

**CTA Contract Ratification
Language Summary**

1. **Regarding 2019-2020 Classroom Teachers' Association Compensation** (signed June 27, 2019) Agreement to pay eligible employees a Retention Adjustment of \$850. Agreement to adjust Placement Slots. Current employees will see an increase in their base salary between \$615 to \$650. Both parties agree to waive any contract language contrary to the intent of the LOU. Employees on the Grandfathered pay schedule will receive a grandfathered Adjustment of \$50. Employees on the Pay for Performance pay schedule will receive a Pay for Performance Adjustment of \$50 or \$75 based on their final 2018-2019 evaluation.
2. **Regarding Health Insurance for Classroom Teachers' Association 2019-2020** (signed June 27, 2019) Agreement to adjust the current Florida Blue plans. Plans include a renewal increase of 9.92%. Agreement to increase the district contribution to health insurance premiums \$11.24 per paycheck (total increase of \$269.74 per year). Agreement to a one-time contribution of \$750 to a Health Savings Plan to employees enrolled in eligible district offered plans. Establishes prorated amount for employees hired after January 1, 2020. Continues prorated amount for current employees hired after January 1, 2019.
3. **Regarding 2018-2019 Classroom Teachers' Association Retention Supplement** (signed June 25, 2019) Any member of the bargaining unit who received the 2018-2019 retention supplement will continue to receive that supplement as a permanent part of his/her salary. The intent is to make the supplement permanent salary not subject to annual renewal.
4. **Regarding SIG 4 Master Teacher and Bonus Plan** (signed June 25, 2019) Continues the Master Teacher/Coach position St. Lucie Elementary and C. A. Moore. Agreement on the bonuses for Master Teachers/Coach and for a Recruitment bonus at identified schools as required by the grant. This LOU is contingent on renewal of the SIG 4 grant.
5. **Regarding Referendum Recruitment and Retention Supplement** (signed May 31, 2019) Agreement on distribution of compensation from revenue generated by the voter approved referendum. Establishes that 70% of generated revenue will be paid to eligible teachers. Sunsets at the end of the 2023 calendar year unless the referendum is renewed by voters in St. Lucie County.
6. **Regarding Wellness Incentive Program** (signed February 21, 2019) Agreement regarding the funding of the Wellness Plan, employee eligibility to participate. Awards will be paid to either eligible HSA plans or as a supplement to employees on a non HSA plan.
7. **Compensation regarding Recruitment and Retention Unisig Bonus** (signed February 14, 2019) Provides a recruitment and retention bonus to instructional staff at St. Lucie Elementary and C. A. Moore. Establishes the conditions that must be met to receive the bonus. Bonuses will be paid no later than September 15, 2019.
8. **Concerning Dissolution of Sick Bank** (signed December 21, 2018) Agreement to dissolve the Sick Bank per contract language. Continues bank for the remainder of the 2018-2019 school year.