

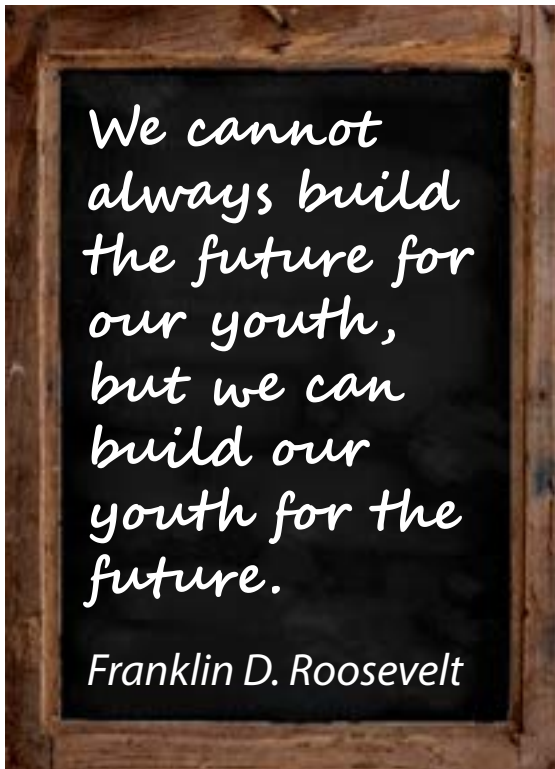
April 2017

SANTA ROSA PROFESSIONAL EDUCATORS



April Calendar

- 3rd **Federal Mediation**
- 10th **Scholarship Applications Due**
- 11th **Executive Board Meeting 4:15 PM**
- 14th **Good Friday Holiday**
- 18th **School Board Meeting 9:00 AM**



Are you a VOICE or an ECHO?

State of the Union

Negotiations

In our previous newsletter, we felt it was important that our bargaining unit understood the significance of the impasse procedure. Your Negotiation Team members are quite familiar with the procedure having experienced impasse first hand either in whole or part during the 2009 and 2015 years.

Since the District declared impasse, two significant actions have taken place. The first being the District contacted SRPE and both sides mutually agreed to return to the negotiation table. SRPE looked forward to this return as a tangible effort for both sides to continue negotiation talks in seeking a resolution. Evidently, the School Board differed in this effort, contrary to its proposed MOU stating its desire to continue negotiations. Subsequently the District again contacted SRPE to cancel further negotiations. No explanation was forthcoming to neither the public nor your bargaining agent, SRPE.

SRPE then requested both parties participate in mediation as a means of resolving disputed issues prior to the impasse hearing. So what is mediation and how is it different than impasse? Mediation is a tool through which the federal government supports sound and stable labor management relations. As neutrals, mediators provide a third-party perspective and leverage the expertise of the skilled negotiators at the table to address the core interests of the negotiating parties.

Mediation is a separate process that takes place prior to and has no bearing on impasse. It is an attempt to rebuild dialogue, create an understanding of positions, and assist in reaching joint problem solving. Similarly, the goal of impasse is to accomplish the same. However, impasse is a required process whereas mediation is not. Neither procedural attempts nor procedural recommendations are binding on our School Board. Our Board is the final decision making body.

Impasse leaves a foul taste in employees' mouths. Our school district has declared impasse 3 times in the past 8 years. Employees don't care for the taste and Board Members suffered for it. Since our 2009 impasse only one Board Member remains - Diane Scott.

Voices are heard. Votes are too. This was the case with the 1982 impasse when all 5 board members were unseated. And these particular 5 Board Members even went above and beyond the Special Magistrate's recommendation of 5% and voted to approve an 8% raise! Likewise, 4 of the 5 seated 2009 impasse Board Members have been replaced, the lone exception being Diane Scott. The message is that impasse is not viewed favorably by employees nor the community at large.

Now is the time to be a voice for your students, your family, and your profession. Call and write your Board Members. Share the message of recruiting and retaining quality personnel for our school system.

Be a voice!

In Unity

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Insurance & HealthiestYou

HealthiestYou proves to be an added benefit to our insurance plans. We have a total of 429 consults for our insurance year; Jan., Feb., and March. Utilizing this added benefit continues to keep savings in our employees' pockets AND assists our group in lessening the financial impact on our MLR. The savings thus far is \$269,225.00! With 1890 employees on our group insurance plans, this is an average savings of \$142.44 per employee or a savings of \$627.56 per consult! Register today for your savings!

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

What is SRPE doing for YOU?

Every day, members seek support from SRPE leadership for various work-related issues. Never hesitate to reach out to your AR or to the SRPE office if you need assistance

Article II

An association member shall have the right for Association representation at any meeting that the association member feels might lead to disciplinary action.

Remember, if you are called into a meeting you feel may lead to discipline, SRPE Members are entitled to union representation. Your union membership is recognized and protected by a federal act.

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).



Be A Voice: Call and Write your School Board Members!

[Diane Scott](#)

[Buddy Hinote](#)

[Carol Boston](#)

[Jennifer Granse](#)

[Scott Peden](#)



In the News

[Santa Rosa District, Teachers on Two Paths to Settlement](#)

The Santa Rosa County School District and the union representing its teachers will pursue two separate paths toward resolving an ongoing wage dispute.

[Annual Contract Renewal - Proposed Legislation](#)

Prohibiting a district school board from awarding an annual contract for instructional personnel under certain circumstances; prohibiting a district school board from altering or limiting its authority to award or not award an annual contract, etc.

State Testing - A Comedic Take



[Top 100 April Fool's Hoaxes](#)



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