

**MEMORANDUM OF UNDERSTANDING –
2022-23 One-Time, Non-Recurring Inflation Supplement,
Education Staff Professionals Employees**

Whereas, the School District of Osceola County, Florida, (SDOC) and the Osceola County Education Association (OCEA) agree to work collaboratively to resolve all issues that impact the wages, hours, terms, and conditions of employment for Education Staff Professionals employees; and

Whereas, both parties reached tentative agreement upon salaries and benefits for Education Staff Professionals employees for the current 2022-23 school year on May 25, 2022, and ratified this agreement on August 31, 2022, pursuant to related state law;

Whereas, both parties agree that these ratified salaries and benefits for Education Staff Professionals employees for the current 2022-23 school year have been paid on an ongoing basis since the employee's first workday of this current 2022-23 school year;

Whereas, both parties recognize the profound effect that recent inflation has had upon the household budgets of all SDOC employees; and

Whereas, both parties recognize the need to provide School District employees with additional compensation as feasible in a timely and fiscally responsible manner;

Therefore, be it resolved that both parties agree to the following terms and conditions of employment:

1. Management shall provide a **one-time, non-recurring inflation supplement in the amount of \$1,000** for each Education Staff Professionals employee who is employed with the School District on the date that both parties reach tentative agreement and sign this Memorandum of Understanding;
2. Payment of this supplement to eligible Education Staff Professionals employees shall be made no later than two (2) pay periods after the date of this Memorandum of Understanding; and
3. The funding source for this supplement shall be the School District's existing Elementary and Secondary School Emergency Relief (ESSER) and American Rescue Plan (ARP) funds that expire September 30, 2024;
4. This one-time, non-recurring inflation supplement is in addition to and does not replace the negotiation of recurring salaries and benefits for the 2023-24 school year;
5. Both parties shall return to the bargaining table for the purpose of negotiations of the Cost of Living Adjustment (COLA), salaries, and benefits for the 2023-24 school year no later than May 31, 2023.
6. The above terms and conditions shall expire on June 30, 2024.

**OSCEOLA COUNTY
SCHOOL BOARD**

**OSCEOLA COUNTY
EDUCATION ASSOCIATION**

SUPERINTENDENT
Debra Pace

OCEA PRESIDENT
Lare Allen

CHIEF NEGOTIATOR FOR OCSB
John Boyd

CHIEF NEGOTIATOR FOR OCEA
Barbara Gleason

Date: April 27, 2023