDOE extended a Memorandum of Understanding to Santa Rosa County District Schools intended to build educator capacity through the implementation of the Civic Literacy Excellence Initiative. The MOU between SRCDS and FLDOE established a sub-grant for funds under the Elementary and Secondary School Emergency Relief Fund (ESSER II) for the purpose of providing a stipend of three thousand dollars (\$3000.00) for the first 20,344 teachers to complete the Florida Civics Seal of Excellence Endorsement virtual teacher training statewide. Instructional employees who successfully complete the required courses and add the Florida Civics Seal of Excellence Endorsement to their teaching certificate will be eligible to receive a stipend of three thousand dollars (\$3000.00), subject to the limitations defined in the MOU between SRCDS and FLDOE.

Funding for these stipends is wholly from the FLDOE identified sub-grant defined in the MOU between FLDOE and SRCDS. Payments associated with this FLDOE initiative will be based on the availability of funds awarded from FLDOE and the continuation of the award to SRCSD by FLDOE for this specific purpose.

The terms of this provision and the related MOU with FLDOE shall end on September 30, 2023 as stipulated in the MOU between FLDOE and SRCDS.

Filed 2/10/22
 David Bonni

SRCSD Total Monetary Proposal 21-22

The intent of this monetary proposal is to offer an overall improvement to the 20-21 salary schedules as the basis for salary increases in the instructional bargaining unit during the 21-22 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 SRCDS employees. The offer is as follows:

	<u>21-22 Increase</u>	<u>Percent</u>
Instructional Salary Schedules		
21-22 Regular Teacher Salary Schedule	\$ <u>1,681,208.72</u>	<u>2.50</u>
One level forward movement (avg 2.2%) from 20-21* .3% Improvement to the 20-21 schedule Includes FRS longevity 31+** Complies with TSIA Guidelines		
21-22 FRS Longevity Supplement	\$ <u>804,604.36</u>	<u>1.25</u>
All Instructional over the SRC 21-22 HB 641 amount Includes FRS longevity 31+**		
21-22 Regular Teacher Salary Schedule Overall Improvement	\$ <u>2,485,813.08</u>	<u>3.75</u>
21-22 HB 641 Salary Schedule	\$ <u>1,250,478.38</u>	<u>3.75</u>
3.75% Overall Improvement Complies with TSIA Guidelines		
21-22 Instructional Salary Increases***	\$ <u>3,736,291.46</u>	<u>3.75</u>

SRCSB Total Monetary Proposal 21-22(cont.)

21-22 Total Improvements	21-22 Increase	Percent
21-22 Instructional Increases***	<u>\$3,736,291.46</u>	<u>3.75</u>
21-22 One Time Retention Bonus \$1000 <u>Pending Final FLDOE approval of</u> <u>revised ESSER III application</u>	<u>\$ 2,043,000.00</u>	<u>2.1</u>
21-22 Governor's Bonus \$1000 Approx. 95 employees excluded	<u>\$ 95,000.00</u>	<u>0.1</u>
21-22 Overall Instructional Increases	<u>\$ 5,874,291.46</u>	<u>5.95</u>

SRPE shall agree to accept insurance changes implemented during the December 2021 pay cycle as a result of the contractually defined process outlined in the SRPE Master Contract which became effective August 11, 2020 and shall continue in effect through August 10, 2023.



Board Contribution to Health Insurance Increase


21-22 SRCSD contribution	<u>\$2,574,751.58</u>
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*All increases will be retroactive to July 1, 2021. Employees hired after June 30, 2021 have already been placed on their correct level based on years of qualified service and will not move forward an additional level.

**FRS Longevity Supplement for 31+ will be at a 3.75% total (2.5% + 1.25%)

***21-22 TSIA allocation of \$315,000.00 is incorporated into this offer with District funds covering the additional cost of salary increases.


3/24/22



3/24/22
2 TA

SRPE Instructional Compensation Proposal - 3.75%

<u>Instructional Compensation</u>	<u>21-22 Increase</u>	<u>% Increase</u>
Regular Salary Schedule - 2.50% salary increase that includes one level forward movement from 20-21, plus a 1.25% recurring longevity supplement.	\$ 2,054,510.41	3.75%
31+ Years of Service - 3.75% recurring longevity supplement.	\$ 332,015.88	3.75%
HB 641 Salary Schedule - 3.75% salary increase	\$ 1,361,360.38	3.75%
Total \$ and Average % Instructional Increase	\$ 3,747,886.67	3.75%
TSIA money deducted to calculate cost to District	\$ (315,000.00)	-0.32%
Total \$ and Average % Cost to District	\$ 3,432,886.67	3.43%

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

QAB

T.A.ed

3/24/22

David Dodson

TA

3/24/22

(2.50% + 1.25%)
2021-22 Regular Teacher Salary Schedule

SRPE
 March 24, 2022

Years of Qualified Service	2021-2022 Salary Placement	FOCUS LEVEL (paystub)
0	37,329	1
1	38,147	2
2	38,789	3
3	39,440	4
4	40,103	5
5	40,777	6
6	41,461	7
7	42,159	8
8	42,868	9
9	43,587	0
10	44,320	11
11	45,064	12
12	45,822	13
13	46,592	14
14	47,374	15
15	48,140	16
16	48,981	17
17	49,802	18
18	50,947	19
19	52,118	20
20	53,318	21
21	54,544	22
22	55,799	23
23	57,082	24
24	58,395	25
25	59,739	26
26	61,113	27
27	62,517	28
28	63,955	29
29	65,426	30
30*	66,931	31

Instructional employees on the 2021-22 Regular Salary Schedule will receive a 2.50% salary increase that includes forward movement on the Regular Salary Schedule and a 1.25% recurring longevity supplement.

Instructional employees with 31+ years of service will receive a 3.75% recurring longevity supplement.

All salary increases and longevity supplements will be retroactive to July 1, 2021.

DAJ
T.A. ed
3/24/22

Santoni
TA
3/24/22

3.75% Increase
Minimum Classroom Teacher Salary
2021-22 HB 641 Salary Schedule

SRPE
 March 24, 2022

Years of Qualified Service	2021-22 Salary Placement	FOCUS LEVEL (paystub)
0	44,816	1
1	44,816	2
2	44,816	3
3	44,816	4
4	44,816	5
5	44,816	6
6	44,816	7
7	44,816	8
8	44,816	9
9	44,816	10

The minimum classroom teacher salary will increase 3.75%. (\$43,196 to \$44,816)
 Salary increases are retroactive to July 1, 2022.

SRPE *Oleg*

QAB
T.A.ed
3/24/22

Saint Paul
TA
3/24/22

Submitted By: Dr. Karen Barber, Superintendent

Title of Item: Santa Rosa Education Association Agreement

Description/Introduction:

Recommendation/Action Requested:

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
Pattullo, Melanie	Approved	4/8/2022 - 10:43 AM

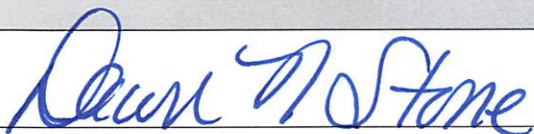
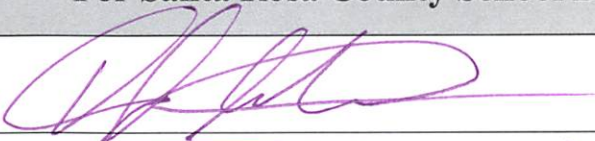
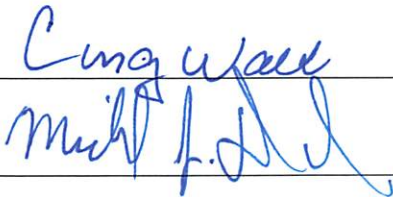

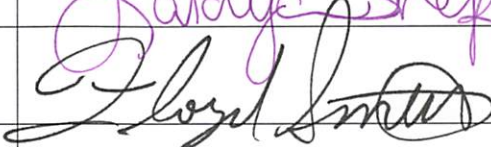

ATTACHMENTS:

Description	Upload Date	Type
SREA Agreement	4/8/2022	Backup Material

Attendance Sheet

SREA and Santa Rosa County School Board Bargaining

March 1, 2022

For SREA	For Santa Rosa County School Board
	
	
	
	

Analysis of Funding Increase and Usage for 21/22

Increase in Adjusted Net FEFP	\$ 8,610,236.00
Deduct Categoricals (restricted program use)	\$ (817,436.00)
Increase in Class Size Funding	\$ 1,900,465.00
Increase in FEFP Funds and Categoricals owed to Charters	\$ (3,767,054.00)
Pulled funds from fund balance to cover health insurance increase. Reimbursed those funds.	\$ (1,147,760.00)
Increase in Terminal Leave Budget -(add back funds that were taken from budget to cover textbooks \$600,000; other insurance \$105,000; STEAM training \$42,000; additional nurse \$67,000; other certified staff costs \$286,000)	\$ (1,100,000.00)
Increase in Substitute Budget -(add back funds that were taken from budget to cover CTE Budget increase \$300,000 for program; Quaver Music Software 5yr contract \$102,000; additional other certified staff and parapro staff costs \$98,000)	\$ (500,000.00)
Increase in Math Materials for Interventionists	\$ (456,000.00)
Increase in Utility Costs (funds added to budget)	\$ (275,000.00)
Increase in CTE Costs (funds added for program)	\$ (205,000.00)
Increase in Diesel Fuel Costs (funds added to budget)	\$ (200,000.00)
Increase in School Based Budgets	\$ (200,000.00)
Estimated budget for new Employee Evaluation System	\$ (175,000.00)
Increase in Virtual School Funds	\$ (170,000.00)
Funds added to Fund Balance to increase FCR to 5.60	\$ (1,497,451.00)
Balance	\$ -

Decline of FCR 2021/2022

6/30/21 FCR 9.80%

Decrease in State Funding (compared to 20/21 final calc.)	\$ (1,228,519.00)
Increase in Health Insurance Costs	\$ (1,147,760.00)
Increase in Terminal Leave Budget -(add back funds that were taken from budget to cover textbooks \$600,000; other insurance \$105,000; STEAM training \$42,000; additional nurse \$67,000; other certified inst. staff costs \$286,000)	\$ (1,100,000.00)
Increase in FRS Costs	\$ (919,000.00)
Increase in Worker's Comp. Insurance	\$ (618,312.00)
Increase in Substitute Budget -(add back funds that were taken from budget to cover CTE Budget increase \$300,000 for program; Quaver Music Software 5yr contract \$102,000; additional other certified staff and parapro staff costs \$98,000)	\$ (500,000.00)
Increase in Math Materials for Interventionists	\$ (456,000.00)
Increase in Transportation Budget	\$ (400,000.00)
Increase in Cleaning Contract	\$ (300,000.00)
Increase in Maintenance Budget	\$ (300,000.00)
Increase in Utility Costs (funds added to budget)	\$ (275,000.00)
Increase in CTE Costs (funds added for program)	\$ (205,000.00)
Purchase of Supplemental Textbook Materials	\$ (200,000.00)
Increase in School Based Budgets	\$ (200,000.00)
Estimated budget for new Employee Evaluation System	\$ (175,000.00)
Increase in Virtual School Funds	\$ (170,000.00)
Increase in Security Budget	\$ (100,000.00)
Increase in STA Bus Contract	\$ (100,000.00)
Purchase of Storybook Treasures (books for students)	<u>\$ (98,000.00)</u>
Use of Fund Balance	<u>\$ (8,492,591.00)</u>

1/31/22 FCR 5.60%

SRCSO Total Monetary Proposal 21-22

The intent of this monetary proposal is to offer an overall improvement to the 20-21 salary schedule as the basis for salary increases in the Educational Support bargaining unit during the 21-22 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 SRCDS employees. The offer is as follows:

	<u>21-22 Increase</u>	<u>Percent</u>
ESP Salary Schedule		
21-22 ESP Salary Schedule		
1.5% improvement (@802 employees)	<u>\$ 337,340.32</u>	<u>1.5</u>

Other monies from FEFP operating budget distributed to employees:

Board Contribution to Health Insurance Increase

21-22 SRCSD contribution	<u>\$2,574,751.58</u>	<u>1.9</u>
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Average Overall ESP Monetary Increase	<u>3.4</u>
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Salary Proposal
3/1/22

The Salary Schedule shall be increased by (^{2.5%} ~~.5%~~) on each step. See proposed schedule.

All employees that returned to the District in July 1, 2021 shall advance one level on the current Salary Schedule. All Salaries shall be retroactive to July 1, 2021 or the employees hire date for new employees.

Employees advancing off the salary schedule (beyond level 25) shall receive an additional salary increase of .1% for each year of employment in the Santa Rosa School District.

SRCSD Total Monetary Proposal 21-22

The intent of this monetary proposal is to offer an overall improvement to the 20-21 salary schedule as the basis for salary increases in the Educational Support bargaining unit during the 21-22 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 SRCDS employees. The offer is as follows:

	<u>21-22 Increase</u>	<u>Percent</u>
ESP Salary Schedule		
21-22 ESP Salary Schedule		
2.125% improvement (@802 employees)	<u>\$ 485,483.74</u>	<u>2.125</u>

Other monies from FEFP operating budget distributed to employees:

Board Contribution to Health Insurance Increase		
21-22 SRCSD contribution	<u>\$2,574,751.58</u>	<u>1.9</u>

Average Overall ESP Monetary Increase		<u>4.025</u>
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2/1/22
~~1/14/2021~~ Salary Proposal

The Salary Schedule shall be increased by (1.5%) on each step. See proposed schedule.

All employees that returned to the District in July 1, 2020 shall advance one level on the current Salary Schedule. All Salaries shall be retroactive to July 1, ~~2020~~²⁰²¹ or the employees hire date for new employees.

Employees advancing off the salary schedule (beyond level 25) shall receive an additional salary increase of .1% for each year of employment in the Santa Rosa School District.

SRCSD Total Monetary Proposal 21-22

The intent of this monetary proposal is to offer an overall improvement to the 20-21 salary schedule as the basis for salary increases in the Educational Support bargaining unit during the 21-22 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 SRCDS employees. The offer is as follows:

	<u>21-22 Increase</u>	<u>Percent</u>
ESP Salary Schedule		
21-22 ESP Salary Schedule		
2.75% improvement (@802 employees)	<u>\$ 628,506.02</u>	<u>2.75</u>
<hr/>		
Other monies from FEFP operating budget distributed to employees:		
Board Contribution to Health Insurance Increase		
21-22 SRCSD contribution	<u>\$2,574,751.58</u>	<u>1.9</u>
<hr/>		
Average Overall ESP Monetary Increase		<u>4.65</u>

SRCSD Total Monetary Proposal 21-22

The intent of this monetary proposal is to offer an overall improvement to the 20-21 salary schedule as the basis for salary increases in the Educational Support bargaining unit during the 21-22 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 SRCDS employees. The offer is as follows:

	<u>21-22 Increase</u>	<u>Percent</u>
ESP Salary Schedule		
21-22 ESP Salary Schedule		
2.75% improvement (@802 employees)	\$ 628,506.02	<u>2.75</u>

Other monies from FEFP operating budget distributed to employees:

Board Contribution to Health Insurance Increase		
21-22 SRCSD contribution	<u>\$2,574,751.58</u>	<u>1.9</u>

Average Overall ESP Monetary Increase 4.65

- In the form of Level move (2.5%)
- 0.25% improvement to the salary schedule
- retro to July 1, 2021

T.A.ed



3/1/22

MIN



3/1/22

Proposal 10/19/2021

Article XIII: LEAVE OF ABSENCE

J. Bereavement Leave A full-time employee who has completed the probationary period may apply for up to three (3) days paid bereavement leave in the event of a death in his/her immediate family to make funeral arrangements and to attend the funeral. Immediate family is defined as a spouse, parent, grandparent, sibling, child, stepchild or grandchild. An employee may apply for a maximum of six (6) paid bereavement leave per fiscal year. Bereavement leave is not accumulative. Employees will not be paid bereavement for days not scheduled to work. Employees are required to provide a copy of the obituary or other satisfactory document to be attached to the leave request.

No accrual
no payout
provide documentation to Admin



3/1/22

T.A. ed

m/j



Submitted By: Dr. Karen Barber, Superintendent

Title of Item: 2021 Admin Salary Schedule

Description/Introduction:

Recommendation/Action Requested:

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
Pattullo, Melanie	Approved	4/11/2022 - 1:11 PM

ATTACHMENTS:

Description	Upload Date	Type
2021 Admin Salary Schedule	4/11/2022	Backup Material

Administrative Salary Placement Schedule 2020-2021

Position	Salary	Index
Current Base	60253	1.00
Assistant Principal		
Administrative Intern (11 months)	55433	.92
Adult, Technical	60253	1.00
Blended Academy	60253	1.00
Elementary, Middle	60253	1.00
Combination	66278	1.10
High	69291	1.15
Coordinator		
Assessment	72304	1.20
Behavior Intervention and Support	72304	1.20
ESE Programs and Compliance	72304	1.20
Mental Health Services	72304	1.20
SEDNET	72304	1.20
Virtual Education Program	72304	1.20
Continuous Improvement	75316	1.25
Literacy & Language Arts	75316	1.25
Math & Science	75316	1.25
Public Information and Family and Community Outreach Officer	75316	1.25
Principal		
Blended Academy	78329	1.30
Adult, Technical	78329	1.30
Elementary, Middle	78329	1.30
Combination	84354	1.40
High	90380	1.50
Director		
Community Schools	84354	1.40
Continuous Improvement	84354	1.40
Human Resources	84354	1.40
Labor Relations & Compliance	84354	1.40
Workforce Education	84354	1.40
Deputy Director of Exceptional Education	87367	1.45
In-Service & Instructional Technology	87367	1.45
Pre-Kindergarten	87367	1.45
Student Services	87367	1.45
Federal Programs	87367	1.45
Elementary School Education	93392	1.55
Exceptional Student Education	93392	1.55
Middle School Education	93392	1.55
High School Education	93392	1.55
Planning and Siting	93392	1.55
School Safety	93392	1.55
Assistant Superintendent		
Administrative Services	102430	1.70
Curriculum & Instruction	102430	1.70
Finance	102430	1.70
Human Resources	102430	1.70
Information Technology Services	102430	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 to be determined after all other employee contracts have been settled. Administrators who receive Needs Improvement or Unsatisfactory on their annual overall evaluation will not receive an annual increase.*
- *Administrative salary increases will be awarded in a manner consistent with the negotiated increase for instructional employees and be retroactively applied to the beginning of the fiscal*

year. For 20-21, existing administrators will receive the greater of the new base or a 3.35% increase to their existing salary which is consistent with the increase for instructional employees.

Submitted By: Dr. Karen Barber, Superintendent

Title of Item: Proposed Admin Salary Schedule 2122

Description/Introduction:

Recommendation/Action Requested:

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
Pattullo, Melanie	Approved	4/11/2022 - 1:11 PM

ATTACHMENTS:

Description	Upload Date	Type
Proposed Admin Salary Schedule	4/11/2022	Backup Material

Administrative Salary Placement Schedule 2021-2022

<u>Current Base</u>	<u>62512</u>	<u>1.00</u>
Position	Salary	Index
Assistant Principal		
Administrative Intern (11 months)	57511	.92
Adult, Technical	62512	1.00
Blended Academy	62512	1.00
Elementary, Middle	62512	1.00
Combination	68763	1.10
High	71889	1.15
Coordinator		
Assessment	75014	1.20
Behavior Intervention and Support	75014	1.20
ESE Programs and Compliance	75014	1.20
Federal Programs	75014	1.20
Mental Health Services	75014	1.20
SEDNET	75014	1.20
Virtual Education Program	75014	1.20
Continuous Improvement	78140	1.25
Literacy & Language Arts	78140	1.25
Math & Science	78140	1.25
Public Information and Family and Community Outreach Officer	78140	1.25
Principal		
Blended Academy	81266	1.30
Adult, Technical	81266	1.30
Elementary, Middle	81266	1.30
Combination	87517	1.40
High	93768	1.50
Director		
Community Schools	87517	1.40
Continuous Improvement	87517	1.40
Human Resources	87517	1.40
Labor Relations & Compliance	87517	1.40
Workforce Education	87517	1.40
Deputy Director of Exceptional	90642	1.45
In-Service & Instructional Technology	90642	1.45
Pre-Kindergarten	90642	1.45
Student Services	90642	1.45
Federal Programs	90642	1.45
Elementary School Education	96894	1.55
Exceptional Student Education	96894	1.55
Middle School Education	96894	1.55
High School Education	96894	1.55
Planning and Siting	96894	1.55
School Safety	96894	1.55

Assistant Superintendent

Administrative Services	106270	1.70
Curriculum & Instruction	106270	1.70
Finance	106270	1.70
Human Resources	106270	1.70
Information Technology Services	106270	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.
- Administrative salary increases will be awarded in a manner consistent with the negotiated increase for instructional employees and be retroactively applied to the beginning of the fiscal year. For 21-22, existing administrators will receive the greater of the new base or a 3.75% increase to their existing salary which is consistent with the increase for instructional employees.

Submitted By: Dr. Karen Barber, Superintendent

Title of Item: Request Approval of Administrative Salary Schedule Improvements

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
Pattullo, Melanie	Approved	4/11/2022 - 1:40 PM

Submitted By: Dr. Karen Barber, Superintendent

Title of Item: Request Approval of Non-Union Ed Support Employees Salary Schedule Improvements

Description/Introduction: Improvements to the non-union educational support employees salary schedule related to the settlement between the School Board and the Santa Rosa Education Association

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
Pattullo, Melanie	Approved	4/11/2022 - 1:43 PM

Submitted By: Dr. Karen Barber, Superintendent

Title of Item: Admin Salary Schedule

Description/Introduction:

Recommendation/Action Requested:

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
Pattullo, Melanie	Approved	4/11/2022 - 1:07 PM

ATTACHMENTS:

Description	Upload Date	Type
Admin Salary Schedule 2021	4/11/2022	Backup Material

Administrative Salary Placement Schedule 2020-2021

Position	Salary	Index
Current Base	60253	1.00
Assistant Principal		
Administrative Intern (11 months)	55433	.92
Adult, Technical	60253	1.00
Blended Academy	60253	1.00
Elementary, Middle	60253	1.00
Combination	66278	1.10
High	69291	1.15
Coordinator		
Assessment	72304	1.20
Behavior Intervention and Support	72304	1.20
ESE Programs and Compliance	72304	1.20
Mental Health Services	72304	1.20
SEDNET	72304	1.20
Virtual Education Program	72304	1.20
Continuous Improvement	75316	1.25
Literacy & Language Arts	75316	1.25
Math & Science	75316	1.25
Public Information and Family and Community Outreach Officer	75316	1.25
Principal		
Blended Academy	78329	1.30
Adult, Technical	78329	1.30
Elementary, Middle	78329	1.30
Combination	84354	1.40
High	90380	1.50
Director		
Community Schools	84354	1.40
Continuous Improvement	84354	1.40
Human Resources	84354	1.40
Labor Relations & Compliance	84354	1.40
Workforce Education	84354	1.40
Deputy Director of Exceptional Education	87367	1.45
In-Service & Instructional Technology	87367	1.45
Pre-Kindergarten	87367	1.45
Student Services	87367	1.45
Federal Programs	87367	1.45
Elementary School Education	93392	1.55
Exceptional Student Education	93392	1.55
Middle School Education	93392	1.55
High School Education	93392	1.55
Planning and Siting	93392	1.55
School Safety	93392	1.55
Assistant Superintendent		
Administrative Services	102430	1.70
Curriculum & Instruction	102430	1.70
Finance	102430	1.70
Human Resources	102430	1.70
Information Technology Services	102430	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 to be determined after all other employee contracts have been settled. Administrators who receive Needs Improvement or Unsatisfactory on their annual overall evaluation will not receive an annual increase.*
- *Administrative salary increases will be awarded in a manner consistent with the negotiated increase for instructional employees and be retroactively applied to the beginning of the fiscal*

year. For 20-21, existing administrators will receive the greater of the new base or a 3.35% increase to their existing salary which is consistent with the increase for instructional employees.