

February 2017



SANTA ROSA PROFESSIONAL EDUCATORS

February Calendar

- 3rd Wear RED for Ed
- 6th Negotiations Session
4:30 @ PDC (Wear RED!)
- 14th Executive Board Meeting
4:15 PM
- 15th Early Release Day
- 20th President's Day Holiday
- 21st EB Nominations Due
- 21st AR Meeting
4:15PM



Wear RED for ED

Let's show our support for our negotiations team! Wear Red on Friday, February 3rd. Take a selfie or group shot and send it to the board and our Superintendent. **UNITED WE STAND!**

State of the Union

Negotiations There are 2 significant items in dispute. The first being the amount of funds available for employee competitive wages, and the second being the district's denial in providing conditional annual contract employment renewal.

In December the District received an additional \$5+ million in new funding this year largely due to increased student enrollment as well as an increase in per student funding. SRPE remains steadfast in our position that the District can maintain its \$5-7 million FCR and still appropriate SRPE's proposal; an average of 2.77% in wage increases. The funding necessary for SRPE's proposal totals \$3,297,763.26 which also includes employee cost benefits. In an act of good faith bargaining, SRPE did not increase our wage proposal after learning of the additional reoccurring \$5.57 million in state funding. The District in the midst of wage negotiations with SRPE, revealed that the additional windfall had already been encumbered and NOT ONE of the new dollars was set aside for employee wage increases.

Annual contract employment renewal language continues to be denied by our Board. An opinion issued by Special Magistrate Imundo stated: When competent and trusted teachers do not have their annual contracts renewed, it undermines morale and creates a climate of fear. Such a work environment adversely affects working relationships and the quality of teaching. SRPE strongly believes educator morale will improve and our candidate pool will increase. Considering our District has begun implementing plans for the return to a 7 period day, it is crucial that our District has a pool of highly qualified and effective candidates from which to choose. Our community benefits from the reputation of our educational system and educators are the foundation of this system. Providing employment renewal will serve as an incentive for educators to remain in SRC and not cross county lines to a more lucrative and employment secure district.

CALL TO ACTION SRPE is asking that our 1900+ bargaining unit members become involved with your contract negotiations. The District takes your silence as support for their positions in negotiations and has shared as much with SRPE. Call, meet with, and write letters to our elected Board Members. Members of SRPE have provided pre-written letters for your use. You can access these through our FaceBook page and group. Just click on the tab on the left called NOTES or on FILES in the group.

We ask that you send these letters to our Board Members. Three of our Board members have taught in classrooms. Remind each of the realities of your classroom and school.

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

Save Money on Insurance With MyEducationDiscounts

MyEducationDiscounts had a link to an online questionnaire a lot like Progressive does, and it compared prices on several different companies. Think Travelocity for insurance. All coverages staying equal, the difference between quotes I'd gotten on my own versus using the education discount website was about \$600 annually. We're adding a 3rd driver to our family. Even with the new driver added, the 6 month cost was below the lowest price I'd found for myself and my husband prior to this. It was well worth researching. Jennifer Day GBES
SRPE Member, Jennifer Day was able to save an amount greater than her annual membership dues and then some. You too can save your dues while having peace of mind knowing you are supported with SRPE.



Congratulations to **Kristen White** from East Milton Elementary for being selected as our Santa Rosa School District's Teacher of the Year!

SRPE Elections

Nominations (due 2/21) are taking place for our elected Executive Board's 8 District Representatives. Our Executive Board meets on the 2nd Tuesday of each month at the SRPE office. District Representatives serve on our Executive Board. This Board is the responsible authority for the management of the Association and its properties. District Representatives are responsible for attending Executive Board and Association Representatives meetings and encouraging the representatives in your district to attend each Association Representatives meeting. Becoming informed and involved is empowering.

Thanks, Abenity! I just bought 3 large pizzas from Papa Johns for \$25. Woo-hoo, Friday dinner 40% off! Suzy Godwin HNMS

NBA tickets discounts and savings! Save 10% Off all NFL Tickets and VIP Packages valid until Dec. 31, 2017



What Would the World Be Like Without Teachers?

What would a world without teachers look like? Students and former students grapple with this vital question. You'll love their answers.



Healthiest YOU

Health Insurance

Employees continue to utilize the cost saving component, HealthiestYou of our district health plans. This utilization assist in keeping our deductibles, co-pays, medical, and pharmaceutical expenses down, lessening the impact on our MLR. We've saved an additional \$85,500 in claims for a total of \$241,175.00 thus far from impacting our insurance plans. These diversions help keep our MLR (Medical Loss Ratio) from increasing. Our target MLR is 85%. Last insurance year we ended with a 90.80% MLR and **began this year with a premium increase.**

While some employees have registered and use HealthiestYou, the vast majority have not. Our MLR for November was 104% with December coming in at 92%, both above our targeted 85%. We are projected to end our insurance year with a 94% MLR. **This percentage will negatively affect our premiums.**

HealthiestYou offers 24/7 access to a certified physician via telephone or Facetime. Check out the introduction video at this link: [What the Heck is HealthiestYou?](#)

Please take time to explore this added health benefit and join in these employees efforts in reducing our MLR. **Our insurance is a group plan and it will take a group effort in keeping our premiums reasonable and down.** If you have any questions contact or email SRPE members on the insurance committee (Marie Bodi, Carol Rich, Ruth Blackman, & Sandra Perdue) and/or Pam Smith, Risk Management.

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