

**MEMORANDUM OF UNDERSTANDING –
2024-25 Payroll Deduction Slots,
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 agree that providing additional economic benefits to eligible employees is a mutual interest

Therefore, be it resolved that both parties agree to the following additional terms and conditions for Payroll Deduction Slots:

1. 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 District's health and hospitalization insurance benefits.
2. Upon receipt of the appropriate written authorization form from the eligible employee, the School District agrees to deduct authorized sums from the salary of any teacher and make proper remittance for up to two (2) payroll deduction programs approved by the School Board in addition to those in existence prior to this Memorandum of Understanding.
3. The School District agrees to deduct the authorized amounts for these additional payroll deduction programs in equal deductions from the eligible employee's salary check.
4. The School District also agrees that the amount of the deduction may be changed or terminated. Upon receipt of the appropriate written authorization form from the eligible employee, this deduction may be changed or terminated not less than thirty (30) days prior to the deduction date on which change or termination of the deduction is to become effective.
5. The Association shall indemnify, defend, and hold the School District harmless against and from any and all claims that may arise out of action which the School District may take in order to provide this service, unless the claim is attributable to an error solely on the part of the School District.

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

**OSCEOLA COUNTY
SCHOOL BOARD**

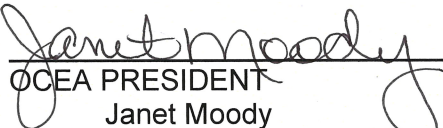


SUPERINTENDENT
Dr. Mark Shanoff



CHIEF NEGOTIATOR FOR OCSB
John Boyd

**OSCEOLA COUNTY
EDUCATION ASSOCIATION**



OCEA PRESIDENT
Janet Moody

Date: Tuesday, July 16, 2024