

# The School District of Osceola County Salaries and Benefits Package

between the  
School Board of Osceola County, Florida, (OCSB)  
and the  
Osceola County Education Association (OCEA),

for

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



**Date: April 08, 2021**

(THIS PAGE HAS BEEN LEFT BLANK INTENTIONALLY.)

**Osceola County School Board Salary and Benefits Negotiations Proposal for the 2020-21, 2021-22, and 2022-23 School Years for the Education Staff Professionals (ESP) Professional Support Staff Employees Bargaining Unit**

Recognizing the need to reward employees for their hard work despite very limited resources during unprecedented circumstances, the School Board commits to provide Osceola County Education Staff Professionals (ESP) Professional Support Staff Employees Bargaining Unit employees the following firm offer of enumerated incentives that are contingent upon each other as a single package.

**1. 2020-21 School Year Salary Negotiations**

- One-time, non-recurring supplement per ESP bargaining unit employee equal to the greater of \$700.00 or three percent (3%) of the employee's annual base salary;
- Two (2) additional paid non-work days for twelve (12) month employees [e.g., Rodeo Day and one (1) additional day during Spring Break] in appreciation for the diligence of our twelve (12) month employees who have worked throughout the pandemic, including during the spring school closure period;

**2. 2021-22 School Year Salary Negotiations**

- \$0.30 cents per hour salary increase for each ESP bargaining unit employee;

**3. 2022-23 School Year Salary Negotiations**

- One-time, non-recurring supplement per ESP bargaining unit employee of \$750.00;
- One-time, one-paycheck benefits premium deduction holiday per ESP bargaining unit employee;
- Both parties agree to return to salary negotiations for the 2022-23 school year if the change in the available unrestricted Florida Education Finance Program (FEFP) per student funding is greater than two percent (2%);

**4. Design changes to our School District's major medical Health Insurance Plan that:**

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

5. **Flexible Spending Account Match** where the School Board shall match the employee's FSA savings of \$750 or more with a contribution of \$250 in order to assist the employee toward the employee's deductible;
6. **Continued commitment to our School District's *Center for Employee Health***;
7. **Revised 2020-21 Contract** that includes tentatively approved Memoranda of Understanding and contract language:
  - **2020-21 Memoranda of Understanding**
    1. *Additional Pre-Planning Day*
    2. *Safe Return to School*
    3. *Union-Management Meetings (UMMs)*
  - **2020-21 Contract Language**
    1. *Article II: Miscellaneous Provisions, Section F. Employee Dress*
  - **2019-20 Memoranda of Understanding**
    1. *Cost-Saving Innovations to the Health Insurance Benefits Plan*
    2. *Florida Best and Brightest Teacher Program*
    3. *Health Insurance Benefits Plan Design*
    4. *SIG4 Grant Impact*
    5. *Union-Management Meetings*
  - **2019-20 Contract Language**  
N/A

While these documents were negotiated separately on different dates throughout the 2019-2020 and 2020-21 school years, the Memoranda of Understanding and contract language documents shall be considered as part of this salary and benefits proposal for the purposes of clarity for their ratification.

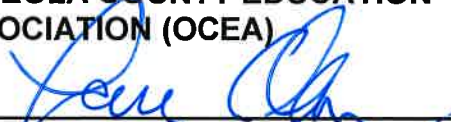
**TENTATIVE APPROVAL**

OSCEOLA COUNTY SCHOOL BOARD  
(OCSB)



CHIEF NEGOTIATOR FOR OCSB  
John Boyd

OSCEOLA COUNTY EDUCATION  
ASSOCIATION (OCEA)



OCEA PRESIDENT  
Lare Allen



CHIEF NEGOTIATOR FOR OCEA  
Barbara Gleason

**Date: April 08, 2021**