

**The Osceola County Education Association
Maternity Leave and Supplemental Positions Proposals
for the **2024-2025** 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:

April 11, 2024

Paid Maternity Leave Proposal

Rationale/Summary:

According to the National Center for Education Statistics women make up 77 percent of the teacher population. Education is undoubtedly a female dominated profession. Due to this fact, it would be a great strategy for districts, such as ours, to provide specific benefits that would retain and attract women specifically.

The financial strain created by having a child with our current leave structure and health insurance shortcomings puts our employees in a situation where they are more likely to look elsewhere for career opportunities. By providing for **8 weeks of paid maternity leave** we will encourage the following outcomes.

1. Decrease the probability that mother or child is rehospitalized because of the employee returning to work too soon
2. Increase the probability that the employee returns to work and stays with our district for a longer duration
3. Increase our success in talent acquisition by marketing a benefit that other school districts are not offering
4. Increase the economic security of our employees and children in our community

OCEA believes that this initiative will not only be beneficial to the health of our employees but also for the health of the district. OCEA also believes that this benefit will prove to be cost-neutral over time and not put a financial strain on the district while simultaneously taking financial strain off our employees starting and expanding their families. Ultimately, the most significant reason to adopt and approve this proposal is because it is the right thing to do.

Employee Cost Scenario:

If a member of our instructional staff who has a salary of \$52,000 takes their 12 weeks of FMLA (unpaid), utilizes 6 weeks of their short term disability insurance at 67% of their pay and is fortunate enough to be able to take 10 sick days, their lost income would be the following cost.

12 weeks salary: -\$13,000

10 sick days (2 weeks): + \$2,166.67

6 weeks short term dis @ 67%: + \$4,355

Lost income in this scenario: \$6,479

This loss of income as they start the life of a child is unacceptable. This is not including the cost of medical bills, etc. When adding prenatal care and medical bills of the mother and child many of our employees are hitting their out of pocket maximum. This drives the total cost of having a

child easily over \$10,000. We can mitigate the financial impact through providing 8 weeks paid maternity leave.

Costs associated with this proposal:

Based on data provided by Risk and Benefits, the number of employees submitting claims related to pregnancy/childbirth over the last 6 years is as follows:

2017-18: **75**
2018-19: **78**
2019-20: **91**
2020-21: **68**
2021-22: **68**
2022-23: **88**

This is data including all employees, not just instructional staff. Therefore the numbers would likely be less than if only including employees in the Instructional bargaining unit.

The following cost has been calculated if **80 instructional** employees utilize this benefit at a \$52,000 salary

Approximate maximum cost of the paid out 8 weeks of pay: **\$693,333**

Cost Savings

There would still be 4 weeks of unpaid salary not being paid which was already budgeted for.

Unpaid Salary: **\$346,560**

There will be other long-term cost savings associated with employee retention and externalized costs to the health insurance plan associated with rehospitization.

Annual new budgetary impact: \$346,773

Things to consider other than annual cost

- According to the Institute for Women's Policy Research, mothers who used paid leave had only a 2.6% probability of quitting their job and a 92.3% probability of returning to the same employer after birth. In comparison, mothers who did not utilize paid leave had a 34.3% probability of quitting their job and a 73.3% of working for the same employer post-birth.
 - **This data suggests that offering this benefit will have a positive impact on employee retention. This cost savings associated with less turnover is well documented in labor statistics. Based on this data combined with the data provided by Risk and Benefits the estimated annual cost savings associated with less turnover would be approximately \$110,000.**
- According to the National Library of Medicine, women who took paid maternity leave experienced a 47% decrease in the odds of infant and maternal re-hospitalization
 - **This data suggests that we can not only increase the probabilities of good health outcomes for new mothers and babies by providing paid maternity leave, but we can also save on healthcare costs by reducing the probability of re-hospitalization.**
- The employee cost scenario provided on page one would be mitigated to a large degree by this benefit. In fact, if an employee used 10 sick days, the short-term disability insurance and their 8 weeks paid maternity leave, they would have a wage surplus of about \$1,700 (which would help pay for medical costs). If an employee did not have any sick days, they would lose only \$430 dollars in lost wages due to their pregnancy.

The average woman has two children. That would mean that they would be paid 16 total weeks of maternity leave, assuming they had both children while employed by SDOC. If our goal is to keep people here for their whole career, then 16 weeks in exchange for 30 years of service is not a bad deal at all for district management.

We should be trying to empower our employees to provide for a healthy home- life. If we do that, they will undoubtedly be more productive when at work, have increased morale, and be more likely to make Osceola County School District their 30 year career "home"!

Curriculum Supplements Proposal

Rationale: Student engagement in extra-curricular activities is one of the foundational components of a high achieving public school system. One way to increase involvement is through academic, athletic, and arts special programs before and after school hours. For these programs to be successful and holistically engaging for young people, we must have committed adults who are compensated with fair and competitive supplements.

NAME	CURRENT PAY	PROPOSED
Elementary Grade Level Chair	\$617	\$850
Elementary Yearbook Sponsor	\$617	\$850
Elementary School Academic Competition Bowl		\$850
Middle School Academic Competition Bowl Sponsor	\$617	\$850
Middle School Department Chair	\$617	\$850
Middle School Grade-Level Chair	\$617	\$850
Middle School Newspaper Sponsor	\$823	\$1,000
Middle School Yearbook Sponsor	\$1,028	\$1,200
Middle School Extra-curricular Coach	\$617	\$850
Middle School Honor Society	\$617	\$850
High School Department Chair	\$617	\$850
High School Class Sponsor	\$617	\$850
High School National Honor Society Sponsor	\$823	\$1,000
High School Newspaper Sponsor	\$1,028	\$1,200
High School Yearbook Sponsor	\$1,645	\$2,000
High School Student Council	\$617	\$850
High School Speech & Debates/Forensics	\$617	\$850
High School Academic Competition Bowl Sponsor	\$617	\$850
HOSA - Future Health Professionals is a Career and Technical Student Organization		\$850
Behavioral Center Lead	\$1028	\$1,500
Behavioral Center Teacher, ESE	\$1,500	\$2000
Behavioral Center Teacher, non-ESE	\$617	\$1,000
Teacher (DJJ and OASIS)	\$1,028	\$1,500
Green Champion	\$617	\$800
First Aid	\$500	\$600
Virtual teacher expenses		\$1,000
Speech Pathologist/Audiologist	\$1,500	\$1,800
ESE Teacher (Excluding Gifted) VE	\$1,500	\$1,800
Health Champions	\$617	\$700
ESE Grade Chair	\$0	\$850
ESE Teacher Self-Contained **	\$0	\$2,500
ESE Teacher Gifted Teachers	\$0	\$850
Hourly rate OPS Contract up to 3 hours for each EP or Transition Plan created,		Hourly rate OPS Contract up to 3 hours for each EP or Transition Plan created,
Action Teams/ School Committees Lead	\$0	\$500
PLT Grade level Lead Including Essentials/Block	\$0	\$850
PLC Schoolwide Lead	\$0	\$850
AVID Coordinator	\$0	\$500
XELLO Coordinator	\$0	\$300
Social Worker	\$0	\$1,500
Wellness Coordinator	\$617	\$650

Elementary existing supplements Middle existing supplements High existing supplements

New Proposals OPS contract to Gifted Teachers for EP/Transition Planning time

Leadership Supplement Proposal

Appendix C

Recognizing that the welfare and needs of students have always been the priority, school administrators build a leadership team. A leadership team is an internal group of professionals with clear priorities, goals, and vision for the betterment of each school, students, educators, and personnel. This team includes, but is not limited to: Deans, Instructional Reading, Math, and Science Coaches, Testing Coordinators, Counselors, Media Center Specialists, ESOL Compliance Specialists, MTSS Coaches, Instructional Mentors, Resource Compliance Specialists. This team not only performs their daily duties according to their job descriptions, but also support the vision of the Administrators by carrying out the School Improvement Plan by developing, planning, executing, and revising goals throughout the Stock-Take process. These extra responsibilities will be compensated with a leadership supplement for the rates below.

This supplement is not intended to cover duties outside of regular contract hours. In the event that leadership is assigned to supervise activities, duties, games, etc., an OPS contract for the hourly rate of pay shall be provided. Duties shall be divided evenly amongst all leadership team.

Leadership Supplement		PROPOSED
SFTE 800 or Less		\$1,500
SFTE 801 to 1200		\$1,600
SFTE 1201 to 1600		\$1,700
SFTE 1601 to 2000		\$1,800
SFTE 2001 >		\$2,000

Club Allocation Proposal

Appendix C

(c) Extracurricular supplements for academic/service clubs that meet outside the regular student day shall be provided as follows if the following criteria are met in accordance with the formula:

- (1) Scheduled meetings - Must hold at least two meetings a month during the months of September to May outside the normal student day.
- (2) Competition - Must make reasonable efforts to compete in School District and State Competition if available.
- (3) Community Involvement - Must demonstrate community involvement if a service club.
- (4) Active Membership - Must have at least twenty (20) members with an average meeting attendance of ten (10).
- (5) School Service - Must provide at least one school project during the year.
- (6) Charter and Bylaws - All extracurricular/service clubs must have on file, in the principal's office, a copy of their bylaws and/or standing rules. If applicable, they must have an approved charter and bylaws in compliance with State and National requirements.

A summary report indicating compliance with the above items must be on file in the principal's office prior to the issuance of the final supplement check.

A teacher may not receive any more than two supplements in the extracurricular area.

A committee at each school, including one building level administrator, will determine the clubs at their school that meet all the applicable criteria.

Allocated based on population as follows:

~~Middle School—one per 300 students or major fraction thereof~~

~~High School—one per 200 students or major fraction thereof~~

Elementary School- one per 100 students or major fraction thereof

Middle School - one per 100 students or major fraction thereof

High School - one per 100 students or major fraction thereof

Supplement Dismissal Proposal

16.05

Vacant salary supplement positions listed in Appendix C shall be listed in the weekly Vacancy Posting and shall first be offered to teachers in the bargaining unit. Other regularly employed personnel in the School District may be afforded the opportunity to receive a supplement if such positions are unfilled. If coaching positions remain unfilled, individuals from the community who meet employee requirements may receive supplements. If a teacher resigns or separates employment for any reason before completing the duties required to receive the supplement, an adjustment shall be made on the last paycheck. If the teacher had completed all the requirements for the supplement, the unpaid balance shall be included in the last paycheck. **Dismissal from a supplemental position during the school year will be for just cause.**

Advanced Degree Supplement Proposal

Appendix A (Salary Schedule)

Rationale: Educators who pursue advance degrees have more fulfilling, impactful roles, and many of them could become leaders in their field. These educators are committed to gain deeper knowledge in their profession. Their effort shall be compensated accordingly with an advanced degree supplement for the rates below.

Degree	Current Supplement	Proposed
Master’s Degree	\$2,900	\$3,400
Specialist’s Degree	\$4,185	\$4,685
Doctorate’s Degree	\$5,685	\$6,185

Critical Needs Supplement Proposal

Pursuant to Florida Statute 1012.22, the district shall provide an additional pay supplement of no less than \$10.00 per paycheck (over 24 paychecks) for eligible teachers in the following categories earning regular wages in an active pay status:

- a) assignment to a Title I eligible school;
- b) certification and teaching in named critical shortage areas as identified by district staffing needs and per state list;
- c) and assignment of additional academic responsibilities.

Instructional employees who receive an alternative supplement for these same duties shall receive the greater of the two amounts.

Pallbearer/ Bereavement Leave Proposal

Rationale: The purpose is to clarify previously negotiated language and ensure that our language for the instructional contract lines up with the proposed language for the ESP contract.

10.11

~~The school principal or 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.~~

An employee may be granted up to three (3) additional paid days of Bereavement Leave for the death of an immediate family member as defined in sick leave. Bereavement Leave is not transferrable or accruable and must be used within 30 days of the death. Application shall be made to the immediate supervisor in advance whenever possible. Employees must provide a copy of the obituary, funeral notice, or other satisfactory document attached to the Employee Application for Leave Form. Details about the family member's relationship may be required. Two additional paid days of Bereavement Leave may be granted when the family member resided out of state.