

RATIFICATION PACKET

INSTRUCTIONAL 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, June 26, 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
*Instructional Employees***



Date of Original Proposal:	April 11, 2024
Date of Revised Proposal:	June 26, 2024
Date of Tentative Agreement:	June 26, 2024
Contract Expiration Date:	June 30, 2025

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Osceola County School Board
Salary and Benefits Negotiations Package Proposal for the
2024-25 School Year for the *Instructional 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 instructional employees the following firm offer of enumerated incentives that are contingent upon each other as a single package.

The following chart is a summary of potential earnings for individual classroom teachers within the terms and conditions of this proposal if both parties reach tentative agreement.

2024-25 Potential Earnings for Individual Instructional Employees		
Compensation Type	Amount	Percentage
<ul style="list-style-type: none"> • Performance Pay¹ (e.g., Highly Effective) 	\$1,000	1.8%
<ul style="list-style-type: none"> • Recurring Retention Supplement 	\$1,650*	3.0%
<ul style="list-style-type: none"> • One (1) Additional Pre-Planning Day 	\$328*	0.6%
Total Potential Earnings	\$2,978	5.4%

Notes:

¹ All instructional employees shall receive at least a 1% salary increase through the *Classroom Teacher and Other Instructional Personnel Salary Increase (CTOIPS)* [formerly *Teacher Salary Increase Allocation (TSIA)*], which is subject to requirements for performance pay related to proportions set in current state law [e.g., [SDOC Education Appropriations Legislation webpage](#)]. The estimated cost of this salary increase based upon performance pay is \$2.9 million.

- At the lower end of the current salary schedule, each instructional employee shall receive between 1.53% to 2.04% (e.g., an average of 1.79%) depending upon the employee's final summative evaluation rating.

- At the higher end of the current salary schedule, each instructional employee shall receive 1.04% to 1.39% (e.g., an average of 1.22%) depending upon the employee's final summative evaluation rating.

- When added to the 3% Recurring Retention Supplement, no instructional employee shall receive less than a 4% salary increase.

*Based upon the 2023-24 SDOC instructional employee's average salary of \$54,950; this amount will vary by individual instructional employee.

1. 2024-25 Salary Negotiations

- In accordance with the requirements of state law [e.g., Sections 1011.62, 1012.01, 1012.02, 1012.22, and 1012.34, Florida Statutes; 2024-25 General Appropriations Act; 2024-25 General Appropriations Act Implementing Bill; and the Education Conforming Bill (2024), or equivalent bills, etc.] and the performance pay salary schedule as previously bargained, **each instructional bargaining unit employee shall receive as:**
 - **a first-year employee for the 2024-25 school year = a minimum base salary of \$49,500** (which reflects a salary increase of \$500); **or**
 - **an existing employee returning for the 2024-25 school year = a recurring salary increase as follows:**
 - **\$1,000, or twenty (20) salary schedule levels**, for instructional employees who were hired on or after July 01, 2011, and have annual contract status per Section 1012.335, Florida Statutes, and whose final summative evaluation rating is “**Highly Effective**”;
 - **\$750, or fifteen (15) salary schedule levels**, for instructional employees who were hired on or after July 01, 2011, and have annual contract status per Section 1012.335, Florida Statutes, and whose final summative evaluation rating is “**Effective**”;
 - **\$750, or fifteen (15) salary schedule levels**, for instructional employees who were hired prior to July 01, 2011, and have **grandfathered** contract status (e.g., Continuing Contract or Professional Services Contract status) per Section 1012.33, Florida Statutes, and who do not relinquish grandfathered contract status and do not opt into the performance salary schedule;

Evaluation Rating	Total Amount	Salary Schedule Levels
• Highly Effective	\$1,000	20
• Grandfathered	\$750	15
• Effective	\$750	15

- The recurrence of these 2024-25 salary increases for eligible instructional employees are subject to and dependent upon the renewal of the Teacher Salary Increase Allocation or its designated equivalent as appropriated by the Florida Legislature each subsequent school/ fiscal year per state law;

- **Recurring Retention Supplement**

The School Board recognizes the need to reward and retain instructional employees who continue employment with the School District and offers a consecutive recurring retention supplement that is:

- **equal to 3% of each individual currently employed instructional employee's 2023-24 minimum base salary [and rounded up to the next highest \$50 increment (e.g., level) on the existing salary schedule];**
- **eligible for inclusion within calculations of the individual employee's Florida Retirement System (FRS) retirement benefits;**
- **an ongoing commitment to the compensation of eligible individual employees who continue to work for the School District without a break in service; and**
- **in compliance with Sections 121.021 and 1012.22, Florida Statutes;**

Note: The 2024-25 Recurring Retention Supplement shall be separate from the prior 2023-24 Recurring Retention Supplement, which applies only to those employees who remain eligible under the terms and conditions that both parties ratified for the 2023-24 school year. These eligible employees shall receive both Recurring Retention Supplements.

- **Changes to Supplements**

The School Board recognizes the need to reward instructional employees who beyond their primary job assignments, fill roles that provide additional educational opportunities for students in the arts, athletics, curriculum, and other essential areas. In addition, the School Board recognizes the need for adjustments to these supplements based upon many factors.

As a result of collaboration in the Supplements Committee, both parties agree to the proposed revisions to the existing Supplements Schedule within the contract language section of this proposal document.

In addition, the School District shall continue work in the Supplements Committee during the 2024-25 school year toward the mutual goal of additional revisions that adjust compensation for specific roles.

2. **No design changes to our School District's major medical Health Insurance Plan;**
3. **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;
4. **Continued commitment to our School District's Center for Employee Health;** and

The School District of Osceola County, Florida (SDOC)

5. 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.

- **Memoranda of Understanding**

- 2023-24 MOU re Uni-SIG Grant Impact [Liberty High School]
- 2023-24 MOU re Adjustments to Supplements
- 2023-24 MOU re OCEA Leave
- 2024-25 MOU re Voluntary Paid Workday Before Pre-Planning
- 2024-25 MOU re School Open Houses and Elementary School Parent-Teacher Report Card Conferences

- **Contract Language**

- Article 4.13-3 [Professional Learning Trainer Rate of Pay]
- Article 7.02-3 [Transfers]
- Article 16.02 [Credit for Years of Service for Retired Educators]
- Appendix C: Supplements [Club Allocations]

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

- **Appendix C: Supplements**

Note: The following Supplements Schedule shall replace the current one in the contract in order to ensure greater transparency for supplements. Any new supplements shall be assigned a new code within the School District's Employee Information System (e.g., TERMS).

TERMS Code	Supplement Title	Category	Current	Proposed	Change
New	Grade Level-Pre-Kindergarten	_Curriculum	\$ -	\$ 700.00	\$ 700.00
New	Mathematics Coach	_Curriculum	\$ -	\$ 700.00	\$ 700.00
New	Reading/ Literacy Coach	_Curriculum	\$ -	\$ 700.00	\$ 700.00
New	Science Coach	_Curriculum	\$ -	\$ 700.00	\$ 700.00
New	Multi-Tiered Systems of Support (MTSS) Coach	_Curriculum	\$ -	\$ 700.00	\$ 700.00
New	Virtual School Teacher	_Curriculum	\$ -	\$ 1,000.00	\$ 1,000.00
SJ488	Arts Director-OCSA Only	Arts	\$ 2,500.00	\$ 2,500.00	\$ -
SJ704	Assistant Marching Band Director Competiton-National	Arts	\$ 250.00	\$ 250.00	\$ -
SJ705	Assistant Marching Band Director Competiton-Overall	Arts	\$ 250.00	\$ 250.00	\$ -
SJ703	Assistant Marching Band Director Competiton-State	Arts	\$ 150.00	\$ 150.00	\$ -
SJ480	Band Director-Marching/Concert Band-High School	Arts	\$ 4,113.00	\$ 4,113.00	\$ -
SJ550	Band Director-Middle School	Arts	\$ 2,190.00	\$ 2,190.00	\$ -
SJ551	Band Director-Middle School-Grandfathered	Arts	\$ 2,262.00	\$ 2,262.00	\$ -
SJ540	Choral Director-High School	Arts	\$ 2,468.00	\$ 2,468.00	\$ -
SJ510	Choral Director-Middle School	Arts	\$ 1,234.00	\$ 1,234.00	\$ -
SJ522	Choreographer-High School	Arts	\$ 500.00	\$ 700.00	\$ 200.00
SJ523	Costume Designer-High School	Arts	\$ 500.00	\$ 700.00	\$ 200.00
SJ524	Dance Teacher-High School	Arts	\$ 500.00	\$ 700.00	\$ 200.00
SJ521	Drama Co-Production Sponsor-High School	Arts	\$ 617.00	\$ 700.00	\$ 83.00
SJ520	Drama Director-High School	Arts	\$ 2,468.00	\$ 2,468.00	\$ -
SJ690	Drama Teacher-Middle School	Arts	\$ 1,234.00	\$ 1,234.00	\$ -
SJ525	Fight Choreographer-High School	Arts	\$ 500.00	\$ 700.00	\$ 200.00
SJ701	Marching Band Director Competition-National	Arts	\$ 500.00	\$ 500.00	\$ -
SJ702	Marching Band Director Competition-Overall	Arts	\$ 500.00	\$ 500.00	\$ -
SJ700	Marching Band Director Competition-State	Arts	\$ 250.00	\$ 250.00	\$ -
SJ481	Marching Band Eurhythmics-High School	Arts	\$ 500.00	\$ 700.00	\$ 200.00
SJ482	Marching Band Percussion-High School	Arts	\$ 500.00	\$ 700.00	\$ 200.00
SJ483	Marching Band Visual-High School	Arts	\$ 500.00	\$ 700.00	\$ 200.00
SJ484	Music Director-High School	Arts	\$ 500.00	\$ 700.00	\$ 200.00
SJ485	Orchestra Director-High School	Arts	\$ 2,468.00	\$ 2,468.00	\$ -
SJ490	Orchestra Director-Middle School	Arts	\$ 2,190.00	\$ 2,190.00	\$ -
SJ527	Technical Theatre Assistant-High School	Arts	\$ 500.00	\$ 700.00	\$ 200.00
SJ541	Accompanist-High School	Athletics	\$ 500.00	\$ 700.00	\$ 200.00

The School District of Osceola County, Florida (SDOC)

TERMS Code	Supplement Title	Category	Current	Proposed	Change
SAAD2	Assistant Athletic Director	Athletics	\$ 2,100.00	\$ 2,100.00	\$ -
SAAD3	Assistant Athletic Director-188 Day	Athletics	\$ 2,100.00	\$ 2,100.00	\$ -
SAAD4	Assistant Athletic Director-217 Day	Athletics	\$ 2,100.00	\$ 2,100.00	\$ -
SAVBG	Assistant Beach Volleyball	Athletics	\$ 1,326.00	\$ 1,326.00	\$ -
SAACN	Athletic Competition Assistant Coach-National	Athletics	\$ 250.00	\$ 250.00	\$ -
SAACO	Athletic Competition Assistant Coach-Overall	Athletics	\$ 250.00	\$ 250.00	\$ -
SAACS	Athletic Competition Assistant Coach-State	Athletics	\$ 150.00	\$ 250.00	\$ 100.00
SACCP	Athletic Competition Cheer Assistant-National	Athletics	\$ 250.00	\$ 250.00	\$ -
SACCT	Athletic Competition Cheer Assistant-State	Athletics	\$ 100.00	\$ 250.00	\$ 150.00
SAHCN	Athletic Competition Head Coach-National	Athletics	\$ 500.00	\$ 500.00	\$ -
SAHCO	Athletic Competition Head Coach-Overall	Athletics	\$ 500.00	\$ 500.00	\$ -
SAHCS	Athletic Competition Head Coach-State	Athletics	\$ 250.00	\$ 250.00	\$ -
SAAC5	Athletic Coordinator	Athletics	\$ 1,645.00	\$ 1,645.00	\$ -
SAAC6	Athletic Coordinator-188 Day	Athletics	\$ 1,645.00	\$ 1,645.00	\$ -
SAAD1	Athletic Director	Athletics	\$ 4,319.00	\$ 4,319.00	\$ -
SAAT1	Athletic Trainer	Athletics	\$ 4,042.00	\$ 4,042.00	\$ -
SAAT2	Athletic Trainer-188 Days	Athletics	\$ 4,042.00	\$ 4,042.00	\$ -
SAATK	Athletic Trainer-Grandfathered	Athletics	\$ 4,319.00	\$ 4,319.00	\$ -
SABZJ	Baseball-Assistant Coach-Freshman Boys	Athletics	\$ 2,180.00	\$ 2,180.00	\$ -
SABZ4	Baseball-Assistant Coach-Junior Varsity Boys	Athletics	\$ 2,180.00	\$ 2,180.00	\$ -
SABZ2	Baseball-Assistant Coach-Varsity Boys	Athletics	\$ 2,180.00	\$ 2,180.00	\$ -
SABZ1	Baseball-Head Coach-Varsity Boys	Athletics	\$ 4,033.00	\$ 4,033.00	\$ -
SABZK	Baseball-Head Coach-Varsity Boys-Grandfathered	Athletics	\$ 4,033.00	\$ 4,033.00	\$ -
SABKV	Basketball Assistant Coach-Junior Varsity Girls-Grandfathered	Athletics	\$ 2,262.00	\$ 2,262.00	\$ -
SABKT	Basketball Assistant Coach-Varsity Girls-Grandfathered	Athletics	\$ 2,262.00	\$ 2,262.00	\$ -
SABKK	Basketball Head Coach-Varsity Boys-Grandfathered	Athletics	\$ 4,113.00	\$ 4,113.00	\$ -
SABKS	Basketball Head Coach-Varsity Girls-Grandfathered	Athletics	\$ 4,113.00	\$ 4,113.00	\$ -
SABKL	Basketball-2.2-Assistant Coach-Varsity Boys-Grandfathered	Athletics	\$ 2,262.00	\$ 2,262.00	\$ -
SABKJ	Basketball-Assistant Coach-Freshman Boys	Athletics	\$ 2,180.00	\$ 2,180.00	\$ -
SABK9	Basketball-Assistant Coach-Freshman Girls	Athletics	\$ 2,180.00	\$ 2,180.00	\$ -
SABK4	Basketball-Assistant Coach-Junior Varsity Boys	Athletics	\$ 2,180.00	\$ 2,180.00	\$ -
SABKD	Basketball-Assistant Coach-Junior Varsity Girls	Athletics	\$ 2,180.00	\$ 2,180.00	\$ -
SABK2	Basketball-Assistant Coach-Varsity Boys	Athletics	\$ 2,180.00	\$ 2,180.00	\$ -

The School District of Osceola County, Florida (SDOC)

TERMS Code	Supplement Title	Category	Current	Proposed	Change
SABKB	Basketball-Assistant Coach-Varsity Girls	Athletics	\$ 2,180.00	\$ 2,180.00	\$ -
SABK5	Basketball-Extracurricular-Boys	Athletics	\$ 850.00	\$ 850.00	\$ -
SABKE	Basketball-Extracurricular-Girls	Athletics	\$ 850.00	\$ 850.00	\$ -
SABK1	Basketball-Head Coach -Varsity Boys	Athletics	\$ 4,033.00	\$ 4,033.00	\$ -
SABKA	Basketball-Head Coach-Varsity Girls	Athletics	\$ 4,033.00	\$ 4,033.00	\$ -
SAVBC	Beach Volleyball	Athletics	\$ 2,320.00	\$ 2,320.00	\$ -
SABWL	Bowling-High School	Athletics	\$ 2,320.00	\$ 2,320.00	\$ -
SABW1	Bowling-High School-Boys	Athletics	\$ 2,320.00	\$ 2,320.00	\$ -
SABWZ	Bowling-High School-Conflict	Athletics	\$ 1,160.00	\$ 1,160.00	\$ -
SABWA	Bowling-High School-Girls	Athletics	\$ 2,320.00	\$ 2,320.00	\$ -
SACCN	Cheerleading Competiton Coach-National	Athletics	\$ 500.00	\$ 500.00	\$ -
SACCO	Cheerleading Competiton Coach-Overall	Athletics	\$ 500.00	\$ 500.00	\$ -
SACCS	Cheerleading Competiton Coach-State	Athletics	\$ 200.00	\$ 200.00	\$ -
SACB9	Cheerleading-Basketball-Freshman	Athletics	\$ 1,439.00	\$ 1,439.00	\$ -
SACBC	Cheerleading-Basketball-Junior Varsity	Athletics	\$ 1,439.00	\$ 1,439.00	\$ -
SACBD	Cheerleading-Basketball-Junior Varsity-188	Athletics	\$ 1,439.00	\$ 1,439.00	\$ -
SACBA	Cheerleading-Basketball-Varsity	Athletics	\$ 1,851.00	\$ 1,851.00	\$ -
SACIE	Cheerleading-Extracurricular	Athletics	\$ 850.00	\$ 850.00	\$ -
SACF0	Cheerleading-Football-Freshman	Athletics	\$ 1,439.00	\$ 1,439.00	\$ -
SACFF	Cheerleading-Football-Freshman-Conflicting Season	Athletics	\$ 719.50	\$ 719.50	\$ -
SACFC	Cheerleading-Football-Junior Varsity	Athletics	\$ 1,439.00	\$ 1,439.00	\$ -
SACFD	Cheerleading-Football-Junior Varsity-188	Athletics	\$ 1,439.00	\$ 1,439.00	\$ -
SACFA	Cheerleading-Football-Varsity	Athletics	\$ 1,851.00	\$ 1,851.00	\$ -
SACCB	Competition Cheerleading-Assistant Coach	Athletics	\$ 850.00	\$ 850.00	\$ -
SACCA	Competition Cheerleading-Head Coach	Athletics	\$ 1,028.00	\$ 1,028.00	\$ -
SAXC7	Cross Country-Elementary Extracurricular Coach	Athletics	\$ 850.00	\$ 850.00	\$ -
SAXC5	Cross Country-Extracurricular	Athletics	\$ 850.00	\$ 850.00	\$ -
SAXC3	Cross Country-Jr. Varsity Boys	Athletics	\$ 1,071.00	\$ 1,071.00	\$ -
SAXCC	Cross Country-Junior Varsity Girls	Athletics	\$ 1,071.00	\$ 1,071.00	\$ -
SAXCZ	Cross Country-Junior Varsity Girls-Conflicting Seasons	Athletics	\$ 535.50	\$ 535.50	\$ -
SAXC1	Cross Country-Varsity Boys	Athletics	\$ 1,827.00	\$ 1,827.00	\$ -
SAXCK	Cross Country-Varsity Boys-Grandfathered	Athletics	\$ 1,851.00	\$ 1,851.00	\$ -
SAXCA	Cross Country-Varsity Girls	Athletics	\$ 1,827.00	\$ 1,827.00	\$ -
SAXCX	Cross Country-Varsity-Conflicting Seasons	Athletics	\$ 1,071.00	\$ 1,071.00	\$ -
SAEG1	Electronic Gaming - Fall	Athletics	\$ 850.00	\$ 850.00	\$ -
SAEG2	Electronic Gaming - Spring	Athletics	\$ 850.00	\$ 850.00	\$ -
SAFSH	Fishing-High School	Athletics	\$ 850.00	\$ 850.00	\$ -
SAFFB	Flag Football-Assistant Coach	Athletics	\$ 1,139.00	\$ 1,139.00	\$ -

The School District of Osceola County, Florida (SDOC)

TERMS Code	Supplement Title	Category	Current	Proposed	Change
SAF1T	Flag Football-Assistant Coach-1Grandfathered	Athletics	\$ 1,347.00	\$ 1,347.00	\$ -
SAFFC	Flag Football-Assistant Coach-Junior Varsity	Athletics	\$ 1,139.00	\$ 1,139.00	\$ -
SAFF5	Flag Football-Extracurricular	Athletics	\$ 850.00	\$ 850.00	\$ -
SAFF6	Flag Football-Extracurricular-Girls	Athletics	\$ 850.00	\$ 850.00	\$ -
SAFF7	Flag Football-Extracurricular-Girls-Conflicting Seasons	Athletics	\$ 425.00	\$ 425.00	\$ -
SAFFA	Flag Football-Head Coach	Athletics	\$ 1,943.00	\$ 1,943.00	\$ -
SAF1S	Flag Football-Head Coach-1Grandfathered	Athletics	\$ 2,118.00	\$ 2,118.00	\$ -
SAFFS	Flag Football-Head Coach-Grandfathered	Athletics	\$ 2,262.00	\$ 2,262.00	\$ -
SAFB4	Football-Assistant Coach-Spring	Athletics	\$ 334.95	\$ 350.00	\$ 15.05
SAFB2	Football-Assistant Coach-Varsity	Athletics	\$ 1,898.05	\$ 1,898.05	\$ -
SAFBL	Football-Assistant Coach-Varsity-Grandfathered	Athletics	\$ 1,922.70	\$ 1,922.70	\$ -
SAFB1	Football-Head Coach-Varsity Boys	Athletics	\$ 3,495.03	\$ 3,495.03	\$ -
SAFBK	Football-Head Coach-Varsity Boys-Grandfathered	Athletics	\$ 3,496.05	\$ 3,496.05	\$ -
SAFB3	Football-Head Coach-Varsity Boys-Spring	Athletics	\$ 616.77	\$ 700.00	\$ 83.23
SAGL1	Golf-Boys	Athletics	\$ 2,146.00	\$ 2,146.00	\$ -
SAGL7	Golf-Elementary Extracurricular Coach	Athletics	\$ 850.00	\$ 850.00	\$ -
SAGLX	Golf-Elementary Extracurricular Coach-Conflict	Athletics	\$ 425.00	\$ 425.00	\$ -
SAGL5	Golf-Extracurricular	Athletics	\$ 850.00	\$ 850.00	\$ -
SAGLA	Golf-Girls	Athletics	\$ 2,146.00	\$ 2,146.00	\$ -
SAGLZ	Golf-Girls-Conflict	Athletics	\$ 1,073.00	\$ 1,073.00	\$ -
SAID4	High School Intramural-1	Athletics	\$ 617.00	\$ 700.00	\$ 83.00
SAIDA	High School Intramural-2	Athletics	\$ 617.00	\$ 700.00	\$ 83.00
SAID5	Intramural Director	Athletics	\$ 1,645.00	\$ 1,645.00	\$ -
SAID7	Intramural Director	Athletics	\$ 1,645.00	\$ 1,645.00	\$ -
SAID0	Intramural Director Assistant-183 Days	Athletics	\$ 850.00	\$ 850.00	\$ -
SAID9	Intramural Director Assistant-188 Days	Athletics	\$ 850.00	\$ 850.00	\$ -
SAID6	Intramural Director Assistant-196 Days	Athletics	\$ 850.00	\$ 850.00	\$ -
SAID8	Intramural Director Assistant-252 Days	Athletics	\$ 850.00	\$ 850.00	\$ -
SALX4	Lacrosse-Assistant Coach-Junior Varsity Boys	Athletics	\$ 1,394.00	\$ 1,394.00	\$ -
SALXD	Lacrosse-Assistant Coach-Junior Varsity Girls	Athletics	\$ 1,394.00	\$ 1,394.00	\$ -
SALX2	Lacrosse-Assistant Coach-Varsity Boys	Athletics	\$ 1,394.00	\$ 1,394.00	\$ -
SALX5	Lacrosse-Assistant Coach-Varsity Boys-188 Days	Athletics	\$ 1,394.00	\$ 1,394.00	\$ -
SALXB	Lacrosse-Assistant Coach-Varsity Girls	Athletics	\$ 1,394.00	\$ 1,394.00	\$ -
SALX1	Lacrosse-Head Coach-Boys	Athletics	\$ 2,378.00	\$ 2,378.00	\$ -
SALXA	Lacrosse-Head Coach-Girls	Athletics	\$ 2,378.00	\$ 2,378.00	\$ -
SJ526	Lighting Designer-High School	Athletics	\$ 500.00	\$ 700.00	\$ 200.00
SASOJ	Soccer-Assistant Coach-Freshman Boys	Athletics	\$ 2,180.00	\$ 2,180.00	\$ -

The School District of Osceola County, Florida (SDOC)

TERMS Code	Supplement Title	Category	Current	Proposed	Change
SASO9	Soccer-Assistant Coach-Freshman Girls	Athletics	\$ 2,180.00	\$ 2,180.00	\$ -
SASO4	Soccer-Assistant Coach-Junior Varsity Boys	Athletics	\$ 2,180.00	\$ 2,180.00	\$ -
SASOD	Soccer-Assistant Coach-Junior Varsity Girls	Athletics	\$ 2,180.00	\$ 2,180.00	\$ -
SASO2	Soccer-Assistant Coach-Varsity Boys	Athletics	\$ 2,180.00	\$ 2,180.00	\$ -
SASOB	Soccer-Assistant Coach-Varsity Girls	Athletics	\$ 2,180.00	\$ 2,180.00	\$ -
SASO7	Soccer-Elementary Extracurricular Coach	Athletics	\$ 850.00	\$ 850.00	\$ -
SASO5	Soccer-Extracurricular-Boys	Athletics	\$ 850.00	\$ 850.00	\$ -
SASOE	Soccer-Extracurricular-Girls	Athletics	\$ 850.00	\$ 850.00	\$ -
SASOZ	Soccer-Extracurricular-Girls-Conflicting Seasons	Athletics	\$ 308.50	\$ 308.50	\$ -
SASO1	Soccer-Head Coach-Varsity Boys	Athletics	\$ 4,033.00	\$ 4,033.00	\$ -
SASOA	Soccer-Head Coach-Varsity Girls	Athletics	\$ 4,033.00	\$ 4,033.00	\$ -
SASB9	Softball-Assistant Coach-Freshman	Athletics	\$ 2,180.00	\$ 2,180.00	\$ -
SASBD	Softball-Assistant Coach-Junior Varsity	Athletics	\$ 2,180.00	\$ 2,180.00	\$ -
SASBB	Softball-Assistant Coach-Varsity	Athletics	\$ 2,180.00	\$ 2,180.00	\$ -
SASBE	Softball-Extracurricular	Athletics	\$ 850.00	\$ 850.00	\$ -
SASBA	Softball-Head Coach-Varsity	Athletics	\$ 4,033.00	\$ 4,033.00	\$ -
SASP3	Special Olympics Assistant Coach	Athletics	\$ 510.00	\$ 510.00	\$ -
SASP1	Special Olympics Director	Athletics	\$ 850.00	\$ 850.00	\$ -
SASP2	Special Olympics Head Coach	Athletics	\$ 850.00	\$ 850.00	\$ -
SASW2	Swimming-Assistant Coach-Varsity Boys	Athletics	\$ 1,037.00	\$ 1,037.00	\$ -
SASWB	Swimming-Assistant Coach-Varsity Girls	Athletics	\$ 1,037.00	\$ 1,037.00	\$ -
SASWX	Swimming-Assistant Coach-Varsity Girls-Half	Athletics	\$ 518.50	\$ 518.50	\$ -
SASW1	Swimming-Head Coach-Varsity Boys	Athletics	\$ 1,885.00	\$ 1,885.00	\$ -
SAS1K	Swimming-Head Coach-Varsity Boys-1Grandfathered	Athletics	\$ 2,118.00	\$ 2,118.00	\$ -
SASWK	Swimming-Head Coach-Varsity Boys-Grandfathered	Athletics	\$ 2,262.00	\$ 2,262.00	\$ -
SASWA	Swimming-Head Coach-Varsity Girls	Athletics	\$ 1,885.00	\$ 1,885.00	\$ -
SAS1S	Swimming-Head Coach-Varsity Girls-1Grandfathered	Athletics	\$ 2,118.00	\$ 2,118.00	\$ -
SASWZ	Swimming-Head Coach-Varsity Girls-Conflicting Season	Athletics	\$ 1,037.00	\$ 1,037.00	\$ -
SASWS	Swimming-Head Coach-Varsity Girls-Grandfathered	Athletics	\$ 2,262.00	\$ 2,262.00	\$ -
SATN1	Tennis-Boys	Athletics	\$ 2,320.00	\$ 2,320.00	\$ -
SATNA	Tennis-Girls	Athletics	\$ 2,320.00	\$ 2,320.00	\$ -
SATNZ	Tennis-Girls-Conflicting Season	Athletics	\$ 1,160.00	\$ 1,160.00	\$ -
SATR2	Track-Assistant Coach-Boys	Athletics	\$ 1,656.00	\$ 1,656.00	\$ -
SAT1L	Track-Assistant Coach-Boys-1Grandfathered	Athletics	\$ 1,732.00	\$ 1,732.00	\$ -
SATR3	Track-Assistant Coach-Boys-Half	Athletics	\$ 828.00	\$ 828.00	\$ -
SATRB	Track-Assistant Coach-Girls	Athletics	\$ 1,656.00	\$ 1,656.00	\$ -

The School District of Osceola County, Florida (SDOC)

TERMS Code	Supplement Title	Category	Current	Proposed	Change
SAT1T	Track-Assistant Coach-Girls-1Grandfathered	Athletics	\$ 1,732.00	\$ 1,732.00	\$ -
SATRT	Track-Assistant Coach-Girls-Grandfathered	Athletics	\$ 1,851.00	\$ 1,851.00	\$ -
SATF7	Track-Elementary Extracurricular Coach	Athletics	\$ 850.00	\$ 850.00	\$ -
SATF5	Track-Extracurricular-Boys	Athletics	\$ 850.00	\$ 850.00	\$ -
SATFE	Track-Extracurricular-Girls	Athletics	\$ 850.00	\$ 850.00	\$ -
SATFX	Track-Extracurricular-Girls Boys Combined	Athletics	\$ 1,234.00	\$ 1,234.00	\$ -
SATFZ	Track-Extracurricular-Girls-Conflicting Season	Athletics	\$ 425.00	\$ 425.00	\$ -
SATR1	Track-Head Coach-Boys	Athletics	\$ 2,760.00	\$ 2,760.00	\$ -
SAT1K	Track-Head Coach-Boys-1Grandfathered	Athletics	\$ 3,080.00	\$ 3,080.00	\$ -
SATRX	Track-Head Coach-Boys-Conflicting Seasons	Athletics	\$ 1,656.00	\$ 1,656.00	\$ -
SATRK	Track-Head Coach-Boys-Grandfathered	Athletics	\$ 3,291.00	\$ 3,291.00	\$ -
SATRA	Track-Head Coach-Girls	Athletics	\$ 2,760.00	\$ 2,760.00	\$ -
SAT1S	Track-Head Coach-Girls-1Grandfathered	Athletics	\$ 3,080.00	\$ 3,080.00	\$ -
SAT1Z	Track-Head Coach-Girls-1Grandfathered-Conflicting Seasons	Athletics	\$ 1,732.00	\$ 1,732.00	\$ -
SATRZ	Track-Head Coach-Girls-Conflicting Seasons	Athletics	\$ 1,851.00	\$ 1,851.00	\$ -
SAVF9	Volleyball-Assistant Coach-Freshman Girls	Athletics	\$ 1,751.00	\$ 1,751.00	\$ -
SAVFF	Volleyball-Assistant Coach-Freshman Girls-188 Days	Athletics	\$ 1,751.00	\$ 1,751.00	\$ -
SAVB4	Volleyball-Assistant Coach-Junior Varsity Boys	Athletics	\$ 1,683.00	\$ 1,683.00	\$ -
SAVBD	Volleyball-Assistant Coach-Junior Varsity Girls	Athletics	\$ 1,751.00	\$ 1,751.00	\$ -
SAVB2	Volleyball-Assistant Coach-Varsity Boys	Athletics	\$ 1,683.00	\$ 1,683.00	\$ -
SAVBB	Volleyball-Assistant Coach-Varsity Girls	Athletics	\$ 1,751.00	\$ 1,751.00	\$ -
SAVB6	Volleyball-Extracurricular-Boys	Athletics	\$ 850.00	\$ 850.00	\$ -
SAVBE	Volleyball-Extracurricular-Girls	Athletics	\$ 850.00	\$ 850.00	\$ -
SAVBZ	Volleyball-Extracurricular-Girls-Conflict	Athletics	\$ 425.00	\$ 425.00	\$ -
SAVB1	Volleyball-Head Coach-Varsity Boys	Athletics	\$ 2,871.00	\$ 2,871.00	\$ -
SAVBA	Volleyball-Head Coach-Varsity Girls	Athletics	\$ 2,987.00	\$ 2,987.00	\$ -
SAWP2	Water Polo-Assistant Coach-Varsity Boys	Athletics	\$ 1,683.00	\$ 1,683.00	\$ -
SAWPB	Water Polo-Assistant Coach-Varsity Girls	Athletics	\$ 1,683.00	\$ 1,683.00	\$ -
SAWP1	Water Polo-Head Coach-Varsity Boys	Athletics	\$ 2,871.00	\$ 2,871.00	\$ -
SAWPA	Water Polo-Head Coach-Varsity Girls	Athletics	\$ 2,871.00	\$ 2,871.00	\$ -
SAWPZ	Water Polo-Head Coach-Varsity Girls-Conflicting Seasons	Athletics	\$ 1,683.00	\$ 1,683.00	\$ -

The School District of Osceola County, Florida (SDOC)

TERMS Code	Supplement Title	Category	Current	Proposed	Change
SAWT2	Weightlifting-Assistant Coach-Varsity Boys	Athletics	\$ 1,037.00	\$ 1,037.00	\$ -
SAW1L	Weightlifting-Assistant Coach-Varsity Boys-1Grandfathered	Athletics	\$ 1,347.00	\$ 1,347.00	\$ -
SAWTB	Weightlifting-Assistant Coach-Varsity Girls	Athletics	\$ 1,037.00	\$ 1,037.00	\$ -
SAWT1	Weightlifting-Head Coach-Varsity Boys	Athletics	\$ 1,827.00	\$ 1,827.00	\$ -
SAWTK	Weightlifting-Head Coach-Varsity Boys-Grandfathered	Athletics	\$ 1,851.00	\$ 1,851.00	\$ -
SAWTA	Weightlifting-Head Coach-Varsity Girls	Athletics	\$ 1,827.00	\$ 1,827.00	\$ -
SAWR4	Wrestling-Assistant Coach-Junior Varsity Boys	Athletics	\$ 2,146.00	\$ 2,146.00	\$ -
SAWRD	Wrestling-Assistant Coach-Junior Varsity Girls	Athletics	\$ 2,146.00	\$ 2,146.00	\$ -
SAWR2	Wrestling-Assistant Coach-Varsity Boys	Athletics	\$ 2,146.00	\$ 2,146.00	\$ -
SAWRZ	Wrestling-Assistant Coach-Varsity Boys-Conflicting Seasons	Athletics	\$ 1,073.00	\$ 1,073.00	\$ -
SAWRB	Wrestling-Assistant Coach-Varsity Girls	Athletics	\$ 2,146.00	\$ 2,146.00	\$ -
SAWRF	Wrestling-Assistant Coach-Varsity Girls-188 Days	Athletics	\$ 2,146.00	\$ 2,146.00	\$ -
SAWR5	Wrestling-Extracurricular	Athletics	\$ 850.00	\$ 850.00	\$ -
SAWRX	Wrestling-Head Coach-Girls-Conflicting Seasons	Athletics	\$ 2,146.00	\$ 2,146.00	\$ -
SAWR1	Wrestling-Head Coach-Varsity Boys	Athletics	\$ 3,680.00	\$ 3,680.00	\$ -
SAWRA	Wrestling-Head Coach-Varsity Girls	Athletics	\$ 3,680.00	\$ 3,680.00	\$ -
SJ590	Academic Competition Bowl Sponsor-High School	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ591	Academic Competition Bowl Sponsor-Middle School	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ640	Class Sponsor-Freshmen	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ641	Class Sponsor-Freshmen-188 Day	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ620	Class Sponsor-Junior	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ621	Class Sponsor-Junior-188 Day	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ610	Class Sponsor-Senior	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ611	Class Sponsor-Senior-188 Day	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ612	Class Sponsor-Senior-252 Day	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ630	Class Sponsor-Sophomore	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ631	Class Sponsor-Sophomore-188 Day	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SK030	Co-Curricular-High School-Business Professional Assoc/Career Education Club (BPA/CECE)	Curriculum	\$ 1,028.00	\$ 1,028.00	\$ -
SK010	Co-Curricular-High School-Distributive Education Club (DECA)	Curriculum	\$ 1,028.00	\$ 1,028.00	\$ -
SK020	Co-Curricular-High School-Family, Career and Community Leaders (FCCLA)	Curriculum	\$ 1,028.00	\$ 1,028.00	\$ -
SK000	Co-Curricular-High School-Future Business Leaders of America-Phi Beta Lambda (FBLA)	Curriculum	\$ 1,028.00	\$ 1,028.00	\$ -

The School District of Osceola County, Florida (SDOC)

TERMS Code	Supplement Title	Category	Current	Proposed	Change
SK092	Co-Curricular-High School-Future Educators of America (FFEA)	Curriculum	\$ 1,028.00	\$ 1,028.00	\$ -
SK050	Co-Curricular-High School-Future Farmers of America (FFA)	Curriculum	\$ 1,028.00	\$ 1,028.00	\$ -
SK052	Co-Curricular-High School-Future Farmers of America (FFA)- 252 Day	Curriculum	\$ 1,028.00	\$ 1,028.00	\$ -
SK040	Co-Curricular-High School-Future Homemakers of America (FHA)	Curriculum	\$ 1,028.00	\$ 1,028.00	\$ -
SK080	Co-Curricular-High School-Health Occupation Students of America (HOSA)	Curriculum	\$ 1,028.00	\$ 1,028.00	\$ -
SK090	Co-Curricular-High School-Technology Student Association (TSA)	Curriculum	\$ 1,028.00	\$ 1,028.00	\$ -
SK070	Co-Curricular-High School-Vocational Industries	Curriculum	\$ 1,028.00	\$ 1,028.00	\$ -
SK031	Co-Curricular-Middle School-Business Professionals of America (BPA)	Curriculum	\$ 1,028.00	\$ 1,028.00	\$ -
SK001	Co-Curricular-Middle School-Future Business Leaders of America-Phi Beta Lambda	Curriculum	\$ 1,028.00	\$ 1,028.00	\$ -
SK051	Co-Curricular-Middle School-Future Farmers of America	Curriculum	\$ 1,028.00	\$ 1,028.00	\$ -
SK041	Co-Curricular-Middle School-Future Homemakers of America	Curriculum	\$ 1,028.00	\$ 1,028.00	\$ -
SK091	Co-Curricular-Middle School-Technology Student Association (TSA)	Curriculum	\$ 1,028.00	\$ 1,028.00	\$ -
SM300	Curriculum Chair-Elementary	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SR102	Dean 1201-1600	Curriculum	\$ 1,650.00	\$ 1,650.00	\$ -
SR103	Dean 1601-2000	Curriculum	\$ 1,750.00	\$ 1,750.00	\$ -
SR100	Dean 1-800	Curriculum	\$ 1,450.00	\$ 1,450.00	\$ -
SR104	Dean 2001+	Curriculum	\$ 1,850.00	\$ 1,850.00	\$ -
SR101	Dean 801-1200	Curriculum	\$ 1,550.00	\$ 1,550.00	\$ -
SM080	Department Chair-High School-Art	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SM082	Department Chair-High School-Dance	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SM081	Department Chair-High School-Drama	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SM100	Department Chair-High School-ESE	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SM120	Department Chair-High School-ESOL	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SM121	Department Chair-High School-ESOL-188 Days	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SM070	Department Chair-High School-Foreign Language	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SM010	Department Chair-High School-Language Arts	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SM030	Department Chair-High School-Math	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SM060	Department Chair-High School-Other	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SM090	Department Chair-High School-Physical Education	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00

The School District of Osceola County, Florida (SDOC)

TERMS Code	Supplement Title	Category	Current	Proposed	Change
SM110	Department Chair-High School-Reading	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SM040	Department Chair-High School-Science	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SM020	Department Chair-High School-Social Studies	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SM083	Department Chair-High School-Technical Theatre	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SM050	Department Chair-High School-Vocational	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SM011	Department Chair-Middle School-Language Arts	Curriculum	\$ 617.00	\$ -	Grade Level Chairs
SM031	Department Chair-Middle School-Math	Curriculum	\$ 617.00	\$ -	Grade Level Chairs
SM061	Department Chair-Middle School-Other	Curriculum	\$ 617.00	\$ -	Grade Level Chairs
SM041	Department Chair-Middle School-Science	Curriculum	\$ 617.00	\$ -	Grade Level Chairs
SM021	Department Chair-Middle School-Social Studies	Curriculum	\$ 617.00	\$ -	Grade Level Chairs
SM051	Department Chair-Middle School-Vocational	Curriculum	\$ 617.00	\$ -	Grade Level Chairs
SM600	Department Chair-TECO-Business Technology	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SM601	Department Chair-TECO-Health Science	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SM602	Department Chair-TECO-Industrial	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SR500	ESE Resource Compliance Specialist	Curriculum	\$ 1,500.00	\$ 1,500.00	\$ -
SR501	ESE Resource Compliance Specialist-12 Month	Curriculum	\$ 1,500.00	\$ 1,500.00	\$ -
SR495	ESE Teacher Non Core	Curriculum	\$ 1,500.00	\$ 1,500.00	\$ -
SR493	ESE Teacher-Self Contained-Combination School	Curriculum	\$ 1,500.00	\$ 1,500.00	\$ -
SR492	ESE Teacher-Self Contained-Elementary School	Curriculum	\$ 1,500.00	\$ 1,500.00	\$ -
SR490	ESE Teacher-Self Contained-High School	Curriculum	\$ 1,500.00	\$ 1,500.00	\$ -
SR491	ESE Teacher-Self Contained-Middle School	Curriculum	\$ 1,500.00	\$ 1,500.00	\$ -
SR300	ESOL Comp/Prg Spec	Curriculum	\$ 1,500.00	\$ 1,500.00	\$ -
SR306	ESOL Comp/Prg Spec 10%	Curriculum	\$ 150.00	\$ 150.00	\$ -
SR305	ESOL Comp/Prg Spec 20%	Curriculum	\$ 300.00	\$ 300.00	\$ -
SR307	ESOL Comp/Prg Spec 30%	Curriculum	\$ 450.00	\$ 450.00	\$ -
SR302	ESOL Comp/Prg Spec 40%	Curriculum	\$ 600.00	\$ 600.00	\$ -
SR301	ESOL Comp/Prg Spec 60%	Curriculum	\$ 900.00	\$ 900.00	\$ -
SR304	ESOL Comp/Prg Spec 80%	Curriculum	\$ 1,200.00	\$ 1,200.00	\$ -
SJ001	Extracurricular Sponsor Competition-National	Curriculum	\$ 500.00	\$ 500.00	\$ -
SJ002	Extracurricular Sponsor Competition-Overall	Curriculum	\$ 500.00	\$ 500.00	\$ -
SJ000	Extracurricular Sponsor Competition-State	Curriculum	\$ 250.00	\$ 250.00	\$ -
SJ240	Extracurricular Sponsor-188 Days	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ241	Extracurricular Sponsor-217 Days	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ230	Extracurricular Sponsor-Elementary School	Curriculum	\$ 850.00	\$ 850.00	\$ -

The School District of Osceola County, Florida (SDOC)

TERMS Code	Supplement Title	Category	Current	Proposed	Change
SJ233	Extracurricular Sponsor-Elementary School-2	Curriculum	\$ 850.00	\$ 850.00	\$ -
SJ250	Extracurricular Sponsor-High School	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ260	Extracurricular Sponsor-High School Speech/Debate/Forensics	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ681	Extracurricular Sponsor-High School- Technical Honor Society	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ132	Extracurricular Sponsor-High School-Ambassadors	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ140	Extracurricular Sponsor-High School-Art	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ110	Extracurricular Sponsor-High School-Best Buddies	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ112	Extracurricular Sponsor-High School-Best Buddies-188 Days	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ130	Extracurricular Sponsor-High School-Beta Club	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ214	Extracurricular Sponsor-High School-Cadet Core	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ215	Extracurricular Sponsor-High School-Cadet Core-Split	Curriculum	\$ 308.50	\$ 350.00	\$ 41.50
SJ221	Extracurricular Sponsor-High School-Charter Development Club	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ080	Extracurricular Sponsor-High School-Dance	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ310	Extracurricular Sponsor-High School-Drama	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ070	Extracurricular Sponsor-High School-Environment	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ190	Extracurricular Sponsor-High School-Fellowship of Christian Athletes	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ210	Extracurricular Sponsor-High School-French Club	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ040	Extracurricular Sponsor-High School-Gospel Choir	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ680	Extracurricular Sponsor-High School-Honor Society	Curriculum	\$ 823.00	\$ 823.00	\$ -
SJ030	Extracurricular Sponsor-High School-Interact	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ211	Extracurricular Sponsor-High School-International Club	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ020	Extracurricular Sponsor-High School-Junior Achievement	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ050	Extracurricular Sponsor-High School-Key Club	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ010	Extracurricular Sponsor-High School-Keyettes	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ060	Extracurricular Sponsor-High School-Latin Club	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ213	Extracurricular Sponsor-High School-Longhorn Legion	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ370	Extracurricular Sponsor-High School-Mu Alpha Theta	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00

The School District of Osceola County, Florida (SDOC)

TERMS Code	Supplement Title	Category	Current	Proposed	Change
SJ120	Extracurricular Sponsor-High School-National Homemakers of America	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ111	Extracurricular Sponsor-High School-New Success	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ360	Extracurricular Sponsor-High School-Photography Club	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ150	Extracurricular Sponsor-High School-Power Club	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ101	Extracurricular Sponsor-High School-Reach Out	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ180	Extracurricular Sponsor-High School-Science Club	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ181	Extracurricular Sponsor-High School-Science Club-188 Day	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ350	Extracurricular Sponsor-High School-Skills USA	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ212	Extracurricular Sponsor-High School-Spanish Club	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ271	Extracurricular Sponsor-High School-STEM Club	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ100	Extracurricular Sponsor-High School-Students Against Destructive Decisions	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ160	Extracurricular Sponsor-High School-Thespian	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ220	Extracurricular Sponsor-High School-Youth in Government	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ231	Extracurricular Sponsor-Middle School	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ141	Extracurricular Sponsor-Middle School-Art	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ320	Extracurricular Sponsor-Middle School-Athletic Fundraiser	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ341	Extracurricular Sponsor-Middle School-Battle of the Books	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ170	Extracurricular Sponsor-Middle School-Battletech	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ131	Extracurricular Sponsor-Middle School-Beta Club	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ081	Extracurricular Sponsor-Middle School-Dance	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ191	Extracurricular Sponsor-Middle School-Fellowship of Christian Athletes	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ330	Extracurricular Sponsor-Middle School-Geocaching	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ280	Extracurricular Sponsor-Middle School-History Club	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ090	Extracurricular Sponsor-Middle School-Honor Society	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ021	Extracurricular Sponsor-Middle School-Junior Achievement	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ290	Extracurricular Sponsor-Middle School-Math Club	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00

The School District of Osceola County, Florida (SDOC)

TERMS Code	Supplement Title	Category	Current	Proposed	Change
SJ232	Extracurricular Sponsor-Middle School-Save Club	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ270	Extracurricular Sponsor-Middle School-Science Club	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ200	Extracurricular Sponsor-Middle School-Student Council	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ161	Extracurricular Sponsor-Middle School-Thespian	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ340	Extracurricular Sponsor-Middle School-Writers Guild	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ380	Extracurricular Sponsor-Odyssey of the Mind	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ381	Extracurricular Sponsor-Odyssey of the Mind	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ382	Extracurricular Sponsor-Odyssey of the Mind	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SM302	Grade Level Chair-1st Grade	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SM303	Grade Level Chair-2nd Grade	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SM304	Grade Level Chair-3rd Grade	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SM305	Grade Level Chair-4th Grade	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SM306	Grade Level Chair-5th Grade	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SM301	Grade Level Chair-Kindergarten	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SM200	Grade Level Chair-Middle School-6th Grade	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SM201	Grade Level Chair-Middle School-7th Grade	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SM202	Grade Level Chair-Middle School-8th Grade	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SM203	Grade Level Chair-Middle School-Elementary	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ530	Newspaper Sponsor-High School	Curriculum	\$ 1,028.00	\$ 1,028.00	\$ -
SJ580	Newspaper Sponsor-Middle School	Curriculum	\$ 823.00	\$ 823.00	\$ -
SJ581	Newspaper Sponsor-Middle School-188 Day	Curriculum	\$ 823.00	\$ 823.00	\$ -
SJ583	Newspaper Sponsor-Middle School-252 Day	Curriculum	\$ 823.00	\$ 823.00	\$ -
SJ600	Student Council-High School	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ601	Student Council-High School-188 Day	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SM502	Test Coordinator 1201-1600	Curriculum	\$ 1,128.00	\$ 1,128.00	\$ -
SM503	Test Coordinator 1601-2000	Curriculum	\$ 1,228.00	\$ 1,228.00	\$ -
SM500	Test Coordinator 1-800	Curriculum	\$ 928.00	\$ 928.00	\$ -
SM506	Test Coordinator 1-800- 260 days	Curriculum	\$ 928.00	\$ 928.00	\$ -
SM505	Test Coordinator 1-800-1Grandfathered	Curriculum	\$ 962.00	\$ 962.00	\$ -
SM504	Test Coordinator 2001+	Curriculum	\$ 1,328.00	\$ 1,328.00	\$ -
SM501	Test Coordinator 801-1200	Curriculum	\$ 1,028.00	\$ 1,028.00	\$ -
SM410	Yearbook Sponsor-Elementary School-188 Days	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SM400	Yearbook Sponsor-Elementary School-196 Days	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SM430	Yearbook Sponsor-Elementary School-217 Days	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SM420	Yearbook Sponsor-Elementary School-252 Days	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00

TERMS Code	Supplement Title	Category	Current	Proposed	Change
SJ500	Yearbook Sponsor-High School	Curriculum	\$ 1,645.00	\$ 1,645.00	\$ -
SJ571	Yearbook Sponsor-Middle School-188 Days	Curriculum	\$ 1,028.00	\$ 1,028.00	\$ -
SJ570	Yearbook Sponsor-Middle School-196 Days	Curriculum	\$ 1,028.00	\$ 1,028.00	\$ -
SR540	Audiologist	Other	\$ 1,500.00	\$ 1,500.00	\$ -
SR520	Behavior Center-Lead	Other	\$ 1,028.00	\$ 1,028.00	\$ -
SR521	Behavior Center-Teacher-ESE	Other	\$ 1,500.00	\$ 1,500.00	\$ -
SR522	Behavior Center-Teacher-NonESE	Other	\$ 617.00	\$ 700.00	\$ 83.00
SR494	Behavior Specialist	Other	\$ 1,500.00	\$ 1,500.00	\$ -
SR483	DJJ-Juvenile Detention Center-Paraprofessional	Other	\$ 592.00	\$ -	DJJ Closing
SR482	DJJ-Juvenile Detention Center-Teacher NonESE	Other	\$ 1,028.00	\$ -	DJJ Closing
SR481	DJJ-OASIS-Paraprofessional	Other	\$ 592.00	\$ -	DJJ Closing
SR480	DJJ-OASIS-Teacher NonESE	Other	\$ 1,028.00	\$ -	DJJ Closing
SR484	DJJ-OASIS-Teacher-ESE	Other	\$ 1,500.00	\$ -	DJJ Closing
SR555	First Aid/CPR-188 Days	Other	\$ 500.00	\$ 500.00	\$ -
SR557	First Aid/CPR-196 Days	Other	\$ 500.00	\$ 500.00	\$ -
SR558	First Aid/CPR-217 Days	Other	\$ 500.00	\$ 500.00	\$ -
SR556	First Aid/CPR-252 Days	Other	\$ 500.00	\$ 500.00	\$ -
SR571	Green Champion-188 Days	Other	\$ 617.00	\$ 650.00	\$ 33.00
SR570	Green Champion-196 Days	Other	\$ 617.00	\$ 650.00	\$ 33.00
SR572	Green Champion-197 Days	Other	\$ 617.00	\$ 650.00	\$ 33.00
SR574	Green Champion-200 Days	Other	\$ 617.00	\$ 650.00	\$ 33.00
SR573	Green Champion-252 Days	Other	\$ 617.00	\$ 650.00	\$ 33.00
SR600	Guidance Director	Other	\$ 823.00	\$ 823.00	\$ -
SR551	Health Champion-188 Days	Other	\$ 617.00	\$ 650.00	\$ 33.00
SR550	Health Champion-196 Days	Other	\$ 617.00	\$ 650.00	\$ 33.00
SR552	Health Champion-197 Days	Other	\$ 617.00	\$ 650.00	\$ 33.00
SR553	Health Champion-252 Days	Other	\$ 617.00	\$ 650.00	\$ 33.00
SR711	OASIS School Coordinator-188 days	Other	\$ 617.00	\$ 650.00	\$ 33.00
SR710	OASIS School Coordinator-196 days	Other	\$ 617.00	\$ 650.00	\$ 33.00
SR713	OASIS School Coordinator-252 days	Other	\$ 617.00	\$ 650.00	\$ 33.00
SR530	Speech Language Pathologist	Other	\$ 1,500.00	\$ 1,500.00	\$ -

All calculations and payments of the items within this tentative agreement for eligible instructional 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 XX: 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.

The School District of Osceola County, Florida (SDOC)

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

Janet Moody,
Chief Negotiator of the Association

John Boyd,
Chief Negotiator for the School Board

Witnesses as to the School Board

Witnesses as to the Association

Tentative Agreement by Instructional Employees Bargaining Leadership Team (BLT):

June 26, 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

- 1. 2023-24 MOU re: Uni-SIG Grant Impact [Liberty High School]***
- 2. 2023-24 MOU re: Adjustments to Supplements***
- 3. 2023-24 MOU re: OCEA Leave***
- 4. 2024-25 MOU re: Voluntary Paid Workday Before Pre-Planning***
- 5. 2024-25 MOU re: School Open Houses and Elementary School Parent-Teacher Report Card Conferences***
- 6. 2024-25 MOU re: Recruitment Incentives for Designated Highest Need Schools, BLT***

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**MEMORANDUM OF UNDERSTANDING –
2023-24 Unified School Improvement Grant (UniSIG) Impact – Liberty High 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 one (1) high school that may meet the required criteria designated within the application for the *2023-24 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 *2023-24 Unified School Improvement Grant (UniSIG)*, sufficient to fund strategic grant projects, deliverables, and activities at Liberty High 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 Liberty High School instructional employees shall meet the following criteria for the *2023-24 Unified School Improvement Grant (UniSIG)* as established by the Florida Department of Education:
 - Have a three-year aggregate Math or English Language Arts State Value-Added Model (VAM) calculation rating of "Highly Effective" or "Effective"; or
 - Have a three-year aggregate Algebra I and Geometry State Value-Added Model (VAM) calculation rating of "Highly Effective" or "Effective";
 - Have a start date at Liberty High School of no later than September 30, 2023; and
 - Have a teaching assignment in one or more of the following courses:
 - Algebra I;
 - Geometry;
 - English I;
 - English II; or
 - Intensive Reading.
- During this UniSIG grant period (e.g., 2023-24 school year), upon the condition of the Florida Department of Education's approval, all eligible Liberty High School instructional employees shall receive a supplement to compensate for additional work expectations and requirements due to assignment at Liberty High School, not to exceed:
 - \$7,500 for an eligible State VAM rating of "Highly Effective"; or
 - \$5,000 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 2023-24 school year as an instructional employee at Liberty High School from August 03, 2023, through May 30, 2024;
 - Understand that participation is a commitment of one (1) school year of employment at Liberty High School that renders the participating instructional employee ineligible to transfer from Liberty High School to another School District school during the 2023-24 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;
 - 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 Liberty High School prior to the end of the school year (e.g., after August 03, 2023, and before May 30, 2024), 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



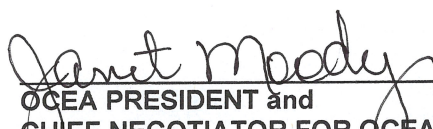
SUPERINTENDENT
Mark Shanoff



CHIEF NEGOTIATOR FOR OCSB
John Boyd

Date: July 25, 2023

OSCEOLA COUNTY
EDUCATION ASSOCIATION



OCEA PRESIDENT and
CHIEF NEGOTIATOR FOR OCEA
Janet Moody

**Liberty High School
UniSIG Grant Proposed Disbursement**

**Supplement for Highly Effective & Effective
(Algebra 1, Geometry, English 1, English 2, Reading)**

Teacher	Position	VAM Rating	Amount
Rayner, MaLaisha	Math Coach	Highly Effective	\$7,500
Turton, LaVerne	Literacy Coach	Highly Effective	\$7,500
Sawyer-Villanueva, Jade	Reading	Effective	\$5,000
Jones, Lesha	Reading	Effective	\$5,000
Amount Allocated			\$25,000

Retention – Part A (Algebra 1, Geometry, English 1, English 2, Reading, Biology, US History): \$2,500

Content Area	# of Teachers	Teachers
Algebra 1	2	Davis, Tymeisha Hildreth, Tyler
Geometry	2	Lescailles, Gennis Peters, Mary
English 1	2	Tanner, Darriel Rodriguez, Veronica
English 2	2	Torrey, Ann Del Valle, Daniel
Reading	1	Serrano, Lucille
Biology	2	Aponte, Jadira Mitchell, Kerry
US History	3	Armstrong, Taniesha Jara, Jaime Moore, Chandler
*Instructional Coaches	2	Conyers, Joyce Morris, Theresa
Amount Allocated		\$40,000

Retention – Part B (Mathematics, English & VE Support Teachers): \$1,500

Content Area	# of Teachers	Teachers
Mathematics	5	Ahmed, Intakhab Campbell, Garnett Lenning, Franklin Landron, Eduardo Peabbles, Casey
English 3 & 4	5	McCoy, Holly Roy, Richard Williams, Bouvier Woehr, Kenneth
VE Support – Math	4	Balladares, Al Morris, Kerel Rivera, Ada Volcy, Ketia
VE Support – English	1	Fernandez, Deitrich
Amount Allocated		\$22,500

Retention – Part C (All other personnel): \$650

**Liberty High School
UniSIG Grant Proposed Disbursement**

Content Area	# of Teachers	Teachers
Science	6	Brown, Emily Jackson, Vivienne Pares Soto, Alexis Subit Pedraza, Carolyn Vega, JenMarie Vega, Yanira
Electives	15	Arnold, Matthew Bacon, Constance Brown, Kendra Canella, Andrew Colon, Autumn Delancy, Byron Delgado, Abdiel Gardner, David Gerdes, Christopher Gomez, Greta Grade, Diovanni Graves, Grant McKee, Tyrone Morey, Darshee Small, Brandi
CTE	9	Dessert, Marie Dopson-Ross, Yvette Figueroa, Raul Innamorato, Michael Pandy, Darrell Redding, Darvi Scott, Johnny Senquiz, Sueli Simpson, Kreshna
World Languages	4	Calzadilla, Maylin Jean, Cybil Marte, Luz Rivera, Alicia
Social Studies	3	Perez, Jorge Rodriguez, Yovan Spoonley, Holly
ESE	12	Bernard Robb, Keisha Gwekwerere, Gadziro Gwekwerere, Tamburai Hart, Demetrius Jennings, Briceida Kennedy, Devon Lange, Maribel Lozada Rivera, Amanda Patel, Bhavini Reid, Keshia Vera, Laura Wilson, Jacqueline
Deans (2)	13	Matthias, Cheyanna Wilson, Stephon

**Liberty High School
UniSIG Grant Proposed Disbursement**

Test Coordinator		Haire, Ryan
Media Specialist		Tate, Sheila
RCS – ESE		Gollab, Lezlie
ELL Program Specialist		Rivera Herrera, Nancy
School Counselors (4)		Cook, Richard Guerrier, Stephanie Rios Shepps, Lillian Santiago, Linda
College & Career Counselor		Soto, Ana
Athletic Director		Springer, Chad
Athletic Trainer		Burgess, Theresa
	Amount Allocated	\$39,650

Retention – Part D (Osceola Virtual School): \$750

Content Area	# of Teachers	Teachers
Mathematics – Algebra II (Semester 1)	1	Etienne, Joan
	Amount Allocated	\$750

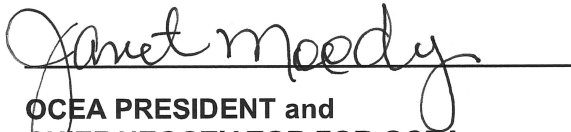
Total: \$128,250

**Liberty High School
UniSIG Grant Proposed Disbursement**

The monetary amounts and the required state VAM listed on this amendment replaces the original funds distribution in the UniSIG grant for Liberty High School dated July 25, 2023.

All other terms and conditions required to participate in the grant remain the same as incorporated in the original grant dated July 25, 2023

**OSCEOLA COUNTY
EDUCATION ASSOCIATION**

A handwritten signature in cursive script that reads "Janet Moody". The signature is written in black ink and is positioned above a solid horizontal line.

**OCEA PRESIDENT and
CHIEF NEGOTIATOR FOR OCEA**

Janet Moody

**MEMORANDUM OF UNDERSTANDING –
2023-24 Adjustments to Supplements, Instructional Employees**

Whereas, the Osceola County School Board and the Osceola County Education Association believe that rewarding instructional employees for roles within extracurricular athletic programs is beneficial to both parties;

Therefore, be it resolved that both parties agree to the following new terms and conditions:

1. Add the following new supplements to the Supplements Schedule:

- Assistant Beach Volleyball - Girls \$1,326.00 [e.g., 12 weeks; 18 Games]
- Assistant Special Olympics \$510.00
- Head Beach Volleyball - Girls \$2,320.00 [e.g., 12 weeks; 18 Games]
- Head eSports \$850.00 [e.g., per season]
- Head Special Olympics \$850.00
- Middle School Extracurricular Coach \$850.00
- OASIS School Volunteer Coordinator \$617.00

2. Remove the following obsolete supplements:

- Middle School Intramural Coach
- Middle School Flag Football Coach - Girls

3. Increase the minimum Athletic supplement amount to \$850.00, which increases the following supplements:

- Assistant Coach Competitive Cheerleading \$850.00
- Head Coach Fishing \$850.00
- Elementary School Extracurricular Coach \$850.00
- Elementary School Extracurricular Sponsor \$850.00
- Middle School Assistant Intramural Director \$850.00

4. Increase the amount of the following supplements in order to reflect the length of the seasons and the number of games more fairly using the formulas previously negotiated:

- Assistant Baseball \$2,180.00
- Assistant Flag Football \$1139.00
- Assistant Softball \$2,180.00
- Assistant Soccer \$2,180.00
- Assistant Wrestling \$2,146.00
- Head Baseball \$4,033.00
- Head Flag Football \$1,943.00
- Head Golf \$2,146.00
- Head Softball \$4,033.00
- Head Soccer \$4,033.00
- Head Wrestling \$3680.00

5. Within the section of our Contract entitled "Additional Compensation for Participation in State-Level or National-Level High School Competitions," increase the amount of following supplements to:
- Head Coach who proceeds to the State-Level Championship \$500
 - Assistant Coach who proceeds to the State-Level Championship \$250
6. Per past practice, the School District agrees that this Memorandum of Understanding shall expire one (1) calendar year from the date of tentative agreement and signature.

OSCEOLA COUNTY
SCHOOL BOARD




SUPERINTENDENT
Mark Shanoff



CHIEF NEGOTIATOR FOR OCSB
John Boyd

Date: Thursday, September 7, 2023

OSCEOLA COUNTY
EDUCATION ASSOCIATION



OCEA PRESIDENT and
CHIEF NEGOTIATOR FOR OCEA
Janet Moody

MEMORANDUM OF UNDERSTANDING

BETWEEN
THE SCHOOL DISTRICT OF OSCEOLA COUNTY, FLORIDA
AND
THE OSCEOLA COUNTY EDUCATION ASSOCIATION

UNION RIGHTS AND PRIVILEGES

This Memorandum of Understanding (MOU) temporarily amends Instructional Article 4.16 and Article IV Section G.,

The Board will establish days with pay per year for the Association to use for annual conferences, based on 4.5% of the OCEA membership on June 1 of each year. Any fraction will be rounded up to the next whole number. Withdrawal of days shall be by notification from the Association President to the Superintendent or the Superintendent's designated representative at least five (5) working days (except in cases of emergency) in advance of the leave. The Association shall provide at least fifteen (15) working days' notice when submitting a request for the release of fifteen (15) or more teachers for a single event. Notification shall include the names of the teachers to be granted leave and, except in cases of emergency, no substitutions may be made later than five (5) working days prior to the effective date of leave. Each teacher for whom leave is to be granted shall apply to the teacher's respective principal in accordance with the same five (5) working day time limit. (11/07/07)

The **SCHOOL DISTRICT OF OSCEOLA COUNTY, FLORIDA (SDOC/District)** 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.

WHEREAS the OCEA is the certified bargaining agent for the District; and, the District is the employer and party to the Teacher, and Educational Support Personnel Collective Bargaining Agreements (CBA) with the OCEA; and,

WHEREAS, Instructional CBA Article 4, and ESP Article 4, outline Association Rights and Privileges; and,

SDOC agrees to provide OCEA an additional one-hundred fifty (150) OCEA Leave days for the purpose of concerted union activities outside of the contractual 4.5% days for Association use until the agreement's expiration date. SDOC will provide the additional OCEA Leave days to the worksite administrator with the appropriate cost center, so OCEA is billed correctly.

OCEA also agrees to the following terms and conditions:

1. OCEA shall provide a list of participating employees to the Superintendent and the Chief Negotiator for the Osceola County School Board the Wednesday prior to the week for which an OCEA Leave day is requested.

2. OCEA shall pay for any substitute teachers that are required for coverage of selected employees who request and are granted OCEA Leave days during the period of this MOU;
3. In the event that a duly qualified substitute teacher is not available to be scheduled at least one (1) day in advance to provide coverage for the absence of the instructional employee, then SDOC may deny the OCEA Leave day for that individual employee.
4. OCEA Leave days may not interfere with the consistent delivery of the SDOC instructional program or student services. Specifically, this item shall mean:
 - a) Participating classroom instructional employees shall provide standards-based lesson plans for substitute teachers for each date that OCEA Leave is approved.
 - b) Participating classroom instructional employees shall ensure that requested OCEA Leave days do not conflict with scheduled Individual Education Plan (IEP) meetings or parent-teacher conferences.
 - c) No classroom instructional employee may be scheduled for more than five (5) of the additional OCEA Leave days during the period of this MOU.
 - d) No instructional employee shall be scheduled for an OCEA Leave day for any date when testing is scheduled on the Student Assessment Calendar, and the instructional employee is assigned to test administration on that date.

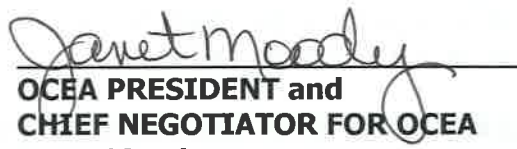
This Memorandum of Understanding will expire on May 03, 2024.

**OSCEOLA COUNTY
SCHOOL BOARD**



**SUPERINTENDENT
Mark Shanoff**

**OSCEOLA COUNTY
EDUCATION ASSOCIATION**



**OCEA PRESIDENT and
CHIEF NEGOTIATOR FOR OCEA
Janet Moody**



**CHIEF NEGOTIATOR FOR OCSB
John Boyd**

Date: Tuesday, January 23, 2024

**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

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**MEMORANDUM OF UNDERSTANDING –
2024-25 School Open Houses and Elementary School Report Card Conferences,
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. **School Open Houses** at all levels shall be scheduled on one (1) workday for up to three (3) hours during the fourth, fifth, or sixth week of the first nine weeks marking period. Instructional employees shall:
 - be required to attend;
 - receive Flex Leave as compensation for the time assigned and worked beyond the regular contractual workday;
 - sign documentation for the time assigned and worked; and
 - shall take the Flex Leave earned during one (1) of the scheduled Teacher Workdays or on a paid school day upon which both the school principal and the instructional employee mutually agree. The school principal shall be encouraged to accommodate the instructional employee where feasible.

2. **Elementary School Parent-Teacher Report Card Conferences** shall be scheduled during the second week of the second nine weeks marking period. Elementary school instructional employees shall:
 - be required to attend;
 - receive Flex Leave as compensation for the time assigned and worked beyond the regular contractual workday;
 - sign documentation for the time assigned and worked; and
 - shall take the Flex Leave earned during one (1) of the scheduled Teacher Workdays or on a paid school day upon which both the school principal and the instructional employee mutually agree. The school principal shall be encouraged to accommodate the instructional employee where feasible.

If the elementary instructional employee cannot attend the Report Card Conference, then the instructional employee shall make alternative arrangements such as personal communications with each one of their students' parents and guardians within one (1) week of the event via phone, Microsoft Teams, or equivalent during non-student contact time.

3. The school principal shall excuse an instructional employee from attending an event scheduled outside the regularly scheduled contractual workday due to extenuating circumstances beyond the instructional employee's control, including, but not limited to, an unexpected personal or family health emergency, car accident, car failure, child care/ elder care hardship, or schedule conflict with a class session for a college or university course, etc. During the event, the school principal shall provide child care for the school-aged children of instructional employees on the premises where feasible.

4. The instructional employee shall notify the school principal about extenuating circumstances beyond the instructional employee's control no later than one (1) week prior to the event except in the cases of an unexpected personal or family health emergency, car accident, or car failure.

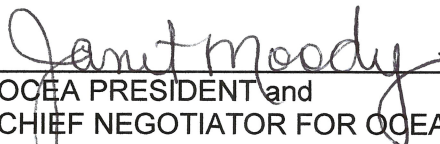
This Memorandum of Understanding will expire on **Monday, June 30, 2025**.

**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

**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**

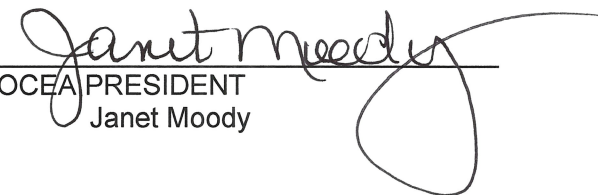


SUPERINTENDENT
Dr. Mark Shanoff



CHIEF NEGOTIATOR FOR OCSB
John Boyd

**OSCEOLA COUNTY
EDUCATION ASSOCIATION**



OCEA PRESIDENT
Janet Moody

Date: Monday, June 24, 2024

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Contract Language

- 1. Article 4.13-3 [Professional Learning Trainer Rate of Pay]**
- 2. Article 7.02-3 [Transfers]**
- 3. Article 16.02 [Credit for Years of Service for Retired Educators]**
- 4. Appendix C: Supplements [Club Allocations]**
- 5. Appendix C: Supplements [New Supplements Schedule; New Supplements; Revised Supplements]***

*This item is included within the *Salaries and Benefits Package Proposal* document.

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Tentative Agreements on Specific Contract Language, 06-13-24

1. Article 4.13-3 [Professional Learning Trainer Rate of Pay]

4.13--3 The trainer rate of pay for School District Instructional employees who provide professional development that the Department of Professional Development has approved in advance shall be \$46 per hour or the employee's regular hourly rate of pay, whichever is greater.

TA J/B TAGm

2. Article 7.02-3 [Transfers]

7.02-3 Teachers may apply at any time and will be considered for transfers at any time at the end of each quarter with at least a two (2) week window unless all parties mutually agree upon a time that is sooner. Teachers on the transfer list shall be considered first for any vacant instructional position for which they specifically apply; however, the receiving principal will make the final recommendation.

TA J/B TAGm

3. Appendix C: Supplements

(c) Extracurricular supplements for academic/service clubs that meet outside the regular student day shall be provided as follows if the following criteria are met in accordance with the formula:
...

Allocated based on population as follows:

- Elementary School – one per two hundred (200) students
- Middle/ K-8 School - one per ~~three~~two hundred (300/200) students or major fraction thereof
- High School - one per two hundred (200) students or major fraction thereof. ...

TA J/B TAGm

1. Credit for Years of Experience for Retired Instructional Employees

District's Proposal

Date of Tentative Agreement: September 07, 2023

ARTICLE XVI: PROFESSIONAL COMPENSATION

16.02 Teachers shall be paid according to the salary schedule and shall receive years of experience subject to the following criteria:

...

1. c. Retired Educators/ DROP

(1) Beginning the 2022-23 school year, Instructional employees who are hired on or after July 01, 2022, and who are receiving retirement benefits under a public or private retirement system shall receive credit for all verified years of experience for the purposes of professional compensation.

(2) Instructional employees who are eligible under the terms and conditions of Item (1), shall receive salary adjustments retroactive to the employee's start date but no earlier than July 01, 2022.

(3) Beginning the 2023-24 school year, Instructional employees who were hired before July 01, 2022, and who are receiving retirement benefits under a public or private retirement system shall receive credit for all years of experience verified per the terms and conditions in Article 16.02.1.b. of this Contract for the purposes of professional compensation.

(4) Instructional employees who are eligible under the terms and conditions of Item (3) shall receive salary adjustments retroactive to, but no earlier than, July 01, 2023.

TA 09/07/23



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2024 Florida Laws that Govern Instructional Employees' Salary Negotiations

Note: State laws are quoted in part for convenience and clarity. The titles of the state laws link to the state laws in their entirety.

1. Classroom Teacher and Other Instructional Personnel Salary Increase (CTOIPS) [formerly Teacher Salary Increase Allocation (TSIA)]

[2024-2025 General Appropriations Act (GAA), House Bill 5001 (2024); pending the Governor's signature; page 23]

"From the funds in Specific Appropriations 5 and 84, \$201,566,115 is provided for school districts and charter schools to provide salary increases to full-time classroom teachers and certified prekindergarten teachers funded in the Florida Education Finance Program (FEFP), and other instructional personnel. Each school district and charter school shall use 1.07 percent of its base FEFP funding amount as provided in HB 5001, to either (a) increase the minimum base salary reported on the school district's or charter school's performance salary schedule, as defined in section 1012.22(1)(c), Florida Statutes, to at least \$47,500 or the maximum amount achievable based on the amount the 1.07 percent generates, or (b) to provide salary increases to other full-time instructional personnel as defined in section 1012.01(2), Florida Statutes. If a school district or charter school uses all or a portion of its funds to increase the minimum base salary, no eligible full-time classroom teacher or eligible certified prekindergarten teacher shall receive a minimum base salary less than the adjusted amount."

2. Performance and Grandfather Salary Schedules

Section 1012.22(1)(c) – Public school personnel; powers and duties of the district school board, Florida Statutes

"(1)(c) Compensation and salary schedules. –

1. Definitions. – As used in this paragraph:

a. "Adjustment" means an addition to the base salary schedule that is not a bonus and becomes part of the employee's permanent base salary and shall be considered compensation under s. 121.021(22). ...

g. "Supplement" means an annual addition to the base salary for the term of the negotiated supplement as long as the employee continues his or her employment for the purpose of the supplement. A supplement does not become part of the employee's continuing base salary but shall be considered compensation under s. 121.021(22). ...

2. Cost-of-living adjustment. – A district school board may provide a cost-of-living salary adjustment if the adjustment:

a. Does not discriminate among comparable classes of employees based upon the salary schedule under which they are compensated.

b. Does not exceed 50 percent of the annual adjustment provided to instructional personnel rated as effective. ...

5. Performance salary schedule. ...

a. Base salary. – The base salary shall be established as follows:

(II) Instructional personnel, or school administrators new to the district, returning to the district after a break in service without an authorized leave of absence, or appointed for the first time to a position in the district in the capacity of instructional personnel or school administrator shall be placed on the performance salary schedule. Beginning July 1, 2021, and until such time as the minimum base salary as defined in s. 1011.62(14), equals or exceeds \$47,500, the annual increase to the minimum base salary shall not be less than 150 percent of the largest adjustment made to the salary of an employee on the grandfathered salary schedule. Thereafter, the annual increase to the minimum base salary shall not be less than 75 percent of the largest adjustment for an employee on the grandfathered salary schedule.

b. Salary adjustments. – Salary adjustments for highly effective or effective performance shall be established as follows:

(I) The annual salary adjustment under the performance salary schedule for an employee rated as highly effective must be at least 25 percent greater than the highest annual salary adjustment available to an employee of the same classification through any other salary schedule adopted by the district.

(II) The annual salary adjustment under the performance salary schedule for an employee rated as effective must be equal to at least 50 percent and no more than 75 percent of the annual adjustment provided for a highly effective employee of the same classification.

(III) A salary schedule shall not provide an annual salary adjustment for an employee who receives a rating other than highly effective or effective for the year. ...

If budget constraints in any given year limit a district school board's ability to fully fund all adopted salary schedules, the performance salary schedule shall not be reduced on the basis of total cost or the value of individual awards in a manner that is proportionally greater than reductions to any other salary schedules adopted by the district. Any compensation for longevity of service awarded to instructional personnel who are on any other salary schedule must be included in calculating the salary adjustments required by sub-subparagraph b."

Section 1011.62(14) – Funds for the operation of schools

“(14) CLASSROOM TEACHER AND OTHER INSTRUCTIONAL PERSONNEL SALARY INCREASE.—The Legislature shall annually apportion an amount of funds provided in the Florida Education Finance Program to assist school districts and charter schools in their compliance with the requirement that the minimum base salary for full-time classroom teachers, as defined in s. [1012.01\(2\)\(a\)](#), and certified prekindergarten teachers funded in the Florida Education Finance Program is at least \$47,500 or to provide salary increases to instructional personnel, as defined in s. [1012.01\(2\)\(a\)-\(d\)](#), in a manner that best meets the needs of the school district or charter school. This subsection does not apply to substitute teachers. The amount and distribution methodology for the funding shall be specified in the General Appropriations Act.

(a) The term “minimum base salary” means the lowest annual base salary reported on the salary schedule for a full-time classroom teacher. A full-time classroom teacher may not receive a salary less than the minimum base salary as adjusted by this subsection.

(b) A school district or charter school shall maintain the minimum base salary achieved for classroom teachers provided in the prior fiscal year and may not reduce the salary increases in any subsequent fiscal year.

(c) Before distributing any additional funds received over the prior fiscal year, each school district and each charter school shall develop a salary distribution plan that clearly delineates the planned distribution of funds in accordance with modified salary schedules, as necessary, for the implementation of this subsection.

1. Each school district superintendent and each charter school administrator must submit its proposed salary distribution plan to the district school board or the charter school governing body, as appropriate, for approval.
2. Each school district shall submit the approved district salary distribution plan and the approved salary distribution plan for each charter school in the district to the department by October 1 of each fiscal year.

(d) Beginning August 1, 2024, and each year thereafter, in a format specified by the department, each school district shall provide a report to the department that includes a detailed summary explaining the school district's prior year's expenditures pursuant to this subsection. The report must include the amount of the increase to the minimum base salary for classroom teachers and the school district's salary schedule for the prior fiscal year and the fiscal year in which the base salary is increased. Each charter school governing board shall submit the information required under this subparagraph to the district school board for inclusion in the school district's report to the department.

(e) Although district school boards and charter school governing boards are not precluded from bargaining over wages, the classroom teacher and other instructional personnel salary increase must be used solely to comply with the requirements of this subsection. A district school board or charter school governing board that is unable to meet the reporting requirements in paragraph (d) due to a collective bargaining impasse must provide written notification to the department or the district school board, as applicable, detailing the reasons for the impasse with a proposed timeline and details for a resolution."

3. Definition of Compensation Included within Florida Retirement System Benefits

Section 121.021(22) – Definitions [Florida Retirement System], Florida Statutes

"(22) 'Compensation' means the monthly salary paid a member by his or her employer for work performed arising from that employment.

(a) Compensation shall include: ...

3. Payments in addition to the employee's base rate of pay if all the following apply:

- a. The payments are paid according to a formal written policy that applies to all eligible employees equally;
- b. The policy provides that payments shall commence no later than the 11th year of employment;
- c. The payments are paid for as long as the employee continues his or her employment; and
- d. The payments are paid at least annually. ...

4. Limitations on Subjects of Collective Bargaining

Senate Bill 7002 – De-Regulation of Public Schools [e.g., pages 26-27, lines 744-770]

“(3)(a) Collective bargaining.—Notwithstanding provisions of chapter 447 related to district school board collective bargaining, collective bargaining may not preclude a district school board from carrying out its constitutional and statutory duties related to the following:

1. Providing incentives to effective and highly effective teachers.
2. Implementing intervention and support strategies under s. 1008.33 to address the causes of low student performance and improve student academic performance and attendance.
3. Implementing student discipline provisions required by law, including a review of a student’s abilities, past performance, behavior, and needs.
4. Implementing school safety plans and requirements.
5. Implementing staff and student recognition programs.
6. Distributing correspondence to parents, teachers, and community members related to the daily operation of schools and the district.
7. Providing any required notice or copies of information related to the district school board or district operations which is readily available on the school district’s website.
8. The school district’s calendar.

(b) Appearances before the board.—If a district school superintendent appears before the state board to provide an update under s. 1011.62(14)(e), the state board must require that the president of the collective bargaining unit that represents the school district also must appear.”

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