

**MEMORANDUM OF UNDERSTANDING –
2024-25 Recruitment Incentives at Designated Highest Need Schools,
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 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

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 specific state *Unified School Improvement Grant (UniSIG)* supplemental grants, sufficient to fund strategic grant projects, deliverables, and activities at designated schools:

1. 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 one (1) year period of the grant (e.g., 2024-25).

2. **Recruitment Incentive at Lowest Performing Schools**

- **Up to the first ten (10) qualified candidates** shall be eligible to receive a supplement of **\$1,200** before taxes, which shall be paid no later than the second regularly scheduled paycheck in September.
- **Qualified candidates** shall be defined as:
 - successfully hired as a new full-time classroom teacher at one of the designated schools no later than September 15, 2024;
 - not currently employed as a full-time classroom teacher at one of the designated eligible schools [Internal transfers to one of the designated schools shall be permitted.];
 - subject to final approval of the Florida Department of Education Bureau of School Improvement when such approval is communicated to the School District; **and**
 - on "Active" employment status in the School District's Information System (e.g., TERMS) on the date of the paycheck in which the incentive is paid. An appeals process shall be provided for employees with extenuating circumstances.
- **Eligible schools shall include:**
 1. Central Avenue Elementary School,
 2. Highlands Elementary School
 3. Liberty High School
 4. New Beginnings Education Center
 5. Zenith

3. Recruitment Incentive for Full-Time Exceptional Student Education (ESE) Classroom Teachers at Schools with Students with Disabilities (SWD) as Lowest Performing Accountability Subgroup

- **Up to the forty-five (45) qualified candidates** shall be eligible to receive a supplement of **\$5,000** before taxes, which shall be paid no later than the second regularly scheduled paycheck in September.
- **Qualified candidates** shall be defined as:
 - successfully hired as a **new** full-time ESE classroom teacher at one of the designated schools no later than September 15, 2024;
 - **not** currently employed as a full-time ESE classroom teacher at one of the designated eligible schools [Internal transfers to one of the designated schools shall be permitted.];
 - subject to final approval of the Florida Department of Education Bureau of School Improvement when such approval is communicated to the School District; **and**
 - on “Active” employment status in the School District’s Information System (e.g., TERMS) on the date of the paycheck in which the incentive is paid. An appeals process shall be provided for employees with extenuating circumstances.

- **Full-time ESE classroom teacher** shall be defined as:

Job Code	Job Code Description	Job Code Acronym Description
52010	TEACHER, ASD	Autism Spectrum Disorders
52004	TEACHER, DHH	Deaf and Hard of Hearing
52006	TEACHER, EBD	Emotional and Behavioral Disorders
52009	TEACHER, H/H	Hospital/ Homebound
52001	TEACHER, ID	Intellectual Disabilities
52015	TEACHER, PK HDC	Pre-Kindergarten ESE
52014	TEACHER, VE	Varying Exceptionalities
52005	TEACHER, VI	Visually Impaired

- **Eligible schools shall include:**
 1. Boggy Creek Elementary School
 2. Central Avenue Elementary School
 3. Chestnut Elementary School for Science and Engineering
 4. Cypress Elementary School
 5. Deerwood Elementary School
 6. East Lake Elementary School
 7. Flora Ridge Elementary School
 8. Hickory Tree Elementary School
 9. Highlands Elementary School
 10. Kissimmee Elementary School
 11. Koa Elementary School
 12. Lakeview Elementary School
 13. Michigan Avenue Elementary School
 14. Mill Creek Elementary School
 15. Narcoossee Elementary School
 16. Neptune Elementary School

17. Partin Settlement Elementary School
18. Pleasant Hill Elementary School
19. Poinciana Academy of Fine Arts
20. Reedy Creek Elementary School
21. St. Cloud Elementary School
22. Sunrise Elementary School
23. Thacker Avenue Elementary for International Studies
24. Denn John Middle School
25. Discovery Intermediate School
26. Harmony Middle School
27. Horizon Middle School
28. Kissimmee Middle School
29. Narcoossee Middle School
30. Neptune Middle School
31. Parkway Middle School
32. St. Cloud Middle School
33. Celebration High School
34. Gateway High School
35. Harmony High School
36. Liberty High School
37. Osceola High School
38. Poinciana High School
39. St. Cloud High School
40. Tohopekaliga
41. Canoe Creek K-8
42. Celebration School
43. New Beginnings Education Center
44. Westside K-8 School
45. Zenith

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

**OSCEOLA COUNTY
SCHOOL BOARD**

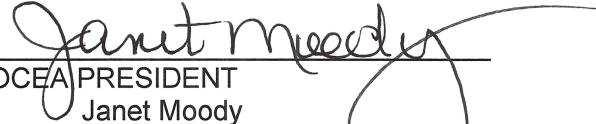


SUPERINTENDENT
Dr. Mark Shanoff



CHIEF NEGOTIATOR FOR OCSB
John Boyd

**OSCEOLA COUNTY
EDUCATION ASSOCIATION**



OCEA PRESIDENT
Janet Moody

Date: Monday, June 24, 2024