

**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 Instructional 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 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
Janet Moody

Date: April 20, 2023

SDOC Proposal for Hourly Rates, 2023-24 School Year [February 16, 2023; April 20, 2023]

Years of Experience/ Tier	E	D	F	2	3	4	5	6	7	8
0-5 (Tier 1)	\$ 15.10	\$ 15.30	\$ 15.65	\$ 15.40	\$ 15.70	\$ 16.20	\$ 16.50	\$ 16.80	\$ 17.10	\$ 17.60
6-10 (Tier 2)	\$ 15.60	\$ 15.80	\$ 16.15	\$ 16.20	\$ 16.50	\$ 17.00	\$ 17.30	\$ 17.60	\$ 17.90	\$ 18.40
11-15 (Tier 3)	\$ 16.10	\$ 16.30	\$ 16.65	\$ 16.70	\$ 17.00	\$ 17.50	\$ 17.80	\$ 18.10	\$ 18.40	\$ 18.90
16-20 (Tier 4)	\$ 16.60	\$ 16.80	\$ 17.15	\$ 17.45	\$ 17.85	\$ 18.60	\$ 19.00	\$ 19.40	\$ 19.80	\$ 20.80
21+ (Tier 5)	\$ 17.35	\$ 17.55	\$ 17.65	\$ 18.45	\$ 18.95	\$ 19.95	\$ 20.45	\$ 20.95	\$ 21.35	\$ 22.60
Years of Experience/ Tier	9	10	10A	10B	10C	10D	11	12	13	14
0-5 (Tier 1)	\$ 17.90	\$ 18.40	\$ 19.15	\$ 19.40	\$ 20.15	\$ 20.65	\$ 21.15	\$ 22.40	\$ 23.65	\$ 24.90
6-10 (Tier 2)	\$ 18.70	\$ 19.20	\$ 19.95	\$ 20.20	\$ 20.95	\$ 21.45	\$ 21.95	\$ 23.20	\$ 24.45	\$ 25.70
11-15 (Tier 3)	\$ 19.20	\$ 19.70	\$ 20.45	\$ 20.70	\$ 21.45	\$ 21.95	\$ 22.45	\$ 23.70	\$ 24.95	\$ 26.20
16-20 (Tier 4)	\$ 21.20	\$ 21.95	\$ 22.95	\$ 23.20	\$ 24.20	\$ 25.20	\$ 26.20	\$ 27.70	\$ 29.20	\$ 30.70
21+ (Tier 5)	\$ 23.10	\$ 24.10	\$ 25.35	\$ 25.60	\$ 26.85	\$ 28.10	\$ 29.35	\$ 31.10	\$ 32.85	\$ 34.60
Years of Experience/ Tier	15	16	17	K	KA	KB	Nurse-LPN	Nurse-RN		
0-5 (Tier 1)	\$ 27.00	\$ 28.90	\$ 30.10	\$ 22.45	\$ 23.20	\$ 23.95	\$ 21.67	\$ 29.30		
6-10 (Tier 2)	\$ 28.25	\$ 30.15	\$ 31.35	\$ 23.70	\$ 24.45	\$ 25.20	\$ 22.67	\$ 31.30		
11-15 (Tier 3)	\$ 29.50	\$ 31.40	\$ 32.60	\$ 25.20	\$ 25.95	\$ 26.70	\$ 23.67	\$ 33.30		
16-20 (Tier 4)	\$ 31.00	\$ 32.90	\$ 34.10	\$ 26.95	\$ 27.70	\$ 28.45	\$ 24.92	\$ 35.55		
21+ (Tier 5)	\$ 32.75	\$ 34.65	\$ 35.85	\$ 28.95	\$ 29.70	\$ 30.45	\$ 26.42	\$ 37.80		

Paraprofessional Degree Incentive	
Degree	\$ 0.57
60+ Semester Hours	\$ 0.40
Preparing Paraprofessionals Program (PPP)	\$ 0.20

Professional-Technical Degree Incentive	
Associate	\$ 0.45
Bachelor	\$ 0.72
Master	\$ 0.85
Specialist	\$ 1.00
Doctorate	\$ 1.15

SDOC Pay Level Codes

1D
AIDE, COMM
CLINIC ATTENDANT
OFF AIDE, INS/CUR
OTH COMM PERS
1D w/60+SH-196/7
PARAPRO, ESE AGES 3-5
PARAPROFESSIONAL, ADULT ED
1D w/Dg-196/7
PARAPROFESSIONAL, ADULT ED
1D w/Dg-196/7.5
PARAPRO, ESE AGES 3-5
PARAPROFESSIONAL, PK
1E
AIDE, COMM
ATTENDANCE ASST
CLINIC ATTENDANT
OFF AIDE, ATT/SOC WK
OFF AIDE, COMM
OFF AIDE, SCH
PARAPRO, ESE AGES 6-21
PARAPROFESSIONAL, ELEM
PARAPROFESSIONAL, M/J
PARAPROFESSIONAL, OTH BA
PARAPROFESSIONAL, SH
PARAPROFESSIONAL, TTL I-E
PARAPROFESSIONAL, TTL I-M/J
PARAPROFESSIONAL, TTL I-SH
SELF-CARE AIDE, EX ST ED
1E w/60+SH-188/7
PARAPRO, ESE AGES 6-21
PARAPROFESSIONAL, ELEM
PARAPROFESSIONAL, M/J
PARAPROFESSIONAL, OTH BA
PARAPROFESSIONAL, SH
PARAPROFESSIONAL, TTL I-E
1E w/Dg-188/7
PARAPRO, ESE AGES 6-21
PARAPROFESSIONAL, ELEM
PARAPROFESSIONAL, M/J
PARAPROFESSIONAL, OTH BA
PARAPROFESSIONAL, SH
PARAPROFESSIONAL, TTL I-E
PARAPROFESSIONAL, TTL I-M/J
PARAPROFESSIONAL, TTL I-SH
1Ew/PPP-188/7
PARAPROFESSIONAL, ELEM
PARAPROFESSIONAL, OTH BA

1F
PARAPRO, ESE AGES 3-5
PARAPRO, ESE AGES 6-21
PARAPROFESSIONAL, ELEM
PARAPROFESSIONAL, OTH BA
PARAPROFESSIONAL, PK
SELF-CARE AIDE, EX ST ED
1F w/60+SH-188/7
PARAPRO, ESE AGES 6-21
SELF-CARE AIDE, EX ST ED
1F w/60+SH-196/7.5
PARAPRO, ESE AGES 3-5
PARAPROFESSIONAL, PK
1F w/60+SH-254/7.00
PARAPROFESSIONAL, OTH BA
1F w/Dg-188/7
PARAPRO, ESE AGES 3-5
PARAPRO, ESE AGES 6-21
PARAPROFESSIONAL, OTH BA
SELF-CARE AIDE, EX ST ED
1F w/Dg-254/7.5
PARAPRO, ESE AGES 6-21
PARAPROFESSIONAL, OTH BA
1K
INTERPRETER, EX ED
1K w/ Assoc-188/7
INTERPRETER, EX ED
1KA
INTERPRETER, EX ED
1KA w/ Assoc-188/7
INTERPRETER, EX ED
1KA w/ Bach-188/7
INTERPRETER, EX ED
1KB
INTERPRETER, EX ED
1KB w/ Assoc-188/7
INTERPRETER, EX ED
2
CLERK TYP, COMM
CLERK TYP, INS/CUR
CLERK TYP, OP
CLERK TYP, PPS
CLERK TYP, ST TRNG
CLERK TYP, TRANS
CLERK TYPIST, SCH
DATA ENT OP, INS/CUR
OTH COMM PERS
PARAPROFESSIONAL, PK
SECURITY GUARD
3
CLERK TYP, COMM
CLERK TYP, INS/CUR
CLERK TYP, TRANS
CLERK TYPIST, SCH
CLERK, INS/CUR
CLERK, INT SER

4
ACCOUNT CLERK
CLERK TYP, COMM
CLERK TYP, INS/CUR
CLERK TYP, PPS
CLERK TYP, ST TRNG
CLERK TYP, TRANS
CLERK TYPIST, SCH
CLERK, SCH
CLERK, TRANS
DATA ENT OP, INS/CUR
OTH CLER, COMM
OTH CLER, PPS
OTH CLER, SCH
OTH COMM PERS
5
CLERK, TRANS
OTH CLER, COMM
6
CLERK, CEN SER
CLERK, FOOD SER
CLERK, INS/CUR
CLERK, INT SER
OTH COMM PERS
PURCHASING AGENT
7
CLERK, INS/CUR
CLERK, INT SER
8
ACCOUNT CLERK
ATTENDANCE ASST
BOOKKEEPER, SCH
CLERK, FACIL
CLERK, GUIDANCE
CLERK, INS/CUR
CLERK, INT SER
CLERK, IT
CLERK, TRANS
DATA ENT OP, INS/CUR
DATA ENT OP, TRANS
DATA ENTRY OP, PPS
DIAGNOSTIC SPEC
DISPATCHER, TRANS
OTH CLER, INS/CUR
OTH CLER, PPS
OTH CLER, TRANS
SEC, COMM
SEC, GUIDANCE
SEC, INS/CUR
SEC, TRANS
TECH, IT
TUTOR COMP/ATTEND

9	12
ACCOUNT CLERK	COMP SYS ANALYST, AT
BOOKKEEPER, COMM	LOCKSMITH
BOOKKEEPER, INS/CUR	MEDIA TECHNICIAN
BOOKKEEPER, SCH	NURSE, LPN
CLERK, FACIL	OTH COMM PERS
CLERK, MAIN	OTH MAIN PERS
CLERK, OP	OTH MEDIA STAFF
DATA ENT OP, INS/CUR	OTH ROUTING EMP
DATA ENTRY OP, PPS	PURCHASING AGENT
DISPATCHER, TRANS	STUDENT SER WORKER
SAFETY OFF	12w Assoc-188/7.5
SEC, GUIDANCE	NURSE, LPN
SYS SUPPORT SPEC, IT	12w Bach-188/7.5
TECH, IT	NURSE, LPN
10	12w Mast-196/7.5
ACCOUNT CLERK	STUDENT SER WORKER
BOOKKEEPER, INS/CUR	12Xw Bach-252/7.5
BOOKKEEPER, OP	STUDENT SER WORKER
BOOKKEEPER, SCH	13
CLERK, FACIL	COMP SYS ANALYST, AT
CLERK, GUIDANCE	OTH COMM PERS
CLERK, INT SER	PURCHASING AGENT
CLERK, MEDIA	13w Assoc-252/7.5
CLERK, PPS	COMP SYS ANALYST, AT
DATA ENT OP, INS/CUR	13w Bach-252/7.5
DATA ENT OP, IT	TECH, IT
DATA ENTRY OP, PPS	14
LOCKSMITH	PURCHASING AGENT
OTH CLER, P/R/E	TESTING ASST
SEC, GUIDANCE	14(252)/217-7.5
SEC, INS/CUR	NURSE, RN
SEC, TRANS	14w Bach(252)217/7.5
TECH, IT	NURSE, RN
10A	14w Bach-252/7.5
ACCOUNT CLERK	PURCHASING AGENT
BOOKKEEPER, INS/CUR	14w Mast(252)217/7.5
BOOKKEEPER, INT SER	NURSE, RN
BOOKKEEPER, SCH	14w Mast-252/7.5
CLERK, MAIN	SPEC, P/R/E
CLERK, OP	15
CLERK, PPS	CLERK, INS/CUR
10C	COMP OP, AT
PROP CONTROL SPEC	SYS SUPPORT SPEC,AT
11	16
COMP OP, AT	SPEC, MAIN
COMP SYS ANALYST, AT	17
OTH ROUTING EMP	SPEC, MAIN
TECH, AT	17 W/ASSOC
11w Bach-252/7.5	SPEC, INT SER
OTH COMM PERS	17w Bach-252/7.5
OTH ROUTING EMP	SPEC, MAIN

**School District of Osceola County
Plan Design Options for 10-1-2023**

	PLAN 1			PLAN 2			PLAN 3		
	Health Center Plan with Tiers 1&2 Only	Proposed Essential Plan		Proposed Advantage Plan					
	Tier 1	Tier 2	Tier 3	Tier 1	Tier 2	Tier 3	Tier 1	Tier 2	Tier 3
PCP - Health Center	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Telemedicine	\$0	\$0	Not Covered	\$0	\$0	Not Covered	\$0	\$0	Not Covered
PCP	N/A	\$40	Ded/Co-Ins	\$20	\$40	Ded/Co-Ins	\$15	\$25	\$30
Specialist	\$30	\$80	Ded/Co-Ins	\$40	\$80	Ded/Co-Ins	\$40	\$50	\$60
Referral Needed to Specialist?	Yes	No	No	No	No	No	No	No	No
Urgent Care	\$45	\$45	Ded/Co-Ins	\$45	\$45	Ded/Co-Ins	\$45	\$45	Ded/Co-Ins
Emergency Room	\$400 copay (waived if admitted)	Ded/Co-Ins	Ded/Co-Ins	Ded/Co-Ins	Ded/Co-Ins	Ded/Co-Ins	Ded/Co-Ins	Ded/Co-Ins	Ded/Co-Ins
Labwork at independent lab	any facility	any facility	any facility	any facility	any facility	any facility	any facility	any facility	any facility
Labwork at other facilities	\$0 (Health Center, Quest or LabCorp only)	30% no Deductible	30% no Deductible	\$10 (Ex. Quest Diagnostics)	30% no Deductible	30% no Deductible	\$5 (Ex. Quest Diagnostics)	25% no Deductible	25% no Deductible
Advanced Imaging	80% No Deductible	Ded/Co-Ins	Ded/Co-Ins	Ded/Co-Ins	Ded/Co-Ins	Ded/Co-Ins	Ded/Co-Ins	Ded/Co-Ins	Ded/Co-Ins
Advanced Imaging through Green Imaging	Ded/Co-Ins	Ded/Co-Ins	Ded/Co-Ins	Ded/Co-Ins	Ded/Co-Ins	Ded/Co-Ins	Ded/Co-Ins	Ded/Co-Ins	Ded/Co-Ins
Deductible	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Co-Insurance	\$500 / \$1,000	\$1,250/\$2,500	\$1,250/\$2,500	\$900 / \$1,800	\$1,250/\$2,500	\$1,250/\$2,500	\$600/\$1,200	\$950/\$1,900	\$950/\$1,900
Maximum Out of Pocket	80%	70%	70%	70%	70%	70%	75%	75%	75%
	\$4,000/\$8,000	\$6,300/\$13,600	\$6,300/\$13,600	\$5,000/\$10,000	\$6,300/\$13,600	\$6,300/\$13,600	\$4,000/\$8,000	\$6,700 / \$12,400	\$6,700 / \$12,400
RX	Prescriptions Unlimited Only	Preferred Pharmacy	Non-Preferred Pharmacy	Preferred Pharmacy	Non-Preferred Pharmacy	Non-Preferred Pharmacy	Preferred Pharmacy	Non-Preferred Pharmacy	Non-Preferred Pharmacy
Deductible	No Deductible	No Deductible	\$300 waived for preferred generics	No Deductible	\$300 waived for preferred generics	\$75	No Deductible	\$75 waived for preferred generics	\$75 waived for preferred generics
Generics Obtained at Health Center	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Preferred Generic	\$0	\$6	\$10	\$6	\$10	\$10	\$5	\$10	\$10
Preferred Brand	\$45	\$45	20% up to \$75	\$45	\$45	20% up to \$75	\$40	20% up to \$50	20% up to \$50
Non-Preferred Brand	50% up to \$150	50% up to \$150	50% up to \$200	50% up to \$150	50% up to \$200	50% up to \$200	50% up to \$125	50% up to \$150	50% up to \$150
Specialty	\$75	50% up to \$200	Not Covered	50% up to \$200	50% up to \$200	Not Covered	50% up to \$200	Not Covered	Not Covered
International Program with Elect Rx	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

Remove Advent Health from Tier 3 RBP for all plans

Proposed Changes for Plan Year 2023-24

CURRENT = \$ 341.30 Board Contribution Amounts - PER PAY PERIOD (20) PROPOSED = \$ 374.90

Employee Contribution Amounts - PER PAY PERIOD (20)						
CURRENT	Health Center Plan WELLNESS	Health Center Plan	Healthy Essentials WELLNESS	Healthy Essentials	Healthy Advantage Plus WELLNESS	Healthy Advantage Plus
Employee Only			\$0.00	\$25.00	\$25.00	\$50.00
Employee + Spouse			\$325.00	\$375.00	\$385.00	\$435.00
Employee + Child(ren)			\$152.00	\$202.00	\$195.00	\$245.00
Employee + Family			\$452.00	\$502.00	\$530.00	\$580.00
Half Family Primary			\$20.00	\$50.00	\$170.00	\$220.00
Half Family Secondary			\$0.00	\$0.00	\$0.00	\$0.00

PROPOSED	Health Center Plan WELLNESS	Health Center Plan	Healthy Essentials WELLNESS	Healthy Essentials	Healthy Advantage Plus WELLNESS	Healthy Advantage Plus
Employee Only			\$0.00	\$25.00	\$50.00	\$75.00
Employee + Spouse			\$325.00	\$375.00	\$450.00	\$500.00
Employee + Child(ren)			\$152.00	\$202.00	\$275.00	\$325.00
Employee + Family			\$452.00	\$502.00	\$575.00	\$625.00
Half Family Primary			\$20.00	\$50.00	\$300.00	\$350.00
Half Family Secondary			\$0.00	\$0.00	\$0.00	\$0.00

Proposed Education Staff Professionals (ESP) Contract Language, 2023-24

- 1. Employee Laptop Computers**
 - 2. Sign In/ Out Procedures**
 - 3. Bereavement Leave [Tentative Agreement 02-16-23]**
 - 4. Information and Reports [Tentative Agreement 01-19-23]**
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1. Employee Laptop Computers

Osceola County Education Association (OCEA) Proposal

Date: September 15, 2022

Article II: Miscellaneous Provisions

Section K.

Adequate and up-to-date equipment will be provided to all Education Staff Professionals. Each staff professional shall be assigned an individual laptop computer.

District's Response

Date: October 20, 2022; November 17, 2022; January 19, 2023; February 16, 2023; April 20, 2023

- Management's disposition is that revised contract language is not needed at this time to address OCEA's concerns.
- Management also has concerns about fiscal responsibility that are based upon the duties assigned to an employee's job and whether the employee may need a laptop computer for the majority of the employee's workday.
- Management commits to:
 - supporting each school to provide a small number of laptops for paraprofessionals to check out on a temporary basis; and
 - requesting the Chief Information and Technology Officer to attend a future bargaining meeting to answer questions
- Management requests related data from OCEA (e.g., survey).

2. Sign In/ Out Procedures

Osceola County Education Association (OCEA) Proposal

Date: September 15, 2022

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 at may be required to sign in upon arrival at their school sites, they shall not be required to sign out on departure.

SDOC Counter-Proposal

Date: February 16, 2023; April 20, 2023

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.

The School District shall require consistent sign in and sign out procedures for employees to document time worked for employee compensation in compliance with applicable federal and state laws.

If an administrator assigns an employee to a duty location at the end of the workday that is not near the location for the employee to sign out, then the employee may leave work from that duty location but shall send an electronic communication to the employee's supervising administrator (or the supervising administrator's designee) upon leaving and complete formal sign out procedures on the next regularly scheduled workday.

If an administrator assigns an employee to a duty location, and the need to ensure the safety and supervision of students causes the employee to remain on the work site beyond the contractual workday, then the employee shall be compensated with Board Leave or provided a flexible schedule on the following workday, and the employee shall not be subject to progressive discipline for working beyond the contractual workday. However, both the employee and the administrator shall work together on solutions to reduce the occurrence of such situations.

3. Bereavement Leave

Osceola County Education Association (OCEA) Proposal

Date: September 15, 2022

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 members 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.

District's Response

Date: January 19, 2023

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 or to attend the funeral of a member of their immediate family (e.g., spouse, sibling, child, parent, parent-in-law, grandparent, grandparent-in-law, domestic partner, or other member of the employee's immediate household).

Tentative Agreement on Management's Counter-Proposal: February 16, 2023

4. Information and Reports

Osceola County Education Association (OCEA) Proposal

Date: September 15, 2022

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 at the cost established in the Xerox printing schedule, "Outside Copying-In-School personnel."~~ free of charge. The term "In-School Personnel" shall be applicable only to Xerox printing. The Board further agrees to provide the Association electronic access to 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 agrees to provide the Associations 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 the press. In addition, the Board shall provide the Association 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 ~~annually~~ monthly.

SDOC Counter-Proposal

Date: October 20, 2022; November 17, 2022; January 19, 2023

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 at the cost established in the Xerox printing schedule, "Outside Copying-In-School personnel."~~ a copy of any Board-related public document requested by the Association in writing at the cost established in state law. The term "In-School Personnel" shall be applicable only to Xerox printing. The Board further agrees to provide the Association electronic access to public documents in connection with Board meetings, including access to the Board agenda and supplemental packet, (excluding employee application and reference forms) through the School District's public website at no charge. In addition, pursuant to Chapter 119 – Public Records, Florida Statutes, the Board shall provide the Association access to all existing public records not exempted by Florida Statutes within a reasonable timeframe 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~~ quarterly.

Tentative Agreement on Management's Counter-Proposal: January 19, 2023