

CTA/CU Contract Ratification  
LOU Language Summary

CU

1. **Concerning Probationary Periods, Continuing Status and Promotion** (signed September 22, 2016) language correcting contract error in Article XI, Section F.1 which misstated probationary period as 120 days instead of 90 days when promoted to another position.
2. **Concerning Wellness Incentive Program** (signed February 23, 2017) continues a wellness incentive program of up to \$200 per participating employee for various activities if the employee utilizes the district's health insurance plans and makes several changes to the menu of earning opportunities.
3. **Concerning CU Salary Schedules and Training Rate** (signed March 23, 2017) establishes an increase in the training rate for all CU employees paid hourly to \$9.32 per hour (bus aides) and to \$11.04 per hour for all other full-time CU employees for training conducted outside of the regular work day.
4. **Concerning Transfer of CU Employees and Salary Schedule Credit** (signed March 27, 2017) establishes a means to award work experience credit to district employees who transfer within the district whether or not the job is within the same job classification.
5. **Concerning CU Salary Schedule "I"** (June 26, 2017) fixes error to salary schedule "I" created when changing all salary schedules to the same daily rate regardless of contract length. Schedule "I" was inadvertently omitted and should not have been. All employees on Schedule "I" have had their pay corrected to reflect the correct pay amounts.
6. **Concerning Academic and Athletic Supplements** (signed July 20, 2017) increases the supplement base to \$25,500 from \$24,000, adds sideline cheerleading supplement, changes the name of vocational activities supplement to CTE activities, and increases HOSA and Middle School Band to 5% and Student Council HS to 4%. Establishes a Braille Transcriber or Intervener supplement of \$500 per year for employees who currently have the certification as long as services are being provided and for any future employees who are required or requested to earn the certification by their supervisor.
7. **Concerning Schools on the Lowest Performing Elementary School List** (signed July 20, 2017) increases the student and employee day on student days only (180 days) including early dismissal days per F.S. 1011.62 by 20 minutes. Employees working at these schools will receive pay at their regular rate of pay for the additional time worked. The schools impacted are CAM, LWP, WBE, and SLE.

8. **Concerning Compensation and Benefits** (signed July 31, 2017) provides a “step” increase to all retroactive to July 1, 2017 and adds an additional across-the-board amount of \$70 to each step. Adds an additional step 23 to all salary schedules equal to 2%, and changes the 183 day (hourly employees—Bus Paraprofessionals) salary schedule to incorporate the percentage increases from 2015-2016, 2016-2017, and 2017-2018 into the hourly rates of employees instead of as additional “add-ons” to their pay. The district and the union agree also to return to negotiations for further compensation in the form of a bonus once the October student FTE numbers are finalized in November. In addition, employees will continue to receive an employer contribution of \$750 towards their health savings account for 2018 if enrolled in FLBlue 5180/5181 health plans or the additional 3<sup>rd</sup> high deductible insurance plan “Alternative 1”. If the total premium of the 3<sup>rd</sup> plan is less than the district’s contribution, the difference will be contributed to the employees’ H.S.A. account. The district will continue to contribute \$6,010 towards employee insurance premiums and no more than 99% of any premium for any plan.