

## Proposed Contract Language, 2023-24

### Bargaining Leadership Team (BLT) – Instructional Employees)

1. Negotiations Procedure
2. Additional Pay for Substituting/ Auto-Splitting
3. Additional Pay Based on Class Size
4. MOU re: Kindergarten through Grade 3 Teachers at UniSIG Schools
5. Adjunct Hourly Pay
6. Credit for Years of Experience for Retired Instructional Employees

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#### 1. Negotiations Procedure

##### Osceola County Education Association (OCEA) Proposal

Date: September 08, 2022

##### Article II: Negotiations Procedure

##### 2.02-a Ratification

No final agreement between the parties may be executed without ratification by the bargaining unit and the Board. Following tentative agreement by the negotiating teams, OCEA shall submit the full agreement to the members of the bargaining unit for ratification or rejection with no less than two full weeks to review prior to taking a vote. At no time will an agreement be submitted for member ratification vote later than the first full week in May. Superintendent shall promptly submit the full agreement to the Board for consideration and ratification or rejection.

##### District's Response

Date: October 20, 2022; January 12, 2023; February 09, 2023; April 13, 2023

- Management's disposition is that contract language is not needed at this time to address these concerns.
- Management maintains that *Section 447.309, Florida Statutes*, is clear and supersedes contract language:

*... Any collective bargaining agreement reached by the negotiators shall be reduced to writing, and such agreement shall be signed by the chief executive officer and the bargaining agent. Any agreement signed by the chief executive officer and the bargaining agent shall not be binding on the public employer until such agreement has been ratified by the public employer and by public employees who are members of the bargaining unit ...*

- Management commits to continue to bargain collaboratively with OCEA, including, but not limited to, the terms and conditions of the payment of salary increases within tentative agreements.
- Management commits to continue to post signed tentative agreements regarding salaries and benefits negotiations on the School District website.

- Management provides support documents that define the collaborative bargaining process on the following webpages of the SDOC public website:
    - *General Collective Bargaining Information* [<https://www.osceolaschools.net/Page/2551>]; and
    - *Bargaining Meetings Protocol*: <https://www.osceolaschools.net/Page/6810>
  - Management offers that additional collaborative bargaining training may benefit both parties.
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## 2. Additional Pay for Substituting/ Auto-Splitting

### Osceola County Education Association (OCEA) Proposal

**Date:** September 08, 2022

[Article Not Specified]

#### **Rationale:**

Finding substitutes to cover classes has become an increasing challenge resulting in instructional staff taking on the additional duties and responsibilities. Recognizing the need to value the contribution, the following emergency sub pay will be implemented for the 2022-2023 school year. Pay shall be recorded on the pay stub as “Substitute” and will be paid concurrently to the time period submitted to the district for normal pay. The parties agree to revisit this to determine the cost savings benefit to the district prior to renewal or adding to the contract.

#### **OCEA Proposal:**

- Non-classroom instructional employees (i.e., coaches, interventionist, media specialist, compliance specialist, etc.) \$50 for half of the day and \$100 for a full day.
- Classroom instruction employees who take on a whole class for half of the day shall be paid \$50 and for an entire day will be paid \$100.
- Teachers who substitute during their planning time shall be paid their hourly rate of pay.
- Teachers who receive students due to auto splitting for more than half the day shall be paid \$30. Should more than one teacher split on the same day, the teachers receiving the students shall be eligible for an additional \$30 for each subsequent split. There will be no additional pay for splits which are less than half a day.

#### **District’s Response**

**Date:** October 20, 2022; January 12, 2023; February 09, 2023; April 13, 2023

- Management counter-proposes the attached *Memorandum of Understanding re: Additional Earning Opportunities as a Substitute Teacher*.
- Management contends that it has addressed OCEA’s concerns about substitute teachers as evidenced by its contract with Kelly Services which has the average daily fill rate of 83%.

### 3. Additional Pay Based on Class Size

#### Osceola County Education Association (OCEA) Proposal

Date: September 08, 2022

[Article Not Specified]

#### Class Size Workload

The parties agree that class size optimums are established and that said optimums are set in accordance with Florida Statute 1003.03 as follows:

(1) **CLASS SIZE MAXIMUMS.**— *Each year, on or before the October student membership survey, the following class size maximums shall be satisfied:*

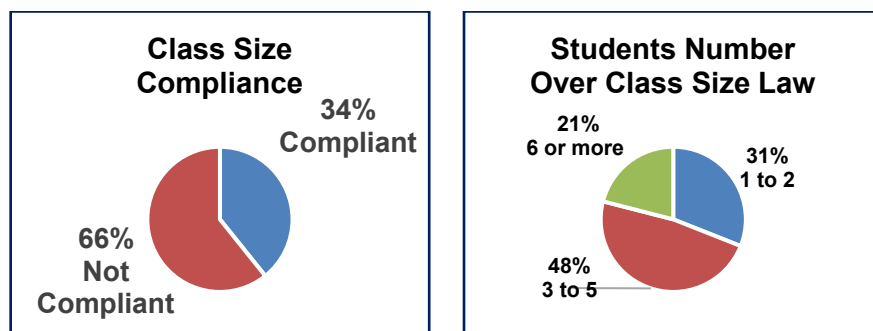
(a) *The maximum number of students assigned to each teacher who is teaching core-curricula courses in public school classrooms for prekindergarten through grade 3 may not exceed 18 students.*

(b) *The maximum number of students assigned to each teacher who is teaching core-curricula courses in public school classrooms for grades 4 through 8 may not exceed 22 students. The maximum number of students assigned to a core-curricula high school course in which a student in grades 4 through 8 is enrolled shall be governed by the requirements in paragraph (c).*

(c) *The maximum number of students assigned to each teacher who is teaching core-curricula courses in public school classrooms for grades 9 through 12 may not exceed 25 students.*

The Board and the Association agree that optimum class size is important and impacts the effective educational program. OCEA recognizes an unprecedented amount of vacancies exist beyond the control of the district due to shortages in education and that these vacancies are causing individual class size problems and additional workload for educators. The State of Florida and SDOC continue to hold educators to the same high standards for academic achievement. Educators with larger student numbers are disadvantaged with the workload, which leads to loss of even more educators. With each additional student added to a roster, the number of papers to grade increases, tracking data and differentiating instruction along with assembling supplies is timelier. The need for more parent communication is required, as is more ESE and ESOL meetings which causes loss of planning time.

OCEA conducted a survey with district instructional employees September 1-6, 2022. The survey had 951 responses. Instructional classroom teacher responses are included in the chart.



OCEA proposes SDOC pay for the additional workload created when student class size is not met according to Florida Statute 1003.03 Sections (1)(a-c).

| Position  | Student number above amendment   | OPS Contract amount   |
|---|--|---|
| Elementary (Self-Contained)                             | 1-3  | 4 hours per week  |
| Elementary (Team)                                       | 1-3  | 2 hour per week per teacher, per class  |
| Elementary (Self-Contained)                             | 4-6  | 10 hours per week   |
| Elementary (Team)                                       | 4-6  | 6 hours per week per teacher  |
| Secondary Core* & Electives                             | 1-5 (across all periods)   | 2 hour per week   |
| Secondary Core *& Electives                             | 6-10 (across all periods)  | 4 hours per week  |
| Secondary Core*& Electives                              | 11-20 (across all periods)   | 10 hours per week   |
| Extra-Curricular/ Electives, etc.<br>Elementary Schools | ≤ 800<br>801 ≤ SFTE ≤ 1201<br>1201 ≤ SFTE ≤ 1600<br>1601 ≤ SFTE ≤ 2000 | 4 hours per week<br>6 hours per week<br>8 hours per week<br>10 hours per week |

\* Florida Statute 1033.03

Section (14) "Core-curricula courses" means:

- (a) Courses in language arts/reading, mathematics, social studies, and science in prekindergarten through grade 3, excluding extracurricular courses pursuant to subsection (15);
- (b) Courses in grades 4 through 8 in subjects that are measured by state assessment at any grade level and courses required for middle school promotion, excluding extracurricular courses pursuant to subsection (15);
- (c) Courses in grades 9 through 12 in subjects that are measured by state assessment at any grade level and courses that are specifically identified by name in statute as required for high school graduation and that are not measured by state assessment, excluding extracurricular courses pursuant to subsection (15);
- (d) Exceptional student education courses; and
- (e) English for Speakers of Other Languages courses.

**District's Response**

**Date:** October 20, 2022; January 12, 2023; February 09, 2023; April 13, 2023

- Management's disposition is that contract language is not needed at this time to address these concerns.
- Management contends that the School District is in compliance with *Section 1003.03 – Maximum class size, Florida Statutes*, and *Section 1002.31 – Controlled open enrollment; public school parental choice, Florida Statutes*, which states:  
  
*(5) For a school or program that is a public school of choice under this section, the calculation for compliance with maximum class size pursuant to s. 1003.03(4) is the average number of students at the school level.*
- Per *Section 1002.31 – Controlled open enrollment; public school parental choice, Florida Statutes*, the Osceola County School Board adopted *Osceola County School Board Rule 5.22 – Controlled Open Enrollment*.
- More information on class size can be found on the Florida Department of Education website here:
  - <https://www.fldoe.org/finance/budget/class-size/>
- Management also provides the School District's *Class Size Report* as supporting documentation [attached].

#### 4. MOU re: Kindergarten through Grade 3 Teachers at UniSIG Schools

##### Osceola County Education Association (OCEA) Proposal

Date: September 08, 2022

#### MEMORANDUM OF UNDERSTANDING 2022-23 Central Elementary and Highlands School Improvement Impact Supplement Instructional Employees

Whereas, Osceola County Education Association (OCEA), and the School District of Osceola County, Florida agree to work collaboratively to resolve all issues that impact the wages, hours, terms, and conditions of employment for instructional employees, and

Whereas, both parties agree that efficient compliance with applicable state and federal laws and our collective bargaining agreement and that consistency in standards of service are priorities for School District employees, students, parents, and community members; and

Whereas, both parties agree that the School District should be encouraged to apply for significant grant opportunities that may provide additional earning opportunities for instructional employees; and

Whereas, the School District currently has two (2) elementary schools (e.g., Central Avenue Elementary School and Highlands Elementary School) that may meet the required criteria designated within the application for the *2022-23 Unified School Improvement Grant (UniSIG)*;

Whereas, OCEA supported the application of the *2022-23 Unified School Improvement Grant (UniSIG)*, which did not include compensation for all instructional employees;

Whereas, both parties agree that equitable treatment with compensation is essential to a collaborative spirit that is vital to the improvement of low performing schools;

Therefore, be it resolved that both parties agree to the *2022-23 Central Elementary and Highlands School Improvement Impact Supplement* and the following terms and conditions of employment in the event of and pursuant to the School District's award of the *2022-2023 Unified School Improvement Grant (UniSIG)*:

- The School District shall compensate all remaining instructional employees at Central Avenue Elementary School and Highlands Elementary School meeting the following criteria:
  - Have a two-year (2021-22 and 2022-23) district evaluation rating of Highly Effective or Effective;
  - Have a start date of no later than October 15, 2022
- Upon completion of the 2022-2023 school year and no later than June 30, 2023, all eligible instructional employees at Central Avenue Elementary and Highlands Elementary covered by this agreement shall receive:
  - \$7500 for a district evaluation of Highly Effective or Effective.
- If an instructional employee leaves Central Avenue Elementary School or Highlands Elementary School prior to the last day of school year ending in 2022-23 the award amount shall not be awarded.

- Upon release of all student and school data the School District of Osceola County and the Osceola County Education Association shall evaluate the effectiveness of the *2022-23 Central Elementary and Highlands School Improvement Impact Supplement* and the *2022-2023 Unified School Improvement Grant (UniSIG)* is complete.
- The *2022-23 Central Elementary and Highlands School Improvement Impact Supplement* will expire upon the completion of payment to all eligible employees and/or at such time as the *2022-2023 Unified School Improvement Grant (UniSIG)* is complete.

**OSCEOLA COUNTY  
SCHOOL BOARD**

**OSCEOLA COUNTY  
EDUCATION ASSOCIATION**

\_\_\_\_\_  
SUPERINTENDENT  
Debra Pace

\_\_\_\_\_  
OCEA PRESIDENT  
Lare Allen

\_\_\_\_\_  
CHIEF NEGOTIATOR FOR OCSB  
John Boyd

\_\_\_\_\_  
CHIEF NEGOTIATOR FOR OCEA  
Janet Moody

**District's Response**

**Date:** October 20, 2022; January 12, 2023; February 09, 2023; April 13, 2023

Management calculates the projected cost for OCEA's proposal to be \$180,000.00 based upon the numbers of eligible teachers listed below.

| <b>Eligible Teachers with Student Growth Score Ratings, 2021-22</b>  |                  |                         |
|--|------------------|-------------------------|
| <b>School</b>  | <b>Effective</b> | <b>Highly Effective</b> |
| <b>Central Avenue Elementary</b>                                     | 15               | 0                       |
| <b>Highlands Elementary</b>  | 9                | 0                       |
| <b>Sub-Totals</b>  | 24               | 0                       |
| <b>Grand Total</b>   | 24               |                         |
| <b><i>Projected Cost<br/>(e.g., \$7500 per eligible teacher)</i></b> | \$180,000.00     |                         |

In combination with OCEA's other bargaining requests related to compensation, this proposal would significantly affect the funds available for negotiations for salary increases for all Instructional bargaining unit employees/ members.

The state or federal government legally defines the terms and conditions of grants over which the School District has no authority to change. It is not a sustainable practice to supplement state or federal grants that are intended to supplement the existing School District budget in the first place.

Management requests OCEA to identify an available specific funding source for their proposal.

Management has placed this item on the agenda for each bargaining meeting this school year.

**5. Adjunct Hourly Pay Schedule**

**Osceola County Education Association (OCEA) Proposal**

**Date:** February 09, 2023

**APPENDIX A-1: Adjunct Hourly Pay Schedule**

| Category  | Hourly Rate of Pay |
|---|--------------------|
| <b><u>Adult Learning Center Osceola</u></b>                     |                    |
| Non-Certified Test Administrators (TABE, GED, CGC Lab Proctors) | \$ 15.00           |
| Voc. 7 / FDLE Certified   | \$ 22.00           |
| Bachelor Degree   | \$ 26.60           |
| Advanced Degree   | \$ 28.00           |
| <b><u>Technical Education Center Osceola</u></b>                |                    |
| Vocational 7 Certification                                      | \$ 26.60           |
| Bachelor Degree   | \$ 28.00           |
| Master/ Advanced Degree   | \$ 30.00           |
| <b><u>Criminal Justice Academy</u></b>                          |                    |
| Recruit Class Instructor  | \$ 26.60           |
| Advanced/Specialized Course Instructor (Trust Funded)           | \$ 28.00           |
| Train the Trainer Courses (Trust Funded)                        | \$ 32.00           |
| <b><u>Health Sciences Department</u></b>                        |                    |
| Registered Nurse  | \$ 26.60           |
| Bachelor of Science/Nursing (BSN)                               | \$ 28.00           |
| Master of Science/Nursing (MSN)                                 | \$ 30.00           |

Teachers at the Adult Learning Center Osceola, Technical Education Center Osceola, Juvenile Detention Center, Criminal Justice Academy, and Health Sciences Department shall be paid according to:

16.03 Payment of a teacher's service beyond the regular workday shall be at the professional hourly rate unless specifically noted otherwise. The professional hourly rate shall be rate per day of the teacher divided by the number of hours in the workday.



**District's Response**

**Date:** February 09, 2023; April 13, 2023

**APPENDIX A-1: Adjunct Hourly Pay Schedule**

**Category Hourly Rate of Pay**

**Adult Learning Center Osceola**

|   |          |
|---|----------|
| Non-Certified Test Administrators (TABE, GED, CCC Lab Proctors) | \$ 15.00 |
| Voc. 7 / FDLE Certified   | \$ 22.00 |
| Bachelor Degree   | \$ 26.60 |
| Advanced Degree   | \$ 28.00 |

**Technical Education Center Osceola**

|                            |          |
|----------------------------|----------|
| Vocational 7 Certification | \$ 26.60 |
| Bachelor Degree            | \$ 28.00 |
| Master/ Advanced Degree    | \$ 30.00 |

**Criminal Justice Academy**

|   |          |
|---|----------|
| Recruit Class Instructor                              | \$ 26.60 |
| Advanced/Specialized Course Instructor (Trust Funded) | \$ 28.00 |
| Train the Trainer Courses (Trust Funded)              | \$ 32.00 |

**Health Sciences Department**

|                                   |          |
|-----------------------------------|----------|
| Registered Nurse                  | \$ 26.60 |
| Bachelor of Science/Nursing (BSN) | \$ 28.00 |
| Master of Science/Nursing (MSN)   | \$ 30.00 |

The following terms and conditions shall take effect beginning the next regularly scheduled pay period after the date of tentative agreement by both parties:

- Instructional employees at the Adult Learning Center Osceola, Technical Education Center Osceola, Juvenile Detention Center/ Heritage Academy, Criminal Justice Academy, and Health Sciences Department who are hired to work as adjunct instructors shall be paid their professional hourly rate of pay according to Article 16.03.
- In addition, adjunct instructors who are hired from outside the School District to work at the Adult Learning Center Osceola, Technical Education Center Osceola, Juvenile Detention Center/ Heritage Academy, Criminal Justice Academy, and Health Sciences Department shall be paid the average professional hourly rate of pay of existing employees at these worksites.
- The above terms and conditions shall also be retroactive to July 01, 2022, for employees working at the date of the tentative agreement.

6. Credit for Years of Experience for Retired Instructional Employees

District's Proposal

Date of Tentative Agreement: September 08, 2022

ARTICLE XVI: PROFESSIONAL COMPENSATION

16.02 Teachers shall be paid according to the salary schedule and shall receive years of experience subject to the following criteria.

1. c. Retired Educators/ DROP

~~(1) After 6/30/2010, a teacher who requests a DROP extension that is granted will be extended at experience level 5 (and if extended thereafter will be extended at incremental levels).~~

~~(2) Teachers who are receiving retirement benefits under a public or private retirement system who are hired (or rehired following retirement or DROP completion) will be granted up to a maximum of five (5) years' experience on the salary schedule for years of experience that are not included in the years of experience for which they are receiving retirement benefits. Teachers rehired after having completed any extended drop will be credited for all years of extended drop up to a maximum of eight (8) years' experience credit. (11/18/09)~~

~~(3) Items (1) and (2) of this section shall sunset on June 30, 2022.~~

(4) Beginning the 2022-23 school year, instructional employees who are hired on or after July 01, 2022, and who are receiving retirement benefits under a public or private retirement system shall receive credit for all verified years of experience for the purposes of professional compensation.

(5) Instructional employees who are eligible under the terms and conditions of Item (4), shall receive salary adjustments retroactive to the employee's start date but no earlier than July 01, 2022.

TA 09/08/22  
JB [Signature] gm

ARTICLE XVI: PROFESSIONAL COMPENSATION

16.02

Teachers shall be paid according to the salary schedule and shall receive years of experience subject to the following criteria:

...

1. c. Retired Educators/ DROP

~~(1) After 6/30/2010, a teacher who requests a DROP extension that is granted will be extended at experience level 5 (and if extended thereafter will be extended at incremental levels).~~

~~(2) Teachers who are receiving retirement benefits under a public or private retirement system who are hired (or rehired following retirement or DROP completion) will be granted up to a maximum of five (5) years' experience on the salary schedule for years of experience that are not included in the years of experience for which they are receiving retirement benefits. Teachers rehired after having completed any extended drop will be credited for all years of extended drop up to a maximum of eight (8) years' experience credit. (11/18/09)~~

(1) Beginning the 2022-23 school year, instructional employees who are hired on or after July 01, 2022, and who are receiving retirement benefits under a public or private retirement system shall receive credit for all verified years of experience for the purposes of professional compensation.

(2) Instructional employees who are eligible under the terms and conditions of item (1) shall receive salary adjustments retroactive to the employee's start date but no earlier than July 01, 2022.

FLORIDA DEPARTMENT OF EDUCATION

EDUCATION INFORMATION AND ACCOUNTABILITY

CLASS AVERAGE FOR CORE COURSES - SURVEY 2 , 2122  
 EXCLUDING CHARTER, MAGNET, ALTERNATIVE, SCHOOL OF CHOICE, SCHOOL OF EXCELLENCE, AND PRINCIPAL

AUTONOMY

| SCHOOL | DISTRICT: 49               | OSCEOLA | PK-3  | 4-8   | 9-12  |
|--------|----------------------------|---------|-------|-------|-------|
| 9041   | HOSPITAL/HOMEBOUND PROGRAM | 00.00   | 00.00 | 00.00 | 08.00 |

FLORIDA DEPARTMENT OF EDUCATION

EDUCATION INFORMATION AND ACCOUNTABILITY

CLASS AVERAGE FOR CORE COURSES - SURVEY 2 , 2122  
 CHARTER SCHOOLS

| SCHOOL | DISTRICT: 49                   | OSCEOLA | PK-3  | 4-8   | 9-12  |
|--------|--------------------------------|---------|-------|-------|-------|
| 0131   | BRIDGEPREP ACADEMY             | 16.65   | 19.09 | 00.00 | 00.00 |
| 0149   | RENAISSANCE CHARTER SCHOOL AT  | 17.70   | 21.26 | 20.66 | 20.66 |
| 0152   | FOUR CORNERS UPPER SCHOOL      | 00.00   | 21.85 | 22.71 | 22.71 |
| 0155   | VICTORY CHARTER SCHOOL         | 00.00   | 19.34 | 18.25 | 18.25 |
| 0162   | ST. CLOUD PREPARATORY ACADEMY  | 15.83   | 17.58 | 17.84 | 17.84 |
| 0163   | MATER BRIGHTON LAKES           | 17.73   | 21.66 | 23.20 | 23.20 |
| 0171   | RENAISSANCE CHARTER SCHOOL AT  | 17.77   | 20.86 | 22.00 | 22.00 |
| 0181   | OSCEOLA SCIENCE CHARTER SCHOOL | 17.00   | 20.22 | 19.00 | 19.00 |
| 0182   | LINCOLN-MARTI CHARTER SCHOOLS  | 12.50   | 00.00 | 00.00 | 00.00 |
| 0183   | SPORTS LEADERSHIP ARTS MANAGEM | 00.00   | 17.92 | 17.50 | 17.50 |
| 0184   | BRIDGEPREP ACADEMY OSCEOLA COU | 17.82   | 20.68 | 14.00 | 14.00 |
| 0185   | MATER PALMS ACADEMY            | 17.02   | 20.25 | 17.00 | 17.00 |
| 0191   | RENAISSANCE CHARTER SCHOOL AT  | 17.93   | 21.76 | 24.50 | 24.50 |
| 0192   | CREATIVE INSPIRATION JOURNEY O | 17.10   | 20.85 | 00.00 | 00.00 |
| 0202   | MATER ACADEMY AT ST CLOUD      | 17.98   | 20.66 | 00.00 | 00.00 |
| 0203   | VICTORY CHARTER SCHOOL K-5     | 17.75   | 19.76 | 00.00 | 00.00 |
| 0853   | NEW DIMENSIONS HIGH SCHOOL     | 00.00   | 00.00 | 22.65 | 22.65 |
| 0863   | FOUR CORNERS CHARTER SCHOOL    | 17.97   | 21.85 | 00.00 | 00.00 |
| 0866   | KISSIMMEE CHARTER ACADEMY      | 15.17   | 21.48 | 18.66 | 18.66 |
| 0881   | P. M. WELLS CHARTER ACADEMY    | 17.10   | 21.21 | 24.25 | 24.25 |
| 0900   | UCP OSCEOLA CHARTER SCHOOL     | 12.91   | 12.16 | 00.00 | 00.00 |
| 0932   | BELLALAGO CHARTER ACADEMY      | 17.14   | 20.22 | 18.50 | 18.50 |
| 0959   | MAIN STREET HIGH SCHOOL        | 00.00   | 00.00 | 18.30 | 18.30 |
| 0971   | MATER ACADEMY PREPARATORY HIGH | 00.00   | 00.00 | 21.42 | 21.42 |

| SCHOOL  | SCHOOL NAME                    | PK-3  | 4-8   | 9-12  |
|---|--------------------------------|-------|-------|-------|
| 0081  | AMERICAN CLASSICAL CHARTER ACA | 16.21 | 16.97 | 00.00 |
| FLORIDA DEPARTMENT OF EDUCATION   |                                |       |       |       |
| EDUCATION INFORMATION AND ACCOUNTABILITY  |                                |       |       |       |
| CLASS AVERAGE FOR CORE COURSES - SURVEY 2 , 2122  |                                |       |       |       |
| LAB, MAGNET, ALTERNATIVE, SCHOOL OF CHOICE, SCHOOL OF EXCELLENCE, PRINCIPAL AUTONOMY - NO CHARTER |                                |       |       |       |
| DISTRICT: 49 OSCEOLA  |                                |       |       |       |
| 0005  | TOHOPEKALIGA                   | 00.00 | 00.00 | 22.88 |
| 0011  | HARMONY COMMUNITY SCHOOL       | 17.48 | 20.62 | 00.00 |
| 0040  | NARCOOSSEE MIDDLE SCHOOL       | 00.00 | 20.59 | 24.05 |
| 0041  | DISCOVERY INTERMEDIATE SCHOOL  | 00.00 | 18.07 | 21.25 |
| 0042  | KISSIMMEE ELEMENTARY SCHOOL    | 17.25 | 17.19 | 00.00 |
| 0043  | NARCOOSSEE ELEMENTARY SCHOOL   | 17.98 | 21.31 | 00.00 |
| 0061  | CENTRAL AVENUE ELEMENTARY SCHL | 15.62 | 18.28 | 00.00 |
| 0071  | HIGHLANDS ELEMENTARY SCHOOL    | 16.33 | 20.53 | 00.00 |
| 0081  | OSCEOLA HIGH SCHOOL            | 00.00 | 00.00 | 21.07 |
| 0091  | DENN JOHN MIDDLE SCHOOL        | 00.00 | 18.97 | 19.90 |
| 0101  | THACKER AVENUE ELEM FOR INTERN | 16.70 | 16.63 | 00.00 |
| 0111  | ST. CLOUD ELEMENTARY SCHOOL    | 15.08 | 19.52 | 00.00 |
| 0201  | ST. CLOUD HIGH SCHOOL          | 00.00 | 00.00 | 19.67 |
| 0251  | KISSIMMEE MIDDLE SCHOOL        | 00.00 | 18.55 | 22.44 |
| 0252  | HARMONY MIDDLE SCHOOL          | 00.00 | 20.89 | 23.57 |
| 0271  | MICHIGAN AVENUE ELEMENTARY SCH | 16.22 | 19.52 | 00.00 |
| 0272  | ST. CLOUD MIDDLE SCHOOL        | 00.00 | 18.15 | 21.56 |
| 0300  | KOA ELEMENTARY SCHOOL          | 16.62 | 19.84 | 00.00 |
| 0301  | REEDY CREEK ELEMENTARY SCHOOL  | 16.44 | 20.20 | 00.00 |
| 0302  | WESTSIDE K-8 SCHOOL            | 17.83 | 20.04 | 20.85 |
| 0311  | NEPTUNE MIDDLE SCHOOL          | 00.00 | 19.06 | 21.00 |
| 0321  | VENTURA ELEMENTARY SCHOOL      | 16.57 | 17.16 | 00.00 |
| 0341  | HORIZON MIDDLE SCHOOL          | 00.00 | 18.90 | 21.62 |
| 0401  | BOGGY CREEK ELEMENTARY SCHOOL  | 16.61 | 16.69 | 00.00 |
| 0501  | HICKORY TREE ELEMENTARY SCHOOL | 17.14 | 18.70 | 00.00 |
| 0601  | GATEWAY HIGH SCHOOL            | 00.00 | 00.00 | 20.55 |
| 0701  | MILL CREEK ELEMENTARY SCHOOL   | 15.52 | 21.08 | 00.00 |
| 0711  | CELEBRATION SCHOOL             | 17.79 | 20.84 | 23.23 |
| 0801  | LAKEVIEW ELEMENTARY SCHOOL     | 15.08 | 18.70 | 00.00 |
| 0811  | PLEASANT HILL ELEMENTARY SCHOO | 16.12 | 17.95 | 00.00 |
| 0821  | PARKWAY MIDDLE SCHOOL          | 00.00 | 19.72 | 00.00 |
| 0831  | DEERWOOD ELEMENTARY SCHOOL     | 16.13 | 19.50 | 00.00 |

|      |                                |       |       |       |
|------|--------------------------------|-------|-------|-------|
| 0841 | POINCIANA HIGH SCHOOL          | 00.00 | 00.00 | 21.30 |
| 0842 | LIBERTY HIGH SCHOOL            | 00.00 | 00.00 | 21.89 |
| 0851 | CYPRESS ELEMENTARY SCHOOL      | 15.88 | 16.51 | 00.00 |
| 0862 | PROFESSIONAL & TECHNICAL HIGH  | 00.00 | 00.00 | 16.76 |
| 0901 | POINCIANA ACADEMY OF FINE ARTS | 14.38 | 17.89 | 00.00 |
| 0902 | CELEBRATION HIGH SCHOOL        | 00.00 | 00.00 | 23.75 |
| 0904 | PARTIN SETTLEMENT ELEM. SCHOOL | 15.07 | 18.75 | 00.00 |
| 0921 | OSCEOLA CO SCHOOL FOR THE ARTS | 00.00 | 20.12 | 22.05 |
| 0922 | HARMONY HIGH SCHOOL            | 00.00 | 00.00 | 22.89 |
| 0931 | FLORA RIDGE ELEMENTARY SCHOOL  | 17.05 | 20.10 | 00.00 |
| 0933 | NEPTUNE ELEMENTARY SCHOOL      | 15.37 | 18.12 | 00.00 |
| 0957 | CHESTNUT ELEM SCHOOL SCIENCE A | 16.50 | 19.76 | 00.00 |
| 0958 | SUNRISE ELEMENTARY SCHOOL      | 17.64 | 18.80 | 00.00 |
| 0961 | EAST LAKE ELEMENTARY SCHOOL    | 17.49 | 17.60 | 00.00 |
| 0962 | NEOCITY ACADEMY                | 00.00 | 00.00 | 20.40 |
| 0991 | CANOE CREEK K-8                | 17.81 | 20.96 | 18.60 |

FLORIDA DEPARTMENT OF EDUCATION

EDUCATION INFORMATION AND ACCOUNTABILITY

CLASS AVERAGE FOR CORE COURSES - SURVEY 2 , 2122

LAB, MAGNET, ALTERNATIVE, SCHOOL OF CHOICE, SCHOOL OF EXCELLENCE, PRINCIPAL AUTONOMY - NO CHARTER

DISTRICT: 49 OSCEOLA

|        |                                |       |       |       |
|--------|--------------------------------|-------|-------|-------|
| SCHOOL | SCHOOL NAME                    |       |       |       |
| 9003   | ZENITH ACCELERATED ACADEMY     | 00.00 | 16.81 | 9-12  |
| 9020   | OASIS RESIDENTIAL CENTER       | 00.00 | 15.00 | 20.32 |
| 9036   | NEW BEGINNINGS EDUCATION CENTE | 05.00 | 10.62 | 10.20 |
|        |                                |       |       | 13.76 |

FLORIDA DEPARTMENT OF EDUCATION

EDUCATION INFORMATION AND ACCOUNTABILITY

CLASS AVERAGE FOR CORE COURSES - SURVEY 2 , 2122  
 EXCLUDING CHARTER, MAGNET, ALTERNATIVE, SCHOOL OF CHOICE, SCHOOL OF EXCELLENCE, AND PRINCIPAL

AUTONOMY

| SCHOOL | SCHOOL NAME                | DISTRICT: 49 | OSCEOLA | PK-3  | 4-8   | 9-12  |
|--------|----------------------------|--------------|---------|-------|-------|-------|
| 9041   | HOSPITAL/HOMEBOUND PROGRAM |              |         | 00.00 | 00.00 | 08.00 |

FLORIDA DEPARTMENT OF EDUCATION

EDUCATION INFORMATION AND ACCOUNTABILITY

CLASS AVERAGE FOR CORE COURSES - SURVEY 2 , 2122  
 CHARTER SCHOOLS

| SCHOOL | SCHOOL NAME                    | DISTRICT: 49 | OSCEOLA | PK-3  | 4-8   | 9-12  |
|--------|--------------------------------|--------------|---------|-------|-------|-------|
| 0131   | BRIDGEPREP ACADEMY             |              |         | 16.65 | 19.09 | 00.00 |
| 0149   | RENAISSANCE CHARTER SCHOOL AT  |              |         | 17.70 | 21.26 | 20.66 |
| 0152   | FOUR CORNERS UPPER SCHOOL      |              |         | 00.00 | 21.85 | 22.71 |
| 0155   | VICTORY CHARTER SCHOOL         |              |         | 00.00 | 19.34 | 18.25 |
| 0162   | ST. CLOUD PREPARATORY ACADEMY  |              |         | 15.83 | 17.58 | 17.84 |
| 0163   | MATER BRIGHTON LAKES           |              |         | 17.73 | 21.66 | 23.20 |
| 0171   | RENAISSANCE CHARTER SCHOOL AT  |              |         | 17.77 | 20.86 | 22.00 |
| 0181   | OSCEOLA SCIENCE CHARTER SCHOOL |              |         | 17.00 | 20.22 | 19.00 |
| 0182   | LINCOLN-MARTI CHARTER SCHOOLS  |              |         | 12.50 | 00.00 | 00.00 |
| 0183   | SPORTS LEADERSHIP ARTS MANAGEM |              |         | 00.00 | 17.92 | 17.50 |
| 0184   | BRIDGEPREP ACADEMY OSCEOLA COU |              |         | 17.82 | 20.68 | 14.00 |
| 0185   | MATER PALMS ACADEMY            |              |         | 17.02 | 20.25 | 17.00 |
| 0191   | RENAISSANCE CHARTER SCHOOL AT  |              |         | 17.93 | 21.76 | 24.50 |
| 0192   | CREATIVE INSPIRATION JOURNEY O |              |         | 17.10 | 20.85 | 00.00 |
| 0202   | MATER ACADEMY AT ST CLOUD      |              |         | 17.98 | 20.66 | 00.00 |
| 0203   | VICTORY CHARTER SCHOOL K-5     |              |         | 17.75 | 19.76 | 00.00 |
| 0853   | NEW DIMENSIONS HIGH SCHOOL     |              |         | 00.00 | 00.00 | 22.65 |
| 0863   | FOUR CORNERS CHARTER SCHOOL    |              |         | 17.97 | 21.85 | 00.00 |
| 0866   | KISSIMMEE CHARTER ACADEMY      |              |         | 15.17 | 21.48 | 18.66 |
| 0881   | P. M. WELLS CHARTER ACADEMY    |              |         | 17.10 | 21.21 | 24.25 |
| 0900   | UCP OSCEOLA CHARTER SCHOOL     |              |         | 12.91 | 12.16 | 00.00 |
| 0932   | BELLALAGO CHARTER ACADEMY      |              |         | 17.14 | 20.22 | 18.50 |
| 0959   | MAIN STREET HIGH SCHOOL        |              |         | 00.00 | 00.00 | 18.30 |
| 0971   | MATER ACADEMY PREPARATORY HIGH |              |         | 00.00 | 00.00 | 21.42 |

| SCHOOL  | SCHOOL NAME                    | PK-3  | 4-8   | 9-12  |
|---|--------------------------------|-------|-------|-------|
| 0081  | AMERICAN CLASSICAL CHARTER ACA | 16.21 | 16.97 | 00.00 |
| FLORIDA DEPARTMENT OF EDUCATION   |                                |       |       |       |
| EDUCATION INFORMATION AND ACCOUNTABILITY  |                                |       |       |       |
| CLASS AVERAGE FOR CORE COURSES - SURVEY 2 , 2122  |                                |       |       |       |
| LAB, MAGNET, ALTERNATIVE, SCHOOL OF CHOICE, SCHOOL OF EXCELLENCE, PRINCIPAL AUTONOMY - NO CHARTER |                                |       |       |       |
| DISTRICT: 49 OSCEOLA  |                                |       |       |       |
| 0005  | TOHOPEKALIGA                   | 00.00 | 00.00 | 22.88 |
| 0011  | HARMONY COMMUNITY SCHOOL       | 17.48 | 20.62 | 00.00 |
| 0040  | NARCOOSSEE MIDDLE SCHOOL       | 00.00 | 20.59 | 24.05 |
| 0041  | DISCOVERY INTERMEDIATE SCHOOL  | 00.00 | 18.07 | 21.25 |
| 0042  | KISSIMMEE ELEMENTARY SCHOOL    | 17.25 | 17.19 | 00.00 |
| 0043  | NARCOOSSEE ELEMENTARY SCHOOL   | 17.98 | 21.31 | 00.00 |
| 0061  | CENTRAL AVENUE ELEMENTARY SCHL | 15.62 | 18.28 | 00.00 |
| 0071  | HIGHLANDS ELEMENTARY SCHOOL    | 16.33 | 20.53 | 00.00 |
| 0081  | OSCEOLA HIGH SCHOOL            | 00.00 | 00.00 | 21.07 |
| 0091  | DENN JOHN MIDDLE SCHOOL        | 00.00 | 18.97 | 19.90 |
| 0101  | THACKER AVENUE ELEM FOR INTERN | 16.70 | 16.63 | 00.00 |
| 0111  | ST. CLOUD ELEMENTARY SCHOOL    | 15.08 | 19.52 | 00.00 |
| 0201  | ST. CLOUD HIGH SCHOOL          | 00.00 | 00.00 | 19.67 |
| 0251  | KISSIMMEE MIDDLE SCHOOL        | 00.00 | 18.55 | 22.44 |
| 0252  | HARMONY MIDDLE SCHOOL          | 00.00 | 20.89 | 23.57 |
| 0271  | MICHIGAN AVENUE ELEMENTARY SCH | 16.22 | 19.52 | 00.00 |
| 0272  | ST. CLOUD MIDDLE SCHOOL        | 00.00 | 18.15 | 21.56 |
| 0300  | KOA ELEMENTARY SCHOOL          | 16.62 | 19.84 | 00.00 |
| 0301  | REEDY CREEK ELEMENTARY SCHOOL  | 16.44 | 20.20 | 00.00 |
| 0302  | WESTSIDE K-8 SCHOOL            | 17.83 | 20.04 | 20.85 |
| 0311  | NEPTUNE MIDDLE SCHOOL          | 00.00 | 19.06 | 21.00 |
| 0321  | VENTURA ELEMENTARY SCHOOL      | 16.57 | 17.16 | 00.00 |
| 0341  | HORIZON MIDDLE SCHOOL          | 00.00 | 18.90 | 21.62 |
| 0401  | BOGGY CREEK ELEMENTARY SCHOOL  | 16.61 | 16.69 | 00.00 |
| 0501  | HICKORY TREE ELEMENTARY SCHOOL | 17.14 | 18.70 | 00.00 |
| 0601  | GATEWAY HIGH SCHOOL            | 00.00 | 00.00 | 20.55 |
| 0701  | MILL CREEK ELEMENTARY SCHOOL   | 15.52 | 21.08 | 00.00 |
| 0711  | CELEBRATION SCHOOL             | 17.79 | 20.84 | 23.23 |
| 0801  | LAKEVIEW ELEMENTARY SCHOOL     | 15.08 | 18.70 | 00.00 |
| 0811  | PLEASANT HILL ELEMENTARY SCHOO | 16.12 | 17.95 | 00.00 |
| 0821  | PARKWAY MIDDLE SCHOOL          | 00.00 | 19.72 | 00.00 |
| 0831  | DEERWOOD ELEMENTARY SCHOOL     | 16.13 | 19.50 | 00.00 |



|      |                                |       |       |       |
|------|--------------------------------|-------|-------|-------|
| 0841 | POINCIANA HIGH SCHOOL          | 00.00 | 00.00 | 21.30 |
| 0842 | LIBERTY HIGH SCHOOL            | 00.00 | 00.00 | 21.89 |
| 0851 | CYPRESS ELEMENTARY SCHOOL      | 15.88 | 16.51 | 00.00 |
| 0862 | PROFESSIONAL & TECHNICAL HIGH  | 00.00 | 00.00 | 16.76 |
| 0901 | POINCIANA ACADEMY OF FINE ARTS | 14.38 | 17.89 | 00.00 |
| 0902 | CELEBRATION HIGH SCHOOL        | 00.00 | 00.00 | 23.75 |
| 0904 | PARTIN SETTLEMENT ELEM. SCHOOL | 15.07 | 18.75 | 00.00 |
| 0921 | OSCEOLA CO SCHOOL FOR THE ARTS | 00.00 | 20.12 | 22.05 |
| 0922 | HARMONY HIGH SCHOOL            | 00.00 | 00.00 | 22.89 |
| 0931 | FLORA RIDGE ELEMENTARY SCHOOL  | 17.05 | 20.10 | 00.00 |
| 0933 | NEPTUNE ELEMENTARY SCHOOL      | 15.37 | 18.12 | 00.00 |
| 0957 | CHESTNUT ELEM SCHOOL SCIENCE A | 16.50 | 19.76 | 00.00 |
| 0958 | SUNRISE ELEMENTARY SCHOOL      | 17.64 | 18.80 | 00.00 |
| 0961 | EAST LAKE ELEMENTARY SCHOOL    | 17.49 | 17.60 | 00.00 |
| 0962 | NEOCITY ACADEMY                | 00.00 | 00.00 | 20.40 |
| 0991 | CANOE CREEK K-8                | 17.81 | 20.96 | 18.60 |

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FLORIDA DEPARTMENT OF EDUCATION

EDUCATION INFORMATION AND ACCOUNTABILITY

CLASS AVERAGE FOR CORE COURSES - SURVEY 2 , 2122

LAB, MAGNET, ALTERNATIVE, SCHOOL OF CHOICE, SCHOOL OF EXCELLENCE, PRINCIPAL AUTONOMY - NO CHARTER

DISTRICT: 49 OSCEOLA

|        |                                |       |       |       |
|--------|--------------------------------|-------|-------|-------|
| SCHOOL | SCHOOL NAME                    |       |       |       |
| 9003   | ZENITH ACCELERATED ACADEMY     | 00.00 | 16.81 | 9-12  |
| 9020   | OASIS RESIDENTIAL CENTER       | 00.00 | 15.00 | 20.32 |
| 9036   | NEW BEGINNINGS EDUCATION CENTE | 05.00 | 10.62 | 10.20 |
|        |                                |       |       | 13.76 |

**MEMORANDUM OF UNDERSTANDING –  
2022-23 Additional Earning Opportunities as a Substitute Teacher,  
Instructional Employees**

Whereas, the School District of Osceola County, Florida, and the Osceola County Education Association (OCEA) agree to work collaboratively to resolve all issues that impact the wages, hours, terms, and conditions of employment for instructional employees; and

Whereas, both parties recognize the profound effect that recent inflation has had upon the household budgets of all SDOC employees;

Whereas, both parties agree that additional earning opportunities for Instructional employees within the School District benefit employee morale;

Whereas, both parties recognize that pursuant to *Article 5.18* of our *Instructional Employees Contract*, “[t]he Board will not utilize regularly employed teachers to cover classes for absent teachers in order to avoid hiring substitutes”;

Whereas, both parties recognize that as a last resort, when no substitute teacher is available, classroom teachers may be assigned to serve in the role of a substitute teacher for a peer during the teacher’s regularly scheduled planning period, in order to ensure appropriate coverage for student safety and supervision; and

Therefore, be it resolved that both parties agree to the following terms and conditions of employment:

- As a last resort, when no substitute teacher is available, the school principal shall first seek a classroom teacher to serve as a volunteer in the role of a substitute teacher for a peer during the teacher’s regularly scheduled planning period, in order to ensure appropriate coverage for student safety and supervision;
- If no classroom teacher volunteers, then as a last resort, when no substitute teacher is available, the school principal may assign a classroom teacher to serve in the role of a substitute teacher for a peer during the teacher’s regularly scheduled planning period, in order to ensure appropriate coverage for student safety and supervision;
- In either situation above, the classroom teacher shall be compensated for one (1) hour at the employee’s daily rate of pay;
- The assigned classroom teacher may select, and the administrator shall schedule a one (1) hour planning period either before or after the regular workday on the next workday or a mutually agreed upon workday thereafter, in order to ensure adequate planning time and compliance with related state law for public employee compensation; and
- The above terms and conditions shall expire on June 30, 2023.

**OSCEOLA COUNTY  
SCHOOL BOARD**

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SUPERINTENDENT  
Debra Pace

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CHIEF NEGOTIATOR FOR OCSB  
John Boyd

**Date: April 13, 2023**

**OSCEOLA COUNTY  
EDUCATION ASSOCIATION**

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OCEA PRESIDENT  
Lare Allen

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CHIEF NEGOTIATOR FOR OCEA  
Janet Moody

**MEMORANDUM OF UNDERSTANDING –  
2022-23 One-Time, Non-Recurring Inflation Supplement,  
Instructional Employees**

Whereas, the School District of Osceola County, Florida, (SDOC) and the Osceola County Education Association (OCEA) agree to work collaboratively to resolve all issues that impact the wages, hours, terms, and conditions of employment for Instructional employees; and

Whereas, both parties reached tentative agreement upon salaries and benefits for Instructional employees for the current 2022-23 school year on May 19, 2022, and ratified this agreement on August 24, 2022, pursuant to related state law;

Whereas, both parties agree that these ratified salaries and benefits for Instructional employees for the current 2022-23 school year have been paid on an ongoing basis since the employee's first workday of this current 2022-23 school year;

Whereas, both parties recognize the profound effect that recent inflation has had upon the household budgets of all SDOC employees; and

Whereas, both parties recognize the need to provide School District employees with additional compensation as feasible in a timely and fiscally responsible manner;

Therefore, be it resolved that both parties agree to the following terms and conditions of employment:

- Management shall provide a **one-time, non-recurring inflation supplement in the amount of \$2,000** for each Instructional employee who is employed with the School District on the date that both parties reach tentative agreement and sign this Memorandum of Understanding;
- Payment of this supplement to eligible Instructional employees shall be made no later than two (2) pay periods after the date of this Memorandum of Understanding; and
- The funding source for this supplement shall be the School District's existing Elementary and Secondary School Emergency Relief (ESSER) and American Rescue Plan (ARP) funds that expire September 30, 2024;
- This one-time, non-recurring inflation supplement is in addition to and does not replace the negotiation of recurring salaries and benefits for the 2023-24 school year;
- Both parties shall return to the bargaining table for the purpose of negotiations of salaries and benefits for the 2023-24 school year no later than May 31, 2023.
- The above terms and conditions shall expire on June 30, 2023.

**OSCEOLA COUNTY SCHOOL BOARD**

**OSCEOLA COUNTY EDUCATION ASSOCIATION**

\_\_\_\_\_  
SUPERINTENDENT  
Debra Pace

\_\_\_\_\_  
OCEA PRESIDENT  
Lare Allen

\_\_\_\_\_  
CHIEF NEGOTIATOR FOR OCSB  
John Boyd

\_\_\_\_\_  
CHIEF NEGOTIATOR FOR OCEA  
Janet Moody

**Date: April 13, 2023**

**School District of Osceola County  
Plan Design Options for 10-1-2023**

|  |  | PLAN 1                                     |                                     |                                     | PLAN 2                       |                                     |                                     | PLAN 3                      |                                    |                                    |
|--|--|--|-------------------------------------|-------------------------------------|------------------------------|-------------------------------------|-------------------------------------|-----------------------------|------------------------------------|------------------------------------|
|  |  | Health Center Plan with Tiers 1&2 Only     |                                     |                                     | Proposed Essential Plan      |                                     |                                     | Proposed Advantage Plan     |                                    |                                    |
|  |  | Tier 1                                     | Tier 2                              | Tier 3                              | Tier 1                       | Tier 2                              | Tier 3                              | Tier 1                      | Tier 2                             | Tier 3                             |
| PCP - Health Center                    |  | \$0  | \$0                                 | \$0                                 | \$0                          | \$0                                 | \$0                                 | \$0                         | \$0                                | \$0                                |
| Telemedicine                           |  | \$0  | \$0                                 | Not Covered                         | \$0                          | \$0                                 | Not Covered                         | \$0                         | \$0                                | Not Covered                        |
| PCP                                    |  | N/A  | \$40                                | Ded/Co-Ins                          | \$20                         | \$40                                | Ded/Co-Ins                          | \$15                        | \$25                               | \$30                               |
| Specialist                             |  | \$30                                       | \$80                                | Ded/Co-Ins                          | \$40                         | \$80                                | Ded/Co-Ins                          | \$40                        | \$50                               | \$60                               |
| Referral Needed to Specialist?         |  | Yes  | No                                  | No                                  | No                           | No                                  | No                                  | No                          | No                                 | No                                 |
| Urgent Care                            |  | \$45                                       | \$45                                | Ded/Co-Ins                          | \$45                         | \$45                                | Ded/Co-Ins                          | \$45                        | \$45                               | Ded/Co-Ins                         |
| Emergency Room                         |  | \$400 copay (waived if admitted)           | Ded/Co-Ins                          | Ded/Co-Ins                          | Ded/Co-Ins                   | Ded/Co-Ins                          | Ded/Co-Ins                          | Ded/Co-Ins                  | Ded/Co-Ins                         | Ded/Co-Ins                         |
| Labwork at independent lab             |  | any facility                               | any facility                        | any facility                        | any facility                 | any facility                        | any facility                        | any facility                | any facility                       | any facility                       |
| Labwork at other facilities            |  | \$0 (Health Center, Quest or LabCorp only) | 30% no Deductible                   | 30% no Deductible                   | \$10 (Ex. Quest Diagnostics) | 30% no Deductible                   | 30% no Deductible                   | \$5 (Ex. Quest Diagnostics) | 25% no Deductible                  | 25% no Deductible                  |
| Advanced Imaging                       |  | 80% No Deductible                          | Ded/Co-Ins                          | Ded/Co-Ins                          | Ded/Co-Ins                   | Ded/Co-Ins                          | Ded/Co-Ins                          | Ded/Co-Ins                  | Ded/Co-Ins                         | Ded/Co-Ins                         |
| Advanced Imaging through Green Imaging |  | Ded/Co-Ins                                 | Ded/Co-Ins                          | Ded/Co-Ins                          | Ded/Co-Ins                   | Ded/Co-Ins                          | Ded/Co-Ins                          | Ded/Co-Ins                  | Ded/Co-Ins                         | Ded/Co-Ins                         |
| Deductible                             |  | \$0  | \$0                                 | \$0                                 | \$0                          | \$0                                 | \$0                                 | \$0                         | \$0                                | \$0                                |
| Co-Insurance                           |  | \$500 / \$1,000                            | \$1,250/\$2,500                     | \$1,250/\$2,500                     | \$900 / \$1,800              | \$1,250/\$2,500                     | \$1,250/\$2,500                     | \$600/\$1,200               | \$950/\$1,900                      | \$950/\$1,900                      |
| Maximum Out of Pocket                  |  | 80%  | 70%                                 | 70%                                 | 70%                          | 70%                                 | 70%                                 | 75%                         | 75%                                | 75%                                |
|  |  | \$4,000/\$8,000                            | \$6,300/\$13,600                    | \$6,300/\$13,600                    | \$5,000/\$10,000             | \$6,300/\$13,600                    | \$6,300/\$13,600                    | \$4,000/\$8,000             | \$6,700 / \$12,400                 | \$6,700 / \$12,400                 |
| RX                                     |  | Prescriptions Unlimited Only               | Non-Preferred Pharmacy              | Non-Preferred Pharmacy              | Preferred Pharmacy           | Non-Preferred Pharmacy              | Non-Preferred Pharmacy              | Preferred Pharmacy          | Non-Preferred Pharmacy             | Non-Preferred Pharmacy             |
| Deductible                             |  | No Deductible                              | \$300 waived for preferred generics | \$300 waived for preferred generics | No Deductible                | \$300 waived for preferred generics | \$300 waived for preferred generics | No Deductible               | \$75 waived for preferred generics | \$75 waived for preferred generics |
| Generics Obtained at Health Center     |  | \$0  | \$0                                 | \$0                                 | \$0                          | \$0                                 | \$0                                 | \$0                         | \$0                                | \$0                                |
| Preferred Generic                      |  | \$0  | \$10                                | \$10                                | \$6                          | \$10                                | \$10                                | \$5                         | \$10                               | \$10                               |
| Preferred Brand                        |  | \$45                                       | 20% up to \$75                      | 20% up to \$75                      | \$45                         | 20% up to \$75                      | 20% up to \$75                      | \$40                        | 20% up to \$50                     | 20% up to \$50                     |
| Non-Preferred Brand                    |  | 50% up to \$150                            | 50% up to \$200                     | 50% up to \$200                     | 50% up to \$150              | 50% up to \$200                     | 50% up to \$200                     | 50% up to \$125             | 50% up to \$150                    | 50% up to \$150                    |
| Specialty                              |  | \$75                                       | Not Covered                         | Not Covered                         | 50% up to \$200              | Not Covered                         | Not Covered                         | 50% up to \$200             | Not Covered                        | Not Covered                        |
| International Program with Elect Rx    |  | \$0  | \$0                                 | \$0                                 | \$0                          | \$0                                 | \$0                                 | \$0                         | \$0                                | \$0                                |

Remove Advent Health from Tier 3 RBP for all plans



