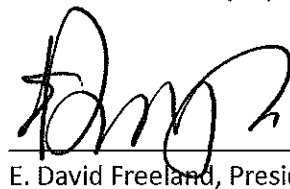



Letter of Understanding

School Board of St. Lucie County  
St. Lucie Classroom Teachers' Association/Classified Unit  
Regarding Compensation for Classified Unit 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 Classified Unit 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, Classified 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 Classified Unit 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 Classified Unit 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 Classified Unit members for the 2019-2020 school year. This agreement is subject to ratification and board approval.

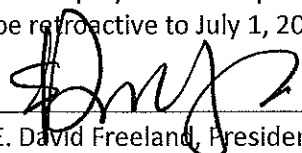
The Board will offer employees the redesigned Blue Options currently called 5180/5181, 5192/5193 and 5771 Plans which include a renewal increase of 9.92%. Employees hired on or after January 1, 2014 will be offered the Blue Option Plans 5180/5181 and 5192/5193 only. Employees hired prior to January 1,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

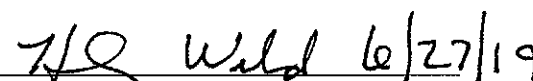
The Board will increase their contribution by \$11.24 per paycheck bringing the total board contribution to \$6,570.00 to employees enrolling in the plan of their choice offered by the District.

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

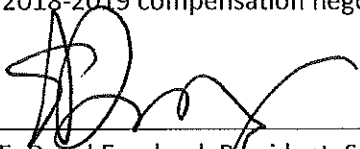
**Letter of Understanding**

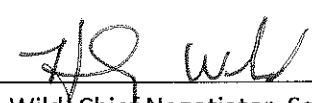
**School Board of St. Lucie County  
St. Lucie Classroom Teachers' Association and Classified Unit  
Regarding 2018-2019 Classified Unit Step Supplement  
June 24, 2019**

The following is a tentative agreement between the School Board of St. Lucie County and the Classroom Teachers Association regarding the Step 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 be awarded one step on their respective salary schedules, effective July 1, 2019.

This agreement is intended to continue the temporary salary increases awarded as supplements in 2018-2019 as permanent salary increases. 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/Classified Unit  
Wellness Incentive Program  
2019-2020 School Year  
February 21, 2019

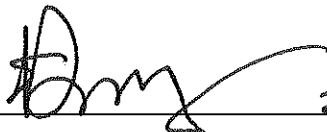
The following is a tentative agreement reached between the St. Lucie County School Board and the Classroom Teachers Association/Classified Unit regarding the Wellness Incentive Program for the 2019-2020 school year. The parties agree to implement this agreement prior to the conclusion of negotiations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

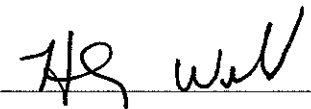
The incentive program will reward participants points based on the Incentive Program Activities and Points Schedule and each point is equal to \$1.00. Participating employees may earn up to 200 points for the entire year. For participants in a Health Savings Account (HSA) eligible plan (BC/BS Plans 5192/5193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

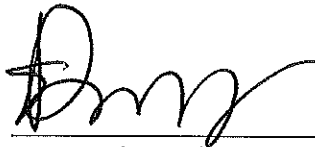
The Board and the CTA/CU agree that the sick bank shall continue for the remainder of the 2018-2019 school year, however there will not be an enrollment period during the first twenty days of the second semester (January 2019).

Per contract language (ARTICLE IX) 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

 12/21/18

Helen Wild  
Chief Negotiator, SLCSB