

1. 2023-24 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; 2023-24 General Appropriations Act; 2023-24 General Appropriations Act Implementing Bill; and the Education Conforming Bill (2023), etc.] and the performance pay salary schedule as previously bargained, **each instructional bargaining unit employee shall receive as:**

- **a first-year employee for the 2023-24 school year = a minimum base salary of \$49,000** (which reflects a salary increase of \$500); **or**
- **an existing employee returning for the 2023-24 school year = a recurring salary increase as follows:**

Years of Experience 0 through 12

- **\$2,000, or forty (40) salary schedule levels**, for instructional employees whose final summative evaluation rating is “Highly Effective”;
- **\$1,400, or twenty-eight (28) salary schedule levels**, for instructional employees whose final summative evaluation rating is “Effective”

Evaluation Rating	Total Amount	Salary Schedule Levels
• Highly Effective	\$2,000	40
• Grandfathered	N/A	N/A
• Effective	\$1,400	28

Years of Experience 13 and Above

- **\$2,500, or fifty (50) salary schedule levels**, for instructional employees whose final summative evaluation rating is “Highly Effective”.
- **\$1,500, or thirty (30) salary schedule levels**, for instructional employees who are Grandfathered (Professional Service Contract or Continuing Contract status) and whose final summative evaluation rating is either “Highly Effective” or “Effective” [NOTE: No change in contract status is required.]; or
- **\$1,500, or thirty (30) salary schedule levels**, for instructional employees whose final summative evaluation rating is “Effective.”

Evaluation Rating	Total Amount	Salary Schedule Levels
• Highly Effective	\$2,500	50
• Grandfathered	\$1,500	30
• Effective	\$1,500	30

- The recurrence of these 2023-24 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.

The above salary offer was rejected at the table in May.

Counteroffer:

2023-2024 Salary Increase Proposal

- a first-year employee for the 2023-24 school year = a minimum base salary of \$49,000 (which reflects a salary increase of \$500); or
- 6.5% Cost-of- Living Adjustment for all instructional bargaining unit employees; and
- Performance Pay

Highly Effective	\$150
Grandfathered	\$100
Effective	\$100

The School District of Osceola County Bargaining Leadership Team signed an agreement which stated they would negotiate a cost-of- living raise for Instructional Staff for the 2023-2024 school year. SDOC expressed the shared desire, with OCEA, to mitigate wage compression here in Osceola County to the degree that we can address it at the local level. OCEA believes, respectfully, that this proposal does that more effectively than the proposal presented on May 12, 2023.

In the previous proposal from SDOC there is only a difference of a \$100 raise between a first-year teacher and someone who has over 13 years of experience (both rated effective). With that proposal, little if anything is addressing the compression issue experienced by veteran teachers. Less experienced teachers will be earning more base salary than more experienced teachers based on the large gap between effective and highly effective. Under this proposal, an experienced teacher who is at \$48,500 would receive a \$3,152 raise. A teacher making \$54,000 would receive a \$3,510 raise which is a \$358 dollar difference.

OCEA believes that this level of compensation package is needed to send a message to our staff that we, as a district, are putting retaining their talent at the top of the priority list. It is also a better formula for salary increases for the 2023-24 school year, while management works to make the evaluation ratings more reflective of teacher performance and restore legitimacy in that process. Both actions will be required to build trust between labor and management and

begin to foster an environment where employees want and can stay in Osceola County to deliver quality, free public education for our students.

Total Cost for Performance Pay Increase: \$505,250

A 6.5% COLA would give the average Osceola County Teacher a \$3,250 raise or a cost of approximately: \$13.9 million.

Total Approximate Cost (COLA and Performance Pay): \$14.5 million

2. Design changes to our School District's major medical Health Insurance Plan 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.

OCEA recognizes the district's offer and declines additional premium increases or changes with the health insurance plan. The district insurance fund is solvent by every measure required at the state level. This is true even before the district continues to add millions each year. Additionally, RosenCare has repeatedly boasted of the savings the district enjoys while employees continue to share the struggle of jumping through hoops with finding physicians and walk-in clinics which accept the insurance. Employees repeatedly have stated for more than 7 years of the difficulty to obtain appointments at the district clinic. History reveals that some corporations have benefited from this arrangement, but employees are frustrated and want to see the savings returned to their pockets either in the way of reduced premiums, copays, co-insurance, or out of pocket maximums.

Further, OCEA would like to point out the lack of unfair negotiations when this offer has made its way to the bargaining table prior to committee approval. The district insurance committee asked OCEA for a counteroffer to this proposal and two offers were proposed. Both rejected. The second with Ms. Haddox effectively saying that nothing other than what was offered by the actuary could be accepted. So, why ask?

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 to assist the employee toward the employee's deductible.

OCEA declines this offer because it feels the money would be better spent to help more employees with reduced premiums, copays, co-insurance, or out of pocket maximums.

4. **Continued commitment to our School District's Center for Employee Health**; and

OCEA would like to see the district keep the center for employee health and improve the amount of the time it requires to obtain an appointment. Currently it is referred to as a "Center" and this does not adequately describe the district's desire to make it a doctor's office where employees would have a primary care physician who refers out to specialist. Sick appointments are not readily available and prefers to offer tele-health. Employees indicate to OCEA that want to be seen face-to-face.

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 24, 2022.**

• **Memoranda of Understanding**

- 2022-23 Uni-SIG Grant Impact [Central Avenue Elementary School and Highlands Elementary School]
- 2022-23 One-Time, Non-Recurring Inflation Supplement
- 2023-24 Uni-SIG Grant Impact [Central Avenue Elementary School and Highlands Elementary School] AGREED
- 2023-24 Uni-SIG Grant Impact [Liberty High School] AGREED
- 2023-24 Flex Day

OCEA **REJECTS** and further contends that each year this is agreed upon and the district violates it. OCEA believes principals hold the power to offer board leave and comp time which they may reward teachers with for working a day during the summer months.

• **Contract Language**

- Article 16.02 [Credit for Years of Service for Retired Educators]
- Appendix A-1 – Adjunct Hourly Pay Schedule
- Pallbearer-Bereavement Leave **Counter Proposal**

An employee will be granted up to three (3) additional paid days of Bereavement Leave for the death of an immediate family member. One (1) additional paid days of Bereavement Leave may be granted when the family member resided out of state. Family members are defined as father, mother, brother, sister, husband, wife, child, or member of household. Family member may be extended to grandparent, grandchild, aunt, uncle, mother-in-law, father-in-law, brother-in-law, or sister-in-law. Bereavement Leave is not transferrable or accruable and must be used within thirty (30) calendar days of the death. Employees must provide a copy of the obituary, funeral notice or other satisfactory document to the school principal.