

One-to-one computing

In the context of education, one-to-one computing refers to academic institutions, such as schools or colleges, that allow each enrolled student to be issued an electronic device in order to access the Internet, digital course materials, and digital textbooks.

Education Staff Professionals will be issued an electronic device to use during their employment. Education Support Professionals will be provided with an area where individual lockable storage space is available for storage of electronic devices.

Proposal: 091522-1A
11172022-B

Article XIII: Hours of Work

Section F. Straight Time Pay

Work time above the normal workweek but less than forty (40) hours shall be paid at the straight time hourly rate.

While Education Staff Professionals are required to sign in upon arrival at their worksite, they shall not be required to sign out on departure from their worksite except when permission from the principal is required to leave early.

Proposal: 091522-1A
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ARTICLE XV: LEAVE

Section L. Pallbearer/Bereavement Leave

The School principal or any department head is authorized to approve any employee's request to serve as a pallbearer.

An employee who is absent from work due to the death of a member of their immediate family (spouse, sibling, child, parent, parent-in-law, grandparent, grandparent-in-law, domestic partner, and other member of the employee's household) may use up to (3) days of paid bereavement leave each school year. The use of bereavement leave shall not count against the employee's sick leave. If an employee requires additional time off for bereavement purposes beyond these three (3) days, the employee will use their sick leave for a reasonable number of additional days.

09132022-A

11172022-B

ARTICLE IV: ASSOCIATION RIGHTS

Section C. Information and Reports

1. The Board agrees to furnish copies of any board-related public documents ~~reasonably~~ requested by the Association free of charge. ~~at the cost established in the Xerox printing schedule, "Outside Copying In School Personnel."~~ The term "In School Personnel" shall be ~~applicable only to Xerox printing.~~ The Board ~~further~~ agrees to provide the Association electronic access to the public documents in connection with board meetings, including access to the board agenda and supplemental packet, (excluding employee application and reference forms) upon publication, without cost. The Board further agrees to provide the Association with public documents regarding work-related issues (i.e. pay, benefits, and working conditions) at least 24 hours prior to announcements to the employees, public and press. In addition, the Board shall provide the Association with access to all public records not exempted by Florida Statutes within a ~~reasonable timeframe~~ thirty days of such request. The School Board directory will be supplied to the Association electronically without cost no later than ten (10) days following the first employees' payday.

2. The Board will provide the Association with the names and addresses of all new bargaining unit employees and all retiring bargaining unit employees ~~annually~~ monthly.

#1 March 10, 2022

09132022-B

11172022-C

Memorandum of Understanding and Agreement

By and Between

Osceola County Education Association

And

School District of Osceola County

2022-2023 Salary Increase for Education Support Professionals

This Memorandum of Understanding is made by and between the Osceola County Education Association (OCEA) and the School District of Osceola County (SDOC) regarding changes to the full-time salary of the 2021-2023 Collective Bargaining Agreement.

Both OCEA and SDOC agree to a Salary and Fringes Philosophy: To be THE LEADING compensation package in Centra Florida.

Both OCEA and SDOC agree that Goal 2 of the Osceola's Strategic Plan, Talent Management, provides for opportunities to reduce staff turnover, improve staff morale, and address the salary compression issue in salary.

Both OCEA and SDOC agree that the cost of living has risen to unparalleled amounts in the past year, increasing the number of support professional staff seeking employment in other careers and districts which offer better salary opportunities and/or benefits.

Therefore, be it resolved that both parties agree to a Cost-of-Living Adjustment (COLA) of 8.7% subject to the following terms and conditions:

- The COLA will be dispersed with equal payments being added to pay beginning November 30, 2022.
- The COLA will become a permanent amount of the salary schedule.
- The COLA is not subject to work performance or years of experience.

OSCEOLA COUNTY
SCHOOL BOARD

OSCEOLA COUNTY
EDUCATION ASSOCIATION

Superintendent

Debra Pace

OCEA President

Lare Allen

Chief Negotiator for SDOC

John Boyd

Chief Negotiator for OCEA

Barb Gleason