

**MEMORANDUM OF UNDERSTANDING –  
Early Learning Coronavirus Response and Relief Supplemental Appropriations Act (CRRSA)  
Grant Impact,  
Education Staff Professionals (ESP) 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 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 eligible employees;

Therefore, be it resolved that both parties agree to the following additional terms and conditions of employment in the event of and pursuant to the School District's award of the Early Learning Coronavirus Response and Relief Supplemental Appropriations Act (CRRSA) federal grant, sufficient to fund strategic grant projects, deliverables, and activities at eligible schools/ worksites:

- The School District shall comply with state and federal requirements of the grant proposal in order to ensure the grant's initial and potential continued funding during the period of the grant.
- All eligible employees shall meet the following eligibility criteria in order to receive any compensation or benefits from this grant:
  - VPK Lead employed with SDOC on or after July 01, 2023, and remaining on Active Status at the time of payment of each installment;
- During this grant period [e.g., Year 1 (2023-24 school year) through Year 2 (2024-25 school year)], upon the condition of the grant's approval by the authorized government agency, all eligible employees shall receive:

Year 1 (2023-24 school year):

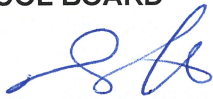
- One-time, non-recurring supplement of \$3,000.00 for the 2023-24 school year to be paid in two (2) installments:
  - December 2023; and
  - May 2024; and

Year 2 (2024-25 school year):

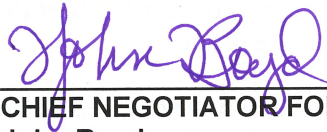
- One-time, non-recurring supplement of \$3,000.00 for the 2024-25 school year to be paid in two (2) installments:
  - December 2024; and
  - May 2025;

- If an eligible employee leaves employment within the eligible school/ worksite prior to:
  - the payment date for the first semester installment, then the employee shall not be eligible for the payment of the installment for either the first or the second semester;
  - the payment date for the second semester installment, then the employee shall not be required to repay the first semester installment and shall not be eligible for the payment of the installment for the second semester; and
- If an eligible employee leaves employment within the eligible school/ worksite after receiving payment of the installment for that semester, then the employee shall not be eligible for a duplication of payment if the employee returns to an eligible VPK Lead position within the same semester.

**OSCEOLA COUNTY  
SCHOOL BOARD**



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**SUPERINTENDENT  
Mark Shanoff**

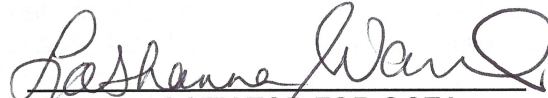


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**CHIEF NEGOTIATOR FOR OCSB  
John Boyd**

**OSCEOLA COUNTY  
EDUCATION ASSOCIATION**



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**OCEA PRESIDENT  
Janet Moody**



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**CHIEF NEGOTIATOR FOR OCEA  
Lashanna Ward**

**Date: September 7, 2023**