

# **RATIFICATION PACKET**

## **EDUCATION STAFF PROFESSIONALS (ESP) EMPLOYEES CONTRACT**

### **TENTATIVE AGREEMENTS**

**BETWEEN**

**THE SCHOOL BOARD OF OSCEOLA COUNTY, FLORIDA (OCSB)**

**AND**

**THE OSCEOLA COUNTY EDUCATION ASSOCIATION (OCEA)**



***July 01, 2023, through June 30, 2024***

**Tentative Agreement, July 12, 2023**

***Pending Ratification by Both Parties***

**Effective July 01, 2023**

**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 **2023-24** School Year**

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

**for**

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



**Date of Original Proposal:**

**May 18, 2023**

**Date of Revised Proposal:**

**July 12, 2023**

**Date of Tentative Agreement:**

**July 12, 2023**

**Contract Expiration Date:**

**June 30, 2024**

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**Osceola County School Board Salary and Benefits Negotiations Proposal for the  
2023-24 School Year for the Education Staff Professionals (ESP)  
Professional Support Staff Employees Bargaining Unit**

Recognizing the need to reward employees for their hard work despite 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. 2023-24 School Year Salary Negotiations**

- **Cost of Living Adjustment (COLA) equal to 5% of each individual currently employed Education Staff Professionals (ESP) employee's minimum base salary within our existing salary schedule;**

**2. Design changes to our School District's major medical Health Insurance Plan [attachment] 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;

**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 31, 2022:**

- **2023-24 Memoranda of Understanding**
  - *2022-23 One-Time, Non-Recurring Inflation Supplement*
- **2023-24 Contract Language**
  - *Article IV.C. Information and Reports*
  - *Article XIII.M. Professional Development Stipend*

*In-service training and planning on a non-duty day will be compensated at a minimum of \$70 for a three (3) hour day and \$140 for a six (6) hour day, provided the funding is available. Non-monetary consideration in lieu of the above may be agreed to between the administrator and the employee. This provision shall apply to compensate employees newly hired to the*



School District for work performed prior to the start of their contract. Such payment shall be authorized only upon successful completion, including all work submitted.

o Article XV.L. Pallbearer-Bereavement Leave

The school principal or any department head is authorized to approve any employee's request to serve as a pallbearer or to attend the funeral of a member of their immediate family (e.g., spouse, sibling, child, parent, parent-in-law, grandparent, grandparent-in-law, domestic partner, or other member of the employee's immediate household). This leave time shall be in addition to the employee's sick leave.

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

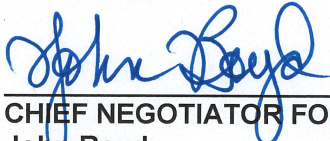
Pursuant to Article XVIII: Term of Contract of our collective bargaining agreement, both parties continue to agree that Contract Articles, specific paragraphs, or new issues may be opened, bargained, ratified, and implemented throughout the fiscal year.

**TENTATIVE APPROVAL**

OSCEOLA COUNTY SCHOOL BOARD  
(OCSB)

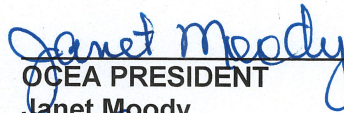


SUPERINTENDENT  
Mark Shanoff

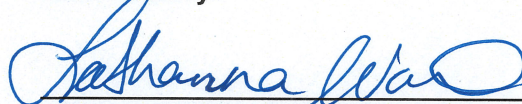


CHIEF NEGOTIATOR FOR OCSB  
John Boyd

OSCEOLA COUNTY EDUCATION  
ASSOCIATION (OCEA)



OCEA PRESIDENT  
Janet Moody



CHIEF NEGOTIATOR FOR OCEA  
LaShanna Ward

**Date: July 12, 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	\$300 waived for preferred generics	\$300 waived for preferred generics	No Deductible	\$300 waived for preferred generics	\$300 waived for preferred generics	No Deductible	\$75 waived for preferred generics	\$75 waived for preferred generics
Preferred Generic	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Preferred Brand	\$45	\$10	\$10	\$6	\$10	\$10	\$5	\$10	\$10
Non-Preferred Brand	50% up to \$150	20% up to \$75	20% up to \$75	\$45	20% up to \$75	20% up to \$75	\$40	20% up to \$50	20% up to \$50
Specialty	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	50% up to \$150	50% up to \$150
International Program with Elect Rx	\$75	Not Covered	Not Covered	50% up to \$200	Not Covered	Not Covered	50% up to \$200	Not Covered	Not Covered
	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

**Remove Advent Health from Tier 3 RBP for all plans**





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# **Memoranda of Understanding, 2023-24**

## ***1. 2022-23 One-Time Non-Recurring Inflation Supplement***

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**MEMORANDUM OF UNDERSTANDING –  
2022-23 One-Time, Non-Recurring Inflation Supplement,  
Education Staff Professionals Employees**

Whereas, the School District of Osceola County, Florida, (SDOC) 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 Education Staff Professionals employees; and

Whereas, both parties reached tentative agreement upon salaries and benefits for Education Staff Professionals employees for the current 2022-23 school year on May 25, 2022, and ratified this agreement on August 31, 2022, pursuant to related state law;

Whereas, both parties agree that these ratified salaries and benefits for Education Staff Professionals employees for the current 2022-23 school year have been paid on an ongoing basis since the employee's first workday of this current 2022-23 school year;

Whereas, both parties recognize the profound effect that recent inflation has had upon the household budgets of all SDOC employees; and

Whereas, both parties recognize the need to provide School District employees with additional compensation as feasible in a timely and fiscally responsible manner;

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

1. Management shall provide a **one-time, non-recurring inflation supplement in the amount of \$1,000** for each Education Staff Professionals employee who is employed with the School District on the date that both parties reach tentative agreement and sign this Memorandum of Understanding;
2. Payment of this supplement to eligible Education Staff Professionals employees shall be made no later than two (2) pay periods after the date of this Memorandum of Understanding; and
3. The funding source for this supplement shall be the School District's existing Elementary and Secondary School Emergency Relief (ESSER) and American Rescue Plan (ARP) funds that expire September 30, 2024;
4. This one-time, non-recurring inflation supplement is in addition to and does not replace the negotiation of recurring salaries and benefits for the 2023-24 school year;
5. Both parties shall return to the bargaining table for the purpose of negotiations of the Cost of Living Adjustment (COLA), salaries, and benefits for the 2023-24 school year no later than May 31, 2023.
6. The above terms and conditions shall expire on June 30, 2024.

**OSCEOLA COUNTY  
SCHOOL BOARD**

\_\_\_\_\_  
SUPERINTENDENT

Debra Pace

  
\_\_\_\_\_  
CHIEF NEGOTIATOR FOR OCSB

John Boyd

**OSCEOLA COUNTY  
EDUCATION ASSOCIATION**

\_\_\_\_\_  
OCEA PRESIDENT

Lare Allen

  
\_\_\_\_\_  
CHIEF NEGOTIATOR FOR OCEA

Barbara Gleason

**Date: April 27, 2023**

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# **Contract Language, 2023-24**

***1. Article IV.C. Information and Reports***

***2. Article XV.L. Pallbearer/ Bereavement Leave\****

***3. Article XIII.M. Professional Development Stipend\****

*\*These items are included within the **Salaries and Benefits Package Proposal** document.*

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- o [http://myfloridalegal.com/webfiles.nsf/WF/MNOS-B9QQ79/\\$file/SunshineManual.pdf](http://myfloridalegal.com/webfiles.nsf/WF/MNOS-B9QQ79/$file/SunshineManual.pdf)

**SDOC Counter-Proposal**

**Date:** October 20, 2022; November 17, 2022; January 19, 2022

**Article IV: Association Rights**

**Section C. Information and Reports**

1. The Board agrees to furnish a copy of any Board-related public document requested by the Association in writing at the cost established in state law. The Board further agrees to provide the Association electronic access to public documents in connection with Board meetings, including access to the Board agenda and supplemental packet, (excluding employee application and reference forms) through the School District's public website at no charge. In addition, pursuant to *Chapter 119 – Public Records, Florida Statutes*, the Board shall provide the Association access to all existing public records not exempted by Florida Statutes within a reasonable timeframe of such request. The School Board directory will be supplied to the Association electronically without cost no later than ten (10) days following the first employees' payday.
2. The Board will provide the Association with the names and addresses of all new bargaining unit employees and all retiring bargaining unit employees quarterly.

TA JB 01/19/23  
TA by 1/19/23  
TA [Signature] 1/19/23

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