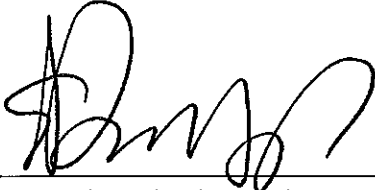


Letter of Understanding

**School Board of St. Lucie County
St. Lucie Classroom Teachers' Association and Classified Unit
Regarding 2019-2020 Classroom Teachers' Association Compensation
June 27, 2019**

The following is a tentative agreement between the School Board of St. Lucie County and the Classroom Teachers Association regarding the compensation for the 2019-2020 school year. This agreement is subject to Board approval and Union ratification.

- Both parties agree to waive the adjustment calculations contained in Article XIII, 4 for the 2019-2020 school year only.
- Returning, eligible teachers will receive an \$850 retention adjustment as defined in Article XIII, 4, (a), 2.
- Placement Slots will be increased as illustrated on the attached sheet. This base adjustment will increase the starting salary to \$38,375. Current teachers in slot A will be placed on slot A-0 to A-5 based on verified years of experience when hired and will receive a base increase between \$615 to \$650. All other current teachers will remain in their current slot but we receive a base increase of \$650. Both parties agree to waive any language contained in Article XIII, 4, (a), 1 that may be contrary to the intent of this LOU.
- Eligible returning employees will receive either a Grandfather Schedule Adjustment of \$50 or a Pay for Performance Schedule Adjustment of \$50 for Effective or \$75 for Highly Effective based on their 2018-2019 final evaluation.

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

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

Years Exp	Slot Name	Salary
0	A0	\$ 38,375.00
1	A1	\$ 38,385.00
2	A2	\$ 38,395.00
3	A3	\$ 38,400.00
4	A4	\$ 38,405.00
5	A5	\$ 38,410.00
6	B	\$ 39,260.00
7	C	\$ 40,110.00
8	D	\$ 40,960.00
9	E	\$ 41,810.00
10	F	\$ 42,660.00
11	G	\$ 43,510.00
12	H	\$ 44,360.00
13	I	\$ 45,210.00
14	J	\$ 46,060.00
15	K	\$ 46,910.00
16	L	\$ 47,760.00
17	M	\$ 48,610.00
18	N	\$ 49,460.00
19	O	\$ 50,310.00
20	P	\$ 51,160.00
	Q	\$ 52,010.00
21	R	\$ 52,860.00
22	S	\$ 53,710.00
23	T	\$ 54,560.00
24	U	\$ 55,410.00
25	V	\$ 56,260.00
26	W	\$ 57,110.00
	X	\$ 57,960.00
	Y	\$ 58,810.00
	Z	\$ 59,660.00
27	AA	\$ 60,510.00
28+	AB	\$ 61,360.00

HW 6/27/19
D 6/27/19

Letter of Understanding

School Board of St. Lucie County
St. Lucie Classroom Teachers' Association/Classified Unit
Health Insurance for Classroom Teachers' Association 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 health insurance package for Classroom Teachers' Association Unit members for the 2019-2020 school year. This agreement is subject to ratification and board approval.

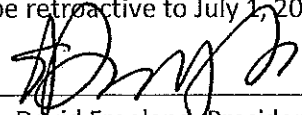
The Board will offer employees the redesigned Blue Options currently called 5180/5181, 5192/5193 and 5771 Plans which include a renewal increase of 9.92%. Employees hired on or after January 1, 2014 will be offered the Blue Option Plans 5180/5181 and 5192/5193 only. Employees hired prior to January 1,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

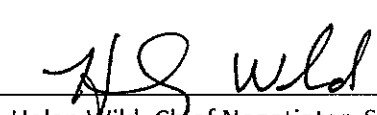
The Board will increase their contribution by \$11.24 per paycheck bringing the total board contribution to \$6,570.00 to employees enrolling in the plan of their choice offered by the District.

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.

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

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

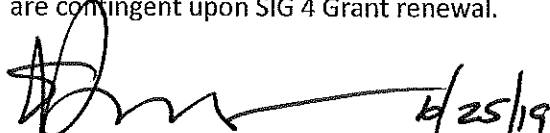
Letter of Understanding


School Board of St. Lucie County
St. Lucie Classroom Teachers' Association
SIG 4 Master Teacher Bonus
June 24, 2019

The following is a tentative agreement between the School Board of St. Lucie County and the Classroom Teachers Association regarding the implementation of the School Improvement Grant 4 (SIG4) specifically for Chester A. Moore Elementary and St Lucie Elementary. The Board and CTA have no objection to beginning implementation of this agreement prior to the conclusion of negotiations for the 2019-2020 school year.

These two schools will continue Master Teacher/Coach positions for the 2019-2020 school year that will allow them to have classroom teachers that also coach the teachers within a grade level. In an effort to recruit highly effective teachers to this new role, the SIG 4 grant will fund an annual bonus of \$2000 to these Master Teacher/Coaches.

These bonuses will be paid in two equal payments in August and December and will require a signed commitment agreement as negotiated to remain at the school for the year. These bonuses are contingent upon SIG 4 Grant renewal.


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
Regarding Referendum Recruitment and Retention Supplement
May 31, 2019**

The following is a tentative agreement between the School Board of St. Lucie County and the St. Lucie Classroom Teachers' Association regarding salary compensation in relation to the voter approved referendum dollars beginning for the 2019-2020 school year.

This agreement is subject to School Board approval and Union ratification.

The Board and St. Lucie CTA agree to a four-year agreement that will provide for all eligible teachers to receive a Referendum Recruitment and Retention Annual Supplement in the following amounts:

- Beginning Teachers = \$1000.00
- 1- 5 years eligible experience = \$2000.00
- 6 - 9 years eligible experience = \$5000.00
- 10 years or more eligible experience = \$7800.00


Eligible teachers are newly hired or returning classroom and non-classroom teachers including ROTC instructors.

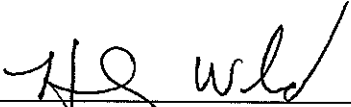
This supplement will be paid within scheduled paychecks and treated as salary. This supplement will apply to the FRS contribution. Employees who are on leave or who begin work after their contractual start date will receive a prorated share of the supplement.

By May 30th of each year the plan and revenue generated by the referendum shall be reviewed by both parties. If the amount distributed as salary through this plan is less than 70% of the total revenue available for teacher salary, the parties agree to immediately negotiate to distribute the remaining amount up to 70% to eligible teachers.

The parties agree that this supplement is based on the property tax referendum passed in April 2019 by St Lucie County voters. If economic or other circumstances impact the revenue available for salary from the referendum both parties agree to begin negotiations to adjust this plan.

The Recruitment and Retention Supplement will sunset at the end of the calendar year 2023 unless renewed by the voters of St Lucie County. If renewed, both parties will meet to negotiate any changes to the plan if necessary.


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


Helen Wild, Chief Negotiator, School Board SLC

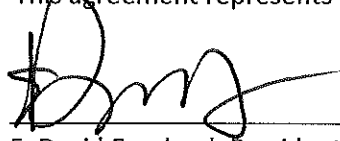
Letter of Understanding

**School Board of St. Lucie County
St. Lucie Classroom Teachers' Association and Classified Unit
Regarding 2018-2019 Classroom Teacher Association 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

Letter of Understanding
School Board of St. Lucie County
St. Lucie Classroom Teachers' Association
Wellness Incentive Program
2019-2020 School Year
February 21, 2019

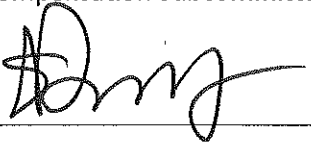
The following is a tentative agreement reached between the St. Lucie County School Board and the Classroom Teachers Association regarding the Wellness Incentive Program for the 2019-2020 school year. The parties agree to implement this agreement prior to the conclusion of negotiations for the 2019-2020 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, 2019 through April 30, 2020.

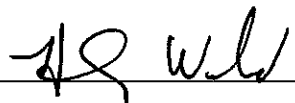
The incentive program will reward participants points based on the Incentive Program Activities and Points Schedule and each point is equal to \$1.00. Participating employees may earn up to 200 points for the entire year. For participants in a Health Savings Account (HSA) eligible plan (BC/BS Plans 5192/5193 or 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 2019-2020 Schedule.

The Wellness Incentive Program will be reviewed quarterly by the Collaborative Bargaining Compensation Subcommittee.

 2/21/19

E. David Freeland, CTA/CU President

 2/21/19

Dr. Helen Wild, Chief Negotiator, SLPS

D 2/21/19
HW 2/21/19

2019-2020 Wellness Incentive Activities	
Activity	Points (\$)
Have a biometric screening done at an on-site Health Fair (or you may complete at Quest Diagnostics)	50
Participate in a Tobacco Cessation Program	50
Annual Physical from Primary Care Physician	30
Annual Physical from Gynecologist	30
Exercise at least 12 days per month for at least a total of 30 minutes per day	20
Participate in the Florida Blue Healthy Addition Prenatal Program	20
Cancer Screening - Breast	15
Cancer Screening - Cervical	15
Cancer Screening - Colon	15
Cancer Screening - Prostate or PSA Test	15
Cancer Screening - Skin	15
Attend a Health Lecture (up to 4 times a year)	15
Participate in a Race – 5k/10k, etc. (up to 4 times per year)	15
Submit a Wellness Success Story (minimum 1/2 page)	15
Participate in a Webinar (up to 5 times per year)	15
Blood Donation (up to 5 times per year)	10
Dental Cleaning (up to 2 times per year)	10
Vision/Glaucoma Screening (1 time per year)	10
Immunization - Flu	5
Immunization - Pneumonia	5
Immunization - Shingles	5
Participate in a District-Wide Wellness Challenge (up to 4 times per year)	5
Enroll in and maintain active membership in the Better You Diabetes Prevention Program through the Solera Network (100% attendance required. Must submit monthly documentation in current reporting period)	3/month

Letter of Understanding

**School Board of St. Lucie County
St. Lucie Classroom Teachers' Association
Compensation regarding Recruitment and Retention Unisig Bonus
St Lucie Elementary and Chester A. Moore Elementary
February 14th, 2019**

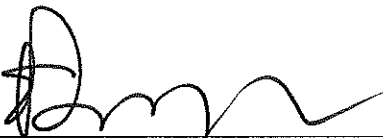
The following is a tentative agreement between the School Board of St. Lucie County and the Classroom Teachers' Association regarding Unisig Recruitment and Retention bonuses for the 2019-2020 school year.


The Board and CTA have no objection to implementing this agreement prior to the conclusion of negotiations for the 2019-2020 school year. This agreement is subject to School Board approval and Union ratification.

The Board and St. Lucie CTA agree to provide a recruitment and retention bonus through Unisig funds for St. Lucie Elementary and Chester A. Moore Elementary. All Instructional Staff (including Instructional Partners) receive a \$1500 if:

- They are reappointed and return to either CAM or SLE or they or a new hire at either school,
- They sign a Letter of Commitment to remain at either school for the 2019-2020 school year,
- They are employed at either school no later than August 31st, 2019,
- Teachers with prior Florida experience must meet the following criteria:
 - Effective or Highly Effective Rating if a teacher prior to 2019-2020 and no State VAM scores of 1 or 2

The bonus will be paid no later than September 15th, 2019.

 2/14/19
E. David Freeland, President, St. Lucie CTA/CU

 2/14/19
Helen Wild, Chief Negotiator, School Board SLC

Letter of Understanding

School Board of St. Lucie County
St. Lucie Classroom Teachers' Association
Concerning Dissolution of Sick Bank
December 21, 2018

The following is a tentative agreement between the School Board of St. Lucie County and the CTA regarding the dissolution of the Sick Bank.


The Board and the CTA agree that the sick bank shall continue for the remainder of the 2018-2019 school year, however there will not be an enrollment period during the first twenty days of the second semester (January 2019).

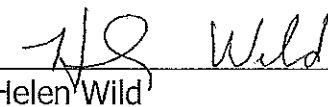
Per contract language (ARTICLE XII) the balance of days in the sick bank account shall be equally distributed into the individual accounts of the current members. Distribution shall occur at the conclusion of the 2018-2019 school year.

It is agreed by the district and the union that employees shall continue to authorize donated days under Board Policy 6.549.

Pursuant to Florida Statute 1012.61 (3), the parties may reconvene at any time to reinstate the sick bank.

Both parties agree to implement this prior to the conclusion of negotiations.


12/21/18
E. David Freeland
President, CTA/CU


12/21/18
Helen Wild
Chief Negotiator, SLCSB