



Letter of Understanding
School Board of St. Lucie County
Education Association of St. Lucie – Inclusive
Regarding COVID-19 Provisions
January 4, 2022



The following is a tentative agreement between the School Board of St. Lucie County (School Board) and the Education Association of St. Lucie (EASL)/Inclusive for the third quarter of the 2021-2022 school year.

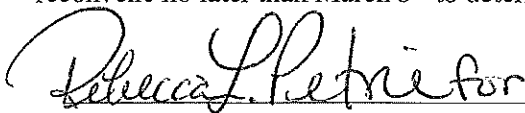
COVID-19 continues to be a health concern in our community. Both parties recognize the need to continue to make decisions to effectively balance operational needs and the health and safety needs of members and students. With the implementation of the Department of Health Emergency Rule 64DER21-15, a change to student quarantine protocols was put into place on September 22, 2021 allowing parents to decide whether or not to quarantine their child if exposed to a positive case outside of a household contact.

Both parties agree to the following:

1. Leave and Quarantine Provisions:

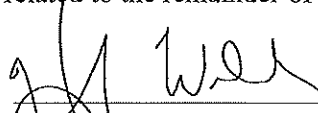
- A. If an employee is quarantined at the direction of the Department of Health and/or the School District or becomes ill and tests positive due to a case of COVID-19, they may take up to ten (10) days of "Covid-19 Leave" before taking any personal or sick leave. The positive test must be verified by the Department of Health or a Physician.
- B. If an employee has exhausted their ten days of Covid-19 Leave and is quarantined at the direction of the Department of Health and the School District due to a case at work, they may take up to an additional ten (10) days of "In-line of Duty Leave". Need for additional leave must be documented through a licensed health care provider or the Department of Health.
- C. If a employee is quarantined or tests positive, the employee may use any accrued compensatory time for up to one week or any accrued sick, vacation or personal leave when appropriate documentation from a licensed health practitioner is received and continues to say that the member may not return to work.
- D. When the option to work from home is available, practical, and meets operational needs, employees will be allowed to work from home when quarantined if approved by the Deputy Superintendent.
- E. This agreement is retroactive to January 3rd, 2022.

This LOU will expire on March 11th unless extended by mutual agreement. Both parties agree to reconvene no later than March 3rd to determine needs related to the remainder of the year.

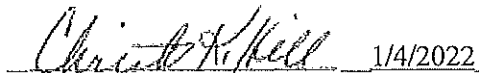


E. David Freeland, President EASL

1/4/2022



Dr. Helen Wild, Chief Negotiator, EASL



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 *[Signature]* *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.

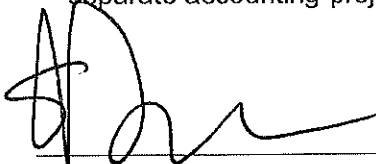
The Board will offer employees the Blue Options currently called 5180/5181, 5192/5193 and 5771. There are no increases to premiums over the 2021 insurance year. Employees hired on or after January 1, 2014, will be offered the Blue Option Plans 5180/5181 and 5192/5193 only. Employees hired prior to January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

Letter of Understanding
School Board of St. Lucie County
Education Association of St. Lucie – Inclusive
Regarding COVID-19 Provisions
September 27, 2021

The following is a tentative agreement between the School Board of St. Lucie County (School Board) and the Education Association of St. Lucie (EASL)/Inclusive for the 2021-2022 school year. Both parties agree to implement this agreement prior to the completion of negotiation for the 2021-2022 school year.

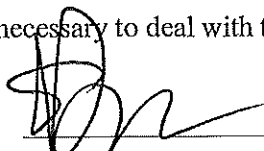
COVID-19 continues to be a health concern in our community. Both parties recognize the need to continue to make decisions to effectively balance operational needs and the health and safety needs of members and students. With the implementation of the Department of Health Emergency Rule 64DER21-15, a change to student quarantine protocols was put into place on September 22, 2021 allowing parents to decide whether or not to quarantine their child if exposed to a positive case outside of a household contact.

Due to this change, both parties agree to the following changes to section 1 Leave and Quarantine Provisions outlined in LOU 21-4 Inclusive from August 26th:


1. Leave and Quarantine Provisions:

- A. If an employee is quarantined at the direction of the Department of Health and/or the School District or becomes ill and tests positive due to a case of COVID-19, they may take up to ten (10) days of "Covid-19 Leave" before taking any personal or sick leave. The positive test must be verified by the Department of Health or a Physician.
- B. If an employee has exhausted their ten days of Covid-19 Leave and is quarantined at the direction of the Department of Health and the School District due to a case at work, they may take up to an additional ten (10) days of "In-line of Duty Leave". Need for additional leave must be documented through a licensed health care provider or the Department of Health.
- C. If a employee is quarantined or tests positive, the employee may use any accrued compensatory time for up to one week or any accrued sick, vacation or personal leave when appropriate documentation from a licensed health practitioner is received and continues to say that the member may not return to work.
- D. When the option to work from home is available, practical, and meets operational needs, employees will be allowed to work from home when quarantined if approved by the Deputy Superintendent.
- E. These Provisions will be retroactive to September 22, 2021.

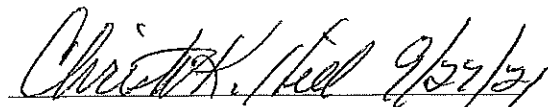
This LOU will expire on December 31, 2021 unless extended by mutual agreement. Both parties agree to reconvene no later than December 10, 2021 to discuss the LOU, including any extension and changes necessary to deal with then current COVID conditions.

 9/27/21

E. David Freeland, President EASL

 9/27/21

Dr. Helen Wild, Chief Negotiator, EASL

 9/27/21

Christine K. Hill, Chief Negotiator, EASL



Letter of Understanding
School Board of St. Lucie County
Education Association of St. Lucie – Inclusive
Regarding COVID-19 Provisions
August 26, 2021



The following is a tentative agreement between the School Board of St. Lucie County (School Board, District) and the Education Association of St. Lucie (EASL)/Inclusive for the 2021-2022 school year. Both parties agree to implement this agreement prior to the completion of negotiation for the 2021-2022 school year.

COVID-19 continues to be a health concern in our community. Both parties recognize the need to continue to make decisions to effectively balance operational needs and the health and safety needs of employees and students.

This Letter of Understanding (LOU) supersedes and replaces the LOU signed on August 13, 2021 titled "Regarding COVID-19 Provisions".

To meet that balance both parties agree to the following:

1. Leave and Quarantine Provisions:

- A. Employees may use up to ten (10) days of "Illness in the Line of Duty" leave if, at the direction of the District or Department of Health, the employee is asked to quarantine or becomes ill and tests positive for COVID-19 due to exposure at a worksite. The employee will be eligible for in-line of duty leave, when they test positive for Covid-19 within 10 days of when a district administrator confirms prior exposure to a confirmed positive student case in the assigned classroom, workspace, or school bus regardless of whether or not the employee is named in contact tracing.
- B. Employees who have been fully vaccinated against COVID-19 may take up to an additional ten (10) days of SLPS COVID-19 leave after they exhaust their "Illness in the Line of Duty" leave. Need for additional leave must be documented through a licensed health care provider or the Department of Health. The fully vaccinated employee will be eligible for COVID-19 leave, when they test positive for Covid-19 within 10 days of when a district administrator confirms prior exposure to a confirmed positive student case in the assigned classroom, workspace, or school bus regardless of whether or not the employee is named in contact tracing.
- C. If an employee is quarantined or tests positive due to exposure outside of any verified worksite related cases, the employee may use any accrued compensatory time for up to one week or any accrued sick, vacation or personal leave when appropriate documentation from a licensed health practitioner is received and continues to say that the employee may not return to work.
- D. When the option to work from home is available, practical, and meets operational needs, employees will be allowed to work from home when quarantined if approved by the Deputy Superintendent.
- E. Provisions of *Section 1: Leave and Quarantine Provisions* will be retroactive to August 3, 2021.

2. Safe Environments:

- A. The District will ensure that each worksite has adequate cleaning supplies, including disinfecting materials and hand sanitizer unless there is a supply chain shortage that terminates the district's ability to replenish supplies. In the event of a supply chain shortage the district will take reasonable and appropriate measures to ensure the safety of employees and students.

Letter of Understanding
School Board of St. Lucie County
Education Association of St. Lucie – Inclusive
Regarding COVID-19 Provisions
August 26, 2021

- B. Employees of the bargaining unit are not required to clean or sanitize classrooms or common areas; however, these supplies will be readily available for their use if they desire to use them. Employees whose job descriptions include cleaning are exempt from 2.b.
- C. Supplies brought into the school must meet the standards of SLPS Safety Data Sheets
- D. When social distancing cannot be adhered to, it is required that staff, visitors, and vendors wear a face covering that is consistent with the COVID Management Plan mask guidelines.
 - i. Employees may provide and use their own personal face coverings.
 - ii. The District will provide every employee a cloth mask and it is the employees responsibility to bring a mask to work each day.
- E. Employees of the bargaining unit may send a student to the clinic at any time that a student displays symptoms on the Daily Symptom Checklist.
- F. All district protocols for training and cleaning will be accessible from the main page of the St. Lucie Public Schools website.
- G. Protocols to anonymously report potentially dangerous conditions will be established by the district.
- H. Protocols for when employees of the bargaining unit will be required to quarantine will be established and shared with employees of the bargaining unit prior to the start of the school year.
- I. When a virtual option is not available, administrators will make every effort to schedule face-to-face staff meetings or professional development in spaces that provide 6 ft. social distancing.
- J. Employees may wear clothing that is easy to wash and maintains professional dress standards.

3. Face Coverings

- A. Employee Face Coverings: To provide guidance to employees regarding requirements related to face coverings, both parties agree to implement the provisions of the attached draft Board Policy 2.91 which will be presented to the School Board on September 14th for emergency approval. This provision of the LOU will sunset upon the adoption of Board Policy 2.91.
- B. Student Face Coverings: Employees are expected to enforce this policy in a reasonable and compassionate manner in accordance with guidance from their Principal. If an employee is aware that a student is not on the opt-out list, they should provide the student's name to administration for further action.

Letter of Understanding
School Board of St. Lucie County
Education Association of St. Lucie – Inclusive
Regarding COVID-19 Provisions
August 26, 2021

This LOU will expire on December 31, 2021 unless extended by mutual agreement. Both parties agree to reconvene no later than December 10, 2021 to discuss the LOU, including any extension and changes necessary to deal with then current COVID conditions.

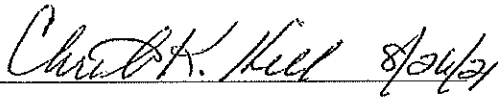


E. David Freeland, President EASL

8/26/21



Helen Wild, Chief Negotiator, SLPS



Christine K. Hill, Chief Negotiator, EASL

Policy – 2.91

Face Coverings During COVID-19 Pandemic Emergency

Preamble.



The State of Florida has been facing a public health ~~under a declared state of emergency~~ because of the COVID-19 pandemic since March 9, 2020, ~~and St. Lucie County has been under a declared local state of emergency because of the COVID-19 pandemic since March 17, 2020.~~ The recent surge in positive cases and hospitalizations in St. Lucie County pose an immediate and serious threat to the health and safety of the School District's students, staff and visitors. Based on the available scientific evidence and guidance from ~~the~~ Centers for Disease Control and Prevention ("CDC"), Florida Department of Health ~~and local health department~~ recommend wearing ~~cloth~~ appropriate face coverings in public settings where other social distancing measures are difficult to maintain in order to slow the spread of the virus and help prevent people who may have the virus from transmitting it to others.

The Florida constitution vests in the School Board the authority to "operate, control and supervise all free public schools within the school district. It is also well settled law that the School Board has the authority to impose reasonable restrictions on students, employees and visitors related to their health, safety and welfare. One hundred and fifteen years ago the United States Supreme Court unequivocally held:

[T]he liberty secured by the Constitution of the United States to every person within its jurisdiction does not import an absolute right in each person to be, at all times and in all circumstances, wholly freed from restraint. There are manifold restraints to which every person is necessarily subject for the common good. On any other basis, organized society could not exist with safety to its members. Society based on the rule that each one is a law unto himself would soon be confronted with disorder and anarchy. Real liberty for all could not exist under the operation of a principle which recognizes the right of each individual person to [do what he wishes] ..., regardless of the injury that may be done to others.

This court has more than once recognized it as a fundamental principle that persons and property are subjected to all kinds of restraints and burdens, in order to secure the general comfort, health, and prosperity of the State, The possession and enjoyment of all rights are subject to such reasonable conditions as may be deemed by the governing authority of the country essential to the safety, health, peace, good order and morals of the community. Even liberty itself, the greatest of all rights, is not unrestricted license to act according to one's own will. It is only freedom from restraint under conditions essential to the equal enjoyment of the same right by others. It is then liberty regulated by law.

Jacobson v. Massachusetts, 197 U.S. 11 (1905).

 8/26/21
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Section 1. Required Face Coverings

Subject to the exceptions set forth below, each student, employee, visitor, vendor or other person shall wear a face covering at all times while on school district property. This includes, but is not limited to, on any grounds or facility or inside any building or bus owned, leased or operated by the school district. All students, employees, visitors, and vendors shall have a face covering with them at all times while on school district property even if they are temporarily allowed to not wear a face covering pursuant to one of the exceptions set forth below. An infant younger than two (2) years old and a person with a medical certification are not required to carry a face covering.

Section 2. Exceptions to Required Face Coverings.

A face covering is not required in the following instances:

Parent Opt-Out – The parent or legal guardian may opt-out the student from the face covering requirement by completing the school district’s opt-out form.

Infants - A face covering shall not be required for persons younger than two (2) years old.

Medical Certification - A face covering shall not be required for persons who present school district staff with a certification from a licensed health care provider that the person has a medical, physical or psychological contraindication that prevents the person from being able to safely wear a face covering.

IEP or 504 Plan – A face covering shall not be required for any student whose IEP or 504 Plan specifically exempts the student from wearing a mask.

Students with Supervisor’s Approval - A face covering shall not be required for a student if the school district staff supervising the student authorizes the student to remove their face covering during that activity provided that the student maintains social distancing (six (6) feet minimum) from other persons when not wearing a face covering.

Employees with Supervisor’s Approval - A face covering shall not be required for a school district employee provided that (a) the employee’s supervisor authorizes the employee to remove their face covering and (b) the employee maintains social distancing (six (6) feet minimum) from other persons when not wearing a face covering.

Regularly Scheduled Mealtimes - A face covering shall not be required for any person inside or outside a school district facility while such person is eating during a planned mealtime.

Strenuous Physical Activity - A face covering shall not be required for any person inside or outside of any school district facility while such person is engaged in strenuous physical activity.

Musical & Theatrical Performances – To the extent feasible, a face covering shall be worn by any student, employee or visitor while playing a musical instrument, performing or rehearsing a

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choral or theatrical performance unless the music or theatrical director allows the performer to temporarily remove the face covering in accordance with school district guidance. This exception shall not apply to the singing of the National Anthem, school alma maters, or other songs performed by students, employees or visitors not engaged in a planned choral or theater class or performance.

During Receipt of Health Care - A face covering may be removed when removal of the face covering is necessary for such person to receive health care or to undergo a health care examination from authorized health care personnel.

Exigent Circumstances - A face covering shall not be required if a person is experiencing acute trouble breathing, is unconscious or incapacitated, is personally unable to remove the face covering without assistance or it is deemed by school district staff to be necessary to remove the face covering.

Section 3. Types of Face Coverings.

All students, employees, visitors and vendors shall supply and wear their own face covering. The following face covering types are approved for compliance with this policy:

Commercially Produced Masks – Commercially produced surgical masks or respirators are acceptable for compliance with this policy but are not mandated.

Cloth Face Coverings – Commercially produced or home-made face coverings are acceptable for compliance with this policy provided the face covering covers both the mouth and nose and fits snugly against the sides of the person's face with little to no gaps. Face coverings shall be made of a solid cloth material or other suitable solid material. It may not be made of lace, mesh, or other largely porous material. The principal shall have the final authority to determine the suitability of any face covering material.


Face coverings shall not contain any offensive words or graphics. This includes, but is not limited to, words or graphics that promote violence, drugs, alcohol, sex, or other offensive or objectionable behavior or could be disruptive to the school or school facility.

Section 4. Face Shield Use

Face shields are less effective than cloth face coverings and may not be used by persons to comply with this policy except under the following limited circumstances:

Medical Certification - A face shield may be worn in lieu of other approved face coverings by persons who present school officials with a certification from a licensed health care provider that the person has a medical, physical or psychological contraindication that prevents the person from being able to safely wear an approved face covering; or

Phonetic Instruction - Face shields may be used by school district staff in situations where it is important for students to see how the instructor pronounces words (e.g., English Learners, early

kw
CD


childhood instruction, speech therapy, foreign language, etc.), but only when video instruction is not available or appropriate.

Section 5. Student Compliance

~~A student whose parent has not opted them out from wearing a face covering and who refuses to wear a face covering on school board property may be disciplined in accordance with the Student Code of Conduct or in a manner deemed appropriate by the Principal. Students who refuse to wear a face covering on school board property may be administratively reassigned to MySchool unless an exception applies. Students may be removed from class or returned to the school site if on a school bus for removing a face covering without permission. Students may be administratively reassigned to an appropriate learning pathway for failure to comply with this policy.~~

~~Section 6. The Superintendent shall determine when this policy no longer needs to be in affect and shall do so by directive which directive shall be immediately effective and shall be ratified by the School Board at the next available public meeting. This Emergency Policy takes effect on September 14, 2021 and will remain in effect for 90 days unless extended pursuant to Section 120.54(4), Florida Statutes~~

Specific Authority: Section 1001.41(1) and (2), Florida Statutes.

Law Implemented: Sections 1001.42(4) and (8); 1003.31; 1012.23, Florida Statutes.

Policy Adopted:



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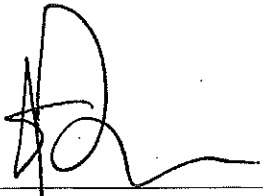
Letter of Understanding
School Board of St. Lucie County
Education Association of St. Lucie – Inclusive
Regarding: One-time Payment
August 18, 2021

The following is a tentative agreement between the St Lucie School Board and the Education Association of St Lucie (EASL) regarding a one-time non-recurring payment to eligible employees. Both parties agree to implement this agreement prior to the completion of negotiations for the 2021-2022 school year.

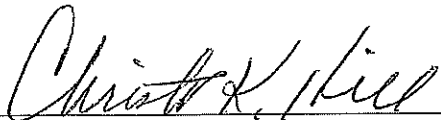
The State of Florida is using American Rescue Plan (ESSER) funds to pay a Disaster Relief Payment to identified instructional employees; Principals, Classroom Teachers and select Prekindergarten Teachers. In order to recognize the loyalty and dedication of all other employees during the 2020-2021 school year due to the impact of the Pandemic, both parties agree that all employees who meet the following criteria will earn a one-time, non-recurring \$1 000 payment less applicable taxes:

- Any staff who did not receive a Disaster Relief Payment from state ESSER funds and,
- were employed by SLPS prior to June 4, 2021 and who remain employed for the 2021-2022 school year at the time of payment.

Employees who received the bonus from the Governor's Disaster Relief Payment are not eligible for this district payment. Employees are responsible to return any duplicate payment to the school district. Payments will be paid no later September 30, 2021.


8/18/21
E. David Freeland, President EASL


8/18/21
Helen Wild, Chief Negotiator, SLPS


Christine K. Hill, Chief Negotiator, EASL

Letter of Understanding
School Board of St. Lucie County
Education Association of St. Lucie – Inclusive
Regarding COVID-19 Provisions
August 17, 2021

The following is a tentative agreement between the School Board of St. Lucie County (School Board, District) and the Education Association of St. Lucie (EASL)/Inclusive for the 2021-2022 school year. Both parties agree to implement this agreement prior to the completion of negotiation for the 2021-2022 school year.

COVID-19 continues to be a health concern in our community. Both parties recognize the need to continue to make decisions to effectively balance operational needs and the health and safety needs of employees and students.

This Letter of Understanding (LOU) supersedes and replaces the LOU signed on August 13, 2021 titled "Regarding COVID-19 Provisions".

To meet that balance both parties agree to the following:

1. Leave and Quarantine Provisions:

- A. Employees may use up to ten (10) days of "Illness in the Line of Duty" leave if, at the direction of the District or Department of Health, the employee is asked to quarantine or becomes ill and tests positive for COVID-19 due to exposure at a worksite.
- B. Employees who have been fully vaccinated against COVID-19 may take up to an additional ten (10) days of SLPS COVID-19 leave after they exhaust their "Illness in the Line of Duty" leave. Need for additional leave must be documented through a licensed health care provider or the Department of Health.
- C. If an employee is quarantined or tests positive due to exposure outside of any verified worksite related cases, the employee may use any accrued compensatory time for up to one week or any accrued sick, vacation or personal leave when appropriate documentation from a licensed health practitioner is received and continues to say that the employee may not return to work.
- D. When the option to work from home is available, practical, and meets operational needs, employees will be allowed to work from home when quarantined if approved by the Deputy Superintendent.
- E. Provisions of *Section 1: Leave and Quarantine Provisions* will be retroactive to August 3, 2021.

2. Safe Environments:

- A. The District will ensure that each worksite has adequate cleaning supplies, including disinfecting materials and hand sanitizer unless there is a supply chain shortage that terminates the district's ability to replenish supplies. In the event of a supply chain shortage the district will take reasonable and appropriate measures to ensure the safety of employees and students.
- B. Employees of the bargaining unit are not required to clean or sanitize classrooms or common areas; however, these supplies will be readily available for their use if they desire to use them. Employees whose job descriptions include cleaning are exempt from 2.b.



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August 17, 2021

- C. Supplies brought into the school must meet the standards of SLPS Safety Data Sheets
- D. When social distancing cannot be adhered to, it is required that staff, visitors, and vendors wear a face covering that is consistent with the COVID Management Plan mask guidelines.
 - i. Employees may provide and use their own personal face coverings.
 - ii. The District will provide every employee a cloth mask and it is the employees responsibility to bring a mask to work each day.
- E. Employees of the bargaining unit may send a student to the clinic at any time that a student displays symptoms on the Daily Symptom Checklist.
- F. All district protocols for training and cleaning will be accessible from the main page of the St. Lucie Public Schools website.
- G. Protocols to anonymously report potentially dangerous conditions will be established by the district.
- H. Protocols for when employees of the bargaining unit will be required to quarantine will be established and shared with employees of the bargaining unit prior to the start of the school year.
- I. When a virtual option is not available, administrators will make every effort to schedule face-to-face staff meetings or professional development in spaces that provide 6 ft. social distancing.
- J. Employees may wear clothing that is easy to wash and maintains professional dress standards.

This LOU will expire on December 31, 2021 unless extended by mutual agreement. Both parties agree to reconvene no later than December 10, 2021 to discuss the LOU, including any extension and changes necessary to deal with then current COVID conditions.

8/17/2021

E. David Freeland, President EASL

8/17/2021

Helen Wild, Chief Negotiator, SLPS

8/17/2021

Christine K. Hill, Chief Negotiator, EASL

Letter of Understanding
School Board of St. Lucie County
Education Association of St. Lucie – Inclusive
Regarding COVID-19 Provisions
August 13, 2021

The following is a tentative agreement between the School Board of St. Lucie County (School Board) and the Education Association of St. Lucie (EASL)/Inclusive for the 2021-2022 school year. Both parties agree to implement this agreement prior to the completion of negotiation for the 2021-2022 school year.

COVID-19 continues to be a health concern in our community. Both parties recognize the need to continue to make decisions to effectively balance operational needs and the health and safety needs of members and students.

To meet that balance both parties agree to the following:

1. Leave and Quarantine Provisions:

- A. If a member is quarantined at the direction of the Department of Health and the School District due to a case of COVID-19 at a worksite and becomes ill and tests positive for COVID-19 while quarantined, they may take up to an additional ten (10) day of "Illness in the Line of Duty" leave before taking any personal or sick leave. The positive test must be verified by the Department of Health or physician.
- B. If a fully vaccinated member is quarantined at the direction of the Department of Health and the School District due to a case of COVID 19 at a worksite, the member may take up to ten (10) days of SLPS COVID 19 Leave before taking any personal or sick leave.
- C. If a member is quarantined or tests positive due to exposure outside of any verified worksite related cases, the member may use any accrued compensatory time for up to one week or any accrued sick, vacation or personal leave when appropriate documentation from a licensed health practitioner is received and continues to say that the member may not return to work.
- D. When the option to work from home is available, practical, and meets operational needs, members will be allowed to work from home when quarantined if approved by the Deputy Superintendent.
- E. Provisions of *Section 1: Leave and Quarantine Provisions* will be retroactive to August 3, 2021.

2. Safe Environments:

- A. The District will ensure that each worksite has adequate cleaning supplies, including disinfecting materials and hand sanitizer unless there is a supply chain shortage that terminates the district's ability to replenish supplies. In the event of a supply chain shortage the district will take reasonable and appropriate measures to ensure the safety of members and students.



Letter of Understanding
School Board of St. Lucie County
Education Association of St. Lucie – Inclusive
Regarding COVID-19 Provisions
August 13, 2021



- B. Members of the bargaining unit are not required to clean or sanitize classrooms or common areas; however, these supplies will be readily available for their use if they desire to use them. Members whose job descriptions include cleaning are exempt from 2.b.
- C. Supplies brought into the school must meet the standards of SLPS Safety Data Sheets
- D. When social distancing cannot be adhered to, it is required that staff, visitors, and vendors wear a face covering that is consistent with the COVID Management Plan mask guidelines.
 - i. Members may provide and use their own personal face coverings.
 - ii. The District will provide every member a cloth mask and it is the members responsibility to bring a mask to work each day.
- E. Members of the bargaining unit may send a student to the clinic at any time that a student displays symptoms on the Daily Symptom Checklist.
- F. All district protocols for training and cleaning will be accessible from the main page of the St. Lucie Public Schools website.
- G. Protocols to anonymously report potentially dangerous conditions will be established by the district.
- H. Protocols for when members of the bargaining unit will be required to quarantine will be established and shared with members of the bargaining unit prior to the start of the school year.
- I. When a virtual option is not available, administrators will make every effort to schedule face-to-face staff meetings or professional development in spaces that provide 6 ft. social distancing.
- J. Members may wear clothing that is easy to wash and maintains professional dress standards.

This LOU will expire on December 31, 2021 unless extended by mutual agreement. Both parties agree to reconvene no later than December 10, 2021 to discuss the LOU, including any extension and changes necessary to deal with then current COVID conditions.

3/13/21

E. David Freeland, President EASL

Helen Wild, Chief Negotiator, SLPS

3/13/21

Christine K. Hill, Chief Negotiator, EASL



Letter of Understanding



School Board of St. Lucie County
Education Association of St. Lucie – CU/Protech
Regarding Summer School Bonus Pay, Covid-19 Incentive
April 11, 2021

The following is a tentative agreement between the School Board of St. Lucie County and the Education Association of St. Lucie (EASL) Classified Unit regarding a Covid-related bonus pay incentive for summer school workers for the 2020-2021 school year only. The parties agree to implement this agreement prior to the conclusion of negotiations for the 2020-2021 school year.

Due to Covid-related closures and interruptions, both parties understand that more students need supplemental instruction which will require expanding summer school opportunities.

For summer school 2020-2021, more employees will be hired due to increased summer school needs. Both parties agree to waive the following Articles from the Classified Unit contract:

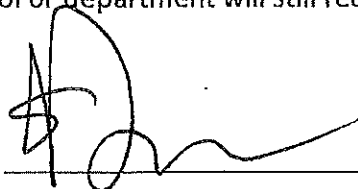
Article VII. 1(e): All Classified Unit employees shall have an opportunity to apply for summer school positions for which they are qualified based upon the following:
e. Seniority in the district.

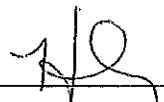
Article VII 2: Classified Unit (CU) employees will be selected on a rotating eligibility system wherein a CU employee who is offered a summer school or Extended School Year position will be placed at the bottom of the eligibility list for the following year. However, in the case of Extended School Year, priority will be given to the paraprofessional's current work assignment as appropriate.

This waiver does not apply to the ESY support staff hiring process.

In addition to the employee's regular hourly rate of pay, CU and Protech employees hired for summer school positions will be eligible to earn a Covid-related incentive supplement for each week of perfect attendance at a rate of \$50.00 per week. The supplement will be paid out after the conclusion of the summer program once eligibility is confirmed in one supplement check.

Employees quarantined at the direction of the school district due to a Covid-case within their school or department will still receive the bonus if otherwise eligible.


4/12/21
E David Freeland, President, EASL St. Lucie


4/12/21
Helen Wild, Chief Negotiator, School Board SLC


4/12/2021
Christine Hill, Chief Negotiator, EASL

Letter of Understanding
School Board of St. Lucie County
Education Association of St. Lucie – CTA/CU/Protech
Wellness Incentive Program 2021-2022 School Year
March 30, 2021

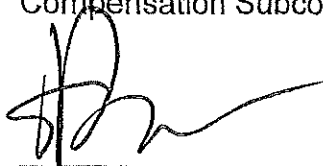
The following is a tentative agreement between the School Board of St. Lucie County and the Education Association of St. Lucie (EASL) regarding the Wellness Incentive Program for the 2021-2022 school year. The parties agree to implement this agreement prior to the conclusion of negotiations for the 2021-2022 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, 2021 through April 30, 2022.

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 towards the employee's health insurance premium. For any employee who is not eligible for the 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 2021-2022 Schedule as shown on page 2.

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


3/30/21
E. David Freeland, President, EASL


3/30/21
Helen Wild, Chief Negotiator
School Board of St. Lucie County


3/30/21
Christine K. Hill, Chief Negotiator
EASL

Wellness Activities and Associated Points for 2021- 2022

Activity	Points (\$)
Have a biometric screening done at an on-site Health Fair (or you may complete at Quest Diagnostics and complete the Personal Health Assessment online)	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/day	20
Participate in the Florida Blue Healthy Addition Prenatal Program	20
Immunization COVID-19 (required 1 or 2 vaccines depending on manufacturer)	20
Cancer Screening - Breast (mammogram)	15
Cancer Screening - Cervical (pap smear)	15
Cancer Screening - Colon (colonoscopy)	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
Education Association of St. Lucie- Classified Unit/Protech
Regarding Second Semester Leave Provisions
Related to Covid-19 Illness and Quarantine
January 7, 2021

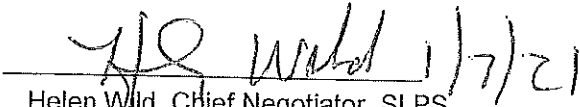
The following is a tentative agreement between the School Board of St. Lucie County and the Education Association of St Lucie (EASL) for the 2020-2021 school year. Both parties agree to implement this agreement prior to the conclusion of negotiations for the 2020-2021 school year.

The guaranteed federal-leave provisions of the Families First Coronavirus Response Act (FFCRA) expired on December 31, 2020. Both parties recognize the need to continue to make decisions to effectively balance operational needs and the health and safety needs of employees.

To meet that balance and to compensate for the expiration of the FFCRA provisions, both parties agree to the following leave provisions:

- A. If an employee is quarantined at the direction of the Department of Health and the School District due to a case of Covid-19 at a worksite, the employee may take up to ten (10) days of SLPS Covid-19 Leave before taking any personal or sick leave.
- B. If an employee is quarantined at the direction of the Department of Health and the School District due to a case of Covid-19 at a worksite and becomes ill and tests positive for Covid-19 while quarantined, they may take up to an additional ten (10) days of "Illness in the Line of Duty Leave" before taking an personal or sick leave. The positive test must be verified by the Department of Health or a physician.
- C. If an employee's school age child is quarantined at the direction of the Department of Health and the School District due to a case of Covid-19 at a school site, and the employee has no viable child care options, the employee may take up to ten (10) days of SLPS Covid-19 Leave before taking any personal or sick leave
- D. If an employee is quarantined or tests positive due to exposure outside of any verified worksite related cases, the employee may use any accrued compensatory time for up to one week or any accrued sick, vacation, or personal leave when appropriate documentation from a licensed health practitioner is received and continues to say that the employee may not return to work.
- E. If a quarantine affects an employee whose work may be conducted at home and through TEAMS, the Principal/Supervisor may approve the employee to work from home based on operational needs.
- F. These provisions replace the Leave Provisions previously agreed to in the September 3, 2020 Letter of Understanding Regarding Covid-19 Return to School.


E David Freeland, President, EASL St. Lucie


Helen Wild, Chief Negotiator, SLPS


Christine Hill, Chief Negotiator, EASL St. Lucie



Letter of Understanding



School Board of St. Lucie County
Education Association of St. Lucie – Professional Technical Unit
Regarding Wellness Incentive Program 2020-2021 School Year
November 19, 2020

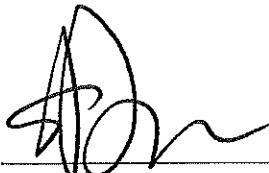
The following is a tentative agreement between the School Board of St. Lucie County and the Education Association of St. Lucie (EASL) Professional Technical Unit regarding the Wellness Incentive Program for the 2020-2021 school year. The parties agree to implement this agreement prior to the conclusion of negotiations for the 2020-2021 school year.

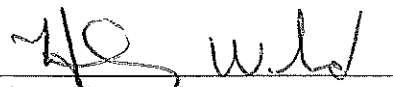
The parties agree that promoting and maintaining a wellness program for school district employees is beneficial to the overall mutual goals of the parties which include improving employee attendance and containing the cost of insurance premiums. The Board agrees to fund wellness incentives for those employees participating in the St. Lucie County School District Employee Health Plans. The incentive program period will run from June 1, 2020 through April 30, 2021.

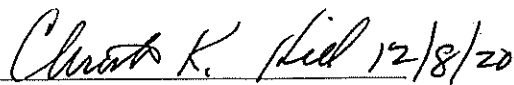
The incentive program will reward participants points based on the Incentive Program Activities and Points Schedule and each point is equal to \$1.00. Participating employees may earn up to 200 points for the entire year. For participants in a Health Savings Account (HSA) eligible plan (BC/BS Plans 5192/5193 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 towards the employee's health insurance premium. For any employee who is not eligible for the 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 2020-2021 Schedule as shown on page 2.

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

 12/8/20
E. David Freeland, President, EASL

 12/8/20
Helen Wild, Chief Negotiator
School Board of St. Lucie County

 12/8/20
Christine K. Hill, Chief Negotiator
EASL



School Board of St. Lucie County
Education Association of St. Lucie – Professional Technical Unit
Regarding Wellness Incentive Program 2020-2021 School Year
November 19, 2020

Wellness Activities and Associated Points for 2020-2021

Activity	Points (\$)
Have a biometric screening done at an on-site Health Fair (or have bloodwork done through Quest and complete the online Personal Health Assessment at FloridaBlue.com)	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/day	20
Participate in the Florida Blue Healthy Addition Prenatal Program	20
Cancer Screening - Breast (mammogram)	15
Cancer Screening - Cervical (pap smear)	15
Cancer Screening - Colon (colonoscopy)	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
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

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