

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
SCHOOL DISTRICT OF OSCEOLA COUNTY ("District")  
AND THE  
OSCEOLA COUNTY EDUCATION ASSOCIATION ("OCEA" or "Union")**

In accordance with rules established by the Florida State Board of Education, instructional staff who successfully complete the online Civics Seal of Excellence Endorsement course and satisfy eligibility requirements as determined by the Florida Department of Education may be awarded a \$3,000 stipend.

Stipends shall be paid by the District from funds provided by the state solely for this purpose until such funds have been exhausted. All applicable taxes will be deducted from the \$3,000 stipend. After FICA/Medicare/Workers Compensation, the gross payment to the stipend recipient is expected to be \$2,756.09. Gross payment will be subject to the employee's standard tax rate, and the final payment amount will be less than \$2,756.09.

Payments will be processed in a payroll run following receipt of funds from the FLDOE, including through the summer months.

Expiration of this memorandum of understanding shall expire when the funds for the program expire.

**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

## INSERVICE PAY

In-service training and planning on a non-duty day will be compensated at a minimum of \$70 for a three-hour day and \$140 for a six-hour day, provided the funding is available. Non-monetary consideration in lieu of the above may be agreed to between the administrator and the employee. This provision shall apply to compensate teachers newly hired to the district for work performed prior to the start of their contract. Such payment shall be authorized only upon successful completion, including all work submitted.