



Bargaining Edition The VOICE

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Summer Bargaining FINAL



You have all heard the news: St Lucie CTA/CU and the St. Lucie school district have reached a tentative agreement on compensation and benefits for the 2017-2018 school year.

Here are the details and finer points of that agreement:

- ◆ Teachers rated Effective on the Pay for Performance salary plan and teachers on the grandfathered salary schedule will receive a raise of \$1000.
- ◆ Teachers rated Highly Effective on the Pay for Performance salary plan will receive a raise of \$1033.50.
- ◆ Teachers on the Pay for Performance salary plan and rated below Effective will receive a raise of \$900.
- ◆ All eligible teachers will receive the Effective or Grandfathered amount right away. Highly Effective teachers on the Pay for Performance salary plan will see the additional amount added when final evaluation scores are available.
- ◆ Classified employees will receive a step increase and each step will also be increased by \$70.
- ◆ All CU pay scales will have a step 23 added to the top step equal to 2% increase.
- ◆ The Bus Paraprofessional salary schedule has had the percentage increases from 2015-2016, 2016-2017, and this year added to the steps as increases in hourly rate rather than as separate supplements.
- ◆ The district will continue to contribute \$6010 to insurance premiums for employees who choose to participate in a district insurance plan.
- ◆ The district will continue to contribute \$750 in an HSA for all employees who choose to participate in an HSA Eligible plan.
- ◆ For this year only the district will offer a 3rd plan with a \$2500 deductible and \$6000 out of pocket maximum. The premium for this plan will be 12% less than the premium for the current Florida Blue 5180 plan. We will not have exact premium rates until the end of August, but expect an increase from FL Blue.
- ◆ We agreed to work on a plan to migrate to self-insurance. This will not help premiums this year, but it is a move that will give us better control of how plans and premiums work. How well this planning is going will be a major consideration in how we negotiate the 3rd plan in future years. As a reminder, self-insurance takes an initial “up-front” investment and that money must come from somewhere. The “somewhere” is going to be a major part of the planning process.

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**St. Lucie Classroom Teachers'
Association and Classified Unit**

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CTA/CU Executive Board

Vicki Rodriguez, President CTA/CU: *Union Office*
Christine Hill, Vice President CTA: *Union Office*
Sandy Rohn, Vice-President CU: *SGA*
Rebecca Petrie, Secretary CTA: *SRE*
Laura Lovett-Estima Secretary CU: *Records Office*
David Freeland, CTA Executive Board: *FPCHS*
Pamela Jenkins, Executive Board CU: *SLWCH*
Alan Mathison, CTA Executive Board: *LPA*
Cynthia Poole, CU Executive Board: *St. Assignment*
Tammy Davis, CTA Executive Board, *FKS*
Aurea Justo, CTA Executive Board: *FLE*

Union Staff

Lucy Bravo, Organizing & Communications Specialist
Maureen Sinnott, Membership Specialist
Barbara Ziegler, Staff Secretary/Bookkeeper

- ◆ Both the district and union want to try and provide additional compensation this year. The state did not provide adequate recurring funding this year, however we are looking at non-recurring fund sources for a possible bonus. The structure and amount will be determined as we continue to look at the budget in the next few months. The inequity created by the state and their additional, non-negotiated bonuses for certain teachers will be a major factor in our discussions. We will have considerably more to say about this as we continue working.

Remember, all of this is subject to ratification, and this year you will be asked to ratify your entire contract. We have been working all year to hammer out language and clean up the contract. We have tried to keep you updated on the more substantive items we have worked on, but we will be sending out a full summary of all the changes shortly.

The SLCTA/CU Bargaining team urges you to read the ratification documents and ask questions before voting. This package represents a full year's work on both the contract language and the compensation and benefits package.

*President Vicki Rodriguez
and district Chief Negotiator
for CU shake hands follow-
ing signing the compensation
and benefits agreement for
2017-2018*



Notice of Ratification

WHEN: Friday, August 11, 2017
7:00 a.m.—7:00 p.m.

WHERE: St. Lucie CTA/CU Office
371 East Midway Road
Ft. Pierce, FL 34982

WHO: All members of the bargaining unit (you do not need to be a member of the union to vote. All instructional, clerical, and paraprofessionals employed by St. Lucie Public Schools eligible.)

**Early/Absentee voting is available by calling the SLCTA/CU office at 772-464-6430 for information.

- ⇒ Copies of all ratification documents are available beginning Thursday, August 3rd at www.stluciateachers.com and through your worksite leader at your worksite.
- ⇒ Additional copies of the full contract language for CTA and CU, the LOU's signed since the last ratification, and summaries of all changes to the contract and signed LOU's will be emailed to all.
- ⇒ Electronic copies of the documents can be requested by contacting barbara.ziegler@floridaea.org.
- ⇒ Hard copies of the documents will be provided on request and can be picked up from the SLCTA/CU office