

**The School District of Osceola County
Salaries and Benefits Package
for the **2024-25** School Year**

**between the
School Board of Osceola County, Florida, (OCSB)
and the
Osceola County Education Association (OCEA),**

for

Instructional Employees



| | |
|-------------------------------------|-----------------------|
| Date of Original Proposal: | April 11, 2024 |
| Date of Revised Proposal: | April 24, 2024 |
| Date of Tentative Agreement: | |
| Contract Expiration Date: | June 30, 2025 |

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Osceola County School Board
Salary and Benefits Negotiations Package Proposal for the
2024-25 School Year for the *Instructional Employees Bargaining Unit*

Recognizing the need to reward employees for their hard work despite limited resources during unprecedented circumstances, the School Board commits to provide Osceola County instructional employees the following firm offer of enumerated incentives that are contingent upon each other as a single package.

The following chart is a summary of potential earnings for individual classroom teachers within the terms and conditions of this proposal if both parties reach tentative agreement.

| 2024-25 Potential Earnings for Individual Classroom Teachers* | | |
|-------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------|--------------------------------------------------------------|
| Compensation Type | Amount | Percentage+ |
| <ul style="list-style-type: none"> • Performance Pay (e.g., Highly Effective) | \$1,000 \$750 | 4.8% 1.5% |
| <ul style="list-style-type: none"> • Recurring Retention Supplement | \$1,625* See below. | 3.0% See below. |
| <ul style="list-style-type: none"> • Attendance Incentive Supplement (e.g., \$500 per quarter) | \$2,000 | 3.7% |
| <ul style="list-style-type: none"> • Two (2) Additional Pre-Planning Days | \$670* \$280 | 1.0% 0.5% |
| Total Potential Earnings | \$5,295 | 9.5% |
| <p>*Based upon the 2023-24 SDOC Classroom Teacher's average salary of \$54,175, this amount will vary by individual classroom teacher.</p> | | |

1. 2024-25 Salary Negotiations

- In accordance with the requirements of state law [e.g., Sections 1011.62, 1012.01, 1012.02, 1012.22, and 1012.34, Florida Statutes; 2024-25 General Appropriations Act; 2024-25 General Appropriations Act Implementing Bill; and the Education Conforming Bill (2024), or equivalent bills, etc.] and the performance pay salary schedule as previously bargained, **each instructional bargaining unit employee shall receive as:**
 - **a first-year employee for the 2024-25 school year = a minimum base salary of \$50,000 \$49,500** (which reflects a salary increase of \$1,000 **\$500**); **or**
 - **an existing employee returning for the 2024-25 school year = a recurring salary increase as follows:**
 - **\$1,000, \$750 or fifteen (15) ~~twenty (20)~~ salary schedule levels**, for instructional employees who were hired on or after July 01, 2011, and have annual contract status per Section 1012.335, Florida Statutes, and whose final summative evaluation rating is “**Highly Effective**”;
 - **\$750, \$500 or ten (10) ~~or fifteen (15)~~ salary schedule levels**, for instructional employees who were hired on or after July 01, 2011, and have annual contract status per Section 1012.335, Florida Statutes, and whose final summative evaluation rating is “**Effective**”;
 - **\$750, \$500 or ten (10) ~~or fifteen (15)~~ salary schedule levels**, for instructional employees who were hired prior to July 01, 2011, and have **grandfathered** contract status (e.g., Continuing Contract or Professional Services Contract status) per Section 1012.33, Florida Statutes, and who do not relinquish grandfathered contract status and do not opt into the performance salary schedule;

| Evaluation Rating | Total Amount | Salary Schedule Levels |
|--------------------|----------------------|------------------------|
| • Highly Effective | \$1,000 \$750 | 20-15 |
| • Grandfathered | \$750 \$500 | 15-10 |
| • Effective | \$750 \$500 | 15-10 |

- ~~The recurrence of these 2024-25 salary increases for eligible instructional employees are subject to and dependent upon the renewal of the Teacher Salary Increase Allocation or its designated equivalent as appropriated by the Florida Legislature each subsequent school/ fiscal year per state law;~~

- **Recurring Retention Supplement**

The School Board recognizes the need to reward and retain instructional employees who continue employment with the School District and offers a consecutive recurring retention supplement that is:

| Years of Experience | Percent Raise |
|---------------------|---------------|
| 0 | 1% |
| 1-4 | 2.5% |
| 5-9 | 4.0% |
| 10-14 | 5.5% |
| 15-20 | 6.5% |
| 21-25 | 7.5% |
| 26-29 | 8.5% |
| 30+ | 3.0% |

- ~~equal to 3% of each individual currently employed instructional employee's 2023-24 minimum base salary [and rounded up to the next highest \$50 increment (e.g., level) on the existing salary schedule];~~
- eligible for inclusion within calculations of the individual employee's Florida Retirement System (FRS) retirement benefits;
- an ongoing commitment to the compensation of eligible individual employees who continue to work for the School District without a break in service; and
- in compliance with Sections 121.021 and 1012.22, Florida Statutes;

Note: The 2024-25 Recurring Retention Supplement shall be separate from the prior 2023-24 Recurring Retention Supplement, which applies only to those employees who remain eligible under the terms and conditions that both parties ratified for the 2023-24 school year. These eligible employees shall receive both Recurring Retention Supplements.

2. No design changes to our School District's major medical Health Insurance Plan;

3. Flexible Spending Account Match where the School Board shall match the employee's FSA savings of \$750 or more with a contribution of \$250 in order to assist the employee toward the employee's deductible;

OCEA requests data outlining the number of bargaining unit employees who utilize this service and the total cost, as well as the efficiency of claims management, including the number of cards which are turned off and how much money is returned to SDOC.

4. Continued commitment to our School District's Center for Employee Health; and

5. Memoranda of Understanding and contract language upon which both parties have reached tentative agreement since the ratification of our current *Instructional Employees' Contract* on September 5, 2023.

- **Memoranda of Understanding**
 - 2023-24 MOU re Uni-SIG Grant Impact [Liberty High School]
 - 2023-24 MOU re Adjustments to Supplements
 - 2023-24 MOU re OCEA Leave

- **Contract Language**
 - Article 16.02 [Credit for Years of Service for Retired Educators]

The above items shall be contingent upon the agreement of both parties to the following Memorandum of Understanding and revisions to existing contract language listed below:

- **2024-25 MOU re: Pre-Planning, School Open Houses, Elementary School Parent-Teacher Report Card Conferences, and Classroom Teacher Attendance Incentive Supplement** [attached];

- **Article 4.12 [Payroll Deduction Slots]**

4.12 Payroll Deduction Slots

~~Upon appropriate written authorization from the teacher, the Board shall deduct authorized sums from the salary of any teacher and make proper remittance for any payroll deduction program approved by the Board.~~

A. Employees will be given three (3) payroll deduction slots which may be used for deductions authorized by the employee in writing to the School Board. The employee will be responsible for providing the properly executed authorization form(s) to the Board.

B. The Board will deduct the authorized amount in equal deductions from the teacher's salary check. The purpose for this additional deduction will be for a program of employee economic benefits which is arranged by or through the OCEA and which is not in competition with the School Board's health and hospitalization program.

C. The Association will indemnify, defend, and hold the Board harmless against and from any and all claims that may arise out of action which the Board may take in order to provide this service, unless the claim is attributable to an error solely on the part of the Board.

D. Employees will make an authorization in writing to the School Board as to the amount of the deduction. The amount of the deduction may be changed with a properly authorized form prior to the deduction. This deduction may be terminated upon written request to the School Board not less than thirty (30) days prior to the deduction date on which termination of the deduction is to become effective.

- **Article 4.13-3 [Professional Learning Trainer Rate of Pay]**

4.13--3 The trainer rate of pay for School District Instructional employees who provide professional development that the Department of Professional Development has approved in advance shall be \$46.00 per hour.

- **Article 4.27 [Association Representation]**

4.27 ~~All instructional employees shall have the right to Association representation, when requested by the employee, at any meeting with a school administrator that may result in disciplinary action. The school administrator shall stop a meeting scheduled for another purpose if disciplinary action may result and permit the employee to obtain Association representation before proceeding. In such instances, a separate meeting shall be scheduled if the employee requests a separate meeting.~~

OCEA does not believe these changes are necessary at this time and current language is sufficient.

4.27 All teachers shall have the right to Association representation, when requested by the teacher, at all meetings with the teacher concerning the teacher's job. A teacher may request three (3) working days to contact and obtain representation for the meeting.

- **Article 5.08-5 [Collaborative Planning]**

5.08-5 Collaborative Planning

Classroom teachers may be required to meet for the purpose of collaborative planning during regular contractual work hours on early release Wednesdays, ~~two (2) individual teacher planning periods per month,~~ or times outside of individual teacher planning time that do not conflict with other contract language.

OCEA does not believe these changes are necessary at this time and current language is sufficient. Teacher planning collaboratively works best when teachers initiate the collaboration rather than being administratively led. Data does not support more collaborative planning has led to better testing scores.

- Classroom teachers may be required to meet for the purpose of collaborative planning during regular contractual work hours on early release Wednesdays or times outside of individual teacher planning time that do not conflict with other contract language.

- **Article 5.14 [Professional Learning Community (PLC) Leads]**

5.14 The school principal shall select PLC Leads for each grade level at the elementary school and each subject area by grade level at the middle schools as well as grades 6-8 in schools with other grade level configurations. The school principal shall designate and assign the responsibilities for PLC Leads. High School Department Chairpersons shall be selected by the principal after receiving recommendations from the teachers within each department.

OCEA requests that PLC Leads be included for all PLC groups such as ESE, Pre-K, and special area teachers. If a group of employees is required to have a PLC meeting, there must be a PLC Lead person paid to lead the group at each school or county level.

- **Article 5.22 [Professional Teacher Dress]**

5.22 Teachers should be generally neat in appearance, grooming, and dress. ~~Teacher dress should be professional, which shall be defined as business casual. Denim jeans without cuts or holes and of correct size shall be permitted.~~ Teacher dress should not interfere with the learning environment or present safety concerns.

OCEA does not believe these changes are necessary at this time and current language is sufficient.

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|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <u>5.22</u> Teachers should be generally neat in appearance, grooming, and dress. Teacher dress should not interfere with the learning environment or present safety concerns. |
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- **Article 7.02-3 [Transfers]**

7.02-3 Teachers may apply ~~at any time~~ and will be considered for transfers at any time ~~for the following school year.~~ Teachers on the transfer list shall be considered first for any vacant instructional position for which they specifically apply; however, the receiving principal will make the final recommendation.

OCEA Rationale: This language change would cause individuals already employed to be prevented from transferring during the school year missing out on opportunities which may result in hardships. It is punitive to those who have taken positions in hard to staff schools and then wish to move to a different school. Further, this would limit ladder climbing to leadership positions.

Counter-Proposal: Teachers may apply at any time and will be considered for transfers at any time. Upon being accepted to a new school the teacher will be moved within thirty (30) days of the accepting principal. Teachers with seniority shall be given first consideration for any vacant instructional position, followed by those on the transfer list. Transfers shall not be done in an arbitrary or capricious manner.

- **Article 16.11 [Obsolete Language]**

16.11 Pursuant to state law, both parties shall agree to negotiate employee compensation in good faith for each school year. If both parties ratify a tentative agreement for employee compensation after the first date of the employee's contract year, then the employee shall be paid retroactively to the first date of the employee's contract year unless the tentative agreement that is ratified states different terms and conditions.

OCEA does not believe these changes are necessary at this time and current language is sufficient, especially as state law changes frequently.

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| <u>16.11</u> | If the projected unrestricted revenue per weighted student for the general fund is less than the projected costs to implement full step, then the parties understand that full step will not be granted and will negotiate for any potential salary increase. If those conditions exceed the projected costs to implement the full step, the step shall be paid and retroactively to the beginning of the employee's contract year along with any other potential increases agreed to through the collective bargaining process. |
|--------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

OCEA is willing to negotiate the additional language as a separate addendum to this article.

Article XIX: Miscellaneous [Changes in State or Federal Law]

19.01 This agreement shall constitute the full and complete commitments between both parties and may be altered, changed, added to, deleted from, or modified only through the voluntary, mutual consent of the parties in a written and signed amendment to this Agreement, ~~except when Article 19.02 of this Agreement shall apply.~~

OCEA does not believe these changes are necessary at this time and current language is sufficient.

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|--------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <u>19.01</u> | This agreement shall constitute the full and complete commitments between both parties and may be altered, changed, added to, deleted from, or modified only through the voluntary, mutual consent of the parties in a written and signed amendment to this Agreement. |
|--------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

19.02 ~~If any provision of this Agreement is rendered or declared illegal or invalid by reason of any existing or subsequently enacted state or federal legislation, or by any decree or decision of a court of competent jurisdiction or the Florida Public Employees Relations Commission (PERC), then said provisions shall be automatically void and removed from this Agreement to the extent that it violates the law, but all other articles and sections of this Agreement shall remain in full force and effect for the duration of this Agreement if not affected by the deleted provision.~~

OCEA does not agree to any language that would remove any contract words without bargaining. Our current government has presented many opportunities for years of litigation and giving up contract words prior to exhausting all lawsuits and/or electing new officials would not be to the benefit of the employees.

OCEA believes current language is sufficient.

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| <u>19.02</u> | Should any provision of this Agreement be declared illegal by a court of competent jurisdiction or as a result of state or federal legislation, said provisions shall be automatically modified by mutual agreement of the parties to the extent that it violates the law, but the remaining provisions shall remain in full force and effect for the duration of this Agreement if not affected by the deleted provision. |
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19.03 ~~Within fourteen (14) days of the date of tentative agreement by both parties upon salaries, benefits, and revisions to contract language for the school year to which the tentative agreement applies, the Board shall prepare and post the ratification packet on the School District's public website.~~

~~Within sixty (60) days of ratification of the tentative agreement and signatures by both parties, the Board shall prepare and post the final draft of the contract, including the salaries, benefits, and revisions to contract language that both parties ratified, on the School District's public website.~~

~~The Board shall also provide one (1) print copy of the final draft of the contract to the Association.~~

OCEA does not agree to this language change. While employees are encouraged to utilize the website for the information, computers are not always available in meetings, and this could result in large numbers of contracts being printed for utilization by the building representative.

OCEA believes current language is sufficient.

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|--------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <u>19.03</u> | Within 45 days of ratification of this agreement, the Board, at its expense, shall print annually one hundred (100) copies of this Agreement for the Association for their distribution. The contract or any amendment shall be available online within 14 days of ratification. (08/21/01) |
|--------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

19.04 ~~One (1) copy of School Board Rules shall be placed in each school library for teacher use.~~ The Board shall post the School Board Rules on the School District's public website.

OCEA still requests one printed copy but agrees that teachers may access the administrative copy of the school board rules at any time requested within the school day.

All calculations and payments of the items within this tentative agreement for eligible instructional bargaining unit employees shall be paid no earlier and no later than two (2) pay periods after the date of ratification of this tentative agreement by both parties and shall be retroactive to July 01, 2024.

Pursuant to *Article XX: Term of Contract* of our collective bargaining agreement, both parties continue to agree that Contract Articles, specific paragraphs, or new issues may be opened, bargained, ratified, and implemented throughout the fiscal year.

Paid Maternity Leave Proposal

Rationale/Summary:

According to the National Center for Education Statistics women make up 77 percent of the teacher population. Education is undoubtedly a female dominated profession. Due to this fact, it would be a great strategy for districts, such as ours, to provide specific benefits that would retain and attract women specifically.

The financial strain created by having a child with our current leave structure and health insurance shortcomings puts our employees in a situation where they are more likely to look elsewhere for career opportunities. By providing for **8 weeks of paid maternity leave** we will encourage the following outcomes.

1. Decrease the probability that mother or child is rehospitalized because of the employee returning to work too soon
2. Increase the probability that the employee returns to work and stays with our district for a longer duration
3. Increase our success in talent acquisition by marketing a benefit that other school districts are not offering
4. Increase the economic security of our employees and children in our community

OCEA believes that this initiative will not only be beneficial to the health of our employees but also for the health of the district. OCEA also believes that this benefit will prove to be cost-neutral over time and not put a financial strain on the district while simultaneously taking financial strain off our employees starting and expanding their families. Ultimately, the most significant reason to adopt and approve this proposal is because it is the right thing to do.

Employee Cost Scenario:

If a member of our instructional staff who has a salary of \$52,000 takes their 12 weeks of FMLA (unpaid), utilizes 6 weeks of their short term disability insurance at 67% of their pay and is fortunate enough to be able to take 10 sick days, their lost income would be the following cost.

12 weeks salary: -\$13,000
10 sick days (2 weeks): + \$2,166.67
6 weeks short term dis @ 67%: + \$4,355

Lost income in this scenario: \$6,479

This loss of income as they start the life of a child is unacceptable. This is not including the cost of medical bills, etc. When adding prenatal care and medical bills of the mother and child many of our employees are hitting their out of pocket maximum. This drives the total cost of having a

child easily over \$10,000. We can mitigate the financial impact through providing 8 weeks paid maternity leave.

Costs associated with this proposal:

Based on data provided by Risk and Benefits, the number of employees submitting claims related to pregnancy/childbirth over the last 6 years is as follows:

2017-18: **75**
2018-19: **78**
2019-20: **91**
2020-21: **68**
2021-22: **68**
2022-23: **88**

This is data including all employees, not just instructional staff. Therefore the numbers would likely be less than if only including employees in the Instructional bargaining unit.

The following cost has been calculated if **80 instructional** employees utilize this benefit at a \$52,000 salary

Approximate maximum cost of the paid out 8 weeks of pay: **\$693,333**

Cost Savings

There would still be 4 weeks of unpaid salary not being paid which was already budgeted for.

Unpaid Salary: **\$346,560**

There will be other long-term cost savings associated with employee retention and externalized costs to the health insurance plan associated with rehospitalization.

Annual new budgetary impact: \$346,773

Things to consider other than annual cost

- According to the Institute for Women's Policy Research, mothers who used paid leave had only a 2.6% probability of quitting their job and a 92.3% probability of returning to the same employer after birth. In comparison, mothers who did not utilize paid leave had a 34.3% probability of quitting their job and a 73.3% of working for the same employer post-birth.
 - **This data suggests that offering this benefit will have a positive impact on employee retention. This cost savings associated with less turnover is well documented in labor statistics. Based on this data combined with the data provided by Risk and Benefits the estimated annual cost savings associated with less turnover would be approximately \$110,000.**
- According to the National Library of Medicine, women who took paid maternity leave experienced a 47% decrease in the odds of infant and maternal re-hospitalization
 - **This data suggests that we can not only increase the probabilities of good health outcomes for new mothers and babies by providing paid maternity leave, but we can also save on healthcare costs by reducing the probability of re-hospitalization.**
- The employee cost scenario provided on page one would be mitigated to a large degree by this benefit. In fact, if an employee used 10 sick days, the short-term disability insurance and their 8 weeks paid maternity leave, they would have a wage surplus of about \$1,700 (which would help pay for medical costs). If an employee did not have any sick days, they would lose only \$430 dollars in lost wages due to their pregnancy.

The average woman has two children. That would mean that they would be paid 16 total weeks of maternity leave, assuming they had both children while employed by SDOC. If our goal is to keep people here for their whole career, then 16 weeks in exchange for 30 years of service is not a bad deal at all for district management.

We should be trying to empower our employees to provide for a healthy home- life. If we do that, they will undoubtedly be more productive when at work, have increased morale, and be more likely to make Osceola County School District their 30 year career "home"!

Curriculum Supplements Proposal

Rationale: Student engagement in extra-curricular activities is one of the foundational components of a high achieving public school system. One way to increase involvement is through academic, athletic, and arts special programs before and after school hours. For these programs to be successful and holistically engaging for young people, we must have committed adults who are compensated with fair and competitive supplements.

| NAME | CURRENT PAY | PROPOSED |
|-----------------------------------------------------------------------------------|-------------|--------------------------------------------------------------------------------|
| Elementary Grade Level Chair | \$617 | \$850 |
| Elementary Yearbook Sponsor | \$617 | \$850 |
| Elementary School Academic Competition Bowl | | \$850 |
| Middle School Academic Competition Bowl Sponsor | \$617 | \$850 |
| Middle School Department Chair | \$617 | \$850 |
| Middle School Grade-Level Chair | \$617 | \$850 |
| Middle School Newspaper Sponsor | \$823 | \$1,000 |
| Middle School Yearbook Sponsor | \$1,028 | \$1,200 |
| Middle School Extra-curricular Coach | \$617 | \$850 |
| Middle School Honor Society | \$617 | \$850 |
| High School Department Chair | \$617 | \$850 |
| High School Class Sponsor | \$617 | \$850 |
| High School National Honor Society Sponsor | \$823 | \$1,000 |
| High School Newspaper Sponsor | \$1,028 | \$1,200 |
| High School Yearbook Sponsor | \$1,645 | \$2,000 |
| High School Student Council | \$617 | \$850 |
| High School Speech & Debates/Forensics | \$617 | \$850 |
| High School Academic Competition Bowl Sponsor | \$617 | \$850 |
| HOSA - Future Health Professionals is a Career and Technical Student Organization | | \$850 |
| Behavioral Center Lead | \$1028 | \$1,500 |
| Behavioral Center Teacher, ESE | \$1,500 | \$2000 |
| Behavioral Center Teacher, non-ESE | \$617 | \$1,000 |
| Teacher (DJJ and OASIS) | \$1,028 | \$1,500 |
| Green Champion | \$617 | \$800 |
| First Aid | \$500 | \$600 |
| Virtual teacher expenses | | \$1,000 |
| Speech Pathologist/Audiologist | \$1,500 | \$1,800 |
| ESE Teacher (Excluding Gifted) VE | \$1,500 | \$1,800 |
| Health Champions | \$617 | \$700 |
| ESE Grade Chair | \$0 | \$850 |
| ESE Teacher Self-Contained ** | \$0 | \$2,500 |
| ESE Teacher Gifted Teachers | \$0 | \$850 |
| Hourly rate OPS Contract up to 3 hours for each EP or Transition Plan created. | | Hourly rate OPS Contract up to 3 hours for each EP or Transition Plan created. |
| Action Teams/ School Committees Lead | \$0 | \$500 |
| PLT Grade level Lead Including Essentials/Block | \$0 | \$850 |
| PLC Schoolwide Lead | \$0 | \$850 |
| AVID Coordinator | \$0 | \$500 |
| XELLO Coordinator | \$0 | \$300 |
| Social Worker | \$0 | \$1,500 |
| Wellness Coordinator | \$617 | \$650 |

Elementary existing supplements Middle existing supplements High existing supplements

New Proposals OPS contract to Gifted Teachers for EP/Transition Planning time

Leadership Supplement Proposal

Appendix C

Recognizing that the welfare and needs of students have always been the priority, school administrators build a leadership team. A leadership team is an internal group of professionals with clear priorities, goals, and vision for the betterment of each school, students, educators, and personnel. This team includes, but is not limited to: Deans, Instructional Reading, Math, and Science Coaches, Testing Coordinators, Counselors, Media Center Specialists, ESOL Compliance Specialists, MTSS Coaches, Instructional Mentors, Resource Compliance Specialists. This team not only performs their daily duties according to their job descriptions, but also support the vision of the Administrators by carrying out the School Improvement Plan by developing, planning, executing, and revising goals throughout the Stock-Take process. These extra responsibilities will be compensated with a leadership supplement for the rates below.

This supplement is not intended to cover duties outside of regular contract hours. In the event that leadership is assigned to supervise activities, duties, games, etc., an OPS contract for the hourly rate of pay shall be provided. Duties shall be divided evenly amongst all leadership team.

| Leadership Supplement | | PROPOSED |
|------------------------------|--|-----------------|
| SFTE 800 or Less | | \$1,500 |
| SFTE 801 to 1200 | | \$1,600 |
| SFTE 1201 to 1600 | | \$1,700 |
| SFTE 1601 to 2000 | | \$1,800 |
| SFTE 2001 > | | \$2,000 |

Club Allocation Proposal

Appendix C

(c) Extracurricular supplements for academic/service clubs that meet outside the regular student day shall be provided as follows if the following criteria are met in accordance with the formula:

- (1) Scheduled meetings - Must hold at least two meetings a month during the months of September to May outside the normal student day.
- (2) Competition - Must make reasonable efforts to compete in School District and State Competition if available.
- (3) Community Involvement - Must demonstrate community involvement if a service club.
- (4) Active Membership - Must have at least twenty (20) members with an average meeting attendance of ten (10).
- (5) School Service - Must provide at least one school project during the year.
- (6) Charter and Bylaws - All extracurricular/service clubs must have on file, in the principal's office, a copy of their bylaws and/or standing rules. If applicable, they must have an approved charter and bylaws in compliance with State and National requirements.

A summary report indicating compliance with the above items must be on file in the principal's office prior to the issuance of the final supplement check.

A teacher may not receive any more than two supplements in the extracurricular area.

A committee at each school, including one building level administrator, will determine the clubs at their school that meet all the applicable criteria.

Allocated based on population as follows:

~~Middle School—one per 300 students or major fraction thereof~~

~~High School—one per 200 students or major fraction thereof~~

Elementary School- one per 100 students or major fraction thereof

Middle School - one per 100 students or major fraction thereof

High School - one per 100 students or major fraction thereof

Supplement Dismissal Proposal

16.05

Vacant salary supplement positions listed in Appendix C shall be listed in the weekly Vacancy Posting and shall first be offered to teachers in the bargaining unit. Other regularly employed personnel in the School District may be afforded the opportunity to receive a supplement if such positions are unfilled. If coaching positions remain unfilled, individuals from the community who meet employee requirements may receive supplements. If a teacher resigns or separates employment for any reason before completing the duties required to receive the supplement, an adjustment shall be made on the last paycheck. If the teacher had completed all the requirements for the supplement, the unpaid balance shall be included in the last paycheck. **Dismissal from a supplemental position during the school year will be for just cause.**

Advanced Degree Supplement Proposal

Appendix A (Salary Schedule)

Rationale: Educators who pursue advance degrees have more fulfilling, impactful roles, and many of them could become leaders in their field. These educators are committed to gain deeper knowledge in their profession. Their effort shall be compensated accordingly with an advanced degree supplement for the rates below.

| Degree | Current Supplement | Proposed |
|---------------------|--------------------|----------|
| Master's Degree | \$2,900 | \$3,400 |
| Specialist's Degree | \$4,185 | \$4,685 |
| Doctorate's Degree | \$5,685 | \$6,185 |

Critical Needs Supplement Proposal

Pursuant to Florida Statute 1012.22, the district shall provide an additional pay supplement of no less than \$10.00 per paycheck (over 24 paychecks) for eligible teachers in the following categories earning regular wages in an active pay status:

- a) assignment to a Title I eligible school;
- b) certification and teaching in named critical shortage areas as identified by district staffing needs and per state list;
- c) and assignment of additional academic responsibilities.

Instructional employees who receive an alternative supplement for these same duties shall receive the greater of the two amounts.

Pallbearer/ Bereavement Leave Proposal

Rationale: The purpose is to clarify previously negotiated language and ensure that our language for the instructional contract lines up with the proposed language for the ESP contract.

10.11

~~The school principal or department head is authorized to approve any employee's request to serve as a pallbearer or to attend the funeral of a member of their immediate family (e.g., spouse, sibling, child, parent, parent-in-law, grandparent, grandparent-in-law, domestic partner, or other member of the employee's immediate household). This leave time shall be in addition to the employee's sick leave.~~

An employee may be granted up to three (3) additional paid days of Bereavement Leave for the death of an immediate family member as defined in sick leave. Bereavement Leave is not transferrable or accruable and must be used within 30 days of the death. Application shall be made to the immediate supervisor in advance whenever possible. Employees must provide a copy of the obituary, funeral notice, or other satisfactory document attached to the Employee Application for Leave Form. Details about the family member's relationship may be required. Two additional paid days of Bereavement Leave may be granted when the family member resided out of state.

**2024-25 LABOR CONTRACT, SALARY AND FRINGES ACCEPTED BY
THE SCHOOL BOARD AND THE OSCEOLA COUNTY EDUCATION ASSOCIATION,
INSTRUCTIONAL EMPLOYEES**

Accepted by the
School Board of Osceola County, Florida

Accepted by the
Osceola County Education Association

Heather Kahoun,
Chairperson of the Board

Janet Moody,
President of the Association

Dr. Mark Shanoff,
Superintendent

Janet Moody,
Chief Negotiator of the Association

John Boyd,
Chief Negotiator for the School Board

Witnesses as to the School Board

Witnesses as to the Association

**Tentative Agreement by Instructional Employees
Bargaining Leadership Team (BLT):**

April 24, 2024

Ratified by Osceola County Education Association (OCEA):

Click or tap to enter a date.

Ratified by Osceola County School Board (OCSB):

Click or tap to enter a date.

Term of Contract Expiration Date:

June 30, 2025

**MEMORANDUM OF UNDERSTANDING –
2024-25 Pre-Planning, School Open Houses, Elementary School Parent-Teacher Report
Card Conferences, and Classroom Teacher Attendance Incentive Supplement
Instructional Employees**

This Memorandum of Understanding (MOU) shall amend temporarily Article 6.13 of the *Instructional Employees Contract*, which states:

6.13 *Pre-Planning Days*

During the scheduled five (5) Pre-Planning Days, classroom instructional employees shall receive a minimum of two (2) full uninterrupted workdays in order to prepare for the new school year in their classrooms. In addition, three (3) full uninterrupted workdays shall be reserved for School District and/ or school administrators to schedule required professional development and meetings for instructional employees. Scheduled work times for School Open House shall count toward the three (3) days reserved for administration purposes. In future school years, if the number of scheduled Pre-Planning Days are reduced or increased, then the work time shall be divided in the proportion of forty percent (40%) for uninterrupted work time for classroom instructional employees to prepare for the new school year in their classrooms. Time shall be provided to complete the required Employee Orientation Tab during the three (3) workdays reserved for the School District and school administrators.

Whereas, the Osceola County School Board (OCSB) and the Osceola County Education Association (OCEA) as evidenced by the respective signatures below, are parties hereto and agree to this Memorandum of Understanding (MOU) as more specifically set forth herein for the 2024-25 school year:

1. 2024-25 Pre-Planning

- Classroom teachers may elect to work up to two (2) full uninterrupted workdays prior to the regularly scheduled first day of Pre-Planning in order to prepare for the new school year in their classrooms.
- Classroom teachers who elect to work up to two (2) full uninterrupted workdays shall sign in and sign out on the eligible dates worked and shall receive compensation at ~~their regular rate of pay for the time worked.~~ **at workshop rate of pay of \$140 per day.**
- The eligible dates for additional compensated workdays shall be:
 - ~~Thursday, August 1, 2024~~
 - ~~Friday, August 2, 2024~~
 - **July 29, 2024 - August 2, 2024**
- ~~All five (5) days of Pre-Planning shall be reserved for School District administrators and/ or school administrators to schedule required professional learning and meetings for instructional employees. The scheduled dates of Pre-Planning for the 2024-25 school year are:~~
 - ~~Monday, August 5, 2024~~
 - ~~Tuesday, August 6, 2024~~
 - ~~Wednesday, August 7, 2024~~
 - ~~Thursday, August 8, 2024~~
 - ~~Friday, August 9, 2024~~

- During the scheduled dates of Pre-Planning for the 2024-25 school year, “School Open House” shall be renamed “Meet the Teacher Event,” and instructional employees shall be ~~required~~ **encouraged** to attend.
 - The school principal shall flex the workday schedule for instructional employees so that the end time of the Meet the Teacher Event is seven and one-half (7.5) hours after the work start time for instructional employees in order to ensure the regular contractual workday.
- 2. School Open Houses** at all levels shall be scheduled on one (1) evening of up to three (3) hours during the fourth, fifth, or sixth week of the first nine weeks marking period. ~~Classroom teachers~~ **Instructional employees** shall:
- be ~~required~~ **encouraged** to attend;
 - receive ~~Flex Leave~~ **their hourly wage as** compensation for the time assigned and worked beyond the regular contractual workday;
 - sign documentation for the time assigned and worked.; ~~and~~
 - ~~shall take the Flex Leave earned during one of the scheduled Teacher Workdays.~~
- 3. Elementary School Parent-Teacher Report Card Conferences** **at all levels** shall be scheduled on one (1) evening during the second week of the second nine weeks marking period. **Instructional employees** ~~Elementary school classroom teachers~~ shall:
- be ~~required~~ **encouraged** to attend;
 - receive ~~Flex Leave~~ **their hourly wage as** compensation for the time assigned and worked beyond the regular contractual workday;
 - sign documentation for the time assigned and worked.; ~~and~~
 - ~~shall take the Flex Leave earned during one of the scheduled Teacher Workdays.~~
- 4. ~~Classroom Teacher Attendance Incentive Supplement~~**
- ~~Eligible classroom teachers shall receive \$500 paid in the first paycheck that is scheduled after the end of each nine (9) week period for attendance that meets the following eligibility criteria.~~
 - ~~The eligibility criteria for this attendance incentive shall be defined as no absences of the classroom teacher for any part of a regularly scheduled workday that is also a regularly scheduled student school day either:~~
 - ~~before or after a paid holiday; or~~
 - ~~on a Monday or a Friday.~~
 - ~~The School District’s Academic Calendar shall determine the dates that count toward classroom teacher eligibility.~~
 - ~~For the 2024-25 school year, seventy-seven (77) critical dates of classroom teacher attendance out of one hundred eighty days (180) of student instruction shall exist as the eligibility criteria for this supplement.~~

This Memorandum of Understanding shall expire on **Monday, June 30, 2025**.

**OSCEOLA COUNTY
SCHOOL BOARD**

SUPERINTENDENT
Mark Shanoff

**OSCEOLA COUNTY
EDUCATION ASSOCIATION**

OCEA PRESIDENT and
CHIEF NEGOTIATOR FOR OCEA
Janet Moody

CHIEF NEGOTIATOR FOR OCSB
John Boyd

Date: Wednesday, April 24, 2024