

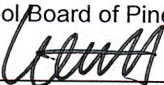
Pinellas County schools and Pinellas Educational Support
Professionals Association
2016-2017 Negotiations

The Tentative Agreement between the School Board of Pinellas County and the Pinellas Educational Support Professionals Association is comprised of the following attached sections:

- | | | |
|----|---------------------------------------|--------|
| 1. | Health Care Plan for 2017 | Page 2 |
| 2. | Salary | Page 3 |
| 3. | Article 12 – Professional Development | Page 4 |

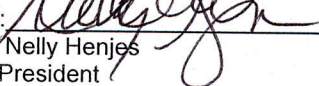
The parties have caused this tentative agreement to be executed by their undersigned officers, duly authorized, this 30th day of September, 2016. The remainder of the 2015-2016 Agreement shall remain in force without changes.

The School Board of Pinellas County, Florida

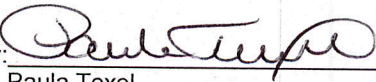
By: 
William Corbett, Ed.D
Deputy Superintendent

Date: 9-30-16

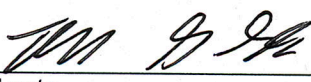
The Pinellas Educational Support Professionals Association

By: 
Nelly Henjes
President

Date: 9-30-16

By: 
Paula Texel
Assistant Superintendent of
Human Resources

Date: 9/30/16

By: 
Thomas Lentz
Chief Negotiator

Date: 9/30/16

Pinellas County Schools 2017 Health Plan

No Increase in Payroll Deductions
No Plan Design Changes

2017 PLAN	2017 ENROL	2016 EMPL DED	2017 EMPL DEDUCT	2017 INCREASE	
				PP	ANN
CDHP					
Employee	1,201	\$53.00	\$53.00	\$0.00	\$0.00
EE plus Child(ren)	272	\$146.00	\$146.00	\$0.00	\$0.00
EE plus Sp	275	\$159.00	\$159.00	\$0.00	\$0.00
Family	457	\$215.00	\$215.00	\$0.00	\$0.00
2Board Fam	99	\$120.00	\$120.00	\$0.00	\$0.00
Total	2,304				
Staff					
Employee	1,827	\$71.00	\$71.00	\$0.00	\$0.00
EE plus Child(ren)	437	\$182.00	\$182.00	\$0.00	\$0.00
EE plus Sp	314	\$195.00	\$195.00	\$0.00	\$0.00
Family	657	\$266.00	\$266.00	\$0.00	\$0.00
2Board Fam	120	\$171.00	\$171.00	\$0.00	\$0.00
Total	3,355				
NPOS					
Employee	2,454	\$80.00	\$80.00	\$0.00	\$0.00
EE plus Child(ren)	421	\$200.00	\$200.00	\$0.00	\$0.00
EE plus Sp	683	\$213.00	\$213.00	\$0.00	\$0.00
Family	813	\$302.00	\$302.00	\$0.00	\$0.00
2Board Fam	129	\$207.00	\$207.00	\$0.00	\$0.00
Total	4,500				
Total Health	10,159				

Bargaining Group:

PESPA

Date:

9/30/16

Initial/Date

MC 9-30-16

Initial/Date

[Signature] 9-30-16

DT 9-30-16

[Signature] 9/30/16

2016-2017 proposed 2.3% increase moved one cell to the right (leave A the same)

Pay Grade	Minimum A	Level B	Level C	Level D	Level E	Level F	Level G	Level H	Level I	Level J	Level K	Level L	Level M	Level N	Level O
5	\$10.11	\$10.34	\$10.68	\$11.02	\$11.38	\$11.75	\$12.13	\$12.53	\$12.94	\$13.36	\$13.79	\$14.24	\$14.70	\$15.18	\$15.67
6	\$11.12	\$11.38	\$11.75	\$12.13	\$12.52	\$12.93	\$13.35	\$13.78	\$14.23	\$14.69	\$15.17	\$15.66	\$16.17	\$16.70	\$17.24
7	\$12.23	\$12.51	\$12.92	\$13.34	\$13.77	\$14.22	\$14.68	\$15.16	\$15.65	\$16.16	\$16.69	\$17.23	\$17.79	\$18.37	\$18.96
8	\$13.46	\$13.76	\$14.21	\$14.67	\$15.15	\$15.64	\$16.15	\$16.68	\$17.22	\$17.78	\$18.36	\$18.95	\$19.57	\$20.20	\$20.86
9	\$14.80	\$15.14	\$15.63	\$16.14	\$16.67	\$17.21	\$17.77	\$18.34	\$18.94	\$19.56	\$20.19	\$20.85	\$21.53	\$22.22	\$22.95
10	\$16.29	\$16.66	\$17.20	\$17.76	\$18.33	\$18.93	\$19.54	\$20.18	\$20.83	\$21.51	\$22.21	\$22.93	\$23.68	\$24.45	\$25.24
11	\$17.91	\$18.32	\$18.92	\$19.53	\$20.17	\$20.82	\$21.50	\$22.20	\$22.92	\$23.66	\$24.43	\$25.23	\$26.05	\$26.89	\$27.77
12	\$19.70	\$20.15	\$20.81	\$21.48	\$22.18	\$22.90	\$23.65	\$24.42	\$25.21	\$26.03	\$26.87	\$27.75	\$28.65	\$29.58	\$30.54
13	\$21.67	\$22.17	\$22.89	\$23.63	\$24.40	\$25.19	\$26.01	\$26.86	\$27.73	\$28.63	\$29.56	\$30.52	\$31.51	\$32.54	\$33.60
14	\$23.83	\$24.38	\$25.18	\$26.00	\$26.84	\$27.71	\$28.61	\$29.54	\$30.50	\$31.49	\$32.52	\$33.58	\$34.67	\$35.79	\$36.96

Initial/Date: PC 9-30-16
PT 9-30-16

Initial/Date: PC 9-30-16
D 9-30-16

Article 12 Professional Development

G. The Certificate of Distinction Program recognizes support services professionals for their continuous development and their valued contribution to the district's high performing workforce. It is a voluntary program that fosters continuous learning and supports the district's vision of success for all students. In addition to the framed certificate, successful completers of this program will be awarded an annual supplement of \$ 250.

An Annual supplement of \$275 shall be provided for employees who have completed all three strands of the requirements for Certificate of Distinction II. This amount will be in addition to any compensation received for completion of Certificate of Distinction I.

Note: The rest of Article 12 will remain unchanged.

Initial/Date: AD 9-30-16

Ⓟ 9-30-16

Initial/Date: AD 9-30-16

AD 9/30/16