

## MEMORANDUM OF UNDERSTANDING

**School Board of Pinellas County**

**And**

**Pinellas Classroom Teachers Association**


This Agreement dated this 5<sup>th</sup> day of October 2023 is between the School Board of Pinellas County, Florida (the “District” or “Board”) and the Pinellas Classroom Teachers Association (PCTA).

1. The definition of the two types of instructional salary schedules is prescribed in Section 1012.22 F.S. Hereinafter the “Grandfathered” Salary Schedule will be referred to as “Continuing” Salary Schedule and the “Performance” Salary Schedule will be referred to as the “Annual” Salary Schedule.
2. The Board agrees to the following increases for employees on the Continuing Salary Schedule and Annual Salary Schedule, constituting a total salary expenditure increase of 4.5%:
  - a. \$2,060 increase for employees on the Continuing Salary Schedule; and
  - b. \$2,575 increase for employees on the Annual Salary Schedule rated highly effective in 2022-2023; and
  - c. \$1,931.25 increase for employees on the Annual Salary Schedule rated effective in 2022-2023; and
  - d. \$965.63 to all remaining employees on the Annual Salary Schedule continuing their employment from 2022-2023; and
  - e. \$838 to the PCS 2023-2024 base salary.
3. The Board acknowledges it is contractually obligated to pay approximately 80% of the total cost of health insurance premiums for the instructional bargaining unit and agrees to pay approximately 80% of the total cost of the increase to health insurance premiums for the instructional bargaining unit in 2024, amounting to approximately \$3,524,149.
4. Additionally, Athletic, Academic, and Fine Arts Supplements listed in Appendix B of the CBA will be increased by 4.5%, with a total cost of \$337,217. The minimum supplement amount will be raised to \$300 and two “flex options” per school, a middle school cross country coach supplement, and an elementary music teacher supplement will be added.

5. The parties agree to evaluate, in good faith, the effect on teacher workload when core subject area units are eliminated, and students are distributed to other classes. The parties acknowledge that this is subject to impact bargaining.
6. The Board will continue to provide free Pre-K3 and Pre-K4 education for employees' children, to 'sunset' on June 30, 2025. The Board will evaluate, in good faith, contracts with third party vendors to review opportunities for expanding access to wrap around services for children and grandchildren of employees by the end of the 2023-24 academic year.
7. The Board will pay the fee for all instructional employees who renewed or will renew their teaching certificate with the Florida Department of Education after June 30, 2023. This provision will 'sunset' on June 30, 2025.
8. The parties acknowledge that the evaluation described in paragraphs 5 and 6 does not assume there will ultimately be an agreement between the parties, only that further discussion will occur.

 10/5/23  
\_\_\_\_\_  
Paula Texel Date  
Chief Human Resources Officer

 10/5/23  
\_\_\_\_\_  
Lee Bryant Date  
President, PCTA

 10/5/23  
\_\_\_\_\_  
Lindsey Blankenbaker Date  
Executive Director, PCTA




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

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	352	840.00	\$3,041,280.00	\$506,880.00	\$72.00	\$3.00	85.7%	14.3%
Emp + Child(ren)	85	1,470.00	\$1,190,000.00	\$309,400.00	\$182.00	\$8.00	79.4%	20.6%
Emp + Spouse	70	1,661.67	\$1,110,200.00	\$285,600.00	\$204.00	\$9.00	79.5%	20.5%
Family	124	2,396.67	\$2,901,600.00	\$664,640.00	\$268.00	\$12.00	81.4%	18.6%
2Board Fam	20	2,396.67	\$507,600.00	\$67,600.00	\$169.00	\$8.00	88.2%	11.8%
<b>Total</b>	<b>651</b>		<b>\$8,750,680.00</b>	<b>\$1,834,120.00</b>				
<b>Select</b>								
Employee	1,703	875.00	\$14,713,920.00	\$3,167,580.00	\$93.00	\$4.00	82.3%	17.7%
Emp + Child(ren)	525	1,546.67	\$7,350,000.00	\$2,394,000.00	\$228.00	\$11.00	75.4%	24.6%
Emp + Spouse	283	1,738.33	\$4,488,380.00	\$1,415,000.00	\$250.00	\$12.00	76.0%	24.0%
Family	818	2,500.00	\$19,141,200.00	\$5,398,800.00	\$330.00	\$15.00	78.0%	22.0%
2Board Fam	134	2,500.00	\$3,400,920.00	\$619,080.00	\$231.00	\$11.00	84.6%	15.4%
<b>Total</b>	<b>3,463</b>		<b>\$49,094,420.00</b>	<b>\$12,994,460.00</b>				
<b>Choice POS</b>								
Employee	616	893.33	\$5,322,240.00	\$1,281,280.00	\$104.00	\$5.00	80.6%	19.4%
Emp + Child(ren)	135	1,583.33	\$1,890,000.00	\$675,000.00	\$250.00	\$12.00	73.7%	26.3%
Emp + Spouse	143	1,775.00	\$2,267,980.00	\$777,920.00	\$272.00	\$13.00	74.5%	25.5%
Family	201	2,573.33	\$4,703,400.00	\$1,503,480.00	\$374.00	\$17.00	75.8%	24.2%
2Board Fam	24	2,573.33	\$609,120.00	\$132,000.00	\$275.00	\$13.00	82.2%	17.8%
<b>Total</b>	<b>1,119</b>		<b>\$14,792,740.00</b>	<b>\$4,369,680.00</b>				
<b>Basic Essential</b>								
Employee	218	775.00	\$1,883,520.00	\$143,880.00	\$33.00	\$2.00	92.9%	7.1%
Emp + Child(ren)	32	1,363.33	\$448,000.00	\$75,520.00	\$118.00	\$5.00	85.6%	14.4%
Emp + Spouse	13	1,533.33	\$206,180.00	\$33,020.00	\$127.00	\$6.00	86.2%	13.8%
Family	48	2,206.67	\$1,123,200.00	\$147,840.00	\$154.00	\$7.00	88.4%	11.6%
2Board Fam	2	2,206.67	\$50,760.00	\$2,200.00	\$55.00	\$3.00	95.8%	4.2%
<b>Total</b>	<b>313</b>		<b>\$3,711,660.00</b>	<b>\$402,460.00</b>				
<b>Total Health</b>	<b>5,546</b>		<b>\$76,349,500.00</b>	<b>\$19,600,720.00</b>				
<b>Averages (BD &amp; EE)</b>			<b>\$13,766.59</b>	<b>\$3,534.21</b>				

	80%	20%
<b>Total PCTA Increase</b>	<b>\$3,524,149</b>	<b>\$900,900</b>

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

**Tentative Bargaining Agreement**

	10/5/23		10/5/23
PCTA	Date	PCSB	DATE
	10/5/23		