

**MEMORANDUM OF UNDERSTANDING –
2024-25 Voluntary Paid Workday Before Pre-Planning, Instructional Employees**

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. Instructional employees may elect to work one (1) full uninterrupted workday prior to the regularly scheduled first day of Pre-Planning in order to prepare for the new school year in their classrooms.
2. The funding source for this voluntary paid workday prior to regularly scheduled Pre-Planning shall be the available American Rescue Plan (ARP) funds which are non-recurring and cannot be used for recurring expenses, including, but not limited to, salaries.
3. Instructional employees who elect to work one (1) full uninterrupted workday 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.
4. The eligible dates for the additional compensated workday shall be one (1) of the following dates:
 - Wednesday, July 31, 2024
 - Thursday, August 1, 2024
 - Friday, August 2, 2024
5. 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 to attend. Per existing contract language in Article 6.13, the "Meet the Teacher Events" shall be scheduled for two (2) hours on one (1) of the three (3) days reserved for administration purposes.
6. 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.


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

**OSCEOLA COUNTY
SCHOOL BOARD**



SUPERINTENDENT
Dr. Mark Shanoff

**OSCEOLA COUNTY
EDUCATION ASSOCIATION**



OCEA PRESIDENT and
CHIEF NEGOTIATOR FOR OCEA
Janet Moody



CHIEF NEGOTIATOR FOR OCSB
John Boyd

Date: Thursday, June 13, 2024

Prepared by: John Boyd, Executive Director of Government & Labor Relations, Department of Human Resources
Revised: **June 13, 2024**