

**Proposed Memo of Understanding
Between
The Santa Rosa Education Association
And
Santa Rosa County School Board**

In recognition of the status quo state of the current bargaining agreement and in an effort to facilitate the equitable implementation of past military service credit, the District will award 2.73% per year of military service, as identified on a submitted DD214 form, up to five total years of credit (13.65% maximum value) for the purposes of awarding a salary increase. The awards will be valued as follows:

1 year	2.73%
2 years	5.46%
3 years	8.19%
4 years	10.92%
5+ years	13.65%

David A. Gunter
Chief Negotiator for the Board

Bill Vincent
Chief Negotiator for SREA

Date

Date