

CTA (Classroom Teachers' Association)

1. **Regarding One-Time Bonus (signed 11/3/23):** provides a one-time bonus using non-recurring ESSER funds.
2. **Regarding Compensation (signed 10/27/23):** provides compensation increases for CTA bargaining unit members. Defines Base, Grandfather, P4P adjustments. Waives current contract language for the purposes of this LOU.
3. **Regarding Referendum and Recruitment Supplement (signed 10/27/23):** provides for increased referendum amounts on all referendum supplement tiers. This LOU supersedes an LOU signed on July 25, 2022.
4. **Regarding Health Insurance (signed 9/14/23):** provides for insurance coverage plans, costs, and district HSA and premium contributions for the 2024 insurance plan year.
5. **Regarding DCEC Differentiated Salary Adjustment (signed 5/4/23):** provides for certain salary supplements for bargaining unit members employed at Dale Cassens Educational Complex, Data House and Detention Center.
6. **Regarding Summer School Teacher Pay (signed 4/14/23):** Provides for certain incentives as well as an additional rate of pay increase for teachers employed for summer school 2022-2023.
7. **Regarding Wellness Incentive Program 2023-2024 School Year (signed 4/11/23):** provides for wellness incentive activities and associated points. Provides for distribution of HSA funds for earned points or credit towards premiums for non-HSA eligible plans.
8. **Regarding One-Time Payment – Referendum (signed 1/17/23):** provides a one-time bonus using funds from the referendum to bring total paid out to educators to the required 70%.
9. **Regarding Recruitment and Retention Turnaround School Supplemental Services Allocation (TSSSA) (signed 12/13/22):** provides for certain one-time bonuses teachers employed at schools identified under TSSSA guidelines to be in turnaround status.
10. **Regarding Health Insurance (signed 9/15/22):** provides for insurance coverage plans, costs and district HSA and premium contributions for the 2023 insurance plan year. Finalizes agreed to terms in an LOU dated 7/25/22 after final rates received from Florida Blue. This LOU increases the board's contribution and replaces the earlier LOU Regarding Health Insurance for the 2023 insurance plan year.
11. **Regarding School Based ESE Specialists (signed 9/8/22):** provides for an increase in the supplement amount for school-based ESE Specialists. This LOU adjusts an LOU signed August 4, 2022 and adds Elementary ESE Specialists to the increase.
12. **Regarding Academic Supplements (signed 8/4/22):** provides several additional supplemental positions. Provides for an increase in the supplement amount for school-based ESE Specialists.

CTA (Classroom Teachers' Association)



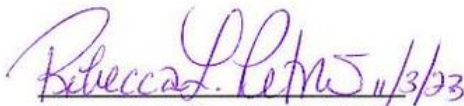
Letter of Understanding
School Board of St. Lucie County
Education Association of St. Lucie - Inclusive
Regarding One-Time Bonus
November 3, 2023



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 2023-2024 school year. Both parties agree that it is important to continue our commitment to providing additional compensation for all employees whenever possible. This agreement is subject to ratification and board approval.

In order to recognize the loyalty and dedication of all employees during the 2023-2024 school year, both parties agree that all employees who meet the following criteria will earn a one-time, non-recurring bonus:

- All eligible bargaining unit members will receive a one-time bonus of \$1421.46, resulting in a \$1000 (net) take-home bonus.
- Eligible employees are those with a start date on or before November 3, 2023, 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 December 20, 2023.


Rebecca Petrie, Vice- President, CTA


Helen Wild, Chief Negotiator, School Board SLC


Christine Hill, Chief Negotiator, EASL



Letter of Understanding
School Board of St. Lucie County
Education Association of St. Lucie – CTA
Regarding Compensation
October 27, 2023



The following is a tentative agreement between the School Board of St. Lucie County (District) and the Education Association of St. Lucie (Union) Classroom Teachers' Association (CTA) regarding compensation for the 2023-2024 school year. This agreement is subject to union ratification and school board approval.

The school district agrees to provide the following compensation adjustments. Adjustments are as defined in Article XIII of the CTA contract except a noted:

- Base Adjustment:** \$500
- P4P Effective/Grandfather Adjustment:** \$1,237.50
- P4P Highly Effective Adjustment:** \$1,650.00

In addition, in order to retain experienced teachers and begin to break compression in the CTA salary schedules introduced by the TSIA funding in 2020-2021, 2021-2022 and 2022-2023, the new Teacher Salary Allocation guidelines will be used to provide an adjustment as follows:


- Eligible teachers placed on the ENTRY MATRIX CTA who are on
- entry slot 14 will receive a retention adjustment of \$250;
 - entry slot 15 will receive a retention adjustment of \$1100;
 - entry slot 16 and above will receive a retention adjustment of \$1690.

- Eligible teachers placed on either the P4P MATRIX or CTA MATRIX
- entry slot 4 will receive a retention adjustment of \$845;
 - entry slot 5 and above will receive a retention adjustment of \$1690;

Increases are retroactive to July 1, 2023. The Base and Retention Adjustments for 11- and 12-month employees will be adjusted to reflect the extended contract lengths. The intention of the parties is to adhere to all statutory requirements. Both parties agree to waive language in Article XIII of the CTA contract contrary to this LOU for the purposes of this LOU only. Should this agreement be found to be noncompliant with statute, the parties agree to negotiate changes immediately.

The ENTRY MATRIX CTA and P4P MATRIX/CTA MATRIX are shown on page 2 of this Letter of Understanding. These pay schedules are also known as Pay for Performance (P4P) and Grandfathered schedules.

This agreement is retroactive to July 1, 2023 for assignments for the 2023-2024 school year ONLY. Summer School assignments for 2022-2023 are not included.


10/27/23
David Freeland, President, EASL


Helen Wild, Chief Negotiator, School Board SLC


10/27/23
Christine Hill, Chief Negotiator, EASL

ENTRY MATRIX CTA			
Slot	10-Month	11-Month	12-Month
0	\$48,000.00	\$52,895.00	\$61,225.00
1	\$48,000.00	\$52,895.00	\$61,225.00
2	\$48,000.00	\$52,895.00	\$61,225.00
3	\$48,000.00	\$52,895.00	\$61,225.00
4	\$48,000.00	\$52,895.00	\$61,225.00
5	\$48,000.00	\$52,895.00	\$61,225.00
6	\$48,000.00	\$52,895.00	\$61,225.00
7	\$48,000.00	\$52,895.00	\$61,225.00
8	\$48,000.00	\$52,895.00	\$61,225.00
9	\$48,000.00	\$52,895.00	\$61,225.00
10	\$48,000.00	\$52,895.00	\$61,225.00
11	\$48,000.00	\$52,895.00	\$61,225.00
12	\$48,000.00	\$52,895.00	\$61,225.00
13	\$48,000.00	\$52,895.00	\$61,225.00
14	\$48,000.00	\$52,895.00	\$61,225.00
15	\$48,000.00	\$52,895.00	\$61,225.00
16	\$48,260.00	\$53,182.00	\$61,556.00
17	\$49,110.00	\$54,119.00	\$62,640.00
18	\$49,960.00	\$55,056.00	\$63,724.00
19	\$50,810.00	\$55,993.00	\$64,808.00
20	\$51,660.00	\$56,930.00	\$65,892.00
21	\$52,510.00	\$57,867.00	\$66,976.00
22	\$53,360.00	\$58,804.00	\$68,060.00
23	\$54,210.00	\$59,741.00	\$69,144.00
24	\$55,060.00	\$60,678.00	\$70,228.00
25	\$55,910.00	\$61,615.00	\$71,312.00
26	\$56,760.00	\$62,552.00	\$72,396.00
27	\$57,610.00	\$63,489.00	\$73,480.00
28	\$58,460.00	\$64,426.00	\$74,564.00

P4P MATRIX or CTA MATRIX			
Slot	10-Month	11-Month	12-Month
0	\$38,875.00	\$42,836.00	\$49,586.00
1	\$38,885.00	\$42,850.00	\$49,599.00
2	\$38,895.00	\$42,861.00	\$49,611.00
3	\$38,900.00	\$42,866.00	\$49,618.00
4	\$39,750.00	\$43,799.00	\$50,702.00
5	\$40,600.00	\$44,731.00	\$51,786.00
6	\$41,450.00	\$45,688.00	\$52,870.00
7	\$42,300.00	\$46,605.00	\$53,955.00
8	\$43,150.00	\$47,542.00	\$55,039.00
9	\$44,000.00	\$48,478.00	\$56,123.00
10	\$44,850.00	\$49,415.00	\$57,207.00
11	\$45,700.00	\$50,352.00	\$58,291.00
12	\$46,550.00	\$51,289.00	\$59,375.00
13	\$47,400.00	\$52,225.00	\$60,460.00
14	\$48,250.00	\$53,162.00	\$61,544.00
15	\$49,100.00	\$54,099.00	\$62,628.00
16	\$49,950.00	\$55,035.00	\$63,712.00
17	\$50,800.00	\$55,972.00	\$64,796.00
18	\$51,650.00	\$56,909.00	\$65,881.00
19	\$52,500.00	\$57,846.00	\$66,965.00
20	\$53,350.00	\$58,782.00	\$68,049.00
21	\$54,200.00	\$59,719.00	\$69,133.00
22	\$55,050.00	\$60,656.00	\$70,217.00
23	\$55,900.00	\$61,593.00	\$71,302.00
24	\$56,750.00	\$62,529.00	\$72,386.00
25	\$57,600.00	\$63,466.00	\$73,470.00
26	\$58,450.00	\$64,403.00	\$74,554.00
27	\$59,300.00	\$65,340.00	\$75,638.00
28	\$60,150.00	\$66,276.00	\$76,723.00
29	\$61,000.00	\$67,213.00	\$77,807.00
30	\$61,850.00	\$68,150.00	\$78,891.00
31	\$62,700.00	\$69,086.00	\$79,975.00
32	\$63,550.00	\$70,023.00	\$81,059.00
33	\$64,400.00		

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Letter of Understanding
School Board of St. Lucie County
Education Association of St. Lucie – CTA
Regarding Referendum and Recruitment Supplement
October 26, 2023



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 July 25, 2022. This agreement is subject to ratification and board approval.

The Board and EASL agree to the following amounts:

- Beginning Teachers = \$2,000
- Teachers with 1-5 years of eligible experience = \$2,454
- Teachers with 6-9 years of eligible experience = \$5,454
- Teachers with 10-14 years of eligible experience = \$8,254
- Teachers with 15 or more years of eligible experience = \$10,854

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

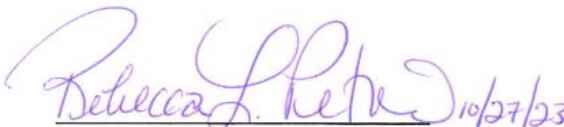
The supplement will be paid within scheduled paychecks and treated as salary. The supplement will apply to the FRS contribution. Employees who are on leave or who begin work after their contractual start date will receive a pro-rated share of the supplement.

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 in 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.


Christine K Hill, Chief Negotiator, EASL


Dr. Helen Wild, Chief Negotiator, SLPS


Rebecca Petrie, Vice-President, CTA



Letter of Understanding
School Board of St. Lucie County
Education Association of St. Lucie/INCLUSIVE
Regarding Health Insurance
September 13, 2023



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 2024 Insurance Plan Year. This agreement is subject to Board approval and ratification.

- The Board will offer employees the Blue Options Plans currently called 5180/5181, 5192/5193, and 5771. In addition, a new plan will be offered Blue Option Plan 5172/5173. Blue Options 5771 is only available to employees hired prior to January 1, 2014.
- The Board will contribute \$7,218.72 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 2024, to each employee enrolled in an HSA eligible plan offered by the Board for the 2024 insurance year only.
- For employees whose 2023 prorated HSA contribution stopped on July 1, 2023, the per-pay contribution will continue and be retroactive to July 1, 2023.
- Any ProShare (profit sharing) funds paid to the district for the 2024 plan year will be placed in a separate accounting project and its use will be negotiated in compensation.

9/14/23

E David Freeland, President, EASL St. Lucie

Helen Wild, Chief Negotiator, School Board SLC

9/14/23

Christine Hill, Chief Negotiator, EASL



Letter of Understanding
School Board of St. Lucie County
Education Association of St. Lucie - CTA/CU
Regarding DCEC Differentiated Salary Adjustment
May 4, 2023



The following is a tentative agreement between the School Board of St. Lucie County and the Education Association of St. Lucie (EASL) regarding incentive pay for teachers, clerical staff and teacher's aides assigned full-time to Dale Cassens Educational Complex, Data House and Detention Center.

It is recognized that recruitment and retention is a district-wide priority. However, there are unique challenges in recruiting and retaining the staff at DCEC/Data House/Detention Center in its role as an alternative to expulsion school. Both the union and district recognize that for safety and quality of instruction and student services, it is imperative that all positions are filled and that the highly trained, flexible, and skilled staff are committed to remain in that setting. As a recruitment and retention incentive, the following annual differentiated salary adjustment will go into effect beginning in the 2023-2024 school year to those staff members providing and supporting instruction and supervision.


2023-2024 School Year:

- Teachers will receive \$5,000. It shall be paid in two installments of \$2,500 by December 20th and June 1st
- Teacher's Aides/Paraprofessionals and Clerical Staff will receive \$3,000. It shall be paid in two installments of \$1,500 by December 20th and June 1st
- Must be hired prior to November 1st to earn first installment
- Must be hired prior to May 1st to earn the second installment
- Must be employed on date of payment
- Employees on approved leave will be paid upon return to work

Both new hires and internal SLPS transfers are eligible for the annual differentiated salary adjustment.


E. David Freeland, President EASL


Dr. Helen Wild, Chief Negotiator, School Board SLC


Rebecca Petrie, CTA Vice-President



Letter of Understanding

School Board of St. Lucie County
Education Association of St. Lucie – Classroom Teachers Association
Regarding Summer School Teacher Pay
April 14, 2023

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 pay rate for the 2022-2023 school year only. The parties agree to implement this agreement prior to the conclusion of negotiations for the 2022-2023 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 and that the funding for this pay structure is available through emergency relief funds.

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 12th, 2023, to July 13th, 2023, 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, the following incentive will be paid to encourage attendance and a commitment to working for the full summer:

- Teachers with perfect attendance will earn a \$320.00 bonus at the end of the program.
- This attendance incentive is only for teachers working the entire summer and cannot be split between employees sharing a single position.
- For Speech Language Therapists and Occupational/Physical Therapists, the incentive will be earned if working all summer and in attendance for all scheduled sessions.

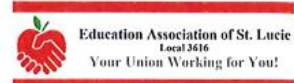

4/14/23
E David Freeland, President, EASL


4/14/23
Helen Wild, Chief Negotiator, School Board SLC


4/14/23
Christine Hill, Chief Negotiator, EASL



Letter of Understanding



Letter of Understanding
School Board of St. Lucie County
Education Association of St. Lucie – CTA/CU/Protech
Wellness Incentive Program 2023-2024 School Year
April 11, 2023


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 2023-2024 school year. The parties agree to implement this agreement prior to the conclusion of negotiations for the 2023-2024 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, 2023, through April 30, 2024.

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 specified in the Wellness Activities and Associated Points for 2023-2024 Schedule as shown on page 2.

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

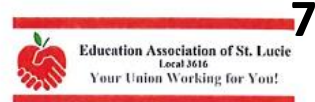
 4/11/23
E. David Freeland, President, EASL

 4/11/23
Helen Wild, Chief Negotiator
School Board of St. Lucie County

 4/11/23
Rebecca Petrie
Vice-President, CTA



Letter of Understanding



Letter of Understanding
 School Board of St. Lucie County
 Education Association of St. Lucie – CTA/CU/Protech
 Wellness Incentive Program 2023-2024 School Year
 April 11, 2023

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	
Chiropractic Adjustments (Up to 5 per year)	5	
HALT Diabetes Program (12 month Program) (Up to 12 per year)	5	

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 3, 2024

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 Dental Claims & Statements.

Wellness Incentive Date Range: June 1, 2023—April 30, 2024

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Letter of Understanding
School Board of St. Lucie County
Education Association of St. Lucie/CTA
Regarding One-Time Payment- Referendum
January 17, 2023



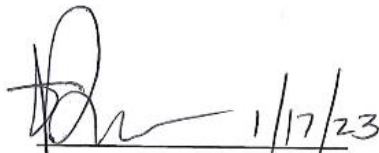
The following is a tentative agreement between the School Board of St. Lucie County and the Education Association of St Lucie (EASL) regarding a one-time payment for teachers from roll forward referendum funds for the 2022-2023 school year. Both parties agree to implement this agreement prior to the completion of negotiations for the 2022-2023 school year.

As we near the end of the first referendum period, funds have rolled forward leaving a balance within the 70% dedicated to the recruitment and retention of teachers. To that end, both parties agree to utilize the balance to provide a one-time payment to teachers in a tiered manner that recognizes the need to reward and retain an experienced teaching force.

Therefore, all eligible teachers will receive a one-time payment as follows:

- Beginning teachers = \$225
- 1- 5 years eligible experience = \$325
- 6-9 years eligible experience = \$550
- 10-14 years eligible experience = \$700
- 15 + years eligible experience = \$850

Eligible teachers are those employed by January 17, 2023, and still employed on the date of payout. This one-time payment will be paid out no later than February 15, 2023.

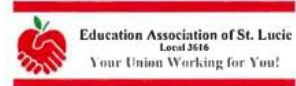

E David Freeland, President, EASL


Helen Wild, Chief Negotiator, School Board SLC


Christine Hill, Chief Negotiator, EASL



Letter of Understanding



School Board of St. Lucie County
Education Association of St. Lucie – CTA
Regarding Recruitment and Retention Turnaround School Supplemental Services Allocation (TSSSA)
Chester A. Moore (CAM) Elementary
December 13, 2022

The following is a tentative agreement between the School Board of St. Lucie County and the Education Association of St. Lucie (EASL) regarding TSSSA Recruitment and Retention bonuses for the 2022-2023 school year.

Chester A. Moore was in School Improvement status for the 2021-2022 school year and as such, received state recruitment and retention bonuses.

Chester A. Moore achieved C status making them ineligible for those bonuses for the 2022-2023 school year. However, there is still a need for recruitment and retention strategies at CAM and they received another Turnaround School Supplemental Services Allocation allowing a bonus of a smaller amount to continue these efforts and sustain success.

The Board and the Education Association agree to provide a recruitment and retention bonus through TSSSA funds for Chester A. Moore Elementary. All Instruction Staff will receive a bonus if:

- They were reappointed and returned to CAM or were a new hire at the school for the 2022-2023 school year, and
• They were employed at CAM no later than September 15, 2022, and
• They have a 2022 State VAM rating of Effective of Highly Effective.

Total bonus amounts will be as follows:

- \$10,000 – 2022 3-year aggregate Math and ELA State Value Added Model (VAM) of a Highly Effective rating
• \$5,000 – 2022 3-year aggregate Math and ELA State Value Added Model (VAM) of an Effective rating

These bonuses will be paid in two equal payments on January 15th and May 31st. Teachers must be employed at CAM in an instructional position on the date that the bonus is processed and paid.

Handwritten signature of Rebecca L. Petrie dated 12/13/22

Rebecca L. Petrie, Vice-President, CTA

Handwritten signature of Dr. Helen Wild dated 12/13/22

Dr. Helen Wild, Chief Negotiator, SBSLC

Handwritten signature of Christine K. Hill dated 12/13/22

Christine K. Hill, Chief Negotiator, EASL



Letter of Understanding
School Board of St. Lucie County
Education Association of St. Lucie/Inclusive
Regarding Health Insurance
September 15, 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. The previous LOU dated July 25, 2022, stipulated that the District and the Union would reconvene when premium rates were finalized. This agreement replaces the previous LOU and increases the Boards contribution to the employee premium rates.

- 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, 2012.
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 current premium contribution of \$6,681.36 to \$7,218.72 for all employees. In the original LOU signed on July 25, 2022, the board contribution was 50% which has now been raised to 61.75% of the premium increase for the Florida Blue 5192. This 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 period contribution will continue and be retroactive to July 1, 2022.
Any Proshare (profit sharing) funds earned by the district for the 2023 plan year will be placed in a separate accounting project and its use will be negotiated in compensation.

[Signature] 9/15/22
E. David Freeland, President EASL

[Signature] 9/15/22
Helen Wild, Chief Negotiator, School Board, SLC

[Signature] 9/15/22
Christine K. Hill, Chief Negotiator, EASL



Letter of Understanding
School Board of St. Lucie County
Education Association of St. Lucie – CTA
Regarding School Based ESE Specialists
Supplements
September 7, 2022

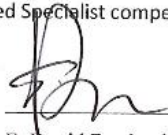


The following is a tentative agreement between the School Board of St Lucie County and the Education Association of St Lucie/CTA regarding supplements. Both parties agree to implement this agreement prior to the completion of negotiations for the 2022-2023 school year.

Both the union and the district acknowledge that the school-based ESE Specialist serves as the Department Head for ESE teachers as well as additional duties specific to Federal and State statutes. In order to distinguish their role from other Department Chairs, they will receive an annual supplement of 8% for middle, K8, and Elementary schools, and 10% for high schools, an increase of 2%.

- School Based ESE Specialist Middle School/K-8: 8%
- School Based ESE Specialist Elementary: 8%
- School Based ESE Specialist High School: 10%

This agreement adds elementary level School Based ESE Specialists and supersedes the related language in the August 4th, 2022 Letter of Understanding. Both parties agree to reconvene to discuss ESE School-based Specialist compensation prior to the start of next year.


9/8/22
E. David Freeland, President EASL


Dr. Helen Wild, Chief Negotiator SLPS


9/8/22
Christine K. Hill, Chief Negotiator, EASL



Letter of Understanding
School Board of St. Lucie County
Education Association of St. Lucie – CTA
Regarding Academic Supplements
August 4, 2022



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


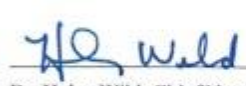
The following supplements will be added as indicated:

- National Honor Society or National Junior Honor Society- (Secondary Schools): 5%
- Odyssey of the Mind Sponsor: 5%

Both the union and the district acknowledge that the School-based ESE Specialist serves as the Department Head for ESE teachers as well as additional duties specific to Federal and State statutes. In order to distinguish their role from other Department Chairs, they will receive an annual supplement of 8% for middle school and 10% for high school, an increase of 2%.

- School Based ESE Specialist Middle School: 8%
- School Based ESE Specialist High School: 10%

Both parties agree to reconvene to discuss ESE School-based Specialist compensation prior to the start of next year.

 8/4/22  8/4/22

E. David Freehand, President EASL

Dr. Helen Wild, Chief Negotiator SLPSL

 8/4/2022

Christine K. Hill, Chief Negotiator, EASL

CTA (Classroom Teachers' Association)

Proposed Supplements:

ESE School-Based Specialist: (Secondary Schools)- is a full-time job with responsibilities outlined within the job description. This school leader is supplemented to lead the ESE department as well and is responsible for supervising all functions of his/her department, including budget preparation and property control, chairing regular meetings of teachers within the department/grade level, attending subject area meetings for county department chairs, and coordinating his/her department's activities with those of other departments. This leader may assist administrators in matters of policy, scheduling, and student advisement. This role will require collaboration with department heads for content areas and general education teachers to ensure that ese teachers can support ESE students within general education classrooms. It is intended that if a school has multiple ESE School-Based Specialists, each will receive the full supplement amount and that the duties and responsibilities are shared.

The National Honor Society Advisor- The NHS Advisor (high school) or NJHS (middle school/k8) is responsible for coordinating the work of the school chapter through the officers, plan meetings and detailed yearlong plans and service projects with written goals. The Advisor will establish selection procedures and conduct induction ceremonies. The Advisor will clear all activities through the principal following school procedures and keep the faculty informed of chapter activities. The Advisor will maintain the chapter by-laws and stay current on information from the National Junior Honor Society website.

Odyssey of the Mind- This supplement is provided only at membership schools participating in Odyssey of the Mind. The sponsor must oversee at least one competitive team and fully participate in the problem-solving competitions during the year including any state or local competitions the team reaches. The sponsor will coordinate trips, paperwork, after-school practice sessions and related parent communication. The sponsor is responsible for student supervision at all practice sessions and competitions.

Chu 8/4/2022

AJ 8/4/22

Hw 8/4/22

CTA (Classroom Teachers' Association)

Descriptions for newly negotiated supplements:

Professional Development Liaison- will serve as the contact for district information regarding professional development. The Liaison will communicate upcoming professional development opportunities with the school staff, create sessions in Frontline for administrator approval, and input attendance after PD sessions. The Liaison will support teachers using Canvas and other computer applications at their school site. CLP Facilitator training is a requirement to serve in this role in order to support CLP's at the school site.

Florida Future Educators of America (FFEA)- (High Schools)- The FFEA Advisor ensures that the school's chapter is registered as a Florida FEA and follows all guidelines and requirements associated with membership. The FEA provides a forum for students to become aware of career opportunities in education and nurtures their interest in teaching as a career. The Advisor will ensure that regular meetings are held, by-laws are maintained, and activities are approved by the Principal or designee.

District Student Youth Advisor- The District Student Youth Advisor coordinates a cross school student leadership group. The District Student Youth Group will maintain and follow by-laws, elect officers, and meet on a regular basis at various locations in the district. The Advisor will support the student officers in maintaining minutes and serve as the liaison between the student President and the School Board Member Representative and prepare the President to present at monthly board meetings. The Advisor will be appointed by the Superintendent.

Dance Coordinator- is responsible for the planning, preparation, and supervision of at least two (2) performances of students conducted outside of the school day as an extension of an approved curricular dance program.

ChW 8/4/2022

AD 8/4/22

Nws 8/4/22