

2021-2022 TENTATIVE AGREEMENT
Between
The School Board of Lake County
And
The Service Employees International Union FPSU

ARTICLE 10
Compensation

Section 1 - Salary:

Retroactive to July 1, 2021, current employees hired before Jan 1, 2021 and are not affected by the new minimum wage of \$10.00 per hour will receive a one salary step increase. Employees on index 18 receive a one-time bonus of 3 ½ (three and a half) percent.

Employees hired after Jan 1, 2021 in paygrade CB03 index 0 through 3, CB04 index 0 through 2, CB05 index 0 through 1, and CB06 index 0 will remain in their current index. These indexes will all meet the new minimum wage of \$10.00 an hour.

Employees hired before January 1, 2021, in paygrade CB03 index 3, CB04 index 2, CB05 index 1, and CB06 index 0 will receive a one salary step increase.

Section 4- Job Class Specific and Compensation Issues

J. The parties agree that Para Professionals and clerical/secretarial employees shall be rewarded for **eligible** advanced training or education in areas relevant to the positions they hold. **Trainings must be completed to qualify.** Said employees will be paid a bonus in accordance with the following provisions:

Section 9- Miscellaneous

E. Eligible eEmployees have the option of deferring pay over 24 payments. The option chosen will remain in use from year to year unless changed during the annual election period. Once an election is made for a school/fiscal year, it cannot be changed until the election period for the next year. Under extenuating circumstances, involving a hardship, an employee may make a request to the Superintendent or designee to change their election during the year. ~~Eligibility is determined using the employee's hourly rate. A minimum hourly rate ensures an employee will be paid legal minimum wage each pay period. This minimum hourly rate will be set yearly based upon the minimum wage and anticipated inflation rate.~~

ARTICLE 11
INSURANCE

Section 1 – Health Insurance.

Effective September 1, 2019 ~~2021~~, employees will not experience an increase in premium for the 2019-20 ~~2021-22~~ plan year unless the employee selected a plan with a higher premium during open


enrollment or following a qualifying life event. Florida Blue Options Plan 3559 is considered the base employee health insurance plan. The board will pay an amount equal to 95% of the employee only coverage premium/contribution for the base plan regardless of which plan the employee selects. This Board premium/contribution is for employee only coverage for employees who work six (6) hours or more per day or thirty (30) or more hours per week. The board will pay an amount equal to 50% of the premium/contribution for the base plan for employees who work four (4) to less than six (6) hours per day or twenty (20) to less than thirty (30) hours per week regardless of which plan the employee selects.

Employees who change work hours will gain or lose the maximum Board health insurance contribution based on the six (6) hour threshold. An employee must be in the new position or new work hours for at least thirty (30) days to receive or lose the maximum Board health insurance contribution. The contribution or coverage change will take place the first day of the month following the thirty (30) days. Insurance benefits for new employees will be determined by the number of hours specified on the appointment form at the time of hire.

Employees working less than four (4) hours per day or twenty (20) hours per week are not eligible for benefits. Caregivers, substitutes, and temporary employees are also not eligible for benefits.

A. Both parties agree that consensus has been reached on the implementation of the Blue Cross/Blue Shield of Florida, Inc. Blue Options Plans 3359, 3559, 5771 and 5180/5181. Consensus has also been reached on ~~the Aetna Resource for Living, Inc.~~ **The Standard** /EAP program, and ~~the Assurant Employee Benefits and Accidental Death and Dismemberment programs.~~ Employees may choose any of the health plans during open enrollment.

Update all references to board policy



For the Board

8-6-2021
Date



For SEIU/FPSU

8-6-21
Date