

Counter Proposal Rationale

Retention Supplement

Starting Salary: \$49,500 (\$500 increase)

Years of Experience	Percent Raise	Total Number of Employees as of 3.15.24	Total Cost (Added)
0	1%	437	\$291,467
1-4	3%	1,115	\$2,353,245
5-9	4.5%	745	\$2,292,914
10+	7%	2,044	\$10,221,400

Total Cost (including payroll taxes and retirement): \$15,159,026

Performance Pay

Performance	Amount	% of Total 4,341 Instructional Employees	Total Cost (Added)
Highly Effective	\$600	35%	\$912,000
Grandfathered Effective	\$450	65%	\$1,269,450
	\$450		

Total Cost (including payroll taxes and retirement): \$2,465,038

Total Cost of Entire Salary Counter Proposal: \$17,624,064

1. 2024-25 Salary Negotiations

- In accordance with the requirements of state law [e.g., Sections 1011.62, 1012.01, 1012.02, 1012.22, and 1012.34, *Florida Statutes*; 2024-25 General Appropriations Act; 2024-25 General Appropriations Act Implementing Bill; and the Education Conforming Bill (2024), or equivalent bills, etc.] and the performance pay salary schedule as previously bargained, **each instructional bargaining unit employee shall receive as:**
 - **a first-year employee for the 2024-25 school year = a minimum base salary of ~~\$50,000~~ \$49,500** (which reflects a salary increase of \$1,000 **\$500**); **or**
 - **an existing employee returning for the 2024-25 school year = a recurring salary increase as follows:**
 - **~~\$1,000, \$600 or twelve (12) twenty (20)~~ salary schedule levels**, for instructional employees who were hired on or after July 01, 2011, and have annual contract status per Section 1012.335, *Florida Statutes*, and whose final summative evaluation rating is “**Highly Effective**”;
 - **~~\$750, \$450 or nine (9) or fifteen (15)~~ salary schedule levels**, for instructional employees who were hired on or after July 01, 2011, and have annual contract status per Section 1012.335, *Florida Statutes*, and whose final summative evaluation rating is “**Effective**”;
 - **~~\$750, \$450 or nine (9) or fifteen (15))~~ salary schedule levels**, for instructional employees who were hired prior to July 01, 2011, and have **grandfathered** contract status (e.g., Continuing Contract or Professional Services Contract status) per Section 1012.33, *Florida Statutes*, and who do not relinquish grandfathered contract status and do not opt into the performance salary schedule;

Evaluation Rating	Total Amount	Salary Schedule Levels
• Highly Effective	\$1,000 \$600	20-12
• Grandfathered	\$750 \$450	15-9
• Effective	\$750 \$450	15-9

- ~~The recurrence of these 2024-25 salary increases for eligible instructional employees are subject to and dependent upon the renewal of the Teacher Salary Increase Allocation or its designated equivalent as appropriated by the Florida Legislature each subsequent school/ fiscal year per state law;~~

- **Recurring Retention Supplement**

The School Board recognizes the need to reward and retain instructional employees who continue employment with the School District and offers a consecutive recurring retention supplement that is:

Years of Experience	Percent Raise
0	1%
1-4	3%
5-9	4.5%
10+	7%

- ~~○ equal to 3% of each individual currently employed instructional employee's 2023-24 minimum base salary [and rounded up to the next highest \$50 increment (e.g., level) on the existing salary schedule];~~
- eligible for inclusion within calculations of the individual employee's Florida Retirement System (FRS) retirement benefits;
- an ongoing commitment to the compensation of eligible individual employees who continue to work for the School District without a break in service; and
- in compliance with Sections 121.021 and 1012.22, Florida Statutes;

Note: The 2024-25 Recurring Retention Supplement shall be separate from the prior 2023-24 Recurring Retention Supplement, which applies only to those employees who remain eligible under the terms and conditions that both parties ratified for the 2023-24 school year. These eligible employees shall receive both Recurring Retention Supplements.

Accepted by the
School Board of Osceola County, Florida

Accepted by the
Osceola County Education Association

Heather Kahoun,
Chairperson of the Board

Janet Moody,
President of the Association

**Dr. Mark Shanoff,
Superintendent**

**Janet Moody,
Chief Negotiator of the Association**

**John Boyd,
Chief Negotiator for the School Board**

Witnesses as to the School Board

Witnesses as to the Association

**Tentative Agreement by Instructional Employees
Bargaining Leadership Team (BLT):**

April 24, 2024

Ratified by Osceola County Education Association (OCEA):

Click or tap to enter a date.

Ratified by Osceola County School Board (OCSB):

Click or tap to enter a date.

Term of Contract Expiration Date:

June 30, 2025