

MEMORANDUM OF UNDERSTANDING

School Board of Pinellas County

And

SEIU/Florida Public Services Union, CTW-CLC

This Agreement dated this 9th day of September, 2022 is between the School Board of Pinellas County, Florida (the "District" or "Board") and the SEIU/Florida Public Services Union, CTW-CLC, (SEIU).

WHEREAS, the parties have carefully reviewed the district's budget in order to negotiate salary increases for the 2022-2023 fiscal year; and

WHEREAS, pursuant to the 2022 General Appropriations Act-- HB 5001, school districts must pay each employee at least fifteen dollars (\$15.00) an hour by October 1, 2022; and

WHEREAS, the parties understand that such mandate will cause compression within the salary schedule and have worked diligently to find additional benefits within budgetary constraints.

NOW THEREFORE, the parties agree as follows:

Wage Increase

1. The hourly wage of any employee currently earning less than fifteen dollars (\$15) per hour will be increased to either fifteen dollars an hour or by 4.25%, whichever is greater for a total cost to the Board of approximately \$5,007,689.
2. All employees earning a wage of fifteen dollars (\$15) per hour or more will receive an increase of 4.25% for a total cost to the Board of approximately \$1,525,328.
3. The wage increase shall be retroactive to July 1, 2022 if ratified by SEIU prior to September 27, 2022.

Bonus

\$1,002,274

\$450

4. The Board will contribute approximately ~~\$779,547~~ to pay each employee a ~~\$350~~ non-recurring bonus.

95B

Health Care Benefits

5. The Board will assume 100% of the increase to health care premiums for all support employees covered by the bargaining unit costing approximately \$361,254.

Job Classification and Description for Plant Operations Specialist

6. The parties recognize that Article 11 Section 2 provides that "the Board has the sole and exclusive right to create, revise and delete job classifications and job descriptions" following notification to SEIU. In order to more closely align the job description and classification of the Plant Operations Specialists working at elementary schools with the title, duties and responsibilities of a Night Foremen at middle and high schools, the classification is changed from a D-7 to a D-8 and the job title is changed to Night Foreman (Elementary). The cost to the Board for this change approximates \$250,000.

Terminal Pay

7. Article 14, Section 2 (J) (1) and (2) of the current Collective Bargaining Agreement shall be deleted and replaced as set forth below:

J. Terminal pay shall be granted to an employee at retirement or to their beneficiary if service is terminated by death. "Retirement" shall mean eligibility for retirement benefits under the Florida Retirement System (FRS), at normal retirement or disability retirement as provided by law. Evidence of service retirement shall be determined by a signed copy of the "Application for Service Retirement." Evidence of disability retirement shall be determined by a statement of disability from the retirement office.

1. Termination by Retirement or upon death: The employee, upon retirement or their beneficiary upon death shall receive payment for unused accrued sick leave under the following formula:

During the first 3 years	35%
Years 4 through 6	40%
Years 7 through 9	45%
Years 10 through 12	50%
Years 13 through 15	75%
Years 16 through 20	85%
Years 21 through 24	95%
Years 25 and after	100%

~~J. Terminal pay shall be granted to an employee at retirement or to his/her beneficiary if service is terminated by death. "Retirement" shall mean eligibility for retirement benefits under the Florida Retirement System (FRS), at normal retirement or disability retirement as provided by law. Evidence of service retirement shall be determined by a signed copy of the "Application for Service Retirement." Evidence of disability retirement shall be determined by a statement of disability from the retirement office. Payment for such terminal pay benefits shall be as follows:~~

~~1. Retirement: Subsequent to six (6) years of service in the Pinellas County School District, the employee shall receive payment for unused accrued sick leave under the following formula:~~

- ~~• Subsequent to six (6) years—40%~~
- ~~• Subsequent to ten (10) years—65%~~
- ~~• Subsequent to fifteen (15) years—70%~~
- ~~• Subsequent to twenty (20) years—80%~~
- ~~• Subsequent to twenty five (25) years—90%~~
- ~~• Subsequent to thirty (30) years—100%~~

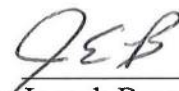
~~2. Termination by Death: The employee's beneficiary shall receive payment based upon the following formula: (Section 1012.61 (2)(a)(4))~~

- ~~a) During the first three (3) years of service, the daily rate of pay shall be multiplied by thirty-five percent (35%) times the number of accumulated sick leave days;~~
- ~~b) During the next three (3) years of service, the daily rate of pay shall be multiplied by forty percent (40%) times the number of accumulated sick leave days;~~
- ~~c) During the next three (3) years of service, the daily rate of pay shall be multiplied by forty-five percent (45%) times the number of accumulated sick leave days;~~
- ~~d) During and after the tenth (10th) year of service, the daily rate of pay shall be multiplied by fifty percent (50%) times the number of accumulated sick leave days;~~
- ~~e) Subsequent to thirteen (13) years of service, the daily rate of pay shall be computed using the percentages applicable if the employee had retired~~

New Salary Schedule

8. The new salary schedule is attached as **Exhibit A.**

 9/9/22
Paula Texel Date
Associate Superintendent, HR

 9/9/22
Joseph Brenner Date
Director of Organizing and Bargaining
SEIU-Florida Public Service Union

3  9/9/22

NON-EXEMPT SALARY SCHEDULE "D"

Rev 8/26/22

SEIU

2021/2022 School Year

SUPPORT STAFF HOURLY RATES

Pay Grade	Level F	Level G	Level H	Level I	Level J	Level K	Level L	Level M	Level N	Level O	Level P	Level Q	Level R	Level S	Level T
5	\$11.7844	\$12.0552	\$12.4504	\$12.8567	\$13.2743	\$13.7033	\$14.1435	\$14.6064	\$15.0804	\$15.5657	\$16.0737	\$16.5930	\$17.1348	\$17.6879	\$18.2636
6	\$12.9582	\$13.2630	\$13.6920	\$14.1322	\$14.5949	\$15.0690	\$15.5545	\$16.0625	\$16.5816	\$17.1234	\$17.6765	\$18.2521	\$18.8506	\$19.4600	\$20.0921
7	\$14.2563	\$14.5838	\$15.0579	\$15.5432	\$16.0510	\$16.5704	\$17.1122	\$17.6652	\$18.2410	\$18.8392	\$19.4488	\$20.0808	\$20.7354	\$21.4127	\$22.1125
8	\$15.6900	\$16.0510	\$16.5704	\$17.1122	\$17.6652	\$18.2410	\$18.8392	\$19.4488	\$20.0808	\$20.7354	\$21.4127	\$22.1125	\$22.8351	\$23.5800	\$24.3476
9	\$17.2476	\$17.6427	\$18.2184	\$18.8053	\$19.4149	\$20.0470	\$20.7017	\$21.3789	\$22.0788	\$22.8011	\$23.5461	\$24.3137	\$25.1038	\$25.9166	\$26.7631
10	\$18.9859	\$19.4149	\$20.0470	\$20.7017	\$21.3789	\$22.0788	\$22.8011	\$23.5461	\$24.3137	\$25.1038	\$25.9166	\$26.7631	\$27.6323	\$28.5352	\$29.4610
11	\$20.8710	\$21.3564	\$22.0449	\$22.7560	\$23.5010	\$24.2687	\$25.0587	\$25.8715	\$26.7067	\$27.5759	\$28.4677	\$29.3932	\$30.3526	\$31.3347	\$32.3505
12	\$22.9592	\$23.4784	\$24.2460	\$25.0362	\$25.8488	\$26.6841	\$27.5534	\$28.4451	\$29.3706	\$30.3300	\$31.3121	\$32.3280	\$33.3777	\$34.4613	\$35.5789
13	\$25.2506	\$25.8376	\$26.6730	\$27.5420	\$28.4336	\$29.3594	\$30.3187	\$31.3008	\$32.3167	\$33.3665	\$34.4502	\$35.5676	\$36.7189	\$37.9154	\$39.1457
14	\$27.7677	\$28.4111	\$29.3367	\$30.2850	\$31.2670	\$32.2829	\$33.3326	\$34.4162	\$35.5337	\$36.6851	\$37.8816	\$39.1119	\$40.3875	\$41.6969	\$43.0514

With rounding to 4 decimal places

Board Approved 9/28/21

PROPOSED NON-EXEMPT SALARY SCHEDULE "D"

4.25% Proposed Increase

2022/2023 School Year

SUPPORT STAFF HOURLY RATES*

Pay Grade	Level F	Level G	Level H	Level I	Level J	Level K	Level L	Level M	Level N	Level O	Level P	Level Q	Level R	Level S	Level T	Level U
5		\$15.0000	\$15.0000	\$15.0000	\$15.0000	\$15.0000	\$15.0000	\$15.0000	\$15.2272	\$15.7213	\$16.2272	\$16.7568	\$17.2982	\$17.8630	\$18.4396	\$19.0398
6		\$15.0000	\$15.0000	\$15.0000	\$15.0000	\$15.2152	\$15.7094	\$16.2156	\$16.7452	\$17.2863	\$17.8511	\$18.4278	\$19.0278	\$19.6518	\$20.2871	\$20.9460
7		\$15.0000	\$15.2036	\$15.6979	\$16.2038	\$16.7332	\$17.2746	\$17.8395	\$18.4160	\$19.0162	\$19.6399	\$20.2754	\$20.9342	\$21.6167	\$22.3227	\$23.0523
8		\$16.3568	\$16.7332	\$17.2746	\$17.8395	\$18.4160	\$19.0162	\$19.6399	\$20.2754	\$20.9342	\$21.6167	\$22.3227	\$23.0523	\$23.8056	\$24.5822	\$25.3824
9		\$17.9806	\$18.3925	\$18.9927	\$19.6045	\$20.2400	\$20.8990	\$21.5815	\$22.2875	\$23.0171	\$23.7701	\$24.5468	\$25.3470	\$26.1707	\$27.0181	\$27.9005
10		\$19.7928	\$20.2400	\$20.8990	\$21.5815	\$22.2875	\$23.0171	\$23.7701	\$24.5468	\$25.3470	\$26.1707	\$27.0181	\$27.9005	\$28.8067	\$29.7479	\$30.7131
11		\$21.7580	\$22.2640	\$22.9818	\$23.7231	\$24.4998	\$25.3001	\$26.1237	\$26.9710	\$27.8417	\$28.7479	\$29.6776	\$30.6424	\$31.6426	\$32.6664	\$33.7254
12		\$23.9350	\$24.4762	\$25.2765	\$26.1002	\$26.9474	\$27.8182	\$28.7244	\$29.6540	\$30.6189	\$31.6190	\$32.6429	\$33.7019	\$34.7963	\$35.9259	\$37.0910
13		\$26.3238	\$26.9357	\$27.8066	\$28.7125	\$29.6420	\$30.6072	\$31.6072	\$32.6311	\$33.6902	\$34.7846	\$35.9143	\$37.0792	\$38.2795	\$39.5268	\$40.8094
14		\$28.9478	\$29.6186	\$30.5835	\$31.5721	\$32.5958	\$33.6549	\$34.7492	\$35.8789	\$37.0439	\$38.2442	\$39.4916	\$40.7742	\$42.1040	\$43.4690	\$44.8811

With rounding to 4 decimal places

PROPOSED NON-EXEMPT SALARY SCHEDULE "D"

2022/2023 School Year

SUPPORT STAFF PERCENTAGE INCREASE FROM PRIOR LEVELS

Pay Grade	Level E	Level F	Level G	Level H	Level I	Level J	Level K	Level L	Level M	Level N	Level O	Level P	Level Q	Level R	Level S	Level T
5		27.29%	24.43%	20.48%	16.67%	13.00%	9.46%	6.06%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%
6		15.76%	13.10%	9.55%	6.14%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%
7		5.22%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%
8		4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%
9		4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%
10		4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%
11		4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%
12		4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%
13		4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%
14		4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%	4.25%

With rounding to 4 decimal places

*Pending Ratification and Board Approval

PT 9/9/22
 JB 9/9/22
 QEB 9/9/22

8/27/2022

SEIU

Pinellas County Schools 2023 Health Plan - 3.91% BOARD Pay ALL														
Plan	2023 Est. Enr	MONTHLY PREMIUM	ANN PREMIUM EXPENSE	PP COST	PP BC	PP BC Increase	Monthly BC	TOTAL BC EXP	TOTAL EMP EXP	Monthly EE	EMPL DEDUCT	EMPL INCREASE	% Pd BOARD	% Paid EE
CDHP														
Employee	794	802.00	\$7,641,456.00	\$481.20	\$412.20	\$19.20	\$687.00	\$6,545,736.00	\$1,095,720.00	\$115.00	\$69.00	\$0.00	85.7%	14.3%
EE plus Chi	130	1,402.67	\$2,188,165.20	\$841.60	\$667.60	\$32.20	\$1,112.67	\$1,735,765.20	\$452,400.00	\$290.00	\$174.00	\$0.00	79.3%	20.7%
EE plus Sp	156	1,586.00	\$2,968,992.00	\$951.60	\$756.60	\$36.60	\$1,261.00	\$2,360,592.00	\$608,400.00	\$325.00	\$195.00	\$0.00	79.5%	20.5%
Family	186	2,286.00	\$5,102,344.56	\$1,371.60	\$1,115.60	\$51.80	\$1,859.33	\$4,150,024.56	\$952,320.00	\$426.67	\$256.00	\$0.00	81.3%	18.7%
2Board Fam	37	2,286.00	\$1,014,985.48	\$1,371.60	\$1,210.60	\$51.80	\$2,017.67	\$895,845.48	\$119,140.00	\$268.33	\$161.00	\$0.00	88.3%	11.7%
Total	1,303		\$18,915,943.24					\$15,687,963.24	\$3,227,980.00					
Select														
Employee	3,072	835.33	\$30,793,728.00	\$501.20	\$412.20	\$19.20	\$687.00	\$25,325,568.00	\$5,468,160.00	\$148.33	\$89.00	\$0.00	82.2%	17.8%
EE plus Chi	714	1,474.34	\$12,632,116.56	\$884.60	\$667.60	\$32.20	\$1,112.67	\$9,533,356.56	\$3,098,760.00	\$361.67	\$217.00	\$0.00	75.5%	24.5%
EE plus Sp	534	1,657.67	\$10,622,328.00	\$994.60	\$756.60	\$36.60	\$1,261.00	\$8,080,488.00	\$2,541,840.00	\$396.67	\$238.00	\$0.00	76.1%	23.9%
Family	1,104	2,384.33	\$31,587,603.84	\$1,430.60	\$1,115.60	\$51.80	\$1,859.33	\$24,632,403.84	\$6,955,200.00	\$525.00	\$315.00	\$0.00	78.0%	22.0%
2Board Fam	206	2,384.34	\$5,894,080.24	\$1,430.60	\$1,210.60	\$51.80	\$2,017.67	\$4,987,680.24	\$906,400.00	\$366.67	\$220.00	\$0.00	84.6%	15.4%
Total	5,630		\$91,529,856.64					\$72,559,496.64	\$18,970,360.00					
Choice POS														
Employee	1,128	852.00	\$11,532,672.00	\$511.20	\$412.20	\$19.20	\$687.00	\$9,299,232.00	\$2,233,440.00	\$165.00	\$99.00	\$0.00	80.6%	19.4%
EE plus Chi	171	1,509.34	\$3,097,158.84	\$905.60	\$667.60	\$32.20	\$1,112.67	\$2,283,198.84	\$813,960.00	\$396.67	\$238.00	\$0.00	73.7%	26.3%
EE plus Sp	276	1,692.67	\$5,606,112.00	\$1,015.60	\$756.60	\$36.60	\$1,261.00	\$4,176,432.00	\$1,429,680.00	\$431.67	\$259.00	\$0.00	74.5%	25.5%
Family	295	2,454.33	\$8,688,328.20	\$1,472.60	\$1,115.60	\$51.80	\$1,859.33	\$6,582,028.20	\$2,106,300.00	\$595.00	\$357.00	\$0.00	75.8%	24.2%
2Board Fam	32	2,454.34	\$942,465.28	\$1,472.60	\$1,210.60	\$51.80	\$2,017.67	\$774,785.28	\$167,680.00	\$436.67	\$262.00	\$0.00	82.2%	17.8%
Total	1,902		\$29,866,736.32					\$23,115,676.32	\$6,751,060.00					
Basic Essential														
Employee	330	738.67	\$2,925,120.00	\$443.20	\$412.20	\$19.20	\$687.00	\$2,720,520.00	\$204,600.00	\$51.67	\$31.00	\$0.00	93.0%	7.0%
EE plus Chi	44	1,301.00	\$686,929.76	\$780.60	\$667.60	\$32.20	\$1,112.67	\$587,489.76	\$99,440.00	\$188.33	\$113.00	\$0.00	85.5%	14.5%
EE plus Sp	30	1,462.67	\$526,560.00	\$877.60	\$756.60	\$36.60	\$1,261.00	\$453,960.00	\$72,600.00	\$201.67	\$121.00	\$0.00	86.2%	13.8%
Family	60	2,104.33	\$1,515,117.60	\$1,262.60	\$1,115.60	\$51.80	\$1,859.33	\$1,338,717.60	\$176,400.00	\$245.00	\$147.00	\$0.00	88.4%	11.6%
2Board Fam	2	2,104.34	\$50,504.08	\$1,262.60	\$1,210.60	\$51.80	\$2,017.67	\$48,424.08	\$2,080.00	\$86.67	\$52.00	\$0.00	95.9%	4.1%
Total	466		\$5,704,231.44					\$5,149,111.44	\$555,120.00					
Total Health	9,301		\$146,016,767.64					\$116,512,247.64	\$29,504,520.00					
Averages (BD & EE)			\$15,699.04					\$12,526.85	\$3,172.19					
								% paid						
								Annual Increase Amount						