



Education Association of St. Lucie LOCAL 3616

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The VOICE

Editor: Maureen Sinnott
371 East Midway Road
Ft. Pierce, FL 34982

CU and ProTech Compensation & Benefits RATIFICATION

On **Wednesday, November 17th**, members of the **CU** and **ProTech** bargaining units will have an opportunity to ratify compensation and benefits for 2021-22.

Ratification will be held
at the EASL office at 371 E Midway Road
from 7:00 a.m. to 7:00 p.m.

Photo ID will be required. You do not have to be a member to vote. Weather permitting, the ratification will be held using a drive-thru process. Language summaries are below and the LOU's are included at the end of the VOICE.

Classified Unit (CU) Summary

Regarding Compensation for Classified Unit 2021-2022 (signed October 21, 2021) Agreement to provide eligible employees a step increase plus an amount to bring the total increase to 3% if the step increase alone is less than 3%. Creates an additional step for employees currently in the top step. Agreement to provide a \$1/hr. (or equivalent salary) increase for specific job classifications. This agreement is retroactive to July 1, with the exception of summer school work done outside of the employee's regular contract. .

Regarding Health Insurance for Classified Unit 2022 Plan Year (signed October 4, 2021) Agreement to continue to offer the current Florida Blue plans with no changes. Plans include NO renewal increase. 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, 2022. Continues prorated amount for current employees hired

Professional Technical (ProTech) Summary

Regarding Compensation for ProTech Unit 2021-2022 (signed October 21, 2021) Agreement to provide eligible employees a step increase plus an amount to bring the total increase to 3% if the step increase alone is less than 3%. Creates an additional step for employees currently in the top step. This agreement is retroactive to July 1, with the exception of summer school work done outside of the employee's regular contract.

Regarding Health Insurance for ProTech Unit 2022 Plan Year (signed October 4, 2021) Agreement to continue to offer the current Florida Blue plans with no changes. Plans include NO renewal increase. 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, 2022. Continues prorated amount for current employees hired after January 1, 2021.

Focus on CU (Classified Unit) by CU Vice President Sandy Rohn

Hello all and welcome to Fall (sort of).

I hope you have all heard the news that we signed a compensation agreement for all CU members for this school year.

The details were sent out, but I will explain as well as I can here:

Eligible* employees will receive a step plus an amount to bring the total increase to 3% if that current step is less than 3%.

An additional step will be added to the top of each salary schedule.

To address a nationwide staffing shortage, Aides and Paraprofessionals will receive an additional \$1 an hour.

Everyone’s salary is broken down to an hourly wage. You can see your hourly wage by looking at your check estimator in Skyward.

This agreement is retroactive to July 1, 2021 except for any summer school pay.

This is in addition to the \$1000 bonus already paid out and the \$750 HSA contribution already negotiated this year.

We are working to do a ratification of this proposal and to

get this money in your pocket ASAP.

*Eligible employees are those who have worked at least ½ of the previous year.

Those employees not eligible for a step will receive the adjustment amount but not a step.

Have a great month, and remember, we are all stronger together. Sandy

(See “official” ratification summary on page 1.)

ProTech Letter of Understanding (LOU)

On October 21, 2021, EASL and the School District signed a letter of understanding regarding compensation. This information was sent to personal emails previously, but included here for clarification.

- Eligible employees will receive a step plus an amount to equal a 3% increase.
- An additional step will be added to the top of each salary schedule.
- The agreement is retroactive to July 1, 2001—excluding any summer school pay.

- This is in addition to the \$1000 bonus already paid out and the \$750 HSA contribution already negotiated this year.

- *Eligible employees are those who have worked at least half of the previous school year.

As always, all agreements must be ratified by the bargaining unit. (See “official” ratification summary on page 1.)

The front page of this Voice edition has the date and time for ratification.

Your Contract . . . Clarified! with CTA Vice President Rebecca Petrie

Sick Time

CTA Contract

Article XI, Section C, Sick Leave

1. Extent: Each member of the bargaining unit employed as a regular employee shall be entitled to four (4) days of sick leave as of the first day of employment of each contract year, and shall thereafter earn one day of sick leave for each month of employment which shall be credited to the member at the end of that month, and which shall not be used prior to the time it is earned and credited to the member, provided that the member shall be entitled to earn no more than one (1) day of sick leave times the number of months of employment during the year of employment.

Such sick leave shall be cumulative from year to year without limitation.

All members of the bargaining unit shall be entitled to use sick leave for maternity/paternity leave until such time as maternity/paternity leave begins.

So... what does that actually mean?

CTA bargaining unit members should see 4 days of sick leave in Skyward as soon as they return to work for the start of a new contract year.

At the end of every month after that, they should see another day (7.5 hours) added – for a yearly total equal to the number of months worked.

For example: a 10-month employee would get a total of 10 days (75 hours) of sick leave during the year.

Sick leave cannot be used before it has been earned.

There is no limit to how many days you can accumulate.

CU Contract

Article VIII, Section F, Sick Leave

2. Extent: Each member of the bargaining unit employed as a regular employee shall earn one day of sick leave for each month employment which shall be credited to the member at the end of the month, and which shall not be used prior to the time it is earned and credited to the member, provided that the member shall be entitled to earn no more than one day of sick leave times the number

of months of employment during the year of employment.

Such sick leave shall be cumulative from year to year without limitation.

All members of the bargaining unit shall be entitled to use sick leave for maternity until such time as maternity leave begins.

So... what does that actually mean?

CU bargaining unit members earn one day of sick leave at the end of each month of employment. Sick leave cannot be used before it is earned.

There is no limit to how many days you can accumulate.

We hope you find this clarification of sick time helpful.

What contract language would you like to see clarified?

Feel free to contact the office at (772) 464-6430.

**Education Association of St. Lucie
Local 3616**

371 E. Midway Road
Ft. Pierce, FL 34982
Office: 772-464-6430
Fax: 772-464-7446

EASL Executive Board

David Freeland, President EASL: EASL Office
Rebecca Petrie, Vice President CTA: EASL Office
Sandy Rohn, Vice-President CU: FPCHS
Jennifer Kinkade, Vice-President ProTech: Student Services
Laura Lovett-Estima, EASL Treasurer: Records Center
Colleen Peterson, CTA Secretary: SLWK8
Lashawn Floyd, CU Secretary: NPK8
Claudia Martin-Vegue, CTA Executive Board: SLWK8
Pamela Jenkins, CU Executive Board: SLWCHS
Alan Mathison, CTA Executive Board At-Large: LPA
LeAnne Gallick, CTA Executive Board At-Large: OHK8

Union Staff

Maureen Sinnott/ Member Support Specialist
Lucy Bravo/ Organizing and Member Advocacy Specialist
Barbara Ziegler/ Office Manager

E-mail:

David.Freeland@FloridaEA.org
Rebecca.Petrie@FloridaEA.org
Lucy.Bravo@FloridaEA.org
Barbara.Ziegler@FloridaEA.org
Maureen.Sinnott@FloridaEA.org

EASL PD Instructor

The Education Association
of St. Lucie is seeking
member applicants for
Professional Development
Instructors.

We are looking for teachers who
are passionate about teaching and
learning. Ideal candidates are ex-
perts in their content, in delivering
instruction and are comfortable
and experienced teaching adult
learners.

In the next few weeks, we will be
providing more information as to
qualifications and how to apply.

*Let's Talk
Benefits*

Let's Talk Benefits with
Lucy Bravo, Organizing and Member Advocacy Specialist

7 Night Resort Vacation Certificates for \$300

From now through December 31, 2021

Log in to www.feaweb.org click on [Member Center](#) then [myFEAAccount](#) then under [FEA Links](#)
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Reservation must be confirmed on or before the "Book by Date" printed on the certificate which is 12 months from the date of purchase. Certificate(s) are made available by Resort Rental, LLC dba Endless Vacation Rentals.

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Letter of Understanding
School Board of St. Lucie County
Education Association of St. Lucie – CU
Regarding Salaries
October 21, 2021

The following is a tentative agreement between the School Board of St. Lucie County and the Education Association of St. Lucie (EASL)/ CU.

Both parties agree that Classified Unit salaries are a priority. Eligible employees will receive:

- a step plus an amount to equal a 3% increase, if the step is less than 3%.
- An additional step will be added to the top of each salary schedule.

Due to significant national staffing shortages, both parties agree that Aides and Paraprofessionals will receive:

- an additional increase of \$1.00 an hour.

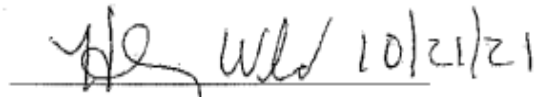
This agreement is retroactive to July 1, 2021 except for summer school 2020-2021 work done outside of an employee's normal contract days.

This agreement is in addition to the \$1000 Disaster Relief Payment already received and the \$750 HSA contribution and supplement base increases previously negotiated.

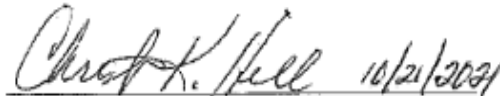
Both parties agree to implement this LOU prior to the conclusion of negotiations for the 2021-2022 school year.



E. David Freeland, President EASL

 10/21/21

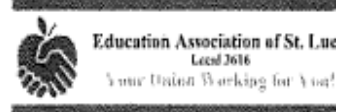
Dr. Helen Wild, Chief Negotiator, EASL

 10/21/2021

Christine K. Hill, Chief Negotiator, EASL



Letter of Understanding
School Board of St. Lucie County
Education Association of St. Lucie – ProTech
Regarding Salaries
October 21, 2021



The following is a tentative agreement between the School Board of St. Lucie County and the Education Association of St. Lucie (EASL)/ ProTech.

Both parties agree that ProTech salaries are a priority. Eligible employees will receive:

- a step plus an amount to equal a 3% increase.
- An additional step will be added to the top of each salary schedule.

This agreement is retroactive to July 1, 2021, except for summer school 2020-2021 work done outside of an employee's normal contract days.

This agreement is in addition to the \$1000 Disaster Relief Payment already received and the \$750 HSA contribution and supplement base increases previously negotiated.

Both parties agree to implement this LOU prior to the conclusion of negotiations for the 2021-2022 school year.

Jennifer Kunkade for David Freeland *Helen Wild* 10/21/21
E. David Freeland, President EASL 10/21/2021 Dr. Helen Wild, Chief Negotiator, EASL

Christine K. Hill 10/21/2021
Christine K. Hill, Chief Negotiator, EASL



Letter of Understanding

School Board of St. Lucie County
Education Association of St. Lucie – Inclusive
Regarding: Health Insurance
October 4, 2021



The following is a tentative agreement between the School Board of St. Lucie County and the Education Association of St. Lucie (EASL) for the 2021-2022 school year. This agreement is subject to ratification and board approval.

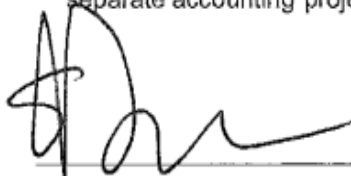
The Board will offer employees the Blue Options currently called 5180/5181, 5192/5193 and 5771. There are no increases to premiums over the 2021 insurance year. Employees hired on or after January 1, 2014, will be offered the Blue Option Plans 5180/5181 and 5192/5193 only. Employees hired prior to January 1, 2014, will also be offered the Blue Options 5771 Plan.

The Board will contribute \$6,681.36 to employees enrolling in the plan of their choice offered by the District.

The Board will make a one-time contribution of \$750.00 to a Health Savings Account (HSA) in January 2022, to each employee enrolled in an HSA eligible plan offered by the Board for the 2021 insurance year only. This represents an increase of \$174 over the 2021 amount. For employees hired after January 1, 2022, the Board's contribution of \$31.25 per pay period will continue through June 30, 2022.

For employees whose 2021 prorated HSA contribution stopped on July 1, 2021, the per-pay contribution will continue and be retroactive to July 1, 2021.

Additionally, any ProShare funds paid to the district for the 2021-plan year will be placed in a separate accounting project and its use will be negotiated in compensation.

 10/4/21
E. David Freeland, President EASL

 10/4/21
Helen Wild, Chief Negotiator, SLPS

 10/4/2021
Christine K. Hill, Chief Negotiator, EASL