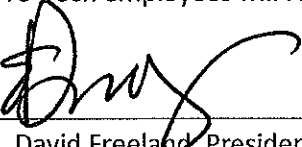


Letter of Understanding

School Board of St. Lucie County  
St. Lucie Classroom Teachers' Association/Classified Unit  
Regarding Compensation for Pro-Tech 2019-2020  
June 27, 2019

The following is a tentative agreement between the School Board of St. Lucie County and the Classroom Teachers Association/Classified Unit regarding the compensation package for Pro-Tech members for the 2019-2020 school year. This agreement is subject to ratification and board approval.

The Board and the Union agree that effective July 1, 2019, Pro-Tech Unit employees will receive a step increase. A 2% step will be added to the top of the salary schedule. In addition to the step increase, all Pro-Tech employees will receive an across the board 3 ½ percent increase.

 6/27/19  
\_\_\_\_\_  
E. David Freeland, President, St. Lucie CTA/CU

 6/27/19  
\_\_\_\_\_  
Helen Wild, Chief Negotiator, School Board SLC

**Letter of Understanding**

**School Board of St. Lucie County  
St. Lucie Classroom Teachers' Association/Classified Unit  
Health Insurance for Pro-Tech 2019-2020  
June 27, 2019**

The following is a tentative agreement between the School Board of St. Lucie County and the Classroom Teachers Association/Classified Unit regarding the compensation package for Pro-Tech members for the 2019-2020 school year. This agreement is subject to ratification and board approval.

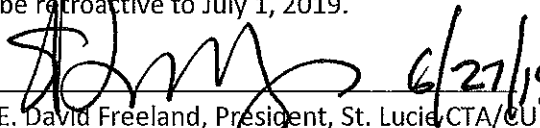
The Board will offer employees the redesigned Blue Options currently called 5180/5181, 5192/5193 and 5771 Plans which include a renewal increase of 9.92%. Employees hired on or after January 1, 2014 will be offered the Blue Option Plans 5180/5181 and 5192/5193 only. Employees hired prior to January 1, 2014 will also be offered the Blue Options 5771 Plan.


The Board will increase their contribution by \$11.24 per paycheck bringing the total board contribution to \$6,570.00 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 \$6,570.00, any excess Board contribution over that premium will be contributed to the employee's Health Savings Account (HSA). This amount will be contributed on a pro-rated basis.

The Board will make a one-time contribution of \$750.00 to a Health Savings Account (HSA) in January 2020, to each employee enrolled in an HSA eligible plan offered by the Board. For the 2020 insurance year only, for employees hired after January 1, 2020 the Board's contribution of \$31.25 per pay period will continue through June 30, 2020.

For employees whose prorated HSA contribution stopped on July 1, 2019, the per-pay contribution will be retroactive to July 1, 2019.

  
E. David Freeland, President, St. Lucie CTA/CU

  
Helen Wild, Chief Negotiator, School Board SLC

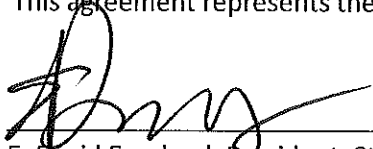
**Letter of Understanding**

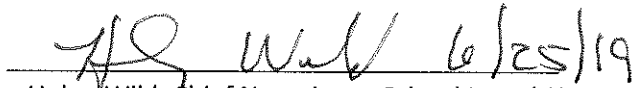
**School Board of St. Lucie County  
St. Lucie Classroom Teachers' Association and Classified Unit  
Regarding 2018-2019 ProTech Retention Supplement  
June 24, 2019**

The following is a tentative agreement between the School Board of St. Lucie County and the Classroom Teachers Association regarding the Retention Supplement paid to eligible employees during the 2018-2019 school year. The Board and CTA/CU have no objection to beginning implementation of this agreement prior to the conclusion of negotiations for the 2019-2020 school year

Each member of the bargaining unit who received the Retention Supplement for the 2018-2019 school year will continue to receive this supplement as part of their permanent salary, effective July 1, 2019.

This agreement is intended to continue the temporary salary increases awarded as supplements in 2018-2019 as permanent supplemental salary increases for eligible bargaining unit members. This agreement represents the conclusion of the 2018-2019 compensation negotiations.

 6/25/19  
E. David Freeland, President, St. Lucie CTA/CU

 6/25/19  
Helen Wild, Chief Negotiator, School Board SLC