

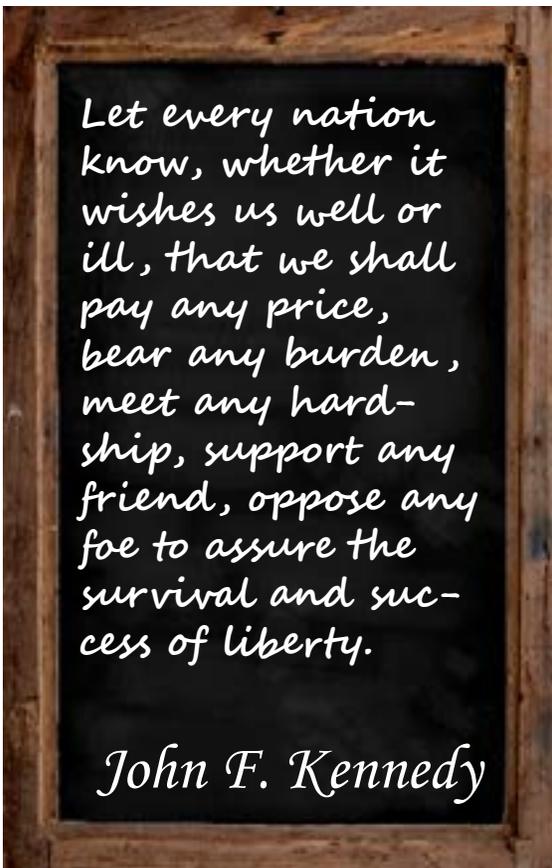
May 2017

SANTA ROSA PROFESSIONAL EDUCATORS



May Calendar

- 7th - Teacher Appreciation Week
- 9th SRPE Awards Banquet
6:00 PM
Benny Russell Center
- 11th Impasse Hearing
- 18th School Board Meeting
6:30 PM
- 29th Memorial Day



State of the Union

With the lack of a resolution through mediation, what happens now?

Fact finding is a second method of resolving disputes. Our Fact-Finding hearing has been scheduled to take place May 11th at the Benny Russell Center located on the Locklin Technical Center. SRPE and the SRCSB will both be present at a hearing with a special magistrate.

As with mediation, this impasse hearing requires the use of a neutral, third-party intermediary that is called the fact finder or special magistrate. Similar to mediators, fact finders are chosen by either state labor relations boards (PERC) or through the mutual agreement of the parties to the collective bargaining agreement (SRPE & SRCSB). Fact finders or Special Magistrates are legally empowered to conduct hearings, issue subpoenas and collect evidence from all parties associated with the bargaining agreement as well as any other, relevant outside sources. While the recommendations put forth by fact finders are not legally binding on the parties to the agreement, their reports are usually made available to the public and in some cases act as a catalyst for the resolution of a dispute.

Your SRPE Bargaining Team members have been diligently assembling facts supporting our proposed salary increase as being fair and just. We are confident that these facts will speak for themselves.

In Unity

Transfer Period

Employee Transfers As defined in our contract **Article XII**, a **transfer** is 'The movement of an employee from one work site to another work site'. SRPE feels that proven employees should receive the benefit of first consideration prior to employment positions being opened to the public. Through negotiations employees gained this benefit.

The 2016-17 defined open transfer period will soon close. **May 8th is final day for this consideration window.** After discussing your possible movement to another worksite with your current administrator, to request a transfer to a lateral position or below, be sure to complete the online transfer form. Completing this form through School Stream will begin this process.

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SRPE Membership Annual Awards Banquet

Come and enjoy fellowship as we celebrate our retirees, Everyday Heroes, student Scholarship Trust recipients and our installations of elected officers! Dinner is provided. Call or email Anna Neese at our SRPE office to reserve your place. All members welcomed.

May 9th 6:00 PM Dress is casual to early evening attire.

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.

Working Conditions

- non renewal of annual contracts
- student removal from classroom
- test security violations
- FMLA LTD/ADA accommodations
- hostile work environment
- retirement
- employee transfers
- grading and academic freedom

Professional Practice

- Ethics
- Social media
- DCF

Health Insurance

Through the application of [HealthiestYou](#), employees continue to keep money in their pockets, reducing the impact of our groups' medical loss ratio (MLR). Our MLR is directly tied to our plan premiums. Our average MLR for the months of January, February, and March is 75.13%. Keep in mind our target is 85% or less. We're doing well.

Insurance Premium Contributions As defined in our contract Article XX, the Board's financial commitments for the lowest cost policy PPO or HSA medical plan premiums are:

Employee Single 94%	Employee pays 6%
Employee + Employee 92%	Employee pays 8%
Employee + child 65%	Employee pays 35%
Employee + family 65%	Employee Pays 35%

By having a vested **percentage** commitment, the District explores methods to curb premium increases.

Still not sure? Check out the introduction video at this link: [What the Heck is HealthiestYou?](#)

Educator Discounts

Get a FREE Legoland [Educator Annual Pass](#)

Traveling over your summer? Check out these [Educator Discounts](#)



The vision of Family Promise of Santa Rosa, Inc. is to create an environment where families with

children have a safe, secure home while transitioning to self sufficiency.

Support Family Promise by shopping at [Amazon Smile](#).

In The News

[Banning Books from Public Schools?](#)

Senate Bill 1210, sponsored by Tampa Bay-area Republican Tom Lee, would set up new layers of bureaucracy and petition processes for people to challenge books in schools — even (get this) schools where protesters don't have children in attendance.

And here's the catch: The law would only allow activists to protest book choices at traditional public schools — not charter schools or voucher schools that are also funded with public dollars.

[Senate Committee Stymies Bill to Limit Job Guarantees to Highly-rated Florida Teachers on Annual Contract](#)

A bill to bar Florida school districts from guaranteeing teachers on annual contract an additional year of employment if they earn a strong evaluation unexpectedly stumbled Friday in its final committee before full Senate consideration.

The Senate Rules Committee voted 6-6 against the measure, casting doubt on SB 856 as it otherwise appeared headed to approval. The Florida House adopted a companion measure (HB 373) three weeks ago.

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