

**The School District of Osceola County
Salaries and Benefits Package
for the 2023-24 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: | May 18, 2023 |
| Date of Revised Proposal: | N/A |
| Date of Tentative Agreement: | May 18, 2023 |
| Contract Expiration Date: | June 30, 2024 |

(THIS PAGE HAS BEEN LEFT BLANK INTENTIONALLY.)

**Osceola County School Board Salary and Benefits Negotiations Proposal for the
2023-24 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.

1. 2023-24 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; 2023-24 General Appropriations Act; 2023-24 General Appropriations Act Implementing Bill; and the Education Conforming Bill (2023), etc.*] and the performance pay salary schedule as previously bargained, **each instructional bargaining unit employee shall receive as:**

- **a first-year employee for the 2023-24 school year = a minimum base salary of \$49,000** (which reflects a salary increase of \$500); **or**
- **an existing employee returning for the 2023-24 school year = a recurring salary increase as follows:**

Years of Experience 0 through 12

- **\$2,000, or forty (40) salary schedule levels**, for instructional employees whose final summative evaluation rating is “Highly Effective”;
- **\$1,400, or twenty-eight (28) salary schedule levels**, for instructional employees whose final summative evaluation rating is “Effective”

| Evaluation Rating | Total Amount | Salary Schedule Levels |
|---------------------------|----------------|------------------------|
| • Highly Effective | \$2,000 | 40 |
| • Grandfathered | N/A | N/A |
| • Effective | \$1,400 | 28 |

Years of Experience 13 and Above

- **\$2,500, or fifty (50) salary schedule levels**, for instructional employees whose final summative evaluation rating is “Highly Effective”;
- **\$1,500, or thirty (30) salary schedule levels**, for instructional employees who are Grandfathered (Professional Service Contract or Continuing Contract status) and whose final summative evaluation rating is either “Highly Effective” or “Effective” **[NOTE: No change in contract status is required.]**; or
- **\$1,500, or thirty (30) salary schedule levels**, for instructional employees whose final summative evaluation rating is “Effective”

| Evaluation Rating | Total Amount | Salary Schedule Levels |
|---------------------------|----------------|------------------------|
| • Highly Effective | \$2,500 | 50 |
| • Grandfathered | \$1,500 | 30 |
| • Effective | \$1,500 | 30 |

- The recurrence of these 2023-24 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; and

2. Design changes to our School District’s major medical Health Insurance Plan [attachment] that:

- continues to provide our employees with health insurance coverage options, including a no-cost option for the individual employee;
- implements innovations and enhancements to provide cost-savings and new choices for our employees and their families; and
- ensures our Health Benefits Trust Fund remains fiscally solvent to serve our employees during uncertain economic times;

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

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 August 24, 2022.

- **Memoranda of Understanding**
 - *2022-23 Uni-SIG Grant Impact [Central Avenue Elementary School and Highlands Elementary School]*
 - *2022-23 One-Time, Non-Recurring Inflation Supplement*
 - *2023-24 Uni-SIG Grant Impact [Central Avenue Elementary School and Highlands Elementary School]*
 - *2023-24 Uni-SIG Grant Impact [Liberty High School]*
 - *2023-24 Flex Day*
- **Contract Language**
 - *Article 16.02 [Credit for Years of Service for Retired Educators]*
 - *Appendix A-1 – Adjunct Hourly Pay Schedule*
 - *Pallbearer-Bereavement Leave*

All calculations and payments of the items within this tentative agreement for eligible instructional employees shall be paid no earlier than two (2) pay periods after the date of ratification of this tentative agreement by both parties and shall be retroactive to July 01, 2023.

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.

TENTATIVE APPROVAL

**OSCEOLA COUNTY SCHOOL BOARD
(OCSB)**

**OSCEOLA COUNTY EDUCATION
ASSOCIATION (OCEA)**

CHIEF NEGOTIATOR FOR OCSB
John Boyd

OCEA PRESIDENT
Lare Allen

CHIEF NEGOTIATOR FOR OCEA
Janet Moody

Date: May 18, 2023

**School District of Osceola County
Plan Design Options for 10-1-2023**

| | PLAN 1 | | | PLAN 2 | | | PLAN 3 | | |
|--|--|-------------------------------|-------------------------------|------------------------------|------------------------|------------------------|-----------------------------|------------------------|-------------------------------|
| | Health Center Plan with Tiers 1&2 Only | | | Proposed Essential Plan | | | Proposed Advantage Plan | | |
| | Tier 1 | Tier 2 | Tier 3 | Tier 1 | Tier 2 | Tier 3 | Tier 1 | Tier 2 | Tier 3 |
| PCP - Health Center | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| Telemedicine | \$0 | \$0 | Not Covered | \$0 | \$0 | Not Covered | \$0 | \$0 | Not Covered |
| PCP | N/A | \$40 | Ded/Co-Ins | \$20 | \$40 | Ded/Co-Ins | \$15 | \$25 | \$30 |
| Specialist | \$30 | \$80 | Ded/Co-Ins | \$40 | \$80 | Ded/Co-Ins | \$40 | \$50 | \$60 |
| Referral Needed to Specialist? | Yes | No | No | No | No | No | No | No | No |
| Urgent Care | \$45 | \$45 | Ded/Co-Ins | \$45 | \$45 | Ded/Co-Ins | \$45 | \$45 | Ded/Co-Ins |
| Emergency Room | \$400 copay (waived if admitted) | Ded/Co-Ins | Ded/Co-Ins | Ded/Co-Ins | Ded/Co-Ins | Ded/Co-Ins | Ded/Co-Ins | Ded/Co-Ins | Ded/Co-Ins |
| Labwork at independent lab | any facility | any facility | any facility | any facility | any facility | any facility | any facility | any facility | any facility |
| Labwork all other facilities | \$0 (Health Center, Quest or LabCorp only) | 30% no Deductible | 30% no Deductible | \$10 (Ex. Quest Diagnostics) | 30% no Deductible | 30% no Deductible | \$5 (Ex. Quest Diagnostics) | 25% no Deductible | 25% no Deductible |
| Advanced Imaging | 80% No Deductible | Ded/Co-Ins | Ded/Co-Ins | Ded/Co-Ins | Ded/Co-Ins | Ded/Co-Ins | Ded/Co-Ins | Ded/Co-Ins | Ded/Co-Ins |
| Advanced Imaging through Green Imaging | Ded/Co-Ins | Ded/Co-Ins | Ded/Co-Ins | Ded/Co-Ins | Ded/Co-Ins | Ded/Co-Ins | Ded/Co-Ins | Ded/Co-Ins | Ded/Co-Ins |
| Deductible | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| Co-Insurance | \$500 / \$1,000 | \$1,250/\$2,500 | \$1,250/\$2,500 | \$900 / \$1,800 | \$1,250/\$2,500 | \$1,250/\$2,500 | \$600/\$1,200 | \$950/\$1,900 | \$950/\$1,900 |
| Maximum Out of Pocket | 20% | 30% | 30% | 30% | 30% | 30% | 25% | 25% | 25% |
| RX | \$4,000/\$8,000 | \$6,300/\$13,600 | \$6,300/\$13,600 | \$5,000/\$10,000 | \$6,300/\$13,600 | \$6,300/\$13,600 | \$4,000/\$8,000 | \$6,700 / \$12,400 | \$6,700 / \$12,400 |
| Deductible | Prescriptions Unlimited Only | Non-Preferred Pharmacy | Non-Preferred Pharmacy | Preferred Pharmacy | Non-Preferred Pharmacy | Non-Preferred Pharmacy | Preferred Pharmacy | Non-Preferred Pharmacy | Non-Preferred Pharmacy |
| Generics Obtained at Health Center | No Deductible | waived for preferred generics | waived for preferred generics | No Deductible | \$300 | \$300 | No Deductible | \$75 | waived for preferred generics |
| Preferred Generic | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| Preferred Brand | \$45 | 20% up to \$75 | 20% up to \$75 | \$45 | 20% up to \$75 | 20% up to \$75 | \$40 | \$10 | \$10 |
| Non-Preferred Brand | 50% up to \$150 | 50% up to \$200 | 50% up to \$200 | 50% up to \$150 | 50% up to \$200 | 50% up to \$200 | 50% up to \$125 | 20% up to \$50 | 50% up to \$150 |
| Specialty | \$75 | Not Covered | Not Covered | 50% up to \$200 | Not Covered | Not Covered | 50% up to \$200 | Not Covered | Not Covered |
| International Program with Elect Rx | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |

Remove Advent Health from Tier 3 RBP for all plans

