



Letter of Understanding
School Board of St. Lucie County
Education Association of St. Lucie/CU/ProTech
Regarding 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)/CU/ProTech for the 2022-2023 fiscal year. This agreement is subject to ratification and board approval.

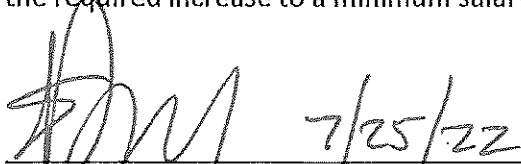
Salary:


- All CU/Protech Employees receiving less than \$15.00 an hour will be increased to \$15.00 per hour.
- Eligible employees will receive an additional step on their salary schedules.
- The minimum total increase will be 4%. For employees whose hourly increase and step is less than a 4% increase, an additional amount will be added to their salary to make their total increase 4%.
- Where additional steps are necessary on a salary schedule a new step will be created by increasing the last step by 2%. Any individuals on that step will receive the additional 2% to bring their total salary increase to a 4% increase.

Training Rate:

- The training rate for additional work will be raised to \$15.00 for all CU/Protech employees.

Both parties agree to reconvene for negotiations if additional revenue becomes available for the 2022-2023 school year with a priority on addressing CU Salary Schedule concerns related to the required increase to a minimum salary of \$15/hour.


E. David Freeland, President EASL


Helen Wild, Chief Negotiator, School Board, SLC


Laura Lovett-Estima, Executive Board, CU

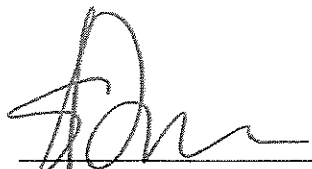


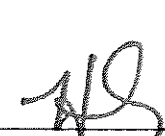
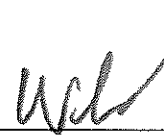
Letter of Understanding
School Board of St. Lucie County
Education Association of St. Lucie/INCLUSIVE
Regarding Health Insurance
July 25, 2022



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



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

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

Rebecca Petrie 7/25/2022
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.

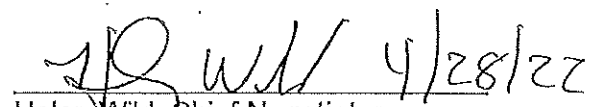
The parties agree that promoting and maintaining a wellness program for school district employees is beneficial to the overall mutual goals of the parties which include improving employee attendance and containing the cost of insurance premiums. The Board agrees to fund wellness incentives for those 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

4

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



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

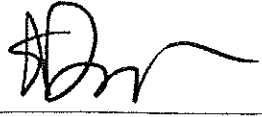
The following is a tentative agreement between the School Board of St. Lucie County (SBSLC) and the Education Association of St Lucie (EASL) regarding a bonus for the 2021-2022 school year.

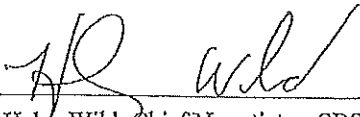
As outlined in the September 23, 2020 Letter of Understanding, the District and the Union agreed to bargain over the use of any additional revenue as a result of the Profit Sharing (ProShare) agreement with Florida Blue for the 2020 plan year.

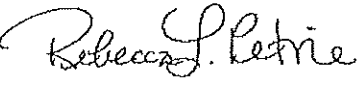
Both parties agree that it is important to continue our commitment to providing additional compensation for all employees whenever possible.

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.

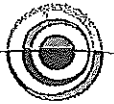

4/22/22
E David Freeland, President, EASL


4/22/22
Helen Wild, Chief Negotiator, SBSLC


4/22/2022
Rebecca Petrie, CTA-Vice President



Letter of Understanding



6

School Board of St. Lucie County
Education Association of St. Lucie – CU/Protech
Regarding Summer School Bonus Pay, Covid-19 Incentive
March 7, 2022

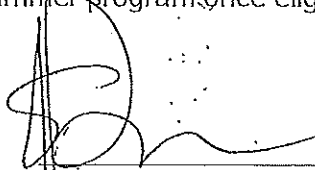
The following is a tentative agreement between the School Board of St. Lucie County and the Education Association of St. Lucie (EASL) Classified Unit/Protech regarding a Covid-related bonus pay incentive for summer school workers for the 2021-2022 school year only. The parties agree to implement this agreement prior to the conclusion of negotiations for the 2021-2022 school year.

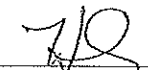
Due to Covid-related closures and interruptions, both parties understand that more students need supplemental instruction which will require expanding summer school opportunities.

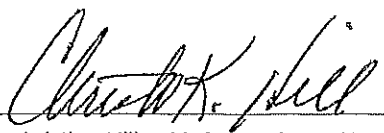
Each school site will be hiring Summer School Clerks which will support the operation of the site. Clerks hired for summer school will receive a flat hourly rate of \$27.00.

All other CU/Protech employees hired to work summer school will receive their hourly rate.

All CU/Protech employees hired to work summer school will be eligible for an attendance supplement of \$250.00 for perfect attendance for the 19 days of summer school between June 13th, 2022 and July 14th, 2022. The supplement will be paid out after the conclusion of the summer program once eligibility is confirmed in one supplement check.

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

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

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