

RATIFICATION PACKET

EDUCATION STAFF PROFESSIONALS (ESP) EMPLOYEES CONTRACT

TENTATIVE AGREEMENTS

BETWEEN

THE SCHOOL BOARD OF OSCEOLA COUNTY, FLORIDA (OCSB)

AND

THE OSCEOLA COUNTY EDUCATION ASSOCIATION (OCEA)



July 01, 2024, through June 30, 2025

Tentative Agreement, May 23, 2024

Pending Ratification by Both Parties

Effective July 01, 2024

**Dr. Mark Shanoff,
Superintendent**

**Janet Moody,
OCEA President**

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Salary and Benefits Package Proposal

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**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

***Education Staff Professionals (ESP)
Professional Support Staff Employees***



Date of Original Proposal:

April 25, 2024

Date of Revised Proposal:

May 23, 2024

Date of Tentative Agreement:

May 23, 2024

Contract Expiration Date:

June 30, 2025

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**Osceola County School Board Salary and Benefits Negotiations Proposal for the
2024-25 School Year for the Education Staff Professionals (ESP)
Professional Support Staff 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 Education Staff Professionals (ESP) Professional Support Staff Employees Bargaining Unit employees the following firm offer of enumerated incentives that are contingent upon each other as a single package.

1. 2024-25 School Year Salary Negotiations

- **Cost of Living Adjustment (COLA) equal to 4% of each individual currently employed Education Staff Professionals (ESP) employee's minimum base salary within our existing salary schedule;**

2. ESE Paraprofessionals Pay Differential

- Employees who are hired as ESE Paraprofessionals shall receive a pay differential of **\$0.76 cents per hour;**

3. Supplement for Computer Technician I [Assigned to More than One (1) School]

- Computer Technician I employees who are assigned to more than (1) school shall receive a supplement equal to **\$500** for each school year the employee is so assigned;
- Appendix E of our Contract shall be amended to include a supplement equal to \$500 for **Computer Technician I [Assigned to More than One (1) School]**.

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

5. 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;

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

7. 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:

- **2024-25 Memoranda of Understanding**
 - *2023-24 MOU re Early Learning CRRSA Grant Impact*
- **2024-25 Contract Language**
 - *N/A*

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JTB
JTB

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

• **Article II: Miscellaneous Provisions, Section K. Union-Management Meetings**

- 1. When specific concerns may arise that affect a specific group of employees within the Education Staff Professionals (ESP) bargaining unit, representatives of both parties agree to schedule Union-Management Meetings (UMMs) with affected employees and administrators/ managers at a mutually agreed upon date to discuss specific concerns and solutions.
- 2. The Association shall provide an agenda of discussion items to the School District's Chief Negotiator no later than five (5) workdays prior to the mutually agreed upon date of the scheduled meeting. Both parties agree that a meeting shall not occur unless an agenda is shared with the School District's Chief Negotiator in advance.
- 3. As a result of the discussions in these meetings, the Association may submit proposals to the ESP Bargaining Leadership Team. Such proposals must be committed to writing and be supported by data and research.
- 4. Union-Management Meetings shall not be used to take the place of the negotiations of the ESP Bargaining Leadership Team.

• **Article VI: Negotiations, Section D. Publication of the Contract**

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 ~~45~~sixty (60) days of ratification of this agreement and approval of the final draft of the document by the Association, the Board, at its expense, shall print annually ~~fifty (50) copies~~ one (1) copy per school of this Agreement for the Association for their distribution. ~~The contract or any amendment shall be available online within fourteen (14) days of ratification and approval of the final draft of the document by the Association. Additional copies shall be made available at the then current printing cost.~~

The Board shall also 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.

• **Appendix E: Education Staff Professionals (ESP) Supplements**

<u>Type</u>	<u>Amount</u>
• Paraprofessional (Juvenile Detention Center)	\$ 592.00
• Computer Technician I [Assigned to More than One (1) School]	\$ 500.00

All calculations and payments of the items within this tentative agreement for eligible Education Staff Professionals (ESP) 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 XVIII: 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.

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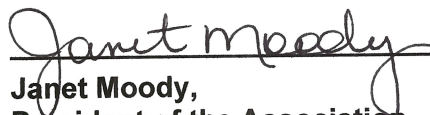

2024-25 LABOR CONTRACT, SALARY AND FRINGES ACCEPTED BY THE SCHOOL BOARD AND THE OSCEOLA COUNTY EDUCATION ASSOCIATION, EDUCATION STAFF PROFESSIONALS EMPLOYEES

Accepted by the
School Board of Osceola County, Florida

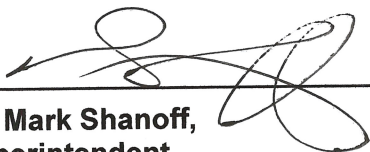
Accepted by the
Osceola County Education Association



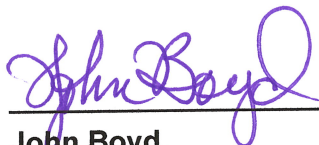
Heather Kahoun,
Chairperson of the Board



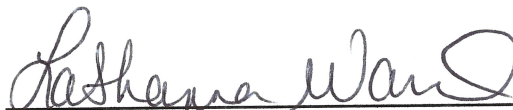
Janet Moody,
President of the Association



Dr. Mark Shanoff,
Superintendent



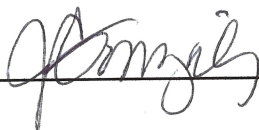
John Boyd,
Chief Negotiator for the School Board



LaShanna Ward,
Chief Negotiator of the Association

Witnesses as to the School Board

Witnesses as to the Association



Tentative Agreement by Education Staff Professionals Employees Bargaining Leadership Team (BLT):

May 23, 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

Memoranda of Understanding, 2024-25

1. 2023-24 MOU re Early Learning CRRSA Grant Impact

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**MEMORANDUM OF UNDERSTANDING –
Early Learning Coronavirus Response and Relief Supplemental Appropriations Act (CRRSA)
Grant Impact,
Education Staff Professionals (ESP) 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 eligible employees;

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 Early Learning Coronavirus Response and Relief Supplemental Appropriations Act (CRRSA) federal grant, sufficient to fund strategic grant projects, deliverables, and activities at eligible schools/ worksites:

- 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 period of the grant.
- All eligible employees shall meet the following eligibility criteria in order to receive any compensation or benefits from this grant:
 - VPK Lead employed with SDOC on or after July 01, 2023, and remaining on Active Status at the time of payment of each installment;
- During this grant period [e.g., Year 1 (2023-24 school year) through Year 2 (2024-25 school year)], upon the condition of the grant's approval by the authorized government agency, all eligible employees shall receive:

Year 1 (2023-24 school year):

- One-time, non-recurring supplement of \$3,000.00 for the 2023-24 school year to be paid in two (2) installments:
 - December 2023; and
 - May 2024; and

Year 2 (2024-25 school year):

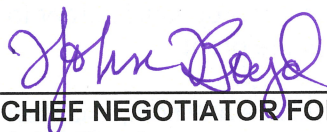
- One-time, non-recurring supplement of \$3,000.00 for the 2024-25 school year to be paid in two (2) installments:
 - December 2024; and
 - May 2025;

- If an eligible employee leaves employment within the eligible school/ worksite prior to:
 - the payment date for the first semester installment, then the employee shall not be eligible for the payment of the installment for either the first or the second semester;
 - the payment date for the second semester installment, then the employee shall not be required to repay the first semester installment and shall not be eligible for the payment of the installment for the second semester; and
- If an eligible employee leaves employment within the eligible school/ worksite after receiving payment of the installment for that semester, then the employee shall not be eligible for a duplication of payment if the employee returns to an eligible VPK Lead position within the same semester.

OSCEOLA COUNTY
SCHOOL BOARD



SUPERINTENDENT
Mark Shanoff



CHIEF NEGOTIATOR FOR OCSB
John Boyd

OSCEOLA COUNTY
EDUCATION ASSOCIATION



OCEA PRESIDENT
Janet Moody



CHIEF NEGOTIATOR FOR OCEA
Lashanna Ward

Date: **September 7, 2023**

Contract Language, 2024-25

1. Article II.K. Union-Management Meetings*

2. Article VI.D. Publication of the Contract*

3. Appendix E: Supplements *

*These items are included within the ***Salaries and Benefits Package Proposal*** document within the first section of this packet.

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