

MEMORANDUM OF UNDERSTANDING
2022-2023 One-Time, Non-Recurring Inflation Supplement
Education Staff Professional Employees

Considering that 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 Professional Employees, and

Since both parties reached tentative agreement upon salaries and benefits for Education Staff Professional Employees for the current 2022-2023 school year on May 26, 2022, and ratified this agreement on August 24, 2022;

And both parties agree that these ratified salaries and benefits for the Education Staff Professional Employees for the current 2022-2023 school year have been paid on an ongoing basis since the employee's first workday of the current 2022-2023 school year;

Since both parties recognize the profound effect that recent inflation has had upon the household budgets of ALL Education Staff Professionals; and

And 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:

- SDOC shall provide a one-time, not-recurring inflation supplement in the amount of \$2000 for each Education Staff Professional who is currently employed with the School District on the date that both parties reach tentative agreement and sign this Memorandum of Understanding (Current ESPs shall include those who are on approved leave, but are schedule to return to the district by the 2023-24 school year);
- Payment of this supplement to eligible Education Staff Professional Employees shall be made no later than two pay periods after the date of this Memorandum of Understanding; and
- 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 which expire September 30, 2024;
- This one-time non-recurring inflation supplement is in addition to and does not replace the negotiation of recurring salaries and benefits for the 2023-2024 school year;
- Both parties shall return to the bargaining table for the purpose of negotiations of Cost-of-Living Adjustment, wages, hours, terms, and conditions of employment.
- The above terms and conditions shall expire on September 30, 2024.

OSCEOLA COUNTY SCHOOL BOARD

SUPERINTENDENT
Debra Pace

CHIEF NEGOTIATOR FOR OCSB
John Boyd
DATE: **April 20, 2023**

OSCEOLA COUNTY EDUCATION ASSOCIATION

OCEA PRESIDENT
Lare Allen

CHIEF NEGOTIATOR FOR OCEA
Barbara Gleason

ARTICLE IX: RIGHT OF REPRESENTATION

~~If an employee has a reasonable belief that the discipline or discharge may result from what the employee says, the employee has the right to request Union representation. Employees may request three (3) working days to contact and obtain representation for the meeting.~~

All Education Staff Professional Employees (ESP) shall have the right to Association representation, when requested by the employee, at all meetings with the ESP, concerning the employee's job. An ESP may request three (3) working days to contact and arrange representation for the meeting.

ESPs shall have the right to call upon any representative(s) to aid and assist in any level(s) of the grievance procedure. The grievant, the grievant's representative(s), and the Association shall have the right to be present at all levels.