



# Education Association of St. Lucie LOCAL 3616

November 8, 2023

## The VOICE

Editor: Maureen Sinnott  
371 East Midway Road  
Ft. Pierce, FL 34982

### 23-24 Ratification Notice

Hopefully by now you've heard that we have reached an agreement for compensation for the 2023-24 school year. That agreement, along with all other signed agreements since our last ratification, must be voted on by members of the bargaining units. The following pages of this newsletter contain summaries of the Letters of Understanding (LOUs) that have been signed since our last ratification.

The ratification vote will take place on **Wednesday, November 29, 2023** at the Education Association of St. Lucie office at **371 East Midway Road** in Ft. Pierce. The Letters of Understanding (LOUs) and summaries have been sent to you via email by both the union and the district. They are also available on our website at [www.EASL3616.org](http://www.EASL3616.org), at our office, and on our Facebook page.

All eligible bargaining unit members may vote between 7:00 a.m. – 7:00 p.m. **Photo ID is required.** Polls will close at 7:00 p.m. and no one will be allowed to join the voting lines after that time. Anyone in line at 7:00 p.m. will be allowed to vote. Bargaining unit members wishing to vote an absentee ballot, if not able to do so on the date of the ratification, may do so by coming to the Education Association of St. Lucie's office during the office hours of 8:00 a.m. to 5:00 p.m. on Monday November 27th and Tuesday November 28<sup>th</sup> to cast a ballot. Voting will take place inside the office.

**Ballots cannot be sent to you by mail or interoffice mail.**

To be eligible to vote, you must be part of the Education Association of St. Lucie bargaining unit which means you are either instructional, professional technical/specialized (I.T., area transportation manager, OT/PT, cafeteria and custodial managers etc.), or are an education support personnel (non-instructional staff including clerical, paraprofessionals, aides, etc.) You do not have to be a member of the union to vote but you must be represented by the bargaining unit.

You may not vote if you are an Executive Secretary, custodial or cafeteria staff under the CWA bargaining unit, full/part-time sub, or an employee who is not part of the defined bargaining unit.

Please take the time to review the summaries.  
We hope to see you on November 29th!



## 23-24 CTA LOU Summaries

### 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.

November 29, 2023 Ratification

## 23-24 CU LOU Summaries

### 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.

## 23-24 ProTech LOU Summaries

### ProTech (Professional Technical 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 Protech bargaining unit members. Defines new pay matrices for certain bargaining unit members (VSD, VSE, VSF, VSG, VSH (Food Service Managers), and VWR (Plant Managers)), provides a 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 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.
5. **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.
6. **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.
7. **Regarding ProTech Contract Correction and Managers' Continuing Status (signed 12/13/22):** Provides for a correction in the contract language so that ProTech managers can retain, and earn, continuing status.
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.

**Education Association of St. Lucie  
Local 3616**

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**EASL Executive Board**

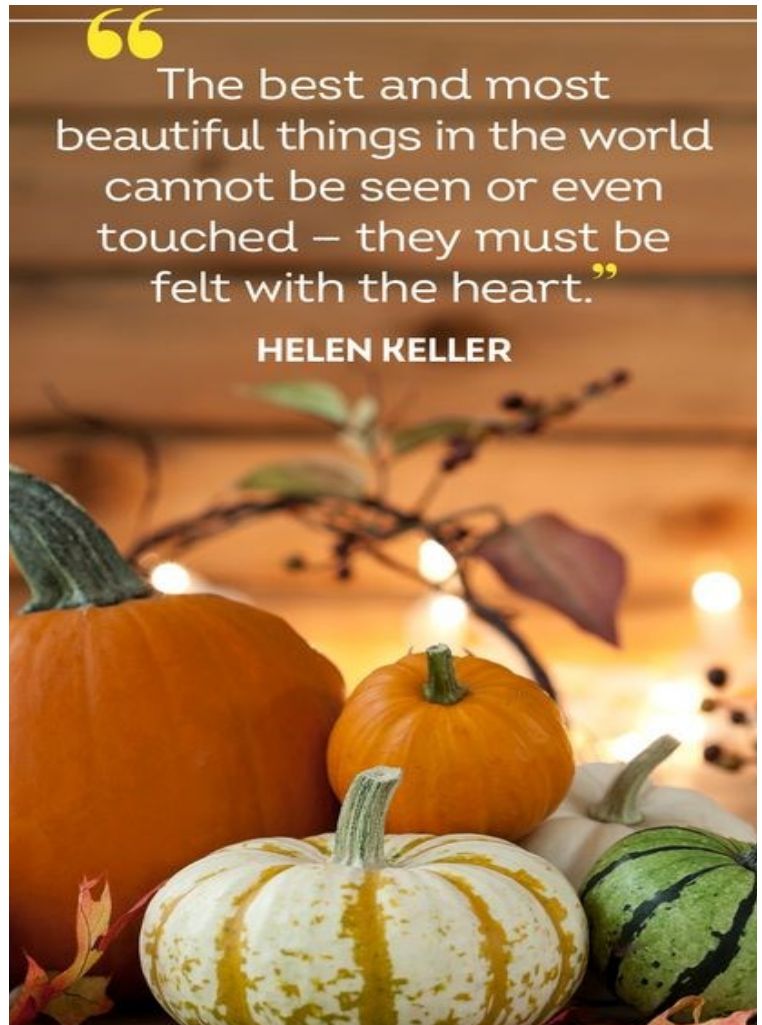
**David Freeland**, *President EASL: EASL Office*  
**Rebecca Petrie**, *Vice President CTA: EASL Office*  
**Laura Lovett-Estima**, *CU Vice President: Records Center*  
**Alan Mathison**, *CTA Executive Board At-Large: LPA*  
**Mary Magnuson**, *CTA Secretary: FPCH*  
**Lashawn Floyd**, *CU Secretary: NPK8*  
**Claudia Martin-Vegue**, *CTA Executive Board: SLWK8*  
**Pamela Jenkins**, *CU Executive Board: SLWCHS*  
**LeAnne Carangelo**, *CTA Executive Board At-Large: OHK8*  
**Aurea Barrios-Cardenas**, *CTA Executive Board At-Large: MAN*

**Union Staff**

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**Lucy Bravo**/ *Organizing and Member Advocacy Specialist*  
**Barbara Ziegler**/ *Office Manager*

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“

The best and most beautiful things in the world cannot be seen or even touched – they must be felt with the heart.”

**HELEN KELLER**

*Let's Talk  
Benefits*



**Let's Talk Benefits** with  
Lucy Bravo, Organizing and Member Advocacy Specialist

Welcome Union members.

**SAVE 25% on all bouquets everyday!**

<https://unionplus.click/mrp>

**THE SEASON OF  
THANKS**

Send Thanksgiving flowers to  
express your gratitude.

**SHOP THANKSGIVING**

