

## CU (Classified Unit)

1. **Regarding One-Time Bonus (signed 11/3/23):** provides a one-time bonus using non-recurring ESSER funds.
2. **Regarding Compensation 2023-2024 (signed 10/27/23):** provides compensation increases for ALL bargaining unit members. Defines new pay matrices for certain bargaining unit members, provides a minimum percent increase for those bargaining unit members not receiving a new pay matrix, sets a minimum increase amount for all bargaining unit members, and provides for a step to all eligible bargaining unit members.
3. **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.
4. **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.
5. **Regarding Summer School Bonus Pay (signed 4/14/23):** Provides for a bonus as well as an additional rate of pay increase to bargaining unit members employed for summer school 2022-2023.
6. **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.
7. **Regarding One-Time Payment – Referendum (signed 1/17/23):** provides a one-time bonus to coincide with the referendum bonus. Bonuses are either \$150 or \$300.
8. **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.
9. **Regarding Health Paraprofessional Salary Schedule (signed 9/15/22):** provides for a new salary schedule for Health Paraprofessionals and moves these employees to the newly established schedule.



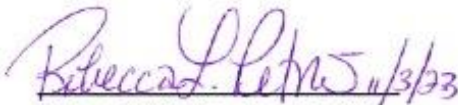
**Letter of Understanding**  
School Board of St. Lucie County  
Education Association of St. Lucie - Inclusive  
Regarding One-Time Bonus  
November 3, 2023



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 – CU  
Regarding Compensation 2023-2024  
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) Classified Unit (CU) regarding compensation for the 2023-2024 school year. This agreement is subject to ratification and School Board approval.

Both parties agree that providing a competitive wage to employees and addressing the compression in some salary matrices are our top priorities.

To address the compression caused by the required increase to a minimum of \$15/hour across all salary matrices in 2022-2023, the district and union agree to replace existing salary matrices with simplified salary matrices.

**New matrices replacing current matrices that include an existing bachelor’s degree lane will be created using the following process:**

1. The current Bachelor’s Lane in each matrix will become the new Base Lane in the new matrix.
2. A new associate’s degree lane will be created by adding \$750 to each step of the new base lane.
3. A new bachelor’s degree lane will be created by adding \$1500 to each step of the new base lane.
4. An additional step at the top of each matrix will be created by adding 2% to the current top step.

**New matrices replacing current matrices that do not include an existing bachelor’s degree lane will be created using the following process:**

1. Each step in the current matrix will receive a 1.5% increase to create the new matrix.
2. An additional step at the top of each matrix will be created by adding 2% to the current top step.

**Current employees will be moved to the new matrices using the following process:**

1. All employees will be moved to the new **Base** lane on the step corresponding to their current job title, matrix, and step.
2. Eligible employees will be moved to either the associate’s degree or the bachelor’s degree lane.
3. Eligible employees will receive a step on their new salary schedule.
4. Any step that does not result in a minimum of a 3.5% increase for returning employees will be adjusted to provide a minimum of 3.5% increase.

The district will ensure that salary matrices for 10-, 11-, and 12-month employees in the same job title will reflect the same daily rate.

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.

The parties agree to reconvene when additional funds become available to continue discussions regarding equalizing percentages between steps on salary matrices.

10/27/23

E. David Freeland, President, EASL

Helen Wild, Chief Negotiator, SBSLC

10/27/23

Christine Hill, Chief Negotiator, EASL



**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.

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9/14/23

E David Freeland, President, EASL St. Lucie

Handwritten signature of Helen Wild in blue ink.

Helen Wild, Chief Negotiator, School Board SLC

Handwritten signature of Christine Hill in blue ink.

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 20<sup>th</sup> and June 1<sup>st</sup>
- Teacher's Aides/Paraprofessionals and Clerical Staff will receive \$3,000. It shall be paid in two installments of \$1,500 by December 20<sup>th</sup> and June 1<sup>st</sup>
- Must be hired prior to November 1<sup>st</sup> to earn first installment
- Must be hired prior to May 1<sup>st</sup> 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 – CU/Protech  
Regarding Summer School Bonus 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 a bonus pay incentive for summer school workers 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

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 18 days of summer school between June 12th, 2023, and July 13th, 2023. The supplement will be paid out after the conclusion of the summer program once eligibility is confirmed in one supplement check.

  
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 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 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.

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.

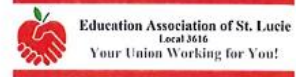
[Signature] 4/11/23
E. David Freeland, President, EASL

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

[Signature] 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

*Handwritten notes:*  
 [Signature] 4/11/23  
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 [Signature] 4/11/23





**Letter of Understanding**  
**School Board of St. Lucie County**  
**Education Association of St. Lucie/CU and Protech**  
**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 eligible bargaining unit employees, excluding teachers, to coincide with a referendum payment to teachers, 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.

In order to recognize the importance of all non-instructional staff, both parties agree to provide a one-time payment to all eligible non-instructional employees. In addition, the necessary move to \$15.00 an hour created salary compression within pay scales within the Classified Unit and the Professional/Technical Unit. Both parties agree that addressing salary compression is a priority.


In recognition of this **salary compression**, this one-time payment will be paid out as follows:

- Employees who received a salary increase greater than 4% in the fall of 2022, or who are currently making \$15.00 an hour, will receive a payment of \$150.00 minus applicable taxes.
- Employees who received a salary increase of 4% in the fall of 2022, or who are currently making more than \$15.00 an hour, will receive a payment of \$300.00 minus applicable taxes.

Eligible employees 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. Employees on approved leave will be paid upon return to work.

  
1/17/23  
E David Freeland, President, EASL

  
1/17/23  
Helen Wild, Chief Negotiator, School Board SLC

  
1/17/23  
Christine 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.

  
9/15/22  
E. David Freeland, President EASL

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

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



Letter of Understanding  
School Board of St. Lucie County  
Education Association of St. Lucie/CU  
Regarding Health Paraprofessional Salary Schedule  
September 15, 2022




The following is a tentative agreement between the School Board of St. Lucie County and the Education Association of St. Lucie - Classified Unit (EASL/CU) for the 2022-2023 fiscal year.

- Lanes VRG1-0, VRG6-0, VRG8-0, and VRG9-0 will be added to the current VRG salary schedule. The new VRG salary schedule is shown on page 2 of this LOU.
- Current Health Paraprofessionals will be moved to the step and lane on this new salary schedule that corresponds with their current step and lane on their existing salary schedule (VOJ).
- This change is retroactive to the beginning of the 2022-2023 school year.
- The new salary will be reflected no later than the September 30<sup>th</sup> paycheck and the retro payment will be issued in a separate check no later than September 30<sup>th</sup>.
- Salary schedule VRG will be the adopted salary schedule for all future Health Paraprofessionals who will be placed according to current guidelines.

Both parties agree to implement the terms of this LOU prior to the conclusion of bargaining for the 2022-2023 school year.

 9/15/22

E. David Freeland, President, EASL

 9/15/22

Helen Wilk, Chief Negotiator, School Board, SLC

 9/15/22

Christine K. Hill, Chief Negotiator, EASL



CU (Classified Unit)



Letter of Understanding  
 School Board of St. Lucie County  
 Education Association of St. Lucie/CU  
 Regarding Health Paraprofessional Salary Schedule  
 September 15, 2022



STEP	VRG0-0	VRG1-0	VRG4-0	VRG5-0	VRG6-0	VRG8-0	VRG9-0	VRGA-0	VRGB-0
0	\$25,032.00	\$25,128.00	\$25,422.00	\$25,519.00	\$25,616.00	\$25,714.00	\$25,812.00	\$26,085.00	\$27,621.00
1	\$25,554.00	\$25,653.00	\$25,959.00	\$26,060.00	\$26,161.00	\$26,263.00	\$26,365.00	\$26,650.00	\$28,246.00
2	\$26,043.00	\$26,142.00	\$26,449.00	\$26,550.00	\$26,651.00	\$26,753.00	\$26,855.00	\$27,139.00	\$28,737.00
3	\$26,541.00	\$26,640.00	\$26,949.00	\$27,050.00	\$27,151.00	\$27,253.00	\$27,355.00	\$27,637.00	\$29,236.00
4	\$26,962.00	\$27,059.00	\$27,368.00	\$27,466.00	\$27,564.00	\$27,663.00	\$27,762.00	\$28,057.00	\$29,699.00
5	\$27,419.00	\$27,524.00	\$27,824.00	\$27,931.00	\$28,038.00	\$28,146.00	\$28,254.00	\$28,518.00	\$30,111.00
6	\$27,877.00	\$27,980.00	\$28,286.00	\$28,391.00	\$28,496.00	\$28,602.00	\$28,708.00	\$28,974.00	\$30,571.00
7	\$28,334.00	\$28,434.00	\$28,742.00	\$28,843.00	\$28,944.00	\$29,046.00	\$29,148.00	\$29,434.00	\$31,025.00
8	\$29,033.00	\$29,134.00	\$29,432.00	\$29,534.00	\$29,636.00	\$29,739.00	\$29,842.00	\$30,129.00	\$31,720.00
9	\$29,944.00	\$30,045.00	\$30,337.00	\$30,439.00	\$30,541.00	\$30,644.00	\$30,747.00	\$31,011.00	\$32,602.00
10	\$30,843.00	\$30,947.00	\$31,249.00	\$31,354.00	\$31,459.00	\$31,565.00	\$31,671.00	\$31,944.00	\$33,542.00
11	\$31,752.00	\$31,853.00	\$32,158.00	\$32,260.00	\$32,362.00	\$32,465.00	\$32,568.00	\$32,852.00	\$34,444.00
12	\$32,410.00	\$32,514.00	\$32,813.00	\$32,918.00	\$33,023.00	\$33,129.00	\$33,235.00	\$33,504.00	\$35,101.00
13	\$32,890.00	\$32,993.00	\$33,294.00	\$33,398.00	\$33,502.00	\$33,607.00	\$33,712.00	\$33,985.00	\$35,581.00
14	\$33,496.00	\$33,595.00	\$33,911.00	\$34,011.00	\$34,111.00	\$34,212.00	\$34,313.00	\$34,616.00	\$36,211.00
15	\$34,111.00	\$34,211.00	\$34,535.00	\$34,636.00	\$34,737.00	\$34,839.00	\$34,941.00	\$35,250.00	\$36,849.00
16	\$35,066.00	\$35,172.00	\$35,500.00	\$35,607.00	\$35,714.00	\$35,822.00	\$35,930.00	\$36,241.00	\$37,837.00
17	\$35,716.00	\$35,827.00	\$36,160.00	\$36,272.00	\$36,384.00	\$36,497.00	\$36,610.00	\$36,916.00	\$38,549.00
18	\$36,380.00	\$36,488.00	\$36,834.00	\$36,943.00	\$37,052.00	\$37,162.00	\$37,272.00	\$37,605.00	\$39,267.00
19	\$37,059.00	\$37,167.00	\$37,523.00	\$37,632.00	\$37,741.00	\$37,851.00	\$37,961.00	\$38,311.00	\$40,002.00
20	\$37,752.00	\$37,865.00	\$38,221.00	\$38,335.00	\$38,449.00	\$38,564.00	\$38,679.00	\$39,024.00	\$40,750.00
21	\$38,278.00	\$38,397.00	\$38,751.00	\$38,871.00	\$38,991.00	\$39,112.00	\$39,233.00	\$39,570.00	\$41,321.00
22	\$38,668.00	\$38,787.00	\$39,147.00	\$39,267.00	\$39,387.00	\$39,508.00	\$39,629.00	\$39,974.00	\$41,745.00
23	\$39,391.00	\$39,511.00	\$39,882.00	\$40,003.00	\$40,124.00	\$40,246.00	\$40,368.00	\$40,724.00	\$42,529.00
24	\$40,129.00	\$40,252.00	\$40,630.00	\$40,755.00	\$40,880.00	\$41,006.00	\$41,132.00	\$41,488.00	\$43,330.00
25	\$40,899.00	\$41,024.00	\$41,409.00	\$41,536.00	\$41,663.00	\$41,791.00	\$41,919.00	\$42,285.00	\$44,163.00
26	\$41,685.00	\$41,814.00	\$42,203.00	\$42,334.00	\$42,465.00	\$42,597.00	\$42,729.00	\$43,098.00	\$45,014.00
27	\$42,485.00	\$42,616.00	\$43,014.00	\$43,147.00	\$43,280.00	\$43,414.00	\$43,548.00	\$43,926.00	\$45,881.00
28	\$43,300.00	\$43,435.00	\$43,841.00	\$43,978.00	\$44,115.00	\$44,253.00	\$44,392.00	\$44,772.00	\$46,765.00

9/15/22  
 9/15/22  
 9/15/22