

Letter of Understanding

School Board of St. Lucie County  
Classroom Teachers Association  
Compensation for the 2017-2018 School Year  
July 31, 2017

The following is a tentative agreement between the School Board of St. Lucie County and the Classroom Teachers Association regarding compensation and benefits for the 2017-2018 school year. The Board and the CTA have no objection to implementing this agreement prior to the conclusion of negotiations for the 2017-2018 school year. This agreement is subject to School Board Approval and Union Ratification.

This letter of agreement confirms that employee salaries continue to be a School Board priority. To receive payment, the employee must be eligible and working as of the date of payment. Any employee who is otherwise eligible but on an approved leave will receive the increase in salary upon his/her return to work.

Compensation

1. The Board will provide a \$850 retention adjustment, as defined in the June 19, 2015 Letter of Understanding to all eligible bargaining unit members retroactive to July 1, 2017.
2. The Board will provide a \$50 base adjustment, as defined in the June 19, 2015 Letter of Understanding to all eligible bargaining unit members retroactive to July 1, 2017.
3. All instructional employees currently on the Pay for Performance Salary Plan will receive the Pay for Performance Adjustment of \$100 as negotiated for teachers rated effective with the exception of those who scored below 1.52 on their Instructional Practice portion, including the Deliberative Practice Plan (DPP) Score of their evaluation for 2016-2017 and therefore, may receive a final evaluation rating of either "Needs Improvement" or "Unsatisfactory." Should these teachers receive a rating of "Effective" or higher when the final score is calculated, using the VAM data received from the Florida Department of Education, they will receive the appropriate adjustment retroactive to July 1, 2017.
4. All instructional employees currently on the Pay for Performance Salary Plan rated "Highly Effective" when the final evaluation score is calculated using the VAM data from the Florida Department of Education will receive the remaining balance of the "Highly Effective" Adjustment. This adjustment retroactive to July 1, 2017.
5. The District and the Union agree that providing additional compensation is the budget priority for 2017-2018 school year. To that end the parties agree to meet by November 2017, or upon the receipt of the recalibrated student FTE figures from the state in order to negotiate additional compensation.

*[Handwritten signatures and dates]*  
D 7/31/17  
HW 7/31/17  
RER 7/31/17

Only employees specifically identified in HB 7069 will be receiving bonuses from the Department of Education in the amount of \$1200 and up to \$800 each. This inequity will be considered in any bonus negotiations.

The parties further agree that should the financial circumstances of the district experience a significant, unexpected decrease from the current budget projections, or the student FTE does not exceed current projection a bonus may not be possible.

#### Health Insurance

The Board and CTA agree to continue offering the existing Florida Blue 5180/81 and 5771 insurance options. For the 2018 plan year only, both parties agree to add a third option, Florida Blue Alternative 1\* (see attached), to all eligible employees. Employees hired as of January 1, 2014 will be offered 5180/81 and Alternative 1 only. Employees hired prior to January 1, 2014 will also be offered the Blue Options 5771 Plan.

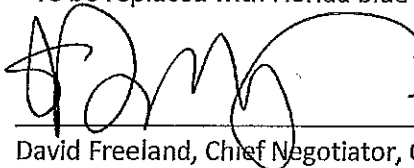
The Board will contribute \$6,010.00 to employees enrolling in the plan of their choice offered by the District.


Due to the group underwriting requirements to maintain a contributory medical plan, the School Board will contribute no more than 99% of the single premium for any plan. If 99% of the total premium amount for any plan is less than the Board contribution of \$6010, any excess Board contribution over that premium will be contributed to the employee's Health Savings Account (HSA) account. This amount will be contributed on a pro-rated basis.

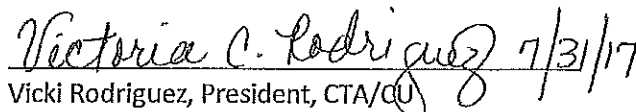
The Board will make a one-time contribution of \$750 to a Health Savings Account (HSA) in January, 2018 to each employee enrolled in the 5080/5081 or the Alternative 1 Plan. For the 2018 insurance year only, for employees hired after January 1, 2018 the Board's contribution of \$31.25 per pay period will continue through June 30, 2018. For employees whose prorated HSA contribution stopped on July 1, 2017, their per-pay contribution will be retroactive to July 1, 2017.

The parties agree to begin negotiations during the 2017 – 2018 school year regarding a plan to convert to a self-insurance plan with the goal of implementing the conversion as soon as possible.

\*To be replaced with Florida Blue plan number when assigned.

 7/31/17  
David Freeland, Chief Negotiator, CTA/CU

 7/31/17  
Helen Wild, Chief Negotiator, SLCSB

 7/31/17  
Vicki Rodriguez, President, CTA/CU

**LETTER OF UNDERSTANDING  
COLLABORATIVE BARGAINING**  
**School Board of St. Lucie County and St. Lucie Classroom Teachers' Association**  
**Concerning Schools on the Lowest Performing Elementary School List**

July 20, 2017

The following is a tentative agreement between the School Board of St. Lucie County (SLCSB) and the Classroom Teachers' Association (SLCTA) regarding additional daily minutes for schools on the Lowest-Performing Elementary List and related compensation. The Board and SLCTA agree to implement this agreement prior to the conclusion of negotiations for the 2017-2018 school year.

For the 2017-2018 school year, SLCSB has four elementary schools on that list: Chester A. Moore Elementary, Lakewood Park Elementary, Weatherbee Elementary and St Lucie Elementary. This list is updated annually by the Florida Department of Education (FLDOE).

Article IV, A, line 12 -22

~~For schools identified by the Florida Department of Education as being a part of the 100 lowest performing elementary schools in the state according to Specific Appropriation 84 of Chapter 2012-118 and that require an additional hour of reading instruction for all students, the working day for teachers will consist of 8 ½ hours, and each appropriate principal or supervisor will determine the arrival and leaving time of the teachers assigned to their respective schools or staffs. Each teacher shall be entitled to a thirty (30) minute uninterrupted duty free lunch. The additional hour required by the state will only be required on the days identified as student days (180) including early dismissal, on the St. Lucie County School District calendar. Teachers will work 7 ½ hours on all other contractual non-student days such as pre-planning, workdays, and professional development days. (Ratified 9/14/12)~~

Article XIII G, line 111-115

~~For schools identified by the Florida Department of Education as being part of the 100 lowest performing elementary schools in the state according to Specific Appropriation 84 of Chapter 2012-118 and that require an additional hour of reading instruction for all students, teachers in these schools will be paid for the additional hour of work at their regular rate of pay. (Ratified 9/14/12)~~

Article IV A

In order to meet the requirements of FS 1011.62, the SLCTA and the School Board of St Lucie County agree to the following for any school on the list each year:

1. On student attendance days, the teacher work day will be seven hours and fifty minutes.
2. Teachers will be compensated for the additional time at their regular rate of pay.
3. Leave time will be accrued based on hours worked.

These provisions apply only to the school year in which a school appears on the FLDOE's Lowest Performing Elementary School list.

D 7/20/17  
WR 7/20/17  
NW 7/20/17

LETTER OF UNDERSTANDING  
COLLABORATIVE BARGAINING

School Board of St. Lucie County and St. Lucie Classroom Teachers' Association  
Concerning Schools on the Lowest Performing Elementary School List

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July 20, 2017

Victoria C. Rodriguez 7/20/17  
Vicki Rodriguez, President, SLCTA

Helen Wild 7/20/17  
Dr. Helen Wild, Chief Negotiator, SLCSB

Ed Freeland 7/20/17  
E. David Freeland, Chief Negotiator, SLCTA

**LETTER OF UNDERSTANDING  
COLLABORATIVE BARGAINING  
CONCERNING ACADEMIC AND ATHLETIC SUPPLEMENTS (pg. 1 of 2)**

July 20, 2017

The following is a tentative agreement reached between the St. Lucie County School Board and the St. Lucie County Classroom Teachers' Association/Classified Unit regarding academic and athletic supplements. This agreement reflects the Board and the Union's commitment to restoring cuts made to supplements in the 2007-2008 school year. Both parties agree to implement this agreement prior to the completion of negotiations for 2017-2018.

The Board and the CTA/CU agree to increase supplement base amount to \$25,500 for the 2017-2018 school year for academic and athletic supplements and agree that to work to fulfill the commitment of restoring the supplement base to its previous \$32,000 level within five years from this agreement or sooner if financially feasible. The intention is for the supplement base to increase each year of the next five years (or sooner) in order to reach the \$32,000.

The following supplements will be increased as indicated:

Middle School Band Director (SPMBD) -5%  
Student Council High (SPHSC) -4%  
HOSA -5%

The following supplement will be deleted from the Academic Supplement schedule:

Vocational Activities  
Cheerleading SD

The following supplement will be added to the Academic Supplement schedule:

CTE Activities—5%  
Cheerleading SD Fall—5%  
Cheerleading SD Spring—5%

The following language will be changed in the 2017-2018 Supplement Handbook:

IV. Extracurricular/School Activities

B. 15. Vocational Activities Sponsor Career/Technical Education (CTE) Sponsor

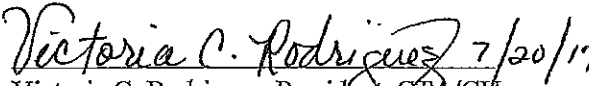
Ram 7/20/17  
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D 7/20/17

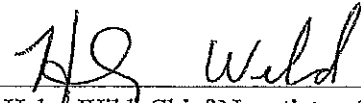
LETTER OF UNDERSTANDING  
COLLABORATIVE BARGAINING  
CONCERNING ACADEMIC AND ATHLETIC SUPPLEMENTS (pg. 2)


July 20, 2017

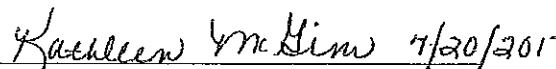
If a CU Employee is requested or required by District Administration to add the Certified Braille Transcriber Certification or the Intervener Certification, he/she will receive a prorated \$500 annual supplement as long as Braille services are being provided. CU employees that currently hold the certification will be included in this agreement as of the date of signing.

Certified Braille Transcriber/Intervener--\$500

  
Victoria C. Rodriguez, President, CTA/CU

  
Dr. Helen Wild, Chief Negotiator, SLCSB

  
E. David Freeland, Chief Negotiator, CTA/CU

  
Dr. Kathleen McGinn, Chief Negotiator, SLCSB

**Letter of Understanding  
Wellness Incentive Program  
2017-2018 School Year  
February 23, 2017**

The following is a tentative agreement reached between the St. Lucie County School Board and the Classroom Teachers Association regarding the Wellness Incentive Program for the 2017-2018 school year. The parties agree to implement this agreement prior to the conclusion of negotiations for the 2017-2018 school year.

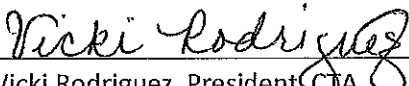
The parties agree that promoting and maintaining a wellness program for school district employees is beneficial to the overall mutual goals of the parties which include improving employee attendance and containing the cost of insurance premiums.

The Board agrees to fund wellness incentives for those employees participating in the St. Lucie County School District Employee Health Plans. The incentive program period will run from June 1, 2017 through April 30, 2018. The incentive program will reward participants points based on the Incentive Program Activities and Points Schedule and each point is equal to \$1.00. Participating employees may earn up to 200 points for the entire year.

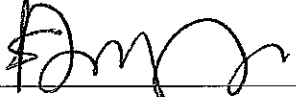
For participants in a Health Savings Account (HSA) eligible plan (BC/BS Plan 5180/5181), the wellness incentive will be awarded as a contribution to the employee's HSA account. Employees are responsible for ensuring that they do not exceed the HSA annual maximum contribution as per IRS regulation. For participants in a non-HSA eligible insurance plan (BC/BS Plan 5771), the earned wellness incentive will be awarded as a credit toward the employee's health insurance premium. For any employee who is not eligible for HSA contribution or premium credit the wellness incentive will be paid out as a supplement. Only employees who participate in the St. Lucie School District Employee Health Plans are eligible for wellness incentives. To receive the incentive the employee must be eligible and active as of the date the incentive award is made.

The activities and points structure for the wellness incentive are as specified in the Wellness Activities and Associated Points for 2017 – 2018 Schedule.

The Wellness Incentive Program will be reviewed quarterly by the Collaborative Bargaining Compensation Subcommittee.

 2/23/17  
Vicki Rodriguez, President, CTA

 2/23/17  
Dr. Helen Wild, Chief Negotiator, SLCSB

 2/23/17  
E. David Freeland, Chief Negotiator, CTA

# Wellness Activities & Associated Points

Points = Money!

(June 1, 2017 - April 30, 2018)

- Automatically uploaded for you:
  - Personal Health Assessment – Attend a Health Fair and get your Biometric Screening. Can also be done at Quest Diagnostics **(50 points)**
  - National Diabetes Prevention Program- 100% attendance required **(50 points)**
  - Health Lecture **(15 points)**
  
- Must provide proof of completion:
  - Florida Blue Assistance Program- Participate in the Healthy Addition Program **(20 points)**
  - Employee Assistance Program Webinar/ Monthly Webinar sent out by Wellness Manager – Up to 5 times per year **(15 points)**
  - Blood Donation –Up to 5 times per year (must allow 56 days in between) **(10 points)**
  - Immunizations- Receive vaccinations(s) - flu, pneumonia, shingles **(5 points)**
  - Tobacco Cessation **(50 points)**
  - Submit a Wellness Success Story - Minimum ½ page **(15 points)**
  
- Must provide Explanation of Benefits (EOB) or statement from your Doctor – send to Wellness Manager:
  - Cancer Screening- Receive cancer screening(s) - prostate, skin, breast, colon, pap smear, etc. **(15 points)**
  - Dental Cleaning- Up to two times per year **(10 points)**
  - Vision/Glaucoma Screening- One time per year **(10 points)**
  - Annual Physical from your Gynecologist **(30 points)**
  - Annual Physical from your Primary Care Physician **(30 points)**
  
- Must email or pony the Wellness Manager:
  - Exercise at least 12 times per month for at least 30 minutes at a time. Must complete a monthly activity log or hand in gym attendance **(20 points)**
  - Participate in a 5k/10k/Triathlon/Half Marathon/Marathon – Must provide a copy of your registration to Stacy Donnelly (Up to 4 times per year) **(15 points)**

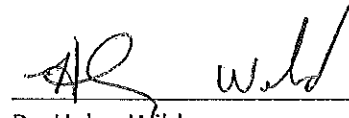
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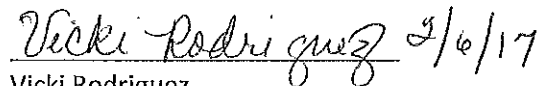


LETTER OF UNDERSTANDING  
COLLABORATIVE BARGAINING  
CONCERNING ATHLETIC SUPPLEMENTS – VOLLEYBALL  
February 6, 2017

The following is a tentative agreement reached between the St. Lucie County School Board (SLCSB) and the St. Lucie Classroom Teachers Association (CTA) regarding clarification of an athletic supplement for volleyball. The Associate Volleyball Coach supplement was omitted from a previous LOU regarding restoration of athletic supplements. The parties agree that the Associate Volleyball Coaching Supplement of 3.5% will be reinstated beginning in the 2017-2018 school year.

  
David Freeland  
Chief Negotiator, CTA/CU

  
Dr. Helen Wild  
Chief Negotiator, SLCSB

  
Vicki Rodriguez  
President, CTA/CU

Letter of Understanding  
Collaborative Bargaining  
February 6, 2017

The following is an agreement between the St. Lucie School District and the St. Lucie Classroom Teachers' Association regarding Summer School Programs. The parties agree to implement the changes beginning in the 2016-2017 school year.

The parties agree to the following changes to Articles VIII, IX, and DEFINITIONS in the current CTA contract:

Change Article IX title to: Article IX Summer School Programs and Extended Year

Strike Current Article IX (contract 2014-2017) Section A and replace with:

- A. Teachers
1. Instructional staff applications and appointments to summer school programs are contingent upon the employee being recommended for reappointment for the upcoming school year. Instructional staff not recommended for reappointment will be ineligible for summer school program positions.
  2. Summer school program positions will be posed in accordance with Article VIII, paragraphs B and C and employees will be notified that summer school program positions are posted concurrent with posting. Job descriptions will be included with the posting.
  3. Teachers may apply for those summer school program positions for which they feel qualified, without limitation.
  4. Teachers will be eligible to teach summer school programs in consecutive years.
  5. Any member of the bargaining unit who has applied for a Summer School Program vacancy will be notified in accordance with Article VIII paragraphs B and C. The notification will be made as soon as possible prior to the beginning of the summer school program for which they have applied.
  6. If student enrollment requires a reduction in staff in a program, those lowest in time of service in the district at the affected program will be reduced first. If a person is qualified for a position at another program for which there is an opening they will be transferred to that position.
  7. In the event that the district changes the conditions under which summer school programs are structured and implemented, both parties agree to reconvene a summer school subcommittee for collaborative bargaining.

WAP  
2/10/17  
WAP  
2/16/17

B. School Psychologists

1-3 No change

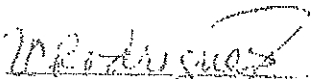
Add new definition:

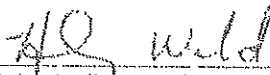
Summer School Programs: Educational programs offered during the summer for eligible students district wide.

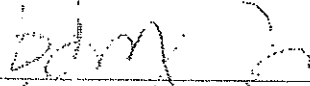
Article VIII Paragraph B:

B. Notifications

Any member of the bargaining unit who has applied for a specific posted vacancy will be notified in writing of the administrative action taken. ~~on such transfer or promotion vacancy.~~

  
\_\_\_\_\_  
Vicki Rodriguez, President, CTA/CU 2/6/2017

  
\_\_\_\_\_  
Helen Wild, Chief Negotiator, SI/CSB 2/6/2017

  
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E. David Freeland, Chief Negotiator, CTA/CU 2/6/2017

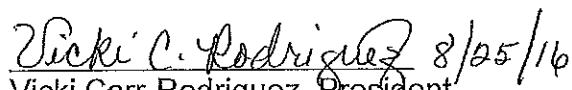
**Letter of Understanding  
Bonus  
2016-2017 School Year  
August 25, 2016**

The following is a tentative agreement reached between the St. Lucie County School Board and the Classroom Teachers' Association regarding the 2016-2017 negotiated bonus.

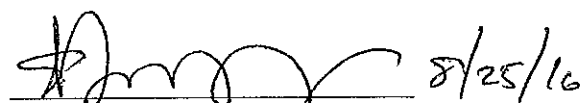
For SLPS teachers from the 2015-2016 school year who are in a long-term substitute teaching position for the 2016-2017 school year because of the need to pass the General Knowledge (GK) Assessment, we agree to pay the bonus to these individuals provided that they:

1. participate in district GK tutoring,
2. take the GK before October 31<sup>st</sup> and
3. earn a passing score in all required sections and
4. are rehired into a teaching position.

If these requirements are met, the bonus will be paid on December 15<sup>th</sup> or the first paycheck from the receipt of the passing scores and rehiring.

  
Vicki Carr-Rodriguez, President  
SLCTA/CU

  
Heleh Wild, Chief Negotiator  
SLCSB

  
E. David Freeland, Chief Negotiator  
SLCTA/CU