

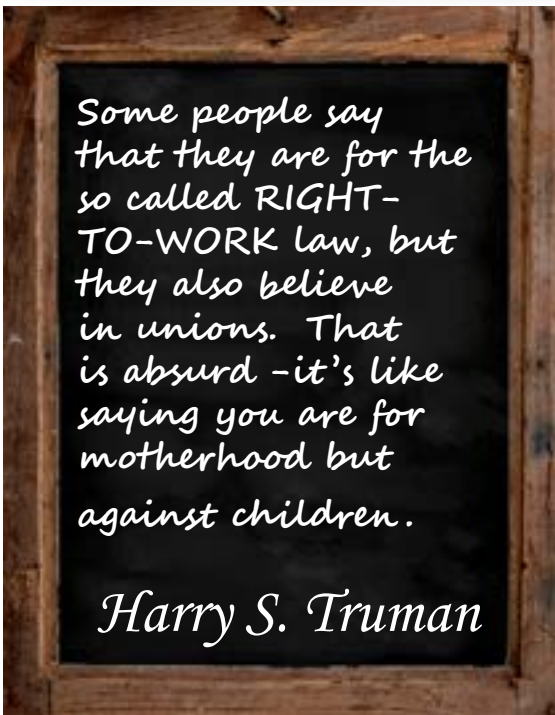
January 2018

SANTA ROSA PROFESSIONAL EDUCATORS



January Calendar

- 1st Happy New Year!
- 5th Planning Day
- 9th Executive Board Mtg.
4:30 SRPE Office
- 15th MLK Jr. Holiday
- 16th School Board Meeting
9:00 AM
- 20th AR Meeting 4:30 PM
All Members Encouraged to Attend



Attention SRPE Facebook Members:

Stay informed of education issues with daily updates on our SRPE FB page. Become a contributor on our private FB group page for educational and local school updates.



State of the Union

Welcome back! We hope you are enjoying a restful holiday break shared with your family and friends. As expected, we are off and running.

Contract Ratification The Master Contract between the Santa Rosa Professional Educators (SRPE) and the Santa Rosa County School Board (SRCSB), was ratified December 12, 2017. The percentages were 22% NO votes and 78% YES votes. The ratification results were presented to the SRCSB at the school board meeting on Thursday, December 14, 2017.

Most of us have been asked to sign our Service Contract of Employment. It is always a good practice to make a copy of anything you are asked to sign. This one page document is not to be confused with the Master Contract SRPE negotiates on your behalf.

There seems to be a misconception over our Salary Placement Schedule. Several employees are under the impression that the 'Salary Placement' schedule (found on page 57 of your [Master Contract with Markups](#)) is a career ladder and that an employee can predetermine the amount of their salary as they continue their years of service with our District. This placement schedule is not a career ladder! It is simply a placement point for employees beginning their employment with us for 17-18 and current grandfathered personnel.

You cannot equate the placement schedule to every employees' salary. The first bill Gov. Rick Scott signed into law, Senate Bill 736, rewrote how teachers are paid and retained across the state. Among other things, this bill was instrumental in holding each employee accountable for keeping up with their individual salaries. If you are being over paid (and this does happen), you will end up repaying our school district, regardless of when this overpayment was discovered. If you are being **UNDERPAID** (and this, too, happens), you have a set time frame in which to notify the district in order to recover your lost income. Employees must be diligent in keeping up with their salaries.

So how do I calculate my current salary?

Contact Human Resources to confirm your qualified years of service. Once your years have been confirmed to be accurate, take your December 2017 gross monthly salary from WATERS and multiply it by 12 to find your gross yearly salary. Multiply this number by your salary increase percentage then add \$100.00 (received in August). If you have an advanced degree, once you calculate your base salary add \$2886.00/Masters, \$4329.00/Specialist, or \$5772.00/Doctorate.

In Unity

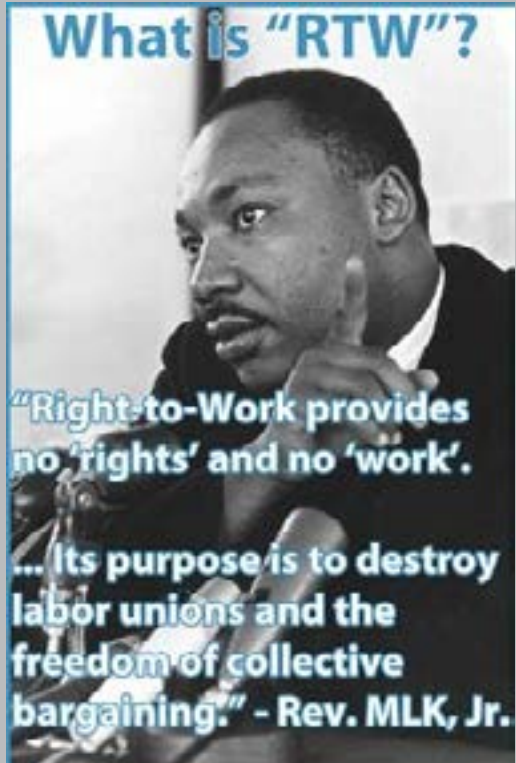
SRPE
6798 Caroline St.
Milton, FL 32570

rhonda.chavers@srpeducators.com
SRPE.Office@srpeducators.com
SRProEducators.org

Tel. 850 623 5877
Fax: 850 623 5827

Savings and Discounts: It PAYS to be a Member!

At our January 16th AR meeting, Gary Beckner of AAE will speak to members about grants being offered for education. Last year, we had 2 members from Holley Navarre Primary who were recipients of these grants. Members are encouraged to attend this meeting to find out more about applying for a grant.



Sandy Hook Promise PSA

As the school year winds down, one student finds himself starting an unexpected relationship.



Right to Work and At Will Employment

Another bill that will have a tremendous effect on employees is [House Bill 25](#) and its companion bill [Senate Bill 1036](#). HB 25 has already passed the House. In a nutshell, these bills say that if the majority of employees represented by their union are not union members, the union can fall by the wayside. In doing so, employees would have no agent to negotiate their wages, benefits, and working conditions.

How does this affect you? Florida is a **Right to Work** state. Right to work sounds like an employee's dream. Instead, it can be an employee's nightmare with no union, no master contract, and no employment protections.

Right-to-work-laws say workers can be fired for any reason.

A common misperception is that an employer can fire employees for any reason or no reason at all. Right-to-work laws have absolutely nothing to do with this. Right-to-work laws don't give employers the right to fire you at will. Employers already have that right. What we're talking about here is at-will employment.

At-will means your employer can fire you for any reason or no reason at all.

Whether your employer doesn't like your shirt, wakes up in a bad mood, or just feels like it, they can fire you at-will unless you have a contract or union agreement saying otherwise.

A union can bargain to change this and SRPE did just that. Many union agreements have requirements that employers only terminate for just cause.

So what do right to work laws really mean?

Right-to-work is a movement that is trying to gut unions by cutting off their major source of funding. What these laws do is say you don't have to pay union dues if you work for a unionized employer, and you can't be turned down for employment just because you don't belong to the union.

Myths About Right to Work Laws

While that Right to Work may sound like a sound like a cost saving, I think failing to join your union is a mistake. If you aren't involved, how can you complain about what the union is doing? It's like complaining about Congress but not voting.

If the union is going to represent you, it makes sense for you to have your voice heard. If you don't like what they're doing, get more involved, not less. Become a representative. Run for office. All that failing to join means is that your opinion doesn't matter.

Click on the [LINK](#) to read more.

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