

## OCEA Counterproposal

### District's Proposal

Date of Tentative Agreement: October 12, 2023

#### Article 4.13-3

Beginning Retroactive to July 01, 2023, ~~the trainer rate of pay for School District Instructional employees who provide professional development that the Department of Professional Development has approved in advance and~~ which occurs outside of the employee's normal work hours, the trainer rate of pay shall be ~~\$46.00 per hour~~ 120% of the trainer's hourly rate of pay.

### **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.

## OCEA Supplements 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.

### Appendix C: Supplements

(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:

Elementary School- one per 100 students or major fraction thereof

Middle School - one per ~~300~~ 100 students or major fraction thereof

High School - one per ~~200~~ 100 students or major fraction thereof

OCEA Curriculum Supplements Proposal Updated 10.12.23 – Updates based on SDOC/OCEA committee feedback.

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
<b>HOSA</b>		\$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	\$850
First Aid	\$500	\$600
Virtual Teacher expenses		\$1,000
Test Coordinator SFTE <800	\$928	\$1,000
Test Coordinator SFTE 801 to 1200	\$1,028	\$1,200
Test Coordinator SFTE 1201 to 1600	\$1,128	\$1,300
Test Coordinator SFTE 1601 to 2000	\$1,228	\$1,400
Test Coordinator SFTE 2001 >	\$1,328	\$1,500
Dean SFTE <800	\$1,450	\$1,600 & OPS CONTRACT*
Dean SFTE 801 to 1200	\$1,550	\$1,700 & OPS CONTRACT*
Dean SFTE 1201 to 1600	\$1,650	\$1,800 & OPS CONTRACT*
Dean SFTE 1601 to 2000	\$1,750	\$1,900 & OPS CONTRACT*
Dean SFTE 2001 >	\$1,850	\$2,000 & OPS CONTRACT*
ESOL Compliance Specialist/ Program Specialist	\$1,500	\$2,000
Speech Pathologist/Audiologist	\$1,500	\$2,000
ESE Teacher (Excluding Gifted) VE, RCS	\$1,500	\$2,000
<b>ESE Techer: Self-Contained</b>		\$2,500
ESE Teacher: Gifted Teachers		\$850
MTSS Coach		\$1,500
Instructional Coach Reading		\$1,500
Instructional Coach Math/Science		\$1,500
New Teacher Mentor		\$500 PER MENTEE
Action Teams Lead		\$500
PLT Grade level Lead		\$850
PLC Schoolwide Lead		\$850
AVID Coordinator		\$500
XELLO Coordinator		\$300
School Counselor		\$1,500
<b>Social Worker</b>		\$1,500

OCEA Curriculum Supplements Proposal Updated 10.12.23 – Updates based on SDOC/OCEA committee feedback.  
\*Dean OPS contract is given when Deans are required to work beyond 7.5 hours per day. OPS contract will be for the employee's hourly rate of pay.

Definitions

ESE- Exceptional Student Education

ESOL- English Speakers of Other Languages

SFTE- Student Full Time Equivalent

MTSS- Multi-tiered System of Support

AVID-Advancement Via Individual Determination

XELLO- College and Career Readiness

**HOSA - Future Health Professionals is a Career and Technical Student Organization**

Supplement to Eliminate

Wellness Coordinator	\$617	
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