

MEMORANDUM OF UNDERSTANDING

School Board of Pinellas County

And

Pinellas Education Support Professionals Association

This Agreement dated this 14th day of November 2023, is between the School Board of Pinellas County, Florida (the "District" or "Board") and the Pinellas Education Support Professionals Association (PESPA).

WHEREAS, the Board and PESPA are parties to a collective bargaining agreement (CBA) dated March 22, 2022, 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 July 31, 2023, August 14, 2023, September 7, 18, 28, and October 10 and 23 and November 1, 8, and 14, 2023, to discuss salary proposals,

WHEREAS, pursuant to the 2022 General Appropriations Act--HB 5001, school districts were required to pay all employees at least fifteen dollars (\$15.00) an hour by October 1, 2022, resulting in the minimum salary being increased by 27.29% which the parties acknowledged at the time would create compression within the pay scale; 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 between 3% to 4.25% as indicated on the new salary schedule attached as **Exhibit A**.
2. All other employees will receive a 4.50% pay increase as indicated on the new salary schedule attached as **Exhibit A**.

3. A non-recurring payment of \$450,000 (inclusive of fringe), will be provided by the Board to PESPA for employees employed at the time of ratification and still employed on January 30, 2024. The distribution of the payment will be determined by PESPA 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.
4. Child Development Associates (CDAs) will be reclassified from a D08 to a D09, equal to an additional 10% pay increase.
5. Each LPN employed as of the date of approval by the Board, will receive a one-time non-recurring payment of one thousand dollars (less applicable taxes).
6. For any of the below certifications paid July 1, 2023, through June 30, 2024, the Board will pay the cost of renewal of the following license/certification:
 - Certified Occupational Therapist Assistant license to the Department of Health (\$60 every two years)
 - Registered Physical Therapist Assistant license to the Department of Health (\$135 every two years)
 - Certified Nursing Assistant (CNA) (\$55 every two years)
 - Licensed Practical Nurse (LPN) license to the Board of Nursing (\$75 every two years)
 - For CDAs--any course not offered through the district to fulfill the 15-hour literacy requirement and VPK standards, the district will pay the cost of taking the course offered by the Department of Children and Families
7. Pursuant to Article 18 A of the CBA, the Board will pay approximately 80% of the increase to health care premiums for all support employees covered by the bargaining unit (approximately \$719,000).
8. Article 9 D of the CBA is amended as follows:

D. Substituting

Except as otherwise provided for and/or authorized by law or agreement, and except in an emergency, it shall not be the practice of the Board to use members of the unit as substitutes for certificated personnel. In such an emergency, employee substituting shall be paid at 1 ½ times their normal salary.

Whenever feasible, the supervisor will seek and accept volunteers. The parties agree that it is not a desirable practice to consistently use any member of this bargaining unit to cover for another employee.

