

**MEMORANDUM OF UNDERSTANDING –
2022-23 Adjustments to Athletic Supplements, [Instructional Employees](#)**

Whereas, the Osceola County School Board and the Osceola County Education Association believe that rewarding instructional employees for roles within extracurricular athletic programs is beneficial to both parties;

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

1. Add the following new supplements to the Supplements Schedule:

- Assistant Beach Volleyball - Girls \$1,326.00 [e.g., 12 weeks; 18 Games]
- Assistant Special Olympics \$510.00
- Head Beach Volleyball - Girls \$2,320.00 [e.g., 12 weeks; 18 Games]
- Head eSports \$850.00 [e.g., per season]
- Head Special Olympics \$850.00
- Middle School Extracurricular Coach \$850.00

2. Remove the following obsolete supplements:

- Middle School Intramural Coach
- Middle School Flag Football Coach - Girls

3. Increase the minimum Athletic supplement amount to \$850.00, which increases the following supplements:

- Assistant Coach Competitive Cheerleading \$850.00
- Head Coach Fishing \$850.00
- Elementary School Extracurricular Coach \$850.00
- Elementary School Extracurricular Sponsor \$850.00
- Middle School Assistant Intramural Director \$850.00

4. Increase the amount of the following supplements in order to reflect the length of the seasons and the number of games more fairly using the formulas previously negotiated:

- Assistant Baseball \$2,180.00
- Assistant Flag Football \$1,139.00
- Assistant Softball \$2,180.00
- Assistant Soccer \$2,180.00
- Assistant Wrestling \$2,146.00
- Head Baseball \$4,033.00
- Head Flag Football \$1,943.00
- Head Golf \$2,146.00
- Head Softball \$4,033.00
- Head Soccer \$4,033.00
- Head Wrestling \$3,680.00

5. Within the section of our Contract entitled “Additional Compensation for Participation in State-Level or National-Level High School Competitions,” increase the amount of following supplements to:
 - Head Coach who proceeds to the State-Level Championship \$500
 - Assistant Coach who proceeds to the State-Level Championship \$250

6. Add the following new supplements to the Supplements Schedule to reward employees who earn certifications above the minimum certification required:
 - Level 2 Coaching \$200
 - Eligible employees are Level 1 certified coaches who earn and maintain Level 2 Coaching certification issued by the National Federation of High Schools (NFHS).
 - Level 3 Coaching \$400
 - Eligible employees are Level 1 or Level 2 certified coaches who earn and maintain Level 3 Coaching certification issued by the National Federation of High Schools (NFHS).
 - Certified Athletic Administrator (CAA) \$400
 - Eligible employees are Athletic Directors who earn and maintain Certified Athletic Administrator (CAA) certification issued by the National Interscholastic Athletic Administrators Association (NIAAA).
 - Certified Master Athletic Administrator \$800
 - Eligible employees are Athletic Directors who earn and maintain Certified Master Athletic Administrator (CMAA) certification issued by the National Interscholastic Athletic Administrators Association (NIAAA).

7. Per past practice, the School District agrees that this Memorandum of Understanding shall expire one (1) calendar year from the date of tentative agreement and signature.

**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
Janet Moody

Date: September 08, 2022

MEMORANDUM OF UNDERSTANDING –
2022-23 Unified School Improvement Grant (UniSIG) Impact,
Instructional Employees

Whereas, the School District of Osceola County, Florida, 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 instructional employees; and

Whereas, both parties agree that efficient compliance with applicable state and federal laws and our collective bargaining agreement and that consistency in standards of service are priorities for School District employees, students, parents, and community members; and

Whereas, both parties agree that the School District should be encouraged to apply for significant grant opportunities that may provide additional earning opportunities for instructional employees; and

Whereas, the School District currently has two (2) elementary schools (e.g., Central Avenue Elementary School and Highlands Elementary School) that may meet the required criteria designated within the application for the *2022-23 Unified School Improvement Grant (UniSIG)*;

Therefore, be it resolved that both parties agree to the following additional terms and conditions of employment in the event of and pursuant to the School District's award of the *2022-23 Unified School Improvement Grant (UniSIG)*, sufficient to fund strategic grant projects, deliverables, and activities at Central Avenue Elementary School and Highlands Elementary School:

- The School District shall comply with state and federal requirements of the grant proposal in order to ensure the grant's initial and potential continued funding during the one (1) year period of the grant.
- All eligible Central Avenue Elementary School and Highlands Elementary School instructional employees shall meet the following criteria for the *2022-23 Unified School Improvement Grant (UniSIG)* as established by the Florida Department of Education:
 - "Have a 2022 three-year aggregate Math or English Language Arts (ELA) State Value Added Model (VAM) calculation that includes student data from 2018-19, 2020-21, and a 2021-22 school year VAM rating of Highly Effective or Effective. Algebra I teachers can use a one-year state VAM from 2022;
 - Have ten (10) assessments/ observations within the state VAM*; and
 - Teach at a Title I school identified as Comprehensive Support and Improvement (CSI) with a 2021-22 school grade of 'D' or 'F' as of September 15, 2022."
 - In addition, eligible instructional employees shall have a start date of no later than September 15, 2022.

**The aggregate number of students with assessment results available for use in the calculation of the individual teacher's VAM rating; the minimum sample size permitted is ten (10).*

- During this UniSIG grant period (e.g., 2022-23 school year), upon the condition of the Florida Department of Education’s approval, all eligible Central Avenue Elementary School and Highlands Elementary School instructional employees shall receive an allocation not to exceed:
 - \$15,000 for an eligible State VAM rating of “Highly Effective”; or
 - \$7,500 for an eligible State VAM rating of “Effective.”
- If an instructional employee leaves Central Avenue Elementary School or Highlands Elementary School prior to the end of the quarter, then the employee shall not be eligible for the quarterly installment scheduled for payment of that quarter and each subsequent quarter for the remainder of the two (2) year period of the grant.
- If an instructional employee leaves Central Avenue Elementary School or Highlands Elementary School prior to the end of the two (2) year period of the grant, the employee:
 - shall not be required to repay any additional compensation that the employee may have received prior to the date of transfer, resignation, or retirement, etc.; and
 - shall not be eligible for a duplication of payment if the employee returns to a position at Central Avenue Elementary School or Highlands Elementary School within the same quarter within the two (2) year of the period of the grant.

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