

**Memo of Understanding
Between
Santa Rosa Professional Educators
And
Santa Rosa County School Board**

The purpose of this Memorandum of Understanding is to establish how evaluations will be utilized for the instructional bargain unit as it related to salary purposes. The Florida Department of Education has suspended the requirement for evaluations due to COVID-19.

This agreement will also address the delay in implementation of the critical shortage area supplements as negotiated and agreed to during 19-20 session.

All SRPE bargaining unit members will receive an overall rating of "Highly Effective" for their 19-20 school year evaluation as it relates to salary purposes only. There will not be a job performance rating (FEAPS) for the 2019-2020 school year due to the changes in working conditions and potential job-related duties.

The following item agreed to in the 19-20 negotiations, ratified by the bargaining unit, and approved by the School Board in session will be delayed in its implementation for one calendar year:

ITEM 3—SRCSD Critical Shortage Area Supplement Proposal 3 Revised.

Revised from November 18, 2019 session to reflect the following changes:

- Line 15 will reflect the updated name change to "Critical Shortage Recruitment & Retention" and an amount of .03 to mean three percent.
- Paragraph 4 will remain the same except for line 34 that will reflect "three percent" and Line 35 that will reflect "(.03)".
- Line 53 will reflect "three percent (.03)".

Both parties agree that the first list will be identified no later than May 1, 2020 with no payments to begin until after August 3, 2020.

The result of this delayed implementation shall be **both parties agreeing that the first list being identified no later than May 1, 2021 with no payments to begin until after August 3, 2021. The intent of this agreement is to postpone the implementation of the critical shortage supplements and any payments associated with those supplements until the 21-22 fiscal year.**



David A. Gunter

Chief Negotiator for the Board

4/16/20
Date



Rhonda Chavers

Chief Negotiator for SRPE

4/16/20
Date