




Letter of Understanding
School Board of St. Lucie County
Education Association of St. Lucie/CTA
Regarding Teacher Compensation
July 25, 2022




The following is a tentative agreement between the School Board of St. Lucie County and the Education Association of St. Lucie (EASL)/CTA for the 2022-2023 fiscal year. This agreement is subject to ratification and board approval.

- The district and union agree to increase the minimum base salary for teachers to \$47,500. This new minimum base salary is the minimum base salary required by Florida SB 2524.
- Teachers whose base salary is less than the minimum base salary of \$47,500 will receive a permanent salary increase to bring their base salary to \$47,500.
- The minimum base salary for teachers with 11- or 12-month contracts will be \$52,347 and \$60,587, respectively.
- Teachers on the Grandfather salary schedule will receive a permanent \$1700 Grandfather Schedule adjustment.
- Teachers on the Pay-for-Performance salary schedule rated as effective for the 2021-2022 school year will receive a permanent \$1700 Pay for Performance Schedule adjustment.
- Teachers on the Pay-for-Performance salary schedule rated as highly effective during the 2021-2022 school year will receive a permanent \$2260 Pay for Performance Schedule adjustment.
- Teachers on the Pay-for-Performance salary schedule not rated as effective or highly effective for the 2021-2022 school year will not receive a Pay for Performance Schedule adjustment.
- Portions of Article XIII (A) (4) that are contrary to this agreement are waived for the 2022-2023 school year negotiations and will not be applied retroactively to this agreement.
- This agreement is retroactive to July 1, 2022 except for Summer School 2021-2022 work done outside of an employee's normal contract days.
- Additional Work Rate: increase from \$21/\$23 per hour to \$30/\$33 per hour

The intention of the parties is to adhere to the requirements of Florida Statute 1011.62 and SB 2524. Should this agreement be found not to comply, the parties agree to negotiate changes immediately.


E. David Freeland, President EASL


Helen Wild, Chief Negotiator, School Board, SLC


Rebecca Petrie, Vice-President, CTA



Letter of Understanding
School Board of St. Lucie County
Education Association of St. Lucie/CTA
Regarding Referendum and Recruitment Supplement
July 25, 2022



The following is a tentative agreement between the School Board of St. Lucie County (Board) and the Education Association of St. Lucie (EASL)/Classroom Teachers' Association (CTA) regarding salary compensation related to the voter approved referendum dollars. This Letter of Understanding supersedes the LOU signed on May 31, 2019. This agreement is subject to ratification and board approval.

The Board and EASL make this agreement for the remaining year of the current referendum. This agreement may be renewed if the referendum is renewed by the voters of St. Lucie County.

The Board and EASL agree to the following amounts:

- Beginning teachers = \$1000
- Teachers with 1-5 years of eligible experience = \$2000
- Teachers with 6-9 years of eligible experience = \$5000
- Teachers with 10-14 years of eligible experience = \$7800
- Teachers with 15 or more years of eligible experience = \$10,400

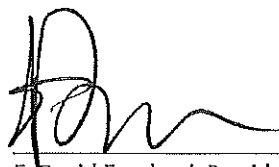
Eligible teachers are newly hired or returning classroom and non-classroom teachers including ROTC instructors.

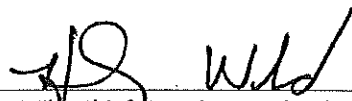
The supplement will be paid within scheduled paychecks and treated as salary. The supplement will apply to the FRS contribution. Employees who are on leave or who begin work after their contractual start date will receive a pro-rated share of the supplement.

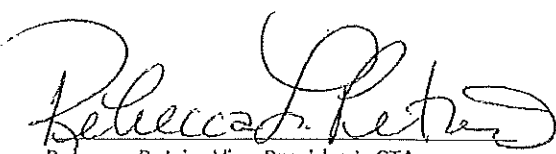
By May 30th of each year the plan and revenue generated by the referendum shall be reviewed by both parties. If the amount distributed salary through the plan is less than 70% of the total revenue available for teacher salary, the parties agree to immediately negotiate to distribute the remaining amount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

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

The recruitment and Retention Supplement will sunset at the end of the 2023 calendar year 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 EASL


Helen Wild, Chief Negotiator, School Board, SLC


Rebecca Petrie, Vice-President, CTA



Letter of Understanding
School Board of St. Lucie County
Education Association of St. Lucie – CTA
Regarding Academic and Athletic Supplements
July 25, 2022

St. Lucie
PUBLIC SCHOOLS



The following is a tentative agreement between the School Board of St. Lucie County and the Education Association of St. Lucie/CTA regarding athletic and academic supplements. Both parties agree to implement this agreement prior to the completion of negotiations for the 2022-2023 school year.

The following supplements will be added as indicated:

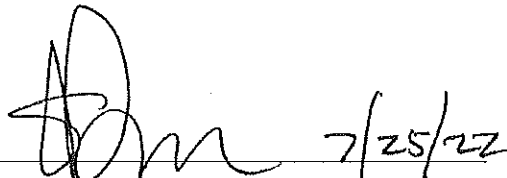
Future Educators of America: 5%
Professional Development Liaison: \$1,600
Football Coordinator: 12%
District Student Youth Advisor: 5%
Dance: 5%

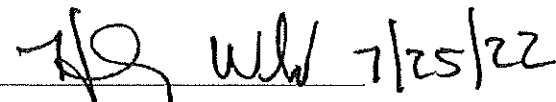
The following educational supplement will be added as indicated:

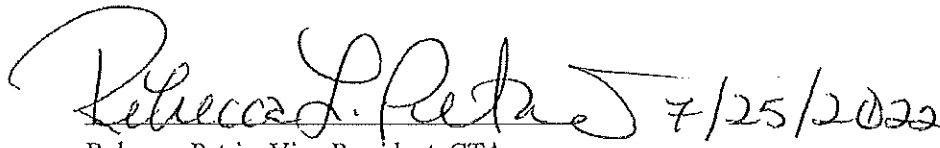
OT/PT Doctorate: \$6,200

The following supplement title will change:

Social Emotional Learning School Liaison/Ambassador will be called the Culture and Learning Environment Liaison/Ambassador


E. David Freeland, President EASL


Dr. Helen Wild, Chief Negotiator, SBSLC


Rebecca Petrie, Vice-President, CTA

Memorandum of Understanding

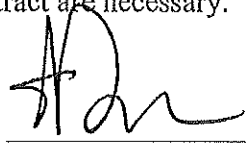
School Board of St. Lucie County
Education Association of St. Lucie
Regarding "Educational Emergency" Provisions of SB 7069
And "D" and/of "F" Schools
July 25, 2022

The following is a memorandum of understanding between the School Board of St. Lucie County (SLCSB) and the Education Association of St. Lucie (EASL), Classroom Teachers' Association/Classified Unit with regard to "Educational Emergency" provisions of SB 7069 and "D" and/or "F" schools identified by the Florida Department of Education.

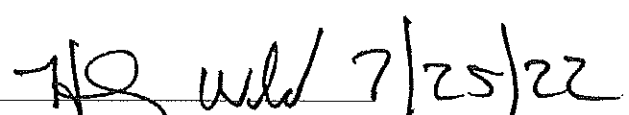
EASL and the SLCSB acknowledged that schools that have been rated by the state as a "D" or an "F", must take necessary steps to improve student achievement and move the school of Differentiated Accountability status, For 2022-23 and 2023-2024, the schools identified are Savannah Ridge, Dan McCarthy Middle School, and St. Lucie Elementary,

EASL and the SLCSB acknowledge that the current CTA contract does not limit the Principal's ability to make selection and placement decisions regarding teachers and that transfers needed in order to comply with the required assurances will be conducted.

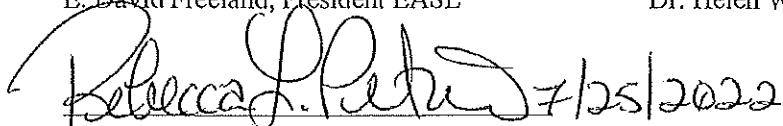
Further, the CTA contract does not limit Principals in these schools from being provided the autonomy outlined in accordance with F.S. 4771.1012.28(8) and no other changes to the existing contract are necessary.

 7/25/22

E. David Freeland, President EASL

 7/25/22

Dr. Helen Wild, Chief Negotiator, SBSLC

 7/25/2022

Rebecca Petrie, Vice-President CTA

5

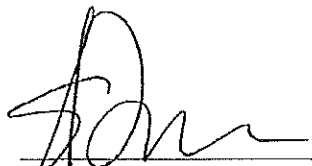


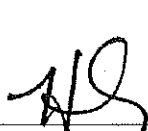
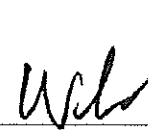
Letter of Understanding
School Board of St. Lucie County
Education Association of St. Lucie/INCLUSIVE
Regarding Health Insurance
July 25, 2022

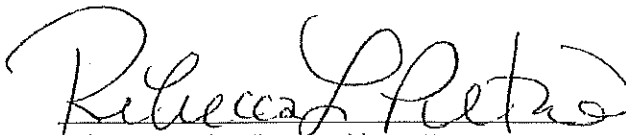


The following is a tentative agreement between the School Board of St. Lucie County (Board) and the Education Association of St. Lucie (EASL) for the 2023 Insurance Plan Year. This agreement is subject to ratification and Board approval.

- The Board will offer employees the Blue Options currently called 5180/5181, 5192/5193 and 5771. Blue options 5771 is only available to employees hired prior to January 1, 2014.
- The Board will make a one-time contribution of \$750.00 to a Health Savings Account (HSA) in January 2023, to each employee enrolled in an HSA eligible plan offered by the Board for the 2023 insurance year only.
- The Board will increase the current premium contribution of \$6,681.36 for all employees by an amount equal to 50% of the premium increase for the Florida Blue 5192 (Individual high deductible plan). This premium contribution is available to employees enrolling in the plan of their choice offered by the district.
- For employees whose 2022 prorated HSA contribution stopped on July 1, 2022, the per pay contribution will continue and be retroactive to July 1, 2022.
- The District and the Union agree to reconvene to write an updated Letter of Understanding when insurance rates are finalized.
- Any ProShare (profit sharing) funds paid to the district for the 2023 plan year will be placed in a separate accounting project and its use will be negotiated in compensation.

 7/25/22
E. David Freeland, President, EASL

  7/25/22
Helen Wild, Chief Negotiator, School Board, SLC

 7/25/2022
Rebecca Petrie, Vice-President, CTA

6

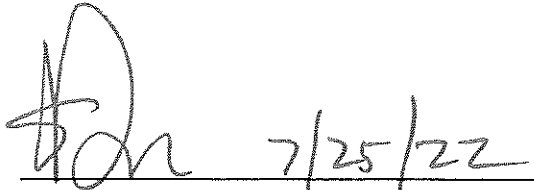


Letter of Understanding
School Board of St. Lucie County
Education Association of St. Lucie/INCLUSIVE
Regarding Health Insurance
July 25, 2022

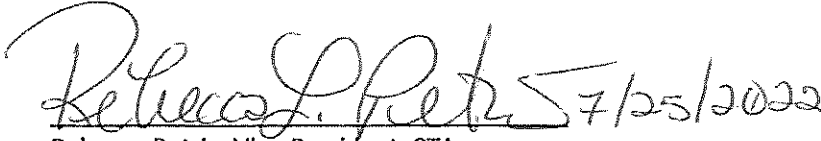


The following is a tentative agreement between the School Board of St. Lucie County (Board) and the Education Association of St. Lucie (EASL) for the 2022-2023 school year. This agreement is subject to ratification and Board approval.

- The Board will pay a one-time ProShare bonus to all employees. The bonus amount will be \$426 which will result in a \$300 "in pocket" bonus.
- Eligible employees are those returning for the 2022-23 school year and are employed on the date of payout.
- Employees on approved leave at the time of payout and who are otherwise eligible will receive the bonus upon return to duty.
- After bonuses are paid out, the compensation committee will review the ProShare balance and determine if a balance warranting additional negotiations is available.


E. David Freeland, President, EASL


Helen Wild, Chief Negotiator, School Board, SLC


Rebecca Petrie, Vice-President, CTA



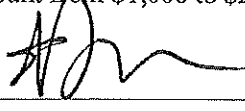
Letter of Understanding
School Board of St. Lucie County
Education Association of St. Lucie – CTA
Regarding Elementary Reading
Incentive Bonus- Increased
July 25, 2022

The following is a tentative agreement between the School Board of St. Lucie County and the Education Association of St. Lucie (EASL) regarding the need to expand the number of elementary reading certified or endorsed teachers in St Lucie Public Schools. Both parties agree that a strong foundation in literacy is critical to the success of our students. Our students in primary grades experienced interruptions in learning during critical years and it is important that our teachers have the training needed to recover those skills. Elementary teachers must earn a reading endorsement to teach summer school and our summer school offerings have vastly increased due to the pandemic. Unlike secondary reading teachers who are required to be certified or endorsed to teach reading, elementary teachers are not required to hold this additional credential.


Through ESSER funding, SLPS will provide a one-time \$2000 incentive bonus to every full-time elementary teacher who meets the following criteria:

- Teach elementary students during the 2022-2023 school year **and**,
- Hold or add one of the following:
 - Florida Teaching Certificate in reading **or**
 - Reading Endorsement.
- The bonus will be paid on the following schedule:
 - December 15th, 2022 = If the certification or endorsement is on the teacher's certificate by December 1st, 2022
 - or
 - May 15th, 2023 = If the certification or endorsement is on the teacher's certificate by May 1st, 2023
 - Teachers on leave will be paid the bonus upon return to duty providing they continue to meet all criteria and funding is still available.

This Letter of Understanding replaces the original signed on June 2, 2022 and increases the incentive amount from \$1,000 to \$2,000.

 7/25/22
E. David Freeland, President, EASL

 Wild 7/25/22
Dr. Helen Wild, Chief Negotiator, SBSLC

 7/25/2022
Rebecca Petrie, Vice-President CTA

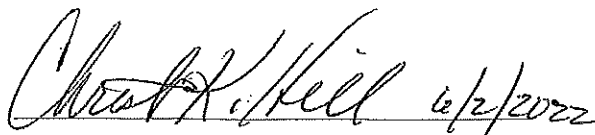
Letter of Understanding
School Board of St. Lucie County
Education Association of St. Lucie – CTA
Regarding Elementary Reading
Incentive Bonus
June 2, 2022

8

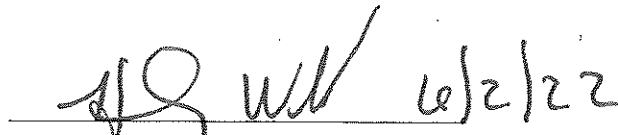
The following is a tentative agreement between the School Board of St. Lucie County and the Education Association of St. Lucie (EASL) regarding the need to expand the number of elementary reading certified or endorsed teachers in St. Lucie Public Schools. Both parties agree that a strong foundation in literacy is critical to the success of our students. Our students in primary grades experienced interruptions in learning during critical years and it is important that our teachers have the training needed to recover those skills. Elementary teachers must earn a reading endorsement to teach summer school and our summer school offerings have vastly increased due to the pandemic. Unlike secondary reading teachers who are required to be certified or endorsed to teach reading, elementary teachers are not required to hold this additional credential.

Through ESSER funding, SLPS will provide a one-time \$1000 incentive bonus to every full-time elementary teacher who meets the following criteria:

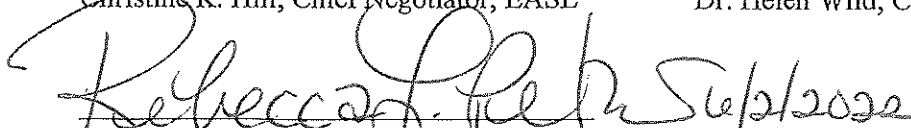
- Teach elementary students during the 2022-2023 school year **and**,
- Hold or add one of the following:
 - Florida Teaching Certificate in reading **or**
 - Reading Endorsement.
- The bonus will be paid on the following schedule:
 - December 15th, 2022 = If the certification or endorsement is on the teacher's certificate by December 1st, 2022
 - or
 - May 15th, 2023 = If the certification or endorsement is on the teacher's certificate by May 1st, 2023
 - Teachers on leave will be paid the bonus upon return to duty providing they continue to meet all criteria and funding is still available.



Christine K. Hill, Chief Negotiator, EASL



Dr. Helen Wild, Chief Negotiator, EASL



Rebecca Petrie, Vice-President CTA



Letter of Understanding
School Board of St. Lucie County
Education Association of St. Lucie – CTA
Regarding Turn Around Teacher
Leader Supplement
June 2, 2022

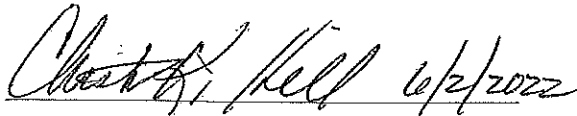


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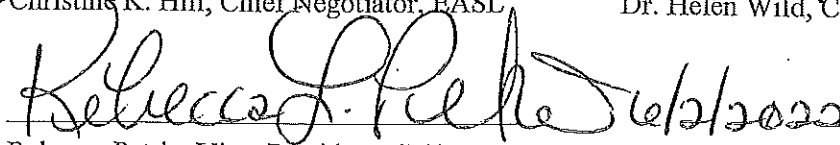
The following is a tentative agreement between the School Board of St. Lucie County and the Education Association of St. Lucie (EASL) regarding a new Turn-around Teacher Leader Supplement. As the SIG 4 funded Master Teacher position sunsets, there is a need to recruit and retain proven teacher leaders in schools in state School Improvement (SI) status and schools in danger of entering turn-around SI status that also have significant recruitment challenges.

In order to support this interest, the union and district agree to establish a Turn-around Teacher Leader Supplement. The supplement amount is \$5000 per year per person from the school Title I allocation as available in the budget. The supplement will be paid out across all paychecks and will be prorated for the period of time supplemented duties are performed. The following criteria applies:

- Teacher Eligibility
 - Core classroom teacher,
 - Rated effective or highly effective during most recent available evaluation period,
 - Preference to teachers with leadership experience; examples: team leaders, department heads, instructional coaches.
 - In pool for Turn-around Teacher Leader supplement, coaching pools or AP pool.
- Maximum number per school – based on need and available budget
 - 9 elementary- one per grade level except where departmentalized
 - 6 middle- two per grade level
- Eligible Schools
 - Schools in or recently exited from FLDOE School Improvement status or at risk of earning a school grade of D or F as indicated by data AND
 - Experiencing challenges recruiting experienced high impact teachers as determined by the Superintendent annually
 - Schools with available Title I funds, after hiring a reading and math coach and meeting essential needs
- Responsibilities
 - 40 hours of summer work- including but not limited to; planning, PD, attending conferences
 - Providing weekly teacher leadership strategies for effective instruction through –
 - Modeling- Serve as Model Classroom
 - Collaborative planning facilitation
 - Professional Development
 - Mentoring new or struggling teachers/ NEST support
 - Partner with school Parent and Family Engagement Liaisons to plan and host 1 parent and family engagement event per month for a minimum total of 5 events


Christine K. Hill, Chief Negotiator, EASL


Dr. Helen Wild, Chief Negotiator, EASL


Rebecca Petrie, Vice- President, CTA

Letter of Understanding
School Board of St. Lucie County
Education Association of St. Lucie – CTA/CU/Protech
Wellness Incentive Program 2022-2023 School Year
April 28, 2022


The following is a tentative agreement between the School Board of St. Lucie County and Education Association of St. Lucie (EASL), regarding the Wellness Incentive Program for the 2022-2023 school year. The parties agree to implement this agreement prior to the conclusion of negotiations for the 2022-2023 school year.

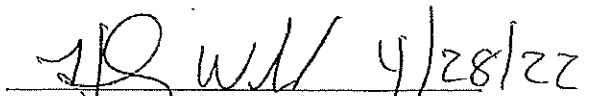
The parties agree that promoting and maintaining a wellness program for school district employees is beneficial to the overall mutual goals of the parties which include improving employee attendance and containing the cost of insurance premiums. The Board agrees to fund wellness incentives for those employees participating in the St. Lucie County School District Employee Health Plans. The incentive program period will run from June 1, 2022 through April 30, 2023.

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 2022-2023 Schedule as shown on page 2.

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


Rebecca Petrie, Vice- President, EASL 4/28/22


Helen Wild, Chief Negotiator
School Board of St. Lucie County 4/28/22


Christine K. Hill, Chief Negotiator
EASL 4/28/2022

Activity	Points (\$)	Date Submitted
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	
Complete at least 15 Mindfulness Activities per month	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	

View your points in the Wellness P Custom Form in Skyward!

Ask your Wellness Champion or email Wellness@stlucieschools.org for instructions

Submit documentation to Mark Dionisio in Risk Management (Exercise Tracking Log, gym attendance, Claims & Statements, or statement from doctor) for all activities via email (Wellness@stlucieschools.org) or pony.

<https://www.stlucie.k12.fl.us/health-wellness/>

Documentation is due May 5, 2023

LOCATE HEALTH/PHARMACY/DENTAL CLAIMS & STATEMENTS:

1. Go to Floridablue.com & click "Log-in" (top right-hand corner).
2. Enter your User ID & Password. (If you haven't registered, click "New Member Registration.")
3. Click "Claims & Expenses" then "Claims & Statements." Click on the date of service you would like to view. Click "Print this claim."
4. At the top of the page, next to "Currently Viewing Your," click "Dental" in the drop-down box. Follow the above steps for locating

11



Letter of Understanding
School Board of St. Lucie County
Education Association of St. Lucie-Inclusive
Regarding ProShare Bonus
April 21, 2022

The following is a tentative agreement between the School Board of St. Lucie County (SBSLC) and the Education Association of St Lucie (EASL) regarding a bonus for the 2021-2022 school year.

As outlined in the September 23, 2020 Letter of Understanding, the District and the Union agreed to bargain over the use of any additional revenue as a result of the Profit Sharing (ProShare) agreement with Florida Blue for the 2020 plan year.

Both parties agree that it is important to continue our commitment to providing additional compensation for all employees whenever possible.

Both parties agree:

- All eligible bargaining unit members will receive a one-time bonus of \$900.
- Eligible employees are those hired no later than April 20, 2022, and who are employed on the date of payout.
- Employees on approved leave at the time of payout and who are otherwise eligible will receive their bonus upon return to duty.
- Bonuses will be paid out no later than May 15, 2022.

4/22/22

E David Freeland, President, EASL

Helen Wild, Chief Negotiator, SBSLC

4/22/2022

Rebecca Petrie, CTA-Vice President



Letter of Understanding



12

School Board of St. Lucie County
Education Association of St. Lucie – Classroom Teachers Association
Regarding Summer School Teacher Pay
March 7, 2022

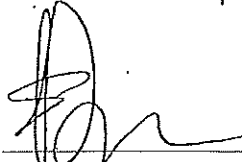
The following is a tentative agreement between the School Board of St. Lucie County and the Education Association of St. Lucie (EASL) Classroom Teachers' Association regarding the summer school-teacher incentive payrate for the 2021-2022 school year only. The parties agree to implement this agreement prior to the conclusion of negotiations for the 2021-2022 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.

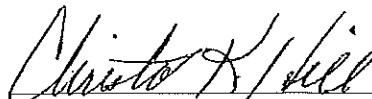
For this summer, teachers will receive their hourly rate plus an additional \$7.20 per hour for days worked. Summer school will be from June 13th to July 14th for all levels and for the 21st Century program. This rate will apply to all levels as well as any additional transition programs for Kindergarten, sixth grade and ninth grade funded through ESSER.

Due to the vast number of summer school classrooms, there is a shortage of substitute teachers, therefore, in addition to the above rate of pay:

- Teachers with perfect attendance for the 19 school days will earn a \$312.50 bonus at the end of the program.

 3/7/22
E David Freeland, President, EASL St. Lucie

 3/7/22
Helen Wild, Chief Negotiator, School Board SLC

 3/7/22
Christine Hill, Chief Negotiator, EASL