

Letter of Understanding

School Board of St. Lucie County
Classroom Teachers Association/Classified Unit
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 Classified Unit regarding compensation and benefits for the 2017-2018 school year. The Board and the CTA/CU 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.

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 step increase to all eligible bargaining unit members retroactive to July 1, 2017.
2. In addition, the Salary Schedule for 183 day Bus Paraprofessionals shall be adjusted to reflect an additional across the board percentage increase of 1.54%, which incorporates previous salary increases for 2015-2016 (1.17%), 2016-2017 (0.11%), and the current 2017-2018 increase of 0.26%.
3. For all other CU salary schedules an additional \$70 will be added to each step.
4. An additional Step 23, equal to 2% above the top step currently on the salary schedules, will be added to all CU salary schedules.
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 FTE figures from the state in order to negotiate additional compensation.

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.

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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.

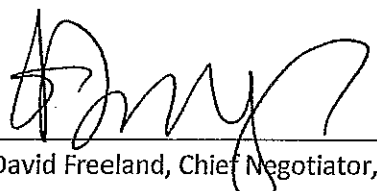
The Board will contribute \$6,010.00 to employees enrolling in the plan of their choice offered by the District.

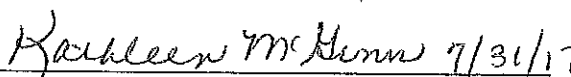
Due to the group underwriting requirements to maintain a contributory medical plan, the School Board will contribute no more than 99% of the single premium for any plan. If 99% of the total premium amount for any plan is less than the Board contribution of \$6010, any excess Board contribution over that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

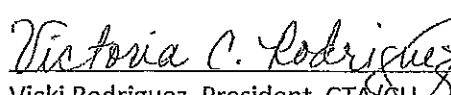
The Board will make a one-time contribution of \$750 to a Health Savings Account (HSA) in January, 2018 to each employee enrolled in the 5080/5081 or the Alternative 1 Plan. For the 2018 insurance year only, for employees hired after January 1, 2018 the Board's contribution of \$31.25 per pay period 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 the Florida Blue plan number when assigned.

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

 7/31/17
Kathleen McGinn, 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/Classified Unit

**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 and the Classroom Teachers Association/Classified Unit regarding additional daily minutes for schools on the Lowest-Performing Elementary List and related compensation. The Board and CTA/CU agree to implement this agreement prior to the conclusion of negotiations for the 2017-2018 school year.

For the 2017-2018 school year, SLPS has four elementary schools on that list; Chester A. Moore Elementary, Lakewood Park Elementary, Weatherbee Elementary and St Lucie Elementary. The list is updated annually by FLDOE.

In order to meet the requirements of 1011.62 F. S., the CTA/CU 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 workday for classified employees will be 8 hours and 20 minutes.
2. Classified employees 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 year in which a school appears on the FLDOE's Lowest Performing Elementary Schools list.

The parties further agree to revise contract language in Article V, Working Conditions as follows:

Article V, Section A, Paragraphs 1 – 4, No change

Paragraph 5, a. – d., No change

e. The work week for overtime compensation shall run from 12:01 A.M. on Sunday to 12:00 midnight Saturday.

Paragraph 6.

In accordance with 1011.62 F.S., on student attendance days the work day for classified employees assigned to work at a school that has been listed by the Florida Department of Education as a Lowest Performing Elementary School 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 bargaining unit employees shall be 9-8 hours and 20 minutes per day on student attendance days, including early dismissal (180 days). This provision applies only to the year that a school is on the Florida Lowest Performing Elementary School list. Hours worked in excess of forty (40)

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Letter of Understanding
FLDOE Lowest Performing Schools List
July 20, 2017

hours in a work week shall be compensated at a rate of one and one-half time per hour over forty hours. For computing overtime, the work week shall run from 12:01 AM on Sunday to 12:00 midnight on Saturday. Employees will be entitled to two (2) fifteen (15) minute breaks each day and to a maximum period for lunch of thirty (30) minutes each day. (~~Ratified 9/14/12~~)

Article V, Sections B – G., No change

Victoria C. Rodriguez 7/20/17
Vicki Rodriguez, President, CTA/CU

Kathleen McGinn 7/20/17
Dr. Kathleen McGinn, Chief Negotiator, SLCSB

E. David Freeland 7/20/17
E. David Freeland, Chief Negotiator, CTA/CU

**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 7/20/17
Victoria C. Rodriguez, President, CTA/CU

Heleen Wild
Dr. Heleen Wild, Chief Negotiator, SLCSB

E. David Freeland 7/20/17
E. David Freeland, Chief Negotiator, CTA/CU

Kathleen McGinn 7/20/2017
Dr. Kathleen McGinn, Chief Negotiator, SLCSB

**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:

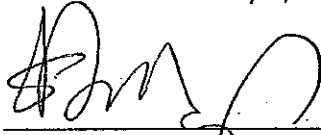
IV. Extracurricular/School Activities

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

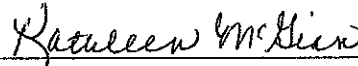
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LETTER OF UNDERSTANDING
COLLABORATIVE BARGAINING
CONCERNING CU SALARY SCHEDULE "I"
June 26, 2017

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 correction of Salary Schedule I. Implementation of the July 12, 2016 SLCSB/CU Letter of Understanding to ensure equal daily rate of pay regardless of contract length created a discrepancy between Schedule H and Schedule I for twelve month employees. CU Schedule I has been corrected to maintain the hourly pay difference between schedules and all eligible CU employees on Salary Schedule I as of July 1, 2016 have been paid according to the corrected schedule.

 6/26/17

David Freeland, Chief Negotiator
St. Lucie CTA/CU



Dr. Kathleen McGinn, Chief Negotiator,
St. Lucie Public Schools

 6/26/17

Victoria C. Rodriguez, President
St. Lucie CTA/CU

**LETTER OF UNDERSTANDING
COLLABORATIVE BARGAINING
CONCERNING TRANSFER OF CLASSIFIED EMPLOYEES AND SALARY SCHEDULE CREDIT
March 27, 2017**

The following is a letter of understanding regarding the awarding of salary schedule credit for employees who transfer from a position within the district to another position within the district.

Article VII Transfer of Classified Employees

A. Transfers and Administrative Approval:

1. St. Lucie County School Board employees desiring a change in worksite between school years can transfer between school years if approved by the receiving administrator but no later than one month prior to the first day of work for 10 month personnel. After that date, all transfers must have approval of both sending and receiving administrators. (Ratified/Board approved 12/12/06).
2. **Transfers with Commensurate Experience:** Full experience credit will be granted to employees who transfer into a position with commensurate job duties as determined by the Human Resources department.
3. **Transfers with Non-Commensurate Experience:** Employees who transfer from one position within the district to another position in the bargaining unit will receive partial to full credit on the salary schedule for time worked within the school district. For those who transfer into positions with non-commensurate job duties as determined by the Human Resources department, they will receive credit as follows:

- a. Minimum of 4-10 years in the district, employee would receive credit for 50% of years of experience on the salary schedule for a job not determined by Human Resources to be similar in function as referenced by the table below:

Years of experience	Salary Schedule Credit Awarded
4	2
5-6	3
7-8	4
9-10	5
11 or more	Full credit

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- b. 11 or more years in the district, employee would receive credit for 100% of years of experience on the salary schedule for a job not determined by Human Resources to be similar in function.

paragraphs B-F unchanged

In addition to the language changes above, all references to capping or limiting salary schedule credit in the salary schedule book for specific types of position transfers will be removed.

A process for employee submission of credit requests will be collaboratively determined by the Human Resources department and union. Employees may submit requests to review transfer credit received for past transfers and be awarded credit on the salary schedule effective July 1, 2017.

WR for David Freeland
E. David Freeland, Chief Negotiator
St. Lucie CTA/CU

Kathleen McGinn 3/27/2017
Kathleen McGinn, Chief Negotiator
St. Lucie Public Schools

Victoria C. Rodriguez 3/27/17
Victoria C. Rodriguez, President
St. Lucie CTA/CU

LETTER OF UNDERSTANDING
COLLABORATIVE BARGAINING
SALARY SCHEDULES AND TRAINING RATE
FOR CLASSIFIED EMPLOYEES

March 23, 2017

The following is a tentative agreement reached between the St. Lucie County School Board (SLCSB) and the Classroom Teachers Association Classified Unit (CTA/CU). The Parties agree that these changes will go into effect beginning with the 2017 – 2018 school year.

The training rate of \$9.32 per hour will be paid to all classified employees paid hourly for attendance at training that is conducted outside of regular working hours assigned for each regular work day. The training rate of \$11.04 per hour will be paid to all full-time classified employees for attendance at training that is conducted outside of regular work-day.

The training rates specified above will be effective July 1, 2017.

WR for David Freeland.
E. David Freeland, Chief Negotiator, CTA/CU

Kathleen McGinn 3/23/2017
Kathleen McGinn, Chief Negotiator, SLCSB

Vicki Rodriguez 3/23/17
Vicki Rodriguez, President, CTA/CU

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)**

Ken 2/23/17
WCR 2/23/17
✶ 2/23/17

**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/Classified Unit 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.

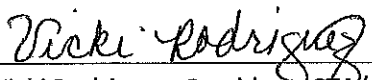
The parties agree that promoting and maintaining a wellness program for school district employees is beneficial to the overall mutual goals of the parties which include improving employee attendance and containing the cost of insurance premiums.

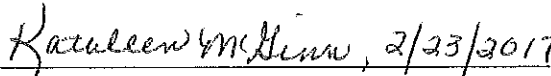
The Board agrees to fund wellness incentives for those employees participating in the St. Lucie County School District Employee Health Plans. The incentive program period will run from June 1, 2017 through April 30, 2018. The incentive program will reward participants points based on the Incentive Program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

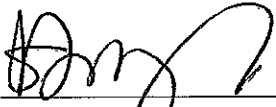
For participants in a Health Savings Account (HSA) eligible plan (BC/BS Plan 5180/5181), the wellness incentive will be awarded as a contribution to the employee's HSA account. Employees are responsible for ensuring that they do not exceed the HSA annual maximum contribution as per IRS regulation. For 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/CU

 2/23/2017
Dr. Kathleen McGinn, Chief Negotiator, SLCSB

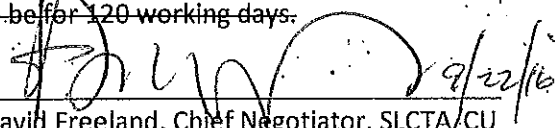
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E. David Freeland, Chief Negotiator, CTA/CU

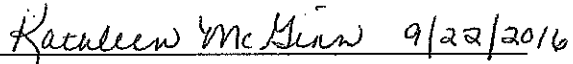
**LETTER OF UNDERSTANDING
COLLABORATIVE BARGAINING
CONCERNING PROBATIONARY PERIODS, CONTINUING STATUS, AND PROMOTION
September 22, 2016**

The following is a tentative agreement reached between the St. Lucie County School Board and the St. Lucie County Classroom Teachers Classified Unit regarding clarification of the Classified Unit contract with regard to probationary periods, continuing status and promotion. The parties agree that an error was made when a sentence was not stricken from the contract on printing and that the correct probationary period for promotion is ninety (90) days as stated in Article XI, Section F.4.

The language in Article XI, Section F.1 shall be changed as follows:

1. The probationary period for newly hired Classified Unit employees shall be one hundred and twenty (120) working days beginning the first day the employee reports for work. Terminations shall not be subject to the grievance/arbitration articles. ~~When a promotion occurs, the probationary period shall also be for 120 working days.~~


E. David Freeland, Chief Negotiator, SLCTA/CU


Dr. Kathleen McGinn, Chief Negotiator, CU


Vicki Rodriguez, President, SLCTA/CU