



SANTA ROSA PROFESSIONAL EDUCATORS

November Calendar

- 1st** Early Release/PD
- 9th** School Board Meeting
6:30 PM
- 10th** Veteran's Day Holiday
- 14th** AR Meeting 4:15 PM
Members encouraged to attend
- 15th** Education Support Professionals Day
- 16th** ESP Ballots Due
- 20th - 24th** Fall Break/Thanksgiving Holiday
- 21st** School Board Reorganizational Meeting
9:00 AM

State of the Union

ESP Bargaining Agent Selection

ESPs, our selection for our bargaining agent is now! When selecting our organization, consider who will best represent us in negotiating our wages, benefits, and working conditions. This organization is, without a doubt, our current organization, SRPE.

If we select the opposing organization, the only guarantee we have is a separate contract. Separate does not guarantee better. Only those rights granted by law will be given in a separate contract. All else must be renegotiated. When considering our pay, we need only look and compare results. The table below shows our neighbor, Escambia, as well as the 5 counties ESPs will join with if we select the opposing organization and become part of FEA's Central Panhandle Unit (CPU). These numbers are reported to DOE by each school district.

These ESP unions negotiated their wages with assistance from an FEA "professional" negotiator, and most are well below the state average. Those negotiated by SRPE are not. Our Santa Rosa County wages were negotiated with volunteer coworkers who are invested in you as their peers. Your ballot is your voice. Every ESP has a voice. Cast your voice for the right choice, SRPE. Remaining silent only allows others to speak for you. Let's be sure to send in our selection and be heard. Select our RIGHT choice...SRPE.

2016-17 AVERAGE SALARIES FOR SELECT SUPPORT AND TECHNICAL STAFF

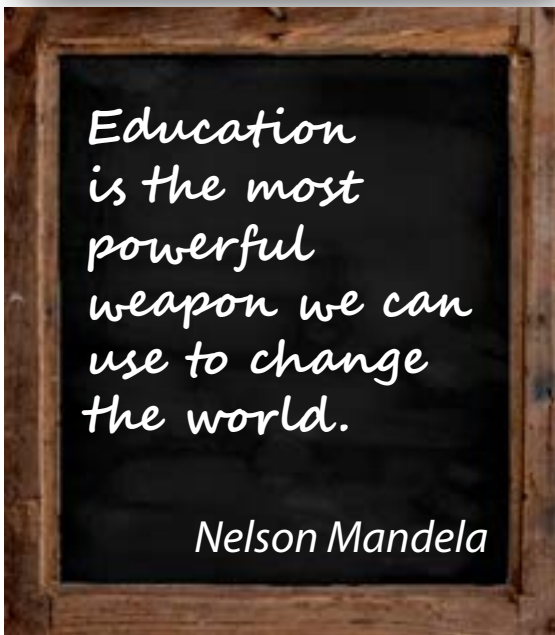
| District Name | Bookkeeper | Secretary | Clerk/Typist | Data Entry Clerk | Paraprofessional |
|---------------|---------------------|-----------|--------------|------------------|------------------|
| FLORIDA | \$32,937 | \$32,748 | \$24,715 | \$30,115 | \$18,638 |
| BAY | \$31,086 | \$34,933 | \$22,171 | \$33,018 | \$17,519 |
| FRANKLIN | \$27,277 | \$29,435 | \$37,341 | \$25,814 | \$18,859 |
| HOLMES | \$20,669 | \$24,684 | | \$22,127 | \$16,632 |
| JACKSON | \$32,440 | \$31,859 | \$36,775 | \$27,158 | \$16,012 |
| SANTA ROSA | \$41,881 | \$34,740 | \$41,701 | \$32,654 | \$20,344 |
| WASHINGTON | \$29,403 | \$28,533 | \$31,444 | \$27,355 | \$16,475 |
| ESCAMBIA | \$35,312 | \$33,463 | \$22,763 | \$30,978 | \$16,873 |
| | Highest Salary | | | | |
| | Above State Average | | | | |

Negotiations

We had a very productive negotiation session on Tuesday, October 24th. A subcommittee is being formed to resolve issues for both instructional and non-instructional salary schedules. A resolution to simplify and ensure consistency for employees is the goal. With the recent salary placement inequities for instructional personnel, the equity of wages for non-instructional personnel with differing years of experience was also brought forward. Non instructional personnel with differing years of experience were receiving equal wages while instructional personnel with identical years of experience received unequal wages.

When negotiating wages, benefits, and working conditions timing is essential. Tuesday was the most opportune time to bring the non-instructional salary schedule, levels, and years of experience forward without concern of bringing negative consequences to bear. We are eagerly looking forward to the salary schedule subcommittee and a positive resolution for employees!

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Insurance & HealthiestYou



Our insured employees kept over \$500,000 in our wallets instead of paying co-pays, deductibles, medical, and pharmaceutical expenses by utilizing Healthiest You. Healthiest You offers 24/7 access to a certified physician via telephone or Facetime. It is just this simple. Please take time to explore this added health benefit.

Have you registered with HealthiestYou? If not, check out the introduction video at [THIS LINK](#).

Health Insurance Window

November 1st-15th is our employee enrollment window for health, vision, dental, and life insurance.

See Pamela Smith's employee email dated 10/12/17 for more details.



State of the Union

Continued from front page...

What does this mean? For instructional personnel, the District established the practice of paying both new and current employees with the same years of experience, the same salary. This practice did not take place this year.

Both SRPE and the District have stated a resolution for this inequity is our highest priority. We expect to resolve this issue swiftly. Our board's desire is to get money into the hands of our employees as soon as possible.

For non-instructional personnel, the recent instructional inequity was the most opportune time to bring the complexity of the non-instructional scale to the negotiation table. ESP wages continued to increase in income so there was no harm incurred unlike the current issue with instructional pay. However, it was time to reform and simplify our pay schedule.

SRCSD's Human Resources Department has placed 2017-18 newly hired instructional employees at a higher salary than Grandfathered instructional employees with equal years of service.

Bachelor's Degree

| Years of Service | 17-18 New Hire Instructional Salary | 17-18 Grandfathered Instructional Salary | Difference in Salary |
|------------------|-------------------------------------|--|----------------------|
| 10 | \$ 39,769.00 | \$ 38,830.49 | \$ 938.51 |
| 13 | \$ 42,723.00 | \$ 41,720.51 | \$ 1,002.49 |
| 20 | \$ 50,281.00 | \$ 49,157.09 | \$ 1,123.91 |
| 30 | \$ 63,103.00 | \$ 61,705.60 | \$ 1,397.40 |

Source
Santa Rosa County School Board Salary Report #5

In Unity

It PAYS to be an SRPE Member!

As the holidays are fast approaching, our dollars are stretching even further. When it comes to your bottom line, your association membership pays dividends. We have partnered with some of your favorite companies to get you the most for your money.

REGISTER TODAY at <http://aaeteachers.abenity.com/perks/>

Collective Bargaining Works!



Attention SRPE Facebook Members:

Please invite professional colleagues from your friends list to like our Santa Rosa Professional Educators page and add co-workers to our SRPE group page (closed group for bargaining unit members only).



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