

**MEMORANDUM OF UNDERSTANDING –
2024-25 Unified School Improvement Grant (UniSIG) Impact –
Thacker Avenue Elementary School,
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

Whereas, the School District currently has three (3) schools that may meet the required criteria designated within the application for the *2024-25 Unified School Improvement Grant (UniSIG)*;

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 *2024-25 Unified School Improvement Grant (UniSIG)*, sufficient to fund strategic grant projects, deliverables, and activities at **Thacker Avenue Elementary School**:

- 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.
- All eligible **Thacker Avenue Elementary School** instructional employees shall meet the criteria for the *2024-25 Unified School Improvement Grant (UniSIG)* as established by the Florida Department of Education:
- During this UniSIG grant period (e.g., 2024-25 school year), upon the condition of the Florida Department of Education's approval, all eligible **Thacker Avenue Elementary School** instructional employees shall receive a supplement to compensate for additional work expectations and requirements due to assignment at an eligible school, not to exceed:
 - \$15,000 for an eligible State VAM rating of "Highly Effective"; or
 - \$7,500 for an eligible State VAM rating of "Effective."
- In accordance with the terms and conditions required to participate in this grant, all eligible instructional employees who choose to participate shall agree to:
 - Complete the entire 2024-25 school year as an instructional employee at an eligible school from August 05, 2024, through June 02, 2025;
 - Understand that participation is a commitment of one (1) school year of employment at **Thacker Avenue Elementary School** that renders the participating instructional employee ineligible to transfer from **Thacker Avenue Elementary School** to another School District school during the 2024-25 school year;

- Engage in common planning by subject area, including, but not limited to, the following professional activities as a subject area team or group: development of lesson plans, data-based decision making, problem solving, and professional learning;
 - Classroom instructional employees:
 - ✓ shall participate in the common planning on Early Release Wednesdays per contract; and
 - ✓ may participate one (1) additional hour of common planning time per week.
 - Classroom instructional employees who do participate in the one (1) additional hour of common planning per week shall be paid at the employee's contractual regular hourly rate of pay.
- Receive coaching support that shall be provided based on analysis of student progress monitoring data and classroom observational data;
- Conduct progress monitoring weekly for informed decision-making of student mastery of standards and instructional practices;
- Implement the School District's continuous improvement process through the use of formative and summative assessments, including, but not limited to pre/ post assessments;
- Collaborate in data analysis cycles; and
- Actively participate in assigned professional development on research-based instructional practices that include, but are not limited to, student engagement, data-decision planning, etc.
- If an eligible and participating instructional employee leaves **Thacker Avenue Elementary School** prior to the end of the school year (e.g., after August 05, 2024, and before June 02, 2025), then this employee shall be required to repay the full amount of the supplement that the employee received through the School District's established overpayment procedures, which may include recoupment from remaining paychecks.

OSCEOLA COUNTY
SCHOOL BOARD



SUPERINTENDENT
Mark Shanoff



CHIEF NEGOTIATOR FOR OCSB
John Boyd

Date: **Tuesday, September 24, 2024**

OSCEOLA COUNTY
EDUCATION ASSOCIATION



OCEA PRESIDENT and
CHIEF NEGOTIATOR FOR OCEA
Janet Moody