

## MEMORANDUM OF UNDERSTANDING

School Board of Pinellas County

And

SEIU/Florida Public Services Union, CTW-CLC

This Agreement dated this 18<sup>th</sup> day of October, 2023 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 Board and SEIU are parties to a collective bargaining agreement (CBA) dated September 28, 2021 and expiring June 30, 2024, and

**WHEREAS**, each year during the term of the CBA, the parties negotiate wages and health care benefits for all employees in the unit, and

**WHEREAS**, the parties met on June 7, 2023 to review the anticipated increase to health care costs, and on August 28, 2023, September 11, 20, 27, and October 18, 2023 to discuss salary proposals,

**WHEREAS**, on May 22, 2023, the School Board approved a 20% pay increase for employees classified as a Bus Driver (D08 to D10), and Bus Driver Relief ((D09 to D11) and a 10% increase for a Lead Driver (D10 to D11), and

**WHEREAS**, the parties recognize that there are inflationary pressures experienced by all employees and further recognize that increases for wages and benefits are subject to the limitations in the funding formula under the Florida Education Finance Program.

**WHEREAS**, the parties have carefully reviewed the district's budget in order to negotiate salary increases for the 2023-2024 fiscal year; and

**NOW THEREFORE**, the parties agree as follows:

1. Employees in the bargaining unit currently earning fifteen dollars an hour (\$15.00) will receive a pay increase of 3% to 4.25% as indicated on the new salary schedule attached as **Exhibit A**. The raise will be retroactive to July 1, 2023.
2. With the exception of employees in the category of Bus Driver, Bus Driver Relief and Lead Driver, who received a raise in May, 2023, all other employees in the SEIU bargaining unit will receive a 4.5% pay increase as indicated on the new salary schedule attached as **Exhibit A**. This raise will be retroactive to July 1, 2023.
3. Employees in the category of Bus Driver, Bus Driver Relief and Lead Driver, will receive a five hundred dollar (\$500.00) one-time non-recurring bonus. The bonus will be paid in the first pay period following the winter break.
4. Food and Nutrition Cook Specialists currently earning less than \$16.73 an hour, will be brought up to \$16.73 per hour. This adjustment will occur prior to the 4.5% increase.
5. A non-recurring bonus of \$650,000 (inclusive of fringe), will be provided by the Board to SEIU for employees employed at the time of ratification and still employed on January 30, 2024. The distribution of the bonus funds will be determined by SEIU in its sole discretion. The details of the distribution will be finalized and described on the attached **Exhibit A** prior to ratification and approval by the Board.
6. The Board will pay approximately 80% of the increase in health insurance premiums (approximately \$535,000).
7. Article 10, Section 2A is amended to add 2 days to the calendar for training for all bus drivers including Bus Driver, Bus Driver Relief, Lead Drivers and Bus Driver Stavros Institute and also to clarify that Food and Nutrition Employees work 193 days and not 192 as follows:

Article 10, Section 2. Method of Payment

- A. The Board and the Union agree to continue to provide a payroll system which will equalize the distribution of salary payments based upon annualized salaries within the assigned work year. Employees shall be paid every two (2) weeks according to the applicable payroll calendar:

- Twelve (12) month employees – 247 days
- Eleven (11) month employees – 218 days
- Ten (10) month employees – 196 days
- Bus Drivers – ~~192~~ 194 days (beginning in 2024-25 school year)
- Food Service – 19~~32~~ days

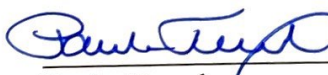
8. Article 9 Section 1 is amended to recognize that the parties have collaboratively developed an appraisal form:


#### ARTICLE 9 ANNUAL PERFORMANCE APPRAISAL

##### Article 9, Section 1.

The parties have developed a ~~Employees shall have the right to select either the standard appraisal form. All employees have the option of completing a self-appraisal form or the self-appraisal format. However, the alternative appraisal format shall not be available to employees who are probationary, those who have not completed at least three years of service in the district, or those who have had any ratings below satisfactory on their last evaluation.~~

9. In all other respects, the CBA remains the same except for changes required by Florida law.

 10/18/23  
\_\_\_\_\_  
Paula Texel Date  
\_\_\_\_\_  
Chief Human Resources Officer

 10/18/23  
\_\_\_\_\_  
Joseph Brenner Date  
\_\_\_\_\_  
Director of Organizing and Bargaining  
\_\_\_\_\_  
SEIU-Florida Public Service Union



**Pinellas County Schools 2024 Health Plan - 4.8% Total Plan Increase (SEIU)**

Plan	2024 Est. Enr	Total Monthly Premium	Total Annual Board Cost	Total Annual Employee Cost	Employee Deductions	Employee Deduction Increase	% of Cost Paid By Board	% of Cost Paid By Employee
<b>CDHP</b>								
Employee	140	840.00	\$1,209,600.00	\$201,600.00	\$72.00	\$3.00	85.7%	14.3%
Emp + Child(ren)	12	1,468.33	\$167,760.00	\$43,680.00	\$182.00	\$8.00	79.3%	20.7%
Emp + Spouse	14	1,661.67	\$222,040.00	\$57,120.00	\$204.00	\$9.00	79.5%	20.5%
Family	10	2,395.00	\$233,800.00	\$53,600.00	\$268.00	\$12.00	81.4%	18.6%
2Board Fam	2	2,395.00	\$50,720.00	\$6,760.00	\$169.00	\$8.00	88.2%	11.8%
<b>Total</b>	<b>178</b>		<b>\$1,883,920.00</b>	<b>\$362,760.00</b>				

<b>Select</b>								
Employee	457	875.00	\$3,948,480.00	\$850,020.00	\$93.00	\$4.00	82.3%	17.7%
Emp + Child(ren)	27	1,543.33	\$377,460.00	\$122,580.00	\$227.00	\$10.00	75.5%	24.5%
Emp + Spouse	71	1,736.67	\$1,126,060.00	\$353,580.00	\$249.00	\$11.00	76.1%	23.9%
Family	43	2,498.33	\$1,005,340.00	\$283,800.00	\$330.00	\$15.00	78.0%	22.0%
2Board Fam	14	2,498.33	\$355,040.00	\$64,680.00	\$231.00	\$11.00	84.6%	15.4%
<b>Total</b>	<b>612</b>		<b>\$6,812,380.00</b>	<b>\$1,674,660.00</b>				

<b>Choice POS</b>								
Employee	141	893.33	\$1,218,240.00	\$293,280.00	\$104.00	\$5.00	80.6%	19.4%
Emp + Child(ren)	8	1,580.00	\$111,840.00	\$39,840.00	\$249.00	\$11.00	73.7%	26.3%
Emp + Spouse	30	1,773.33	\$475,800.00	\$162,600.00	\$271.00	\$12.00	74.5%	25.5%
Family	16	2,571.67	\$374,080.00	\$119,680.00	\$374.00	\$17.00	75.8%	24.2%
2Board Fam	1	2,570.00	\$25,360.00	\$5,480.00	\$274.00	\$12.00	82.2%	17.8%
<b>Total</b>	<b>196</b>		<b>\$2,205,320.00</b>	<b>\$620,880.00</b>				

<b>Basic Essential</b>								
Employee	61	773.33	\$527,040.00	\$39,040.00	\$32.00	\$1.00	93.1%	6.9%
Emp + Child(ren)	5	1,361.67	\$69,900.00	\$11,800.00	\$118.00	\$5.00	85.6%	14.4%
Emp + Spouse	9	1,533.33	\$142,740.00	\$22,860.00	\$127.00	\$6.00	86.2%	13.8%
Family	3	2,205.00	\$70,140.00	\$9,240.00	\$154.00	\$7.00	88.4%	11.6%
2Board Fam	0	2,203.33	\$0.00	\$0.00	\$54.00	\$2.00	95.9%	4.1%
<b>Total</b>	<b>78</b>		<b>\$809,820.00</b>	<b>\$82,940.00</b>				

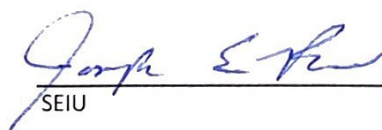
**Total Health**                      **1,064**                      **\$11,711,440.00**    **\$2,741,240.00**

**Averages (BD & EE)**                      **\$11,006.99**                      **\$2,576.35**

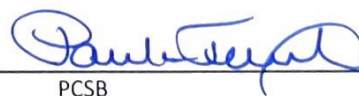
	<b>81%</b>	<b>19%</b>
<b>Total SEIU Increase</b>	<b>\$535,744</b>	<b>\$121,080</b>
	<b>\$656,824</b>	

Projected 2024 Health Plan Costs	<b>\$117,987,780</b>	<b>\$29,486,360</b>	<b>\$147,474,140</b>
Contribution %	<b>80%</b>	<b>20%</b>	

**Tentative Bargaining Agreement**

  
SEIU

10/18/23  
Date

  
PCSB

10/18/23  
DATE