

**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)**

**OSCEOLA COUNTY EDUCATION
ASSOCIATION (OCEA)**

SUPERINTENDENT
Mark Shanoff

OCEA PRESIDENT
Janet Moody

CHIEF NEGOTIATOR FOR OCSB
John Boyd

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%
	\$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
RX	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
Deductible	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
Generics Obtained at Health Center	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Preferred Generic	\$0	\$10	\$10	\$6	\$10	\$10	\$5	\$10	\$10
Preferred Brand	\$45	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
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	50% up to \$150	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

