

**The School District of Osceola County  
Salaries and Benefits Package  
for the 2024-25 School Year**

**between the  
School Board of Osceola County, Florida, (OCSB)  
and the  
Osceola County Education Association (OCEA),  
for**

***Instructional Employees***



**Date of Original Proposal:  
Date of Revised Proposal:  
Date of Tentative Agreement:  
Contract Expiration Date:**

**April 11, 2024  
June 4, 2024  
June 4, 2024  
June 30, 2025**

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**Osceola County School Board**  
**Salary and Benefits Negotiations Package Proposal for the**  
**2024-25 School Year for the *Instructional Employees Bargaining Unit***

Recognizing the need to reward employees for their hard work despite limited resources during unprecedented circumstances, the School Board commits to provide Osceola County instructional employees the following firm offer of enumerated incentives that are contingent upon each other as a single package.

The following chart is a summary of potential earnings for individual classroom teachers within the terms and conditions of this proposal if both parties reach tentative agreement.

<b>2024-25 Potential Earnings for Individual Classroom Teachers*</b>		
<b>Compensation Type</b>	<b>Amount</b>	<b>Percentage+</b>
<ul style="list-style-type: none"> <li>• <b>Performance Pay</b> (e.g., Highly Effective)</li> </ul>	<b>\$1,000</b>	<b>1.8%</b>
<ul style="list-style-type: none"> <li>• <b>Recurring Retention Supplement</b></li> </ul>	<b>\$1,625*</b>	<b>3.0%</b>
<ul style="list-style-type: none"> <li>• <b>Attendance Incentive Supplement</b> (e.g., \$500 per quarter)</li> </ul>	<b>\$2,000</b>	<b>3.7%</b>
<ul style="list-style-type: none"> <li>• <b>One (1) Additional Pre-Planning Day</b></li> </ul>	<b>\$335*</b>	<b>0.5%</b>
<b>Total Potential Earnings</b>	<b>\$4,960</b>	<b>9.0%</b>
<b>*Based upon the 2023-24 SDOC Classroom Teacher's average salary of \$54,175, this amount will vary by individual classroom teacher.</b>		

## 1. 2024-25 Salary Negotiations

- In accordance with the requirements of state law [e.g., Sections 1011.62, 1012.01, 1012.02, 1012.22, and 1012.34, *Florida Statutes*; 2024-25 General Appropriations Act; 2024-25 General Appropriations Act Implementing Bill; and the *Education Conforming Bill* (2024), or equivalent bills, etc.] and the performance pay salary schedule as previously bargained, **each instructional bargaining unit employee shall receive as:**
  - **a first-year employee for the 2024-25 school year = a minimum base salary of \$49,500** (which reflects a salary increase of \$500); **or**
  - **an existing employee returning for the 2024-25 school year = a recurring salary increase as follows:**
    - **\$1,000, or twenty (20) salary schedule levels**, for instructional employees who were hired on or after July 01, 2011, and have annual contract status per *Section 1012.335, Florida Statutes*, and whose final summative evaluation rating is “**Highly Effective**”;
    - **\$750, or fifteen (15) salary schedule levels**, for instructional employees who were hired on or after July 01, 2011, and have annual contract status per *Section 1012.335, Florida Statutes*, and whose final summative evaluation rating is “**Effective**”;
    - **\$750, or fifteen (15) salary schedule levels**, for instructional employees who were hired prior to July 01, 2011, and have **grandfathered** contract status (e.g., Continuing Contract or Professional Services Contract status) per *Section 1012.33, Florida Statutes*, and who do not relinquish grandfathered contract status and do not opt into the performance salary schedule;

Evaluation Rating	Total Amount	Salary Schedule Levels
• <b>Highly Effective</b>	<b>\$1,000</b>	<b>20</b>
• <b>Grandfathered</b>	<b>\$750</b>	<b>15</b>
• <b>Effective</b>	<b>\$750</b>	<b>15</b>

- The recurrence of these 2024-25 salary increases for eligible instructional employees are subject to and dependent upon the renewal of the Teacher Salary Increase Allocation or its designated equivalent as appropriated by the Florida Legislature each subsequent school/ fiscal year per state law;

- **Recurring Retention Supplement**

The School Board recognizes the need to reward and retain instructional employees who continue employment with the School District and offers a consecutive recurring retention supplement that is:

- equal to 3% of each individual currently employed instructional employee's 2023-24 minimum base salary [and rounded up to the next highest \$50 increment (e.g., level) on the existing salary schedule];
- eligible for inclusion within calculations of the individual employee's Florida Retirement System (FRS) retirement benefits;
- an ongoing commitment to the compensation of eligible individual employees who continue to work for the School District without a break in service; and
- in compliance with Sections 121.021 and 1012.22, Florida Statutes;

**Note:** The 2024-25 Recurring Retention Supplement shall be separate from the prior 2023-24 Recurring Retention Supplement, which applies only to those employees who remain eligible under the terms and conditions that both parties ratified for the 2023-24 school year. These eligible employees shall receive both Recurring Retention Supplements.

- **Changes to Supplements**

The School Board recognizes the need to reward instructional employees who beyond their primary job assignments, fill roles that provide additional educational opportunities for students in the arts, athletics, curriculum, and other essential areas. In addition, the School Board recognizes the need for adjustments to these supplements based upon many factors.

As a result of collaboration in the Supplements Committee, both parties agree to the revised Supplements Schedule within the contract language section of this proposal document.

2. **No design changes to our School District's major medical Health Insurance Plan;**
3. **Flexible Spending Account Match** where the School Board shall match the employee's FSA savings of \$750 or more with a contribution of \$250 in order to assist the employee toward the employee's deductible;
4. **Continued commitment to our School District's *Center for Employee Health*;** and
5. **Memoranda of Understanding and contract language upon which both parties have reached tentative agreement since the ratification of our current *Instructional Employees' Contract* on September 5, 2023.**
  - **Memoranda of Understanding**
    - 2023-24 MOU re Uni-SIG Grant Impact [Liberty High School]
    - 2023-24 MOU re Adjustments to Supplements
    - 2023-24 MOU re OCEA Leave
  - **Contract Language**
    - Article 16.02 [Credit for Years of Service for Retired Educators]

The above items shall be contingent upon the agreement of both parties to the following Memorandum of Understanding and revisions to existing contract language listed below:

- **2024-25 MOU re: *Pre-Planning*** [attached];
- **2024-25 MOU re: *School Open Houses and Elementary School Parent-Teacher Report Card Conferences*** [attached];
- **2024-25 MOU re: *Classroom Teacher Attendance Incentive Supplement*** [attached];
- **Article 4.13-3 [*Professional Learning Trainer Rate of Pay*]**

4.13--3      The trainer rate of pay for School District Instructional employees who provide professional development that the Department of Professional Development has approved in advance shall be \$46.00 per hour.

- **Article 5.08-5 [*Collaborative Planning*]**

5.08-5      Collaborative Planning

Classroom teachers may be required to meet for the purpose of collaborative planning during regular contractual work hours on early release Wednesdays, one (1) individual teacher planning period per month, or times outside of individual teacher planning time that do not conflict with other contract language.

- **Article 5.14 [*Professional Learning Community (PLC) Leads*]**

5.14      ~~Where grade level chairpersons, team leaders, and/or department chairpersons are deemed necessary by the principal in elementary and middle schools, these persons will be selected by the teachers of that grade, team, or department. In the event of a tie, the tie shall be broken by the principal. The school principal shall select PLC Leads for each grade level at the elementary school and each subject area by grade level at the middle schools as well as grades 6-8 in schools with other grade level configurations. The school principal shall designate and assign the responsibilities for PLC Leads.~~ High School Department Chairpersons ~~will~~ shall be selected by the principal after receiving recommendations from the teachers within each department.

- **Article 5.22 [*Professional Teacher Dress*]**

5.22      Teachers should be generally neat in appearance, grooming, and dress. Denim jeans without cuts or holes shall be permitted. Teacher dress should not interfere with the learning environment or present safety concerns. Septum nose piercings are considered a safety hazard in educational settings and shall not be permitted.

- **Article 7.02-3 [Transfers]**

7.02-3 Teachers may apply at any time and will be considered for transfers at any time for the subsequent semester or school year. Teachers on the transfer list shall be considered first for any vacant instructional position for which they specifically apply; however, the receiving principal will make the final recommendation.

- **Article XIX: Miscellaneous [Changes in State or Federal Law]**

19.01 This agreement shall constitute the full and complete commitments between both parties and may be altered, changed, added to, deleted from, or modified only through the voluntary, mutual consent of the parties in a written and signed amendment to this Agreement, except when Article 19.02 of this Agreement shall apply.

19.02 ~~Should any provision of this Agreement be declared illegal by a court of competent jurisdiction or as a result of state or federal legislation, said provisions shall be automatically modified by mutual agreement of the parties to the extent that it violates the law, but the remaining provisions shall remain in full force and effect for the duration of this Agreement if not affected by the deleted provision. If any portion of this Agreement is held to be illegal, legally invalid, or unenforceable by a court of competent jurisdiction, or by the decision of any authorized governmental agency, then that provision shall be deleted from this Agreement to the extent that it violates the law. The remaining provisions of this Agreement shall remain in full force and effect for the duration of this Agreement to the extent they may be implemented without the deleted items. By mutual agreement, the deleted provisions as well as any other provision so affected by the deletion shall be renegotiated within thirty (30) days or the parties may mutually agree to deal with the matter in subsequent negotiations.~~

19.03 Within fourteen (14) days of the date of tentative agreement by both parties upon salaries, benefits, and revisions to contract language for the school year to which the tentative agreement applies, the Board shall prepare and post the ratification packet on the School District's public website.

~~Within 45-sixty (60) days of ratification of this agreement and approval of the final draft of the document by the Association, the Board, at its expense, shall print annually one hundred (100) copies one (1) copy per school of this Agreement for the Association for their distribution. The contract or any amendment shall be available online within 14 days of ratification.~~

The Board shall also prepare and post the final draft of the contract, including the salaries, benefits, and revisions to contract language that both parties ratified, on the School District's public website.

19.04 ~~One (1) copy of School Board Rules shall be placed in each school library for teacher use. One (1) copy of School Board Rules shall be provided to the Association. The Board shall post the School Board Rules on the School District's public website.~~

- **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:

...

Allocated based on population as follows:

Elementary School – one per two hundred (200) students

Middle School - one per three hundred (300) students ~~or major fraction thereof~~

High School - one per two hundred (200) students ~~or major fraction thereof~~. ...

For the purposes of PLC Lead supplements,

- “Grade Level” shall mean Pre-Kindergarten, Kindergarten, Grade 1, Grade 2, Grade 3, Grade 4, Grade 5, Grade 6, Grade 7, or Grade 8;
- “Subject Area” shall mean English Language Arts, Math, Science, Social Studies, Exceptional Student Education, or Special Areas; and
- “Special Areas” shall mean Art, Music, Drama, and Physical Education as one group.



**Note:** The following Supplements Schedule shall replace the current one in the contract in order to ensure greater transparency for supplements. Any new supplements shall be assigned a new code within the School District's Employee Information System (e.g., TERMS).

TERMS Code	Supplement Title	Category	Current	Proposed	Change
New	Elementary PLC Lead, Grade Level	_Curriculum	\$ -	\$ 800.00	\$ 800.00
New	Middle School PLC Lead, Subject Area by Grade Level	_Curriculum	\$ -	\$ 800.00	\$ 800.00
New	Virtual School Teacher	_Curriculum	\$ -	\$ 1,000.00	\$ 1,000.00
SJ488	Arts Director-OCSA Only	Arts	\$ 2,500.00	\$ 2,500.00	\$ -
SJ704	Assistant Marching Band Director Competiton-National	Arts	\$ 250.00	\$ 250.00	\$ -
SJ705	Assistant Marching Band Director Competiton-Overall	Arts	\$ 250.00	\$ 250.00	\$ -
SJ703	Assistant Marching Band Director Competiton-State	Arts	\$ 150.00	\$ 150.00	\$ -
SJ480	Band Director-Marching/Concert Band-High School	Arts	\$ 4,113.00	\$ 4,113.00	\$ -
SJ550	Band Director-Middle School	Arts	\$ 2,190.00	\$ 2,190.00	\$ -
SJ551	Band Director-Middle School-Grandfathered	Arts	\$ 2,262.00	\$ 2,262.00	\$ -
SJ540	Choral Director-High School	Arts	\$ 2,468.00	\$ 2,468.00	\$ -
SJ510	Choral Director-Middle School	Arts	\$ 1,234.00	\$ 1,234.00	\$ -
SJ522	Choreographer-High School	Arts	\$ 500.00	\$ 700.00	\$ 200.00
SJ523	Costume Designer-High School	Arts	\$ 500.00	\$ 700.00	\$ 200.00
SJ524	Dance Teacher-High School	Arts	\$ 500.00	\$ 700.00	\$ 200.00
SJ521	Drama Co-Production Sponsor-High School	Arts	\$ 617.00	\$ 700.00	\$ 83.00
SJ520	Drama Director-High School	Arts	\$ 2,468.00	\$ 2,468.00	\$ -
SJ690	Drama Teacher-Middle School	Arts	\$ 1,234.00	\$ 1,234.00	\$ -
SJ525	Fight Choreographer-High School	Arts	\$ 500.00	\$ 700.00	\$ 200.00
SJ701	Marching Band Director Competition-National	Arts	\$ 500.00	\$ 500.00	\$ -
SJ702	Marching Band Director Competition-Overall	Arts	\$ 500.00	\$ 500.00	\$ -
SJ700	Marching Band Director Competition-State	Arts	\$ 250.00	\$ 250.00	\$ -
SJ481	Marching Band Eurhythmics-High School	Arts	\$ 500.00	\$ 700.00	\$ 200.00
SJ482	Marching Band Percussion-High School	Arts	\$ 500.00	\$ 700.00	\$ 200.00
SJ483	Marching Band Visual-High School	Arts	\$ 500.00	\$ 700.00	\$ 200.00
SJ484	Music Director-High School	Arts	\$ 500.00	\$ 700.00	\$ 200.00
SJ485	Orchestra Director-High School	Arts	\$ 2,468.00	\$ 2,468.00	\$ -
SJ490	Orchestra Director-Middle School	Arts	\$ 2,190.00	\$ 2,190.00	\$ -
SJ527	Technical Theatre Assistant-High School	Arts	\$ 500.00	\$ 700.00	\$ 200.00
SJ541	Accompanist-High School	Athletics	\$ 500.00	\$ 700.00	\$ 200.00
SAAD2	Assistant Athletic Director	Athletics	\$ 2,100.00	\$ 2,100.00	\$ -
SAAD3	Assistant Athletic Director-188 Day	Athletics	\$ 2,100.00	\$ 2,100.00	\$ -
SAAD4	Assistant Athletic Director-217 Day	Athletics	\$ 2,100.00	\$ 2,100.00	\$ -
SAVBG	Assistant Beach Volleyball	Athletics	\$ 1,326.00	\$ 1,326.00	\$ -
SAACN	Athletic Competition Assistant Coach-National	Athletics	\$ 250.00	\$ 250.00	\$ -
SAACO	Athletic Competition Assistant Coach-Overall	Athletics	\$ 250.00	\$ 250.00	\$ -
SAACS	Athletic Competition Assistant Coach-State	Athletics	\$ 150.00	\$ 250.00	\$ 100.00
SACCP	Athletic Competition Cheer Assistant-National	Athletics	\$ 250.00	\$ 250.00	\$ -
SACCT	Athletic Competition Cheer Assistant-State	Athletics	\$ 100.00	\$ 250.00	\$ 150.00
SAHCN	Athletic Competition Head Coach-National	Athletics	\$ 500.00	\$ 500.00	\$ -
SAHCO	Athletic Competition Head Coach-Overall	Athletics	\$ 500.00	\$ 500.00	\$ -
SAHCS	Athletic Competition Head Coach-State	Athletics	\$ 250.00	\$ 250.00	\$ -
SAAC5	Athletic Coordinator	Athletics	\$ 1,645.00	\$ 1,645.00	\$ -
SAAC6	Athletic Coordinator-188 Day	Athletics	\$ 1,645.00	\$ 1,645.00	\$ -
SAAD1	Athletic Director	Athletics	\$ 4,319.00	\$ 4,319.00	\$ -

## The School District of Osceola County, Florida (SDOC)

TERMS Code	Supplement Title	Category	Current	Proposed	Change
SAAT1	Athletic Trainer	Athletics	\$ 4,042.00	\$ 4,042.00	\$ -
SAAT2	Athletic Trainer-188 Days	Athletics	\$ 4,042.00	\$ 4,042.00	\$ -
SAATK	Athletic Trainer-Grandfathered	Athletics	\$ 4,319.00	\$ 4,319.00	\$ -
SABZJ	Baseball-Assistant Coach-Freshman Boys	Athletics	\$ 2,180.00	\$ 2,180.00	\$ -
SABZ4	Baseball-Assistant Coach-Junior Varsity Boys	Athletics	\$ 2,180.00	\$ 2,180.00	\$ -
SABZ2	Baseball-Assistant Coach-Varsity Boys	Athletics	\$ 2,180.00	\$ 2,180.00	\$ -
SABZ1	Baseball-Head Coach-Varsity Boys	Athletics	\$ 4,033.00	\$ 4,033.00	\$ -
SABZK	Baseball-Head Coach-Varsity Boys-Grandfathered	Athletics	\$ 4,033.00	\$ 4,033.00	\$ -
SABKV	Basketball Assistant Coach-Junior Varsity Girls-Grandfathered	Athletics	\$ 2,262.00	\$ 2,262.00	\$ -
SABKT	Basketball Assistant Coach-Varsity Girls-Grandfathered	Athletics	\$ 2,262.00	\$ 2,262.00	\$ -
SABKK	Basketball Head Coach-Varsity Boys-Grandfathered	Athletics	\$ 4,113.00	\$ 4,113.00	\$ -
SABKS	Basketball Head Coach-Varsity Girls-Grandfathered	Athletics	\$ 4,113.00	\$ 4,113.00	\$ -
SABKL	Basketball-2.2-Assistant Coach-Varsity Boys-Grandfathered	Athletics	\$ 2,262.00	\$ 2,262.00	\$ -
SABKJ	Basketball-Assistant Coach-Freshman Boys	Athletics	\$ 2,180.00	\$ 2,180.00	\$ -
SABK9	Basketball-Assistant Coach-Freshman Girls	Athletics	\$ 2,180.00	\$ 2,180.00	\$ -
SABK4	Basketball-Assistant Coach-Junior Varsity Boys	Athletics	\$ 2,180.00	\$ 2,180.00	\$ -
SABKD	Basketball-Assistant Coach-Junior Varsity Girls	Athletics	\$ 2,180.00	\$ 2,180.00	\$ -
SABK2	Basketball-Assistant Coach-Varsity Boys	Athletics	\$ 2,180.00	\$ 2,180.00	\$ -
SABKB	Basketball-Assistant Coach-Varsity Girls	Athletics	\$ 2,180.00	\$ 2,180.00	\$ -
SABK5	Basketball-Extracurricular-Boys	Athletics	\$ 850.00	\$ 850.00	\$ -
SABKE	Basketball-Extracurricular-Girls	Athletics	\$ 850.00	\$ 850.00	\$ -
SABK1	Basketball-Head Coach -Varsity Boys	Athletics	\$ 4,033.00	\$ 4,033.00	\$ -
SABKA	Basketball-Head Coach-Varsity Girls	Athletics	\$ 4,033.00	\$ 4,033.00	\$ -
SAVBC	Beach Volleyball	Athletics	\$ 2,320.00	\$ 2,320.00	\$ -
SABWL	Bowling-High School	Athletics	\$ 2,320.00	\$ 2,320.00	\$ -
SABW1	Bowling-High School-Boys	Athletics	\$ 2,320.00	\$ 2,320.00	\$ -
SABWZ	Bowling-High School-Conflict	Athletics	\$ 1,160.00	\$ 1,160.00	\$ -
SABWA	Bowling-High School-Girls	Athletics	\$ 2,320.00	\$ 2,320.00	\$ -
SACCN	Cheerleading Competiton Coach-National	Athletics	\$ 500.00	\$ 500.00	\$ -
SACCO	Cheerleading Competiton Coach-Overall	Athletics	\$ 500.00	\$ 500.00	\$ -
SACCS	Cheerleading Competiton Coach-State	Athletics	\$ 200.00	\$ 200.00	\$ -
SACB9	Cheerleading-Basketball-Freshman	Athletics	\$ 1,439.00	\$ 1,439.00	\$ -
SACBC	Cheerleading-Basketball-Junior Varsity	Athletics	\$ 1,439.00	\$ 1,439.00	\$ -
SACBD	Cheerleading-Basketball-Junior Varsity-188	Athletics	\$ 1,439.00	\$ 1,439.00	\$ -
SACBA	Cheerleading-Basketball-Varsity	Athletics	\$ 1,851.00	\$ 1,851.00	\$ -
SACIE	Cheerleading-Extracurricular	Athletics	\$ 850.00	\$ 850.00	\$ -
SACF0	Cheerleading-Football-Freshman	Athletics	\$ 1,439.00	\$ 1,439.00	\$ -
SACFF	Cheerleading-Football-Freshman-Conflicting Season	Athletics	\$ 719.50	\$ 719.50	\$ -
SACFC	Cheerleading-Football-Junior Varsity	Athletics	\$ 1,439.00	\$ 1,439.00	\$ -
SACFD	Cheerleading-Football-Junior Varsity-188	Athletics	\$ 1,439.00	\$ 1,439.00	\$ -
SACFA	Cheerleading-Football-Varsity	Athletics	\$ 1,851.00	\$ 1,851.00	\$ -
SACCB	Competition Cheerleading-Assistant Coach	Athletics	\$ 850.00	\$ 850.00	\$ -
SACCA	Competition Cheerleading-Head Coach	Athletics	\$ 1,028.00	\$ 1,028.00	\$ -
SAXC7	Cross Country-Elementary Extracurricular Coach	Athletics	\$ 850.00	\$ 850.00	\$ -

## The School District of Osceola County, Florida (SDOC)

TERMS Code	Supplement Title	Category	Current	Proposed	Change
SAXC5	Cross Country-Extracurricular	Athletics	\$ 850.00	\$ 850.00	\$ -
SAXC3	Cross Country-Jr. Varsity Boys	Athletics	\$ 1,071.00	\$ 1,071.00	\$ -
SAXCC	Cross Country-Junior Varsity Girls	Athletics	\$ 1,071.00	\$ 1,071.00	\$ -
SAXCZ	Cross Country-Junior Varsity Girls-Conflicting Seasons	Athletics	\$ 535.50	\$ 535.50	\$ -
SAXC1	Cross Country-Varsity Boys	Athletics	\$ 1,827.00	\$ 1,827.00	\$ -
SAXCK	Cross Country-Varsity Boys-Grandfathered	Athletics	\$ 1,851.00	\$ 1,851.00	\$ -
SAXCA	Cross Country-Varsity Girls	Athletics	\$ 1,827.00	\$ 1,827.00	\$ -
SAXCX	Cross Country-Varsity-Conflicting Seasons	Athletics	\$ 1,071.00	\$ 1,071.00	\$ -
SAEG1	Electronic Gaming - Fall	Athletics	\$ 850.00	\$ 850.00	\$ -
SAEG2	Electronic Gaming - Spring	Athletics	\$ 850.00	\$ 850.00	\$ -
SAFSH	Fishing-High School	Athletics	\$ 850.00	\$ 850.00	\$ -
SAFFB	Flag Football-Assistant Coach	Athletics	\$ 1,139.00	\$ 1,139.00	\$ -
SAF1T	Flag Football-Assistant Coach-1Grandfathered	Athletics	\$ 1,347.00	\$ 1,347.00	\$ -
SAFFC	Flag Football-Assistant Coach-Junior Varsity	Athletics	\$ 1,139.00	\$ 1,139.00	\$ -
SAFF5	Flag Football-Extracurricular	Athletics	\$ 850.00	\$ 850.00	\$ -
SAFF6	Flag Football-Extracurricular-Girls	Athletics	\$ 850.00	\$ 850.00	\$ -
SAFF7	Flag Football-Extracurricular-Girls-Conflicting Seasons	Athletics	\$ 425.00	\$ 425.00	\$ -
SAFFA	Flag Football-Head Coach	Athletics	\$ 1,943.00	\$ 1,943.00	\$ -
SAF1S	Flag Football-Head Coach-1Grandfathered	Athletics	\$ 2,118.00	\$ 2,118.00	\$ -
SAFFS	Flag Football-Head Coach-Grandfathered	Athletics	\$ 2,262.00	\$ 2,262.00	\$ -
SAFB4	Football-Assistant Coach-Spring	Athletics	\$ 334.95	\$ 350.00	\$ 15.05
SAFB2	Football-Assistant Coach-Varsity	Athletics	\$ 1,898.05	\$ 1,898.05	\$ -
SAFBL	Football-Assistant Coach-Varsity-Grandfathered	Athletics	\$ 1,922.70	\$ 1,922.70	\$ -
SAFB1	Football-Head Coach-Varsity Boys	Athletics	\$ 3,495.03	\$ 3,495.03	\$ -
SAFBK	Football-Head Coach-Varsity Boys-Grandfathered	Athletics	\$ 3,496.05	\$ 3,496.05	\$ -
SAFB3	Football-Head Coach-Varsity Boys-Spring	Athletics	\$ 616.77	\$ 700.00	\$ 83.23
SAGL1	Golf-Boys	Athletics	\$ 2,146.00	\$ 2,146.00	\$ -
SAGL7	Golf-Elementary Extracurricular Coach	Athletics	\$ 850.00	\$ 850.00	\$ -
SAGLX	Golf-Elementary Extracurricular Coach-Conflict	Athletics	\$ 425.00	\$ 425.00	\$ -
SAGL5	Golf-Extracurricular	Athletics	\$ 850.00	\$ 850.00	\$ -
SAGLA	Golf-Girls	Athletics	\$ 2,146.00	\$ 2,146.00	\$ -
SAGLZ	Golf-Girls-Conflict	Athletics	\$ 1,073.00	\$ 1,073.00	\$ -
SAID4	High School Intramural-1	Athletics	\$ 617.00	\$ 700.00	\$ 83.00
SAIDA	High School Intramural-2	Athletics	\$ 617.00	\$ 700.00	\$ 83.00
SAID5	Intramural Director	Athletics	\$ 1,645.00	\$ 1,645.00	\$ -
SAID7	Intramural Director	Athletics	\$ 1,645.00	\$ 1,645.00	\$ -
SAID0	Intramural Director Assistant-183 Days	Athletics	\$ 850.00	\$ 850.00	\$ -
SAID9	Intramural Director Assistant-188 Days	Athletics	\$ 850.00	\$ 850.00	\$ -
SAID6	Intramural Director Assistant-196 Days	Athletics	\$ 850.00	\$ 850.00	\$ -
SAID8	Intramural Director Assistant-252 Days	Athletics	\$ 850.00	\$ 850.00	\$ -
SALX4	Lacrosse-Assistant Coach-Junior Varsity Boys	Athletics	\$ 1,394.00	\$ 1,394.00	\$ -
SALXD	Lacrosse-Assistant Coach-Junior Varsity Girls	Athletics	\$ 1,394.00	\$ 1,394.00	\$ -
SALX2	Lacrosse-Assistant Coach-Varsity Boys	Athletics	\$ 1,394.00	\$ 1,394.00	\$ -
SALX5	Lacrosse-Assistant Coach-Varsity Boys-188 Days	Athletics	\$ 1,394.00	\$ 1,394.00	\$ -
SALXB	Lacrosse-Assistant Coach-Varsity Girls	Athletics	\$ 1,394.00	\$ 1,394.00	\$ -
SALX1	Lacrosse-Head Coach-Boys	Athletics	\$ 2,378.00	\$ 2,378.00	\$ -
SALXA	Lacrosse-Head Coach-Girls	Athletics	\$ 2,378.00	\$ 2,378.00	\$ -
SJ526	Lighting Designer-High School	Athletics	\$ 500.00	\$ 700.00	\$ 200.00

## The School District of Osceola County, Florida (SDOC)

TERMS Code	Supplement Title	Category	Current	Proposed	Change
SASOJ	Soccer-Assistant Coach-Freshman Boys	Athletics	\$ 2,180.00	\$ 2,180.00	\$ -
SASO9	Soccer-Assistant Coach-Freshman Girls	Athletics	\$ 2,180.00	\$ 2,180.00	\$ -
SASO4	Soccer-Assistant Coach-Junior Varsity Boys	Athletics	\$ 2,180.00	\$ 2,180.00	\$ -
SASOD	Soccer-Assistant Coach-Junior Varsity Girls	Athletics	\$ 2,180.00	\$ 2,180.00	\$ -
SASO2	Soccer-Assistant Coach-Varsity Boys	Athletics	\$ 2,180.00	\$ 2,180.00	\$ -
SASOB	Soccer-Assistant Coach-Varsity Girls	Athletics	\$ 2,180.00	\$ 2,180.00	\$ -
SASO7	Soccer-Elementary Extracurricular Coach	Athletics	\$ 850.00	\$ 850.00	\$ -
SASO5	Soccer-Extracurricular-Boys	Athletics	\$ 850.00	\$ 850.00	\$ -
SASOE	Soccer-Extracurricular-Girls	Athletics	\$ 850.00	\$ 850.00	\$ -
SASOZ	Soccer-Extracurricular-Girls-Conflicting Seasons	Athletics	\$ 308.50	\$ 308.50	\$ -
SASO1	Soccer-Head Coach-Varsity Boys	Athletics	\$ 4,033.00	\$ 4,033.00	\$ -
SASOA	Soccer-Head Coach-Varsity Girls	Athletics	\$ 4,033.00	\$ 4,033.00	\$ -
SASB9	Softball-Assistant Coach-Freshman	Athletics	\$ 2,180.00	\$ 2,180.00	\$ -
SASBD	Softball-Assistant Coach-Junior Varsity	Athletics	\$ 2,180.00	\$ 2,180.00	\$ -
SASBB	Softball-Assistant Coach-Varsity	Athletics	\$ 2,180.00	\$ 2,180.00	\$ -
SASBE	Softball-Extracurricular	Athletics	\$ 850.00	\$ 850.00	\$ -
SASBA	Softball-Head Coach-Varsity	Athletics	\$ 4,033.00	\$ 4,033.00	\$ -
SASP3	Special Olympics Assistant Coach	Athletics	\$ 510.00	\$ 510.00	\$ -
SASP1	Special Olympics Director	Athletics	\$ 850.00	\$ 850.00	\$ -
SASP2	Special Olympics Head Coach	Athletics	\$ 850.00	\$ 850.00	\$ -
SASW2	Swimming-Assistant Coach-Varsity Boys	Athletics	\$ 1,037.00	\$ 1,037.00	\$ -
SASWB	Swimming-Assistant Coach-Varsity Girls	Athletics	\$ 1,037.00	\$ 1,037.00	\$ -
SASWX	Swimming-Assistant Coach-Varsity Girls-Half	Athletics	\$ 518.50	\$ 518.50	\$ -
SASW1	Swimming-Head Coach-Varsity Boys	Athletics	\$ 1,885.00	\$ 1,885.00	\$ -
SAS1K	Swimming-Head Coach-Varsity Boys-1Grandfathered	Athletics	\$ 2,118.00	\$ 2,118.00	\$ -
SASWK	Swimming-Head Coach-Varsity Boys-Grandfathered	Athletics	\$ 2,262.00	\$ 2,262.00	\$ -
SASWA	Swimming-Head Coach-Varsity Girls	Athletics	\$ 1,885.00	\$ 1,885.00	\$ -
SAS1S	Swimming-Head Coach-Varsity Girls-1Grandfathered	Athletics	\$ 2,118.00	\$ 2,118.00	\$ -
SASWZ	Swimming-Head Coach-Varsity Girls-Conflicting Season	Athletics	\$ 1,037.00	\$ 1,037.00	\$ -
SASWS	Swimming-Head Coach-Varsity Girls-Grandfathered	Athletics	\$ 2,262.00	\$ 2,262.00	\$ -
SATN1	Tennis-Boys	Athletics	\$ 2,320.00	\$ 2,320.00	\$ -
SATNA	Tennis-Girls	Athletics	\$ 2,320.00	\$ 2,320.00	\$ -
SATNZ	Tennis-Girls-Conflicting Season	Athletics	\$ 1,160.00	\$ 1,160.00	\$ -
SATR2	Track-Assistant Coach-Boys	Athletics	\$ 1,656.00	\$ 1,656.00	\$ -
SAT1L	Track-Assistant Coach-Boys-1Grandfathered	Athletics	\$ 1,732.00	\$ 1,732.00	\$ -
SATR3	Track-Assistant Coach-Boys-Half	Athletics	\$ 828.00	\$ 828.00	\$ -
SATRB	Track-Assistant Coach-Girls	Athletics	\$ 1,656.00	\$ 1,656.00	\$ -
SAT1T	Track-Assistant Coach-Girls-1Grandfathered	Athletics	\$ 1,732.00	\$ 1,732.00	\$ -
SATRT	Track-Assistant Coach-Girls-Grandfathered	Athletics	\$ 1,851.00	\$ 1,851.00	\$ -
SATF7	Track-Elementary Extracurricular Coach	Athletics	\$ 850.00	\$ 850.00	\$ -
SATF5	Track-Extracurricular-Boys	Athletics	\$ 850.00	\$ 850.00	\$ -
SATFE	Track-Extracurricular-Girls	Athletics	\$ 850.00	\$ 850.00	\$ -
SATFX	Track-Extracurricular-Girls Boys Combined	Athletics	\$ 1,234.00	\$ 1,234.00	\$ -
SATFZ	Track-Extracurricular-Girls-Conflicting Season	Athletics	\$ 425.00	\$ 425.00	\$ -
SATR1	Track-Head Coach-Boys	Athletics	\$ 2,760.00	\$ 2,760.00	\$ -
SAT1K	Track-Head Coach-Boys-1Grandfathered	Athletics	\$ 3,080.00	\$ 3,080.00	\$ -
SATRX	Track-Head Coach-Boys-Conflicting Seasons	Athletics	\$ 1,656.00	\$ 1,656.00	\$ -
SATRK	Track-Head Coach-Boys-Grandfathered	Athletics	\$ 3,291.00	\$ 3,291.00	\$ -

## The School District of Osceola County, Florida (SDOC)

TERMS Code	Supplement Title	Category	Current	Proposed	Change
SATRA	Track-Head Coach-Girls	Athletics	\$ 2,760.00	\$ 2,760.00	\$ -
SAT1S	Track-Head Coach-Girls-1Grandfathered	Athletics	\$ 3,080.00	\$ 3,080.00	\$ -
SAT1Z	Track-Head Coach-Girls-1Grandfathered-Conflicting Seasons	Athletics	\$ 1,732.00	\$ 1,732.00	\$ -
SATRZ	Track-Head Coach-Girls-Conflicting Seasons	Athletics	\$ 1,851.00	\$ 1,851.00	\$ -
SAVF9	Volleyball-Assistant Coach-Freshman Girls	Athletics	\$ 1,751.00	\$ 1,751.00	\$ -
SAVFF	Volleyball-Assistant Coach-Freshman Girls-188 Days	Athletics	\$ 1,751.00	\$ 1,751.00	\$ -
SAVB4	Volleyball-Assistant Coach-Junior Varsity Boys	Athletics	\$ 1,683.00	\$ 1,683.00	\$ -
SAVBD	Volleyball-Assistant Coach-Junior Varsity Girls	Athletics	\$ 1,751.00	\$ 1,751.00	\$ -
SAVB2	Volleyball-Assistant Coach-Varsity Boys	Athletics	\$ 1,683.00	\$ 1,683.00	\$ -
SAVBB	Volleyball-Assistant Coach-Varsity Girls	Athletics	\$ 1,751.00	\$ 1,751.00	\$ -
SAVB6	Volleyball-Extracurricular-Boys	Athletics	\$ 850.00	\$ 850.00	\$ -
SAVBE	Volleyball-Extracurricular-Girls	Athletics	\$ 850.00	\$ 850.00	\$ -
SAVBZ	Volleyball-Extracurricular-Girls-Confilict	Athletics	\$ 425.00	\$ 425.00	\$ -
SAVB1	Volleyball-Head Coach-Varsity Boys	Athletics	\$ 2,871.00	\$ 2,871.00	\$ -
SAVBA	Volleyball-Head Coach-Varsity Girls	Athletics	\$ 2,987.00	\$ 2,987.00	\$ -
SAWP2	Water Polo-Assistant Coach-Varsity Boys	Athletics	\$ 1,683.00	\$ 1,683.00	\$ -
SAWPB	Water Polo-Assistant Coach-Varsity Girls	Athletics	\$ 1,683.00	\$ 1,683.00	\$ -
SAWP1	Water Polo-Head Coach-Varsity Boys	Athletics	\$ 2,871.00	\$ 2,871.00	\$ -
SAWPA	Water Polo-Head Coach-Varsity Girls	Athletics	\$ 2,871.00	\$ 2,871.00	\$ -
SAWPZ	Water Polo-Head Coach-Varsity Girls-Conflicting Seasons	Athletics	\$ 1,683.00	\$ 1,683.00	\$ -
SAWT2	Weightlifting-Assistant Coach-Varsity Boys	Athletics	\$ 1,037.00	\$ 1,037.00	\$ -
SAW1L	Weightlifting-Assistant Coach-Varsity Boys-1Grandfathered	Athletics	\$ 1,347.00	\$ 1,347.00	\$ -
SAWTB	Weightlifting-Assistant Coach-Varsity Girls	Athletics	\$ 1,037.00	\$ 1,037.00	\$ -
SAWT1	Weightlifting-Head Coach-Varsity Boys	Athletics	\$ 1,827.00	\$ 1,827.00	\$ -
SAWTK	Weightlifting-Head Coach-Varsity Boys-Grandfathered	Athletics	\$ 1,851.00	\$ 1,851.00	\$ -
SAWTA	Weightlifting-Head Coach-Varsity Girls	Athletics	\$ 1,827.00	\$ 1,827.00	\$ -
SAWR4	Wrestling-Assistant Coach-Junior Varsity Boys	Athletics	\$ 2,146.00	\$ 2,146.00	\$ -
SAWRD	Wrestling-Assistant Coach-Junior Varsity Girls	Athletics	\$ 2,146.00	\$ 2,146.00	\$ -
SAWR2	Wrestling-Assistant Coach-Varsity Boys	Athletics	\$ 2,146.00	\$ 2,146.00	\$ -
SAWRZ	Wrestling-Assistant Coach-Varsity Boys-Conflicting Seasons	Athletics	\$ 1,073.00	\$ 1,073.00	\$ -
SAWRB	Wrestling-Assistant Coach-Varsity Girls	Athletics	\$ 2,146.00	\$ 2,146.00	\$ -
SAWRF	Wrestling-Assistant Coach-Varsity Girls-188 Days	Athletics	\$ 2,146.00	\$ 2,146.00	\$ -
SAWR5	Wrestling-Extracurricular	Athletics	\$ 850.00	\$ 850.00	\$ -
SAWRX	Wrestling-Head Coach-Girls-Conflicting Seasons	Athletics	\$ 2,146.00	\$ 2,146.00	\$ -
SAWR1	Wrestling-Head Coach-Varsity Boys	Athletics	\$ 3,680.00	\$ 3,680.00	\$ -
SAWRA	Wrestling-Head Coach-Varsity Girls	Athletics	\$ 3,680.00	\$ 3,680.00	\$ -
SJ590	Academic Competition Bowl Sponsor-High School	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ591	Academic Competition Bowl Sponsor-Middle School	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ640	Class Sponsor-Freshmen	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ641	Class Sponsor-Freshmen-188 Day	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ620	Class Sponsor-Junior	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ621	Class Sponsor-Junior-188 Day	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ610	Class Sponsor-Senior	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00



## The School District of Osceola County, Florida (SDOC)

TERMS Code	Supplement Title	Category	Current	Proposed	Change
SJ611	Class Sponsor-Senior-188 Day	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ612	Class Sponsor-Senior-252 Day	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ630	Class Sponsor-Sophomore	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ631	Class Sponsor-Sophomore-188 Day	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SK030	Co-Curricular-High School-Business Professional Assoc/Career Education Club (BPA/CECE)	Curriculum	\$ 1,028.00	\$ 1,028.00	\$ -
SK010	Co-Curricular-High School-Distributive Education Club (DECA)	Curriculum	\$ 1,028.00	\$ 1,028.00	\$ -
SK020	Co-Curricular-High School-Family, Career and Community Leaders (FCCLA)	Curriculum	\$ 1,028.00	\$ 1,028.00	\$ -
SK000	Co-Curricular-High School-Future Business Leaders of America-Phi Beta Lambda (FBLA)	Curriculum	\$ 1,028.00	\$ 1,028.00	\$ -
SK092	Co-Curricular-High School-Future Educators of America (FFEA)	Curriculum	\$ 1,028.00	\$ 1,028.00	\$ -
SK050	Co-Curricular-High School-Future Farmers of America (FFA)	Curriculum	\$ 1,028.00	\$ 1,028.00	\$ -
SK052	Co-Curricular-High School-Future Farmers of America (FFA)- 252 Day	Curriculum	\$ 1,028.00	\$ 1,028.00	\$ -
SK040	Co-Curricular-High School-Future Homemakers of America (FHA)	Curriculum	\$ 1,028.00	\$ 1,028.00	\$ -
SK080	Co-Curricular-High School-Health Occupation Students of America (HOSA)	Curriculum	\$ 1,028.00	\$ 1,028.00	\$ -
SK090	Co-Curricular-High School-Technology Student Association (TSA)	Curriculum	\$ 1,028.00	\$ 1,028.00	\$ -
SK070	Co-Curricular-High School-Vocational Industries	Curriculum	\$ 1,028.00	\$ 1,028.00	\$ -
SK031	Co-Curricular-Middle School-Business Professionals of America (BPA)	Curriculum	\$ 1,028.00	\$ 1,028.00	\$ -
SK001	Co-Curricular-Middle School-Future Business Leaders of America-Phi Beta Lambda	Curriculum	\$ 1,028.00	\$ 1,028.00	\$ -
SK051	Co-Curricular-Middle School-Future Farmers of America	Curriculum	\$ 1,028.00	\$ 1,028.00	\$ -
SK041	Co-Curricular-Middle School-Future Homemakers of America	Curriculum	\$ 1,028.00	\$ 1,028.00	\$ -
SK091	Co-Curricular-Middle School-Technology Student Association (TSA)	Curriculum	\$ 1,028.00	\$ 1,028.00	\$ -
SM300	Curriculum Chair-Elementary	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SR102	Dean 1201-1600	Curriculum	\$ 1,650.00	\$ 1,650.00	\$ -
SR103	Dean 1601-2000	Curriculum	\$ 1,750.00	\$ 1,750.00	\$ -
SR100	Dean 1-800	Curriculum	\$ 1,450.00	\$ 1,450.00	\$ -
SR104	Dean 2001+	Curriculum	\$ 1,850.00	\$ 1,850.00	\$ -
SR101	Dean 801-1200	Curriculum	\$ 1,550.00	\$ 1,550.00	\$ -
SM080	Department Chair-High School-Art	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SM082	Department Chair-High School-Dance	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SM081	Department Chair-High School-Drama	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SM100	Department Chair-High School-ESE	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SM120	Department Chair-High School-ESOL	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SM121	Department Chair-High School-ESOL-188 Days	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SM070	Department Chair-High School-Foreign Language	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SM010	Department Chair-High School-Language Arts	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SM030	Department Chair-High School-Math	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SM060	Department Chair-High School-Other	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00

## The School District of Osceola County, Florida (SDOC)

TERMS Code	Supplement Title	Category	Current	Proposed	Change
SM090	Department Chair-High School-Physical Education	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SM110	Department Chair-High School-Reading	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SM040	Department Chair-High School-Science	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SM020	Department Chair-High School-Social Studies	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SM083	Department Chair-High School-Technical Theatre	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SM050	Department Chair-High School-Vocational	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SM011	Department Chair-Middle School-Language Arts	Curriculum	\$ 617.00	\$ -	PLC Lead
SM031	Department Chair-Middle School-Math	Curriculum	\$ 617.00	\$ -	PLC Lead
SM061	Department Chair-Middle School-Other	Curriculum	\$ 617.00	\$ -	PLC Lead
SM041	Department Chair-Middle School-Science	Curriculum	\$ 617.00	\$ -	PLC Lead
SM021	Department Chair-Middle School-Social Studies	Curriculum	\$ 617.00	\$ -	PLC Lead
SM051	Department Chair-Middle School-Vocational	Curriculum	\$ 617.00	\$ -	PLC Lead
SM600	Department Chair-TECO-Business Technology	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SM601	Department Chair-TECO-Health Science	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SM602	Department Chair-TECO-Industrial	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SR500	ESE Resource Compliance Specialist	Curriculum	\$ 1,500.00	\$ 1,500.00	\$ -
SR501	ESE Resource Compliance Specialist-12 Month	Curriculum	\$ 1,500.00	\$ 1,500.00	\$ -
SR495	ESE Teacher Non-Core	Curriculum	\$ 1,500.00	\$ 1,500.00	\$ -
SR493	ESE Teacher-Self Contained-Combination School	Curriculum	\$ 1,500.00	\$ 1,500.00	\$ -
SR492	ESE Teacher-Self Contained-Elementary School	Curriculum	\$ 1,500.00	\$ 1,500.00	\$ -
SR490	ESE Teacher-Self Contained-High School	Curriculum	\$ 1,500.00	\$ 1,500.00	\$ -
SR491	ESE Teacher-Self Contained-Middle School	Curriculum	\$ 1,500.00	\$ 1,500.00	\$ -
SR300	ESOL Comp/Prg Spec	Curriculum	\$ 1,500.00	\$ 1,500.00	\$ -
SR306	ESOL Comp/Prg Spec 10%	Curriculum	\$ 150.00	\$ 150.00	\$ -
SR305	ESOL Comp/Prg Spec 20%	Curriculum	\$ 300.00	\$ 300.00	\$ -
SR307	ESOL Comp/Prg Spec 30%	Curriculum	\$ 450.00	\$ 450.00	\$ -
SR302	ESOL Comp/Prg Spec 40%	Curriculum	\$ 600.00	\$ 600.00	\$ -
SR301	ESOL Comp/Prg Spec 60%	Curriculum	\$ 900.00	\$ 900.00	\$ -
SR304	ESOL Comp/Prg Spec 80%	Curriculum	\$ 1,200.00	\$ 1,200.00	\$ -
SJ001	Extracurricular Sponsor Competition-National	Curriculum	\$ 500.00	\$ 500.00	\$ -
SJ002	Extracurricular Sponsor Competition-Overall	Curriculum	\$ 500.00	\$ 500.00	\$ -
SJ000	Extracurricular Sponsor Competition-State	Curriculum	\$ 250.00	\$ 250.00	\$ -
SJ240	Extracurricular Sponsor-188 Days	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ241	Extracurricular Sponsor-217 Days	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ230	Extracurricular Sponsor-Elementary School	Curriculum	\$ 850.00	\$ 850.00	\$ -
SJ233	Extracurricular Sponsor-Elementary School-2	Curriculum	\$ 850.00	\$ 850.00	\$ -
SJ250	Extracurricular Sponsor-High School	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ260	Extracurricular Sponsor-High School Speech/Debate/Forensics	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ681	Extracurricular Sponsor-High School- Technical Honor Society	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ132	Extracurricular Sponsor-High School- Ambassadors	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ140	Extracurricular Sponsor-High School-Art	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ110	Extracurricular Sponsor-High School-Best Buddies	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ112	Extracurricular Sponsor-High School-Best Buddies-188 Days	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00

*The School District of Osceola County, Florida (SDOC)*

TERMS Code	Supplement Title	Category	Current	Proposed	Change
SJ130	Extracurricular Sponsor-High School-Beta Club	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ214	Extracurricular Sponsor-High School-Cadet Core	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ215	Extracurricular Sponsor-High School-Cadet Core-Split	Curriculum	\$ 308.50	\$ 350.00	\$ 41.50
SJ221	Extracurricular Sponsor-High School-Charter Development Club	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ080	Extracurricular Sponsor-High School-Dance	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ310	Extracurricular Sponsor-High School-Drama	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ070	Extracurricular Sponsor-High School-Environment	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ190	Extracurricular Sponsor-High School-Fellowship of Christian Athletes	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ210	Extracurricular Sponsor-High School-French Club	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ040	Extracurricular Sponsor-High School-Gospel Choir	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ680	Extracurricular Sponsor-High School-Honor Society	Curriculum	\$ 823.00	\$ 823.00	\$ -
SJ030	Extracurricular Sponsor-High School-Interact	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ211	Extracurricular Sponsor-High School-International Club	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ020	Extracurricular Sponsor-High School-Junior Achievement	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ050	Extracurricular Sponsor-High School-Key Club	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ010	Extracurricular Sponsor-High School-Keyettes	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ060	Extracurricular Sponsor-High School-Latin Club	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ213	Extracurricular Sponsor-High School-Longhorn Legion	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ370	Extracurricular Sponsor-High School-Mu Alpha Theta	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ120	Extracurricular Sponsor-High School-National Homemakers of America	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ111	Extracurricular Sponsor-High School-New Success	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ360	Extracurricular Sponsor-High School-Photography Club	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ150	Extracurricular Sponsor-High School-Power Club	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ101	Extracurricular Sponsor-High School-Reach Out	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ180	Extracurricular Sponsor-High School-Science Club	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ181	Extracurricular Sponsor-High School-Science Club-188 Day	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ350	Extracurricular Sponsor-High School-Skills USA	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ212	Extracurricular Sponsor-High School-Spanish Club	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ271	Extracurricular Sponsor-High School-STEM Club	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ100	Extracurricular Sponsor-High School-Students Against Destructive Decisions	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ160	Extracurricular Sponsor-High School-Thespian	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00



## The School District of Osceola County, Florida (SDOC)

TERMS Code	Supplement Title	Category	Current	Proposed	Change
SJ220	Extracurricular Sponsor-High School-Youth in Government	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ231	Extracurricular Sponsor-Middle School	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ141	Extracurricular Sponsor-Middle School-Art	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ320	Extracurricular Sponsor-Middle School-Athletic Fundraiser	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ341	Extracurricular Sponsor-Middle School-Battle of the Books	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ170	Extracurricular Sponsor-Middle School-Battletech	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ131	Extracurricular Sponsor-Middle School-Beta Club	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ081	Extracurricular Sponsor-Middle School-Dance	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ191	Extracurricular Sponsor-Middle School-Fellowship of Christian Athletes	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ330	Extracurricular Sponsor-Middle School-Geocaching	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ280	Extracurricular Sponsor-Middle School-History Club	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ090	Extracurricular Sponsor-Middle School-Honor Society	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ021	Extracurricular Sponsor-Middle School-Junior Achievement	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ290	Extracurricular Sponsor-Middle School-Math Club	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ232	Extracurricular Sponsor-Middle School-Save Club	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ270	Extracurricular Sponsor-Middle School-Science Club	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ200	Extracurricular Sponsor-Middle School-Student Council	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ161	Extracurricular Sponsor-Middle School-Thesplan	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ340	Extracurricular Sponsor-Middle School-Writers Guild	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ380	Extracurricular Sponsor-Odyssey of the Mind	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ381	Extracurricular Sponsor-Odyssey of the Mind	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ382	Extracurricular Sponsor-Odyssey of the Mind	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SM302	Grade Level Chair-1st Grade	Curriculum	\$ 617.00	\$ -	PLC Lead
SM303	Grade Level Chair-2nd Grade	Curriculum	\$ 617.00	\$ -	PLC Lead
SM304	Grade Level Chair-3rd Grade	Curriculum	\$ 617.00	\$ -	PLC Lead
SM305	Grade Level Chair-4th Grade	Curriculum	\$ 617.00	\$ -	PLC Lead
SM306	Grade Level Chair-5th Grade	Curriculum	\$ 617.00	\$ -	PLC Lead
SM301	Grade Level Chair-Kindergarten	Curriculum	\$ 617.00	\$ -	PLC Lead
SM200	Grade Level Chair-Middle School-6th Grade	Curriculum	\$ 617.00	\$ -	PLC Lead
SM201	Grade Level Chair-Middle School-7th Grade	Curriculum	\$ 617.00	\$ -	PLC Lead
SM202	Grade Level Chair-Middle School-8th Grade	Curriculum	\$ 617.00	\$ -	PLC Lead
SM203	Grade Level Chair-Middle School-Elementary	Curriculum	\$ 617.00	\$ -	PLC Lead
SJ530	Newspaper Sponsor-High School	Curriculum	\$ 1,028.00	\$ 1,028.00	\$ -
SJ580	Newspaper Sponsor-Middle School	Curriculum	\$ 823.00	\$ 823.00	\$ -
SJ581	Newspaper Sponsor-Middle School-188 Day	Curriculum	\$ 823.00	\$ 823.00	\$ -
SJ583	Newspaper Sponsor-Middle School-252 Day	Curriculum	\$ 823.00	\$ 823.00	\$ -
SJ600	Student Council-High School	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ601	Student Council-High School-188 Day	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00

## The School District of Osceola County, Florida (SDOC)

TERMS Code	Supplement Title	Category	Current	Proposed	Change
SM502	Test Coordinator 1201-1600	Curriculum	\$ 1,128.00	\$ 1,128.00	\$ -
SM503	Test Coordinator 1601-2000	Curriculum	\$ 1,228.00	\$ 1,228.00	\$ -
SM500	Test Coordinator 1-800	Curriculum	\$ 928.00	\$ 928.00	\$ -
SM506	Test Coordinator 1-800- 260 days	Curriculum	\$ 928.00	\$ 928.00	\$ -
SM505	Test Coordinator 1-800-1Grandfathered	Curriculum	\$ 962.00	\$ 962.00	\$ -
SM504	Test Coordinator 2001+	Curriculum	\$ 1,328.00	\$ 1,328.00	\$ -
SM501	Test Coordinator 801-1200	Curriculum	\$ 1,028.00	\$ 1,028.00	\$ -
SM410	Yearbook Sponsor-Elementary School-188 Days	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SM400	Yearbook Sponsor-Elementary School-196 Days	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SM430	Yearbook Sponsor-Elementary School-217 Days	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SM420	Yearbook Sponsor-Elementary School-252 Days	Curriculum	\$ 617.00	\$ 700.00	\$ 83.00
SJ500	Yearbook Sponsor-High School	Curriculum	\$ 1,645.00	\$ 1,645.00	\$ -
SJ571	Yearbook Sponsor-Middle School-188 Days	Curriculum	\$ 1,028.00	\$ 1,028.00	\$ -
SJ570	Yearbook Sponsor-Middle School-196 Days	Curriculum	\$ 1,028.00	\$ 1,028.00	\$ -
SR540	Audiologist	Other	\$ 1,500.00	\$ 1,500.00	\$ -
SR520	Behavior Center-Lead	Other	\$ 1,028.00	\$ 1,028.00	\$ -
SR521	Behavior Center-Teacher-ESE	Other	\$ 1,500.00	\$ 1,500.00	\$ -
SR522	Behavior Center-Teacher-NonESE	Other	\$ 617.00	\$ 700.00	\$ 83.00
SR494	Behavior Specialist	Other	\$ 1,500.00	\$ 1,500.00	\$ -
SR483	DJJ-Juvenile Detention Center-Paraprofessional	Other	\$ 592.00	\$ -	DJJ Closing
SR482	DJJ-Juvenile Detention Center-Teacher NonESE	Other	\$ 1,028.00	\$ -	DJJ Closing
SR481	DJJ-OASIS-Paraprofessional	Other	\$ 592.00	\$ -	DJJ Closing
SR480	DJJ-OASIS-Teacher NonESE	Other	\$ 1,028.00	\$ -	DJJ Closing
SR484	DJJ-OASIS-Teacher-ESE	Other	\$ 1,500.00	\$ -	DJJ Closing
SR555	First Aid/CPR-188 Days	Other	\$ 500.00	\$ 500.00	\$ -
SR557	First Aid/CPR-196 Days	Other	\$ 500.00	\$ 500.00	\$ -
SR558	First Aid/CPR-217 Days	Other	\$ 500.00	\$ 500.00	\$ -
SR556	First Aid/CPR-252 Days	Other	\$ 500.00	\$ 500.00	\$ -
SR571	Green Champion-188 Days	Other	\$ 617.00	\$ 650.00	\$ 33.00
SR570	Green Champion-196 Days	Other	\$ 617.00	\$ 650.00	\$ 33.00
SR572	Green Champion-197 Days	Other	\$ 617.00	\$ 650.00	\$ 33.00
SR574	Green Champion-200 Days	Other	\$ 617.00	\$ 650.00	\$ 33.00
SR573	Green Champion-252 Days	Other	\$ 617.00	\$ 650.00	\$ 33.00
SR600	Guidance Director	Other	\$ 823.00	\$ 823.00	\$ -
SR551	Health Champion-188 Days	Other	\$ 617.00	\$ 650.00	\$ 33.00
SR550	Health Champion-196 Days	Other	\$ 617.00	\$ 650.00	\$ 33.00
SR552	Health Champion-197 Days	Other	\$ 617.00	\$ 650.00	\$ 33.00
SR553	Health Champion-252 Days	Other	\$ 617.00	\$ 650.00	\$ 33.00
SR711	OASIS School Coordinator-188 days	Other	\$ 617.00	\$ 650.00	\$ 33.00
SR710	OASIS School Coordinator-196 days	Other	\$ 617.00	\$ 650.00	\$ 33.00
SR713	OASIS School Coordinator-252 days	Other	\$ 617.00	\$ 650.00	\$ 33.00
SR530	Speech Language Pathologist	Other	\$ 1,500.00	\$ 1,500.00	\$ -

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All calculations and payments of the items within this tentative agreement for eligible instructional bargaining unit employees shall be paid no earlier and no later than two (2) pay periods after the date of ratification of this tentative agreement by both parties and shall be retroactive to July 01, 2024.

Pursuant to *Article XX: Term of Contract* of our collective bargaining agreement, both parties continue to agree that Contract Articles, specific paragraphs, or new issues may be opened, bargained, ratified, and implemented throughout the fiscal year.

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*The School District of Osceola County, Florida (SDOC)*

**2024-25 LABOR CONTRACT, SALARY AND FRINGES ACCEPTED BY  
THE SCHOOL BOARD AND THE OSCEOLA COUNTY EDUCATION ASSOCIATION,  
INSTRUCTIONAL EMPLOYEES**

Accepted by the  
School Board of Osceola County, Florida

Accepted by the  
Osceola County Education Association

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Heather Kahoun,  
Chairperson of the Board

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Janet Moody,  
President of the Association

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Dr. Mark Shanoff,  
Superintendent

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Janet Moody,  
Chief Negotiator of the Association

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John Boyd,  
Chief Negotiator for the School Board

Witnesses as to the School Board

Witnesses as to the Association

**Tentative Agreement by Instructional Employees  
Bargaining Leadership Team (BLT):**

**June 4, 2024**

**Ratified by Osceola County Education Association (OCEA):** Click or tap to enter a date.

**Ratified by Osceola County School Board (OCSB):** Click or tap to enter a date.

**Term of Contract Expiration Date:** **June 30, 2025**

## MEMORANDUM OF UNDERSTANDING – 2024-25 Pre-Planning, **Instructional Employees**

This Memorandum of Understanding (MOU) shall amend temporarily Article 6.13 of the *Instructional Employees Contract*, which states:

### 6.13      *Pre-Planning Days*

*During the scheduled five (5) Pre-Planning Days, classroom instructional employees shall receive a minimum of two (2) full uninterrupted workdays in order to prepare for the new school year in their classrooms. In addition, three (3) full uninterrupted workdays shall be reserved for School District and/ or school administrators to schedule required professional development and meetings for instructional employees. Scheduled work times for School Open House shall count toward the three (3) days reserved for administration purposes. In future school years, if the number of scheduled Pre-Planning Days are reduced or increased, then the work time shall be divided in the proportion of forty percent (40%) for uninterrupted work time for classroom instructional employees to prepare for the new school year in their classrooms. Time shall be provided to complete the required Employee Orientation Tab during the three (3) workdays reserved for the School District and school administrators.*

Whereas, the Osceola County School Board (OCSB) and the Osceola County Education Association (OCEA) as evidenced by the respective signatures below, are parties hereto and agree to this Memorandum of Understanding (MOU) as more specifically set forth herein for the 2024-25 school year:

1. Instructional employees may elect to work one (1) full uninterrupted workday prior to the regularly scheduled first day of Pre-Planning in order to prepare for the new school year in their classrooms.
2. The funding source for this voluntary paid workday prior to regularly scheduled Pre-Planning shall be the available American Rescue Plan (ARP) funds which are non-recurring and cannot be used for recurring expenses, including, but not limited to, salaries.
3. Instructional employees who elect to work one (1) full uninterrupted workday shall sign in and sign out on the eligible dates worked and shall receive compensation at their regular rate of pay for the time worked.
4. The eligible dates for the additional compensated workday shall be one (1) of the following dates:
  - Wednesday, July 31, 2024
  - Thursday, August 1, 2024
  - Friday, August 2, 2024
5. During the scheduled dates of Pre-Planning for the 2024-25 school year, "School Open House" shall be renamed "Meet the Teacher Event," and instructional employees shall be required to attend. Per existing contract language in Article 6.13, the "Meet the Teacher Events" shall be scheduled for two (2) hours on one (1) of the three (3) days reserved for administration purposes.
6. The school principal shall flex the workday schedule for instructional employees so that the end time of the Meet the Teacher Event is seven and one-half (7.5) hours after the work start time for instructional employees in order to ensure the regular contractual workday.

*The School District of Osceola County, Florida (SDOC)*

This Memorandum of Understanding will expire on **Monday, June 30, 2025**.

**OSCEOLA COUNTY  
SCHOOL BOARD**

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SUPERINTENDENT  
Dr. Mark Shanoff

**OSCEOLA COUNTY  
EDUCATION ASSOCIATION**

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OCEA PRESIDENT and  
CHIEF NEGOTIATOR FOR OCEA  
Janet Moody

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CHIEF NEGOTIATOR FOR OCSB  
John Boyd

**Date: Tuesday, June 4, 2024**

**MEMORANDUM OF UNDERSTANDING –**  
**2024-25 School Open Houses and Elementary School Report Card Conferences,**  
**Instructional Employees**

Whereas, the Osceola County School Board (OCSB) and the Osceola County Education Association (OCEA) as evidenced by the respective signatures below, are parties hereto and agree to this Memorandum of Understanding (MOU) as more specifically set forth herein for the 2024-25 school year:

1. **School Open Houses** at all levels shall be scheduled on one (1) workday for up to three (3) hours during the fourth, fifth, or sixth week of the first nine weeks marking period. Instructional employees shall:
  - be required to attend;
  - receive Flex Leave as compensation for the time assigned and worked beyond the regular contractual workday;
  - sign documentation for the time assigned and worked; and
  - shall take the Flex Leave earned during one (1) of the scheduled Teacher Workdays.
2. **Elementary School Parent-Teacher Report Card Conferences** shall be scheduled during the second week of the second nine weeks marking period. Elementary school instructional employees shall:
  - be required to attend;
  - receive Flex Leave as compensation for the time assigned and worked beyond the regular contractual workday;
  - sign documentation for the time assigned and worked; and
  - shall take the Flex Leave earned during one (1) of the scheduled Teacher Workdays.
3. The school principal shall excuse an instructional employee from attending an event scheduled outside the regularly scheduled contractual workday due to extenuating circumstances beyond the instructional employee's control, including, but not limited to, an unexpected personal or family health emergency, car accident, car failure, child care/ elder care hardship, or schedule conflict with a class session for a college or university course, etc. During the event, the school principal shall provide child care for the school-aged children of instructional employees on the premises where feasible.
4. The instructional employee shall notify the school principal about extenuating circumstances beyond the instructional employee's control no later than one (1) week prior to the event except in the cases of an unexpected personal or family health emergency, car accident, or car failure.
5. If the instructional employee cannot attend the event, then the instructional employee shall make alternative arrangements such as personal communications with each one of their students' parents and guardians within one (1) week of the event via phone, Microsoft Teams, or equivalent during non-student contact time.

*The School District of Osceola County, Florida (SDOC)*

This Memorandum of Understanding will expire on **Monday, June 30, 2025**.

**OSCEOLA COUNTY  
SCHOOL BOARD**

**OSCEOLA COUNTY  
EDUCATION ASSOCIATION**

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SUPERINTENDENT  
Dr. Mark Shanoff

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OCEA PRESIDENT and  
CHIEF NEGOTIATOR FOR OCEA  
Janet Moody

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CHIEF NEGOTIATOR FOR OCSB  
John Boyd

**Date: Tuesday, June 4, 2024**



**MEMORANDUM OF UNDERSTANDING –  
2024-25 Classroom Teacher Attendance Incentive Supplement, *Instructional Employees***

Whereas, the Osceola County School Board (OCSB) and the Osceola County Education Association (OCEA) as evidenced by the respective signatures below, are parties hereto and agree to this Memorandum of Understanding (MOU) as more specifically set forth herein for the 2024-25 school year:

1. Eligible classroom teachers may earn and receive up to \$2,000 within one (1) school year for the classroom teacher's attendance that meets the following eligibility criteria.
2. Eligible classroom teachers shall receive \$500 paid in the first paycheck that is scheduled after the end of each nine (9) week period for the classroom teacher's attendance that meets the following eligibility criteria.
3. Eligibility Criteria
  - The eligibility criteria for this attendance incentive shall be defined as no absences of the classroom teacher for any part of a regularly scheduled workday that is also a regularly scheduled student school day either:
    - before or after a paid holiday; or
    - on a Monday or a Friday.
  - The classroom teacher may participate in each nine (9) week period whether or not eligibility is achieved in a prior nine (9) week period within the same school year.
  - The School District's Academic Calendar shall determine the dates that count toward classroom teacher eligibility.
  - For the 2024-25 school year, seventy-seven (77) critical dates of classroom teacher attendance out of one-hundred eighty days (180) of student instruction shall exist as the eligibility criteria for this supplement.
  - The funding source for this *Classroom Teacher Attendance Incentive Supplement* shall be the same School District funds as those used for hiring substitute teachers.

This Memorandum of Understanding will expire on **Monday, June 30, 2025**.

**OSCEOLA COUNTY  
SCHOOL BOARD**

**OSCEOLA COUNTY  
EDUCATION ASSOCIATION**

\_\_\_\_\_  
SUPERINTENDENT  
Dr. Mark Shanoff

\_\_\_\_\_  
OCEA PRESIDENT and  
CHIEF NEGOTIATOR FOR OCEA  
Janet Moody

\_\_\_\_\_  
CHIEF NEGOTIATOR FOR OCSB  
John Boyd

**Date: Tuesday, June 4, 2024**

**Prepared by:** John Boyd, Executive Director of Government & Labor Relations, Department of Human Resources  
**Revised: June 4, 2024**

## 2024 Florida Laws that Govern Instructional Employees' Salary Negotiations

**Note:** State laws are quoted in part for convenience and clarity. The titles of the state laws link to the state laws in their entirety.

### 1. Classroom Teacher and Other Instructional Personnel Salary Increase (CTOIPS) [formerly Teacher Salary Increase Allocation (TSIA)]

[2024-2025 General Appropriations Act (GAA), House Bill 5001 (2024); pending the Governor's signature; page 23]

"From the funds in Specific Appropriations 5 and 84, \$201,566,115 is provided for school districts and charter schools to provide salary increases to full-time classroom teachers and certified prekindergarten teachers funded in the Florida Education Finance Program (FEFP), and other instructional personnel. Each school district and charter school shall use 1.07 percent of its base FEFP funding amount as provided in HB 5001, to either (a) increase the minimum base salary reported on the school district's or charter school's performance salary schedule, as defined in section 1012.22(1)(c), Florida Statutes, to at least \$47,500 or the maximum amount achievable based on the amount the 1.07 percent generates, or (b) to provide salary increases to other full-time instructional personnel as defined in section 1012.01(2), Florida Statutes. If a school district or charter school uses all or a portion of its funds to increase the minimum base salary, no eligible full-time classroom teacher or eligible certified prekindergarten teacher shall receive a minimum base salary less than the adjusted amount."

### 2. Performance and Grandfather Salary Schedules

Section 1012.22(1)(c) – Public school personnel; powers and duties of the district school board, Florida Statutes

"(1)(c) Compensation and salary schedules. –

#### 1. Definitions. – As used in this paragraph:

a. "Adjustment" means an addition to the base salary schedule that is not a bonus and becomes part of the employee's permanent base salary and shall be considered compensation under s. 121.021(22). ...

g. "Supplement" means an annual addition to the base salary for the term of the negotiated supplement as long as the employee continues his or her employment for the purpose of the supplement. A supplement does not become part of the employee's continuing base salary but shall be considered compensation under s. 121.021(22). ...

#### 2. Cost-of-living adjustment. – A district school board may provide a cost-of-living salary adjustment if the adjustment:

a. Does not discriminate among comparable classes of employees based upon the salary schedule under which they are compensated.

b. Does not exceed 50 percent of the annual adjustment provided to instructional personnel rated as effective. ...

## 5. Performance salary schedule. ...

## a. Base salary. – The base salary shall be established as follows:

(II) Instructional personnel, or school administrators new to the district, returning to the district after a break in service without an authorized leave of absence, or appointed for the first time to a position in the district in the capacity of instructional personnel or school administrator shall be placed on the performance salary schedule. Beginning July 1, 2021, and until such time as the minimum base salary as defined in s. 1011.62(14), equals or exceeds \$47,500, the annual increase to the minimum base salary shall not be less than 150 percent of the largest adjustment made to the salary of an employee on the grandfathered salary schedule. Thereafter, the annual increase to the minimum base salary shall not be less than 75 percent of the largest adjustment for an employee on the grandfathered salary schedule.

## b. Salary adjustments. – Salary adjustments for highly effective or effective performance shall be established as follows:

(I) The annual salary adjustment under the performance salary schedule for an employee rated as highly effective must be at least 25 percent greater than the highest annual salary adjustment available to an employee of the same classification through any other salary schedule adopted by the district.

(II) The annual salary adjustment under the performance salary schedule for an employee rated as effective must be equal to at least 50 percent and no more than 75 percent of the annual adjustment provided for a highly effective employee of the same classification.

(III) A salary schedule shall not provide an annual salary adjustment for an employee who receives a rating other than highly effective or effective for the year. ...

If budget constraints in any given year limit a district school board's ability to fully fund all adopted salary schedules, the performance salary schedule shall not be reduced on the basis of total cost or the value of individual awards in a manner that is proportionally greater than reductions to any other salary schedules adopted by the district. Any compensation for longevity of service awarded to instructional personnel who are on any other salary schedule must be included in calculating the salary adjustments required by sub-subparagraph b."

**Section 1011.62(14) – Funds for the operation of schools**

"(14) CLASSROOM TEACHER AND OTHER INSTRUCTIONAL PERSONNEL SALARY INCREASE.—The Legislature shall annually apportion an amount of funds provided in the Florida Education Finance Program to assist school districts and charter schools in their compliance with the requirement that the minimum base salary for full-time classroom teachers, as defined in s. [1012.01](#)(2)(a), and certified prekindergarten teachers funded in the Florida Education Finance Program is at least \$47,500 or to provide salary increases to instructional personnel, as defined in s. [1012.01](#)(2)(a)-(d), in a manner that best meets the needs of the school district or charter school. This subsection does not apply to substitute teachers. The amount and distribution methodology for the funding shall be specified in the General Appropriations Act.

(a) The term "minimum base salary" means the lowest annual base salary reported on the salary schedule for a full-time classroom teacher. A full-time classroom teacher may not receive a salary less than the minimum base salary as adjusted by this subsection.

(b) A school district or charter school shall maintain the minimum base salary achieved for classroom teachers provided in the prior fiscal year and may not reduce the salary increases in any subsequent fiscal year.

(c) Before distributing any additional funds received over the prior fiscal year, each school district and each charter school shall develop a salary distribution plan that clearly delineates the planned distribution of funds in accordance with modified salary schedules, as necessary, for the implementation of this subsection.

1. Each school district superintendent and each charter school administrator must submit its proposed salary distribution plan to the district school board or the charter school governing body, as appropriate, for approval.
2. Each school district shall submit the approved district salary distribution plan and the approved salary distribution plan for each charter school in the district to the department by October 1 of each fiscal year.

(d) Beginning August 1, 2024, and each year thereafter, in a format specified by the department, each school district shall provide a report to the department that includes a detailed summary explaining the school district's prior year's expenditures pursuant to this subsection. The report must include the amount of the increase to the minimum base salary for classroom teachers and the school district's salary schedule for the prior fiscal year and the fiscal year in which the base salary is increased. Each charter school governing board shall submit the information required under this subparagraph to the district school board for inclusion in the school district's report to the department.

(e) Although district school boards and charter school governing boards are not precluded from bargaining over wages, the classroom teacher and other instructional personnel salary increase must be used solely to comply with the requirements of this subsection. A district school board or charter school governing board that is unable to meet the reporting requirements in paragraph (d) due to a collective bargaining impasse must provide written notification to the department or the district school board, as applicable, detailing the reasons for the impasse with a proposed timeline and details for a resolution."

### 3. Definition of Compensation Included within Florida Retirement System Benefits

#### Section 121.021(22) – Definitions [Florida Retirement System], Florida Statutes

"(22) 'Compensation' means the monthly salary paid a member by his or her employer for work performed arising from that employment.

(a) Compensation shall include: ...

3. Payments in addition to the employee's base rate of pay if all the following apply:

- a. The payments are paid according to a formal written policy that applies to all eligible employees equally;
- b. The policy provides that payments shall commence no later than the 11th year of employment;
- c. The payments are paid for as long as the employee continues his or her employment; and
- d. The payments are paid at least annually. ...

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#### 4. Limitations on Subjects of Collective Bargaining

##### Senate Bill 7002 – De-Regulation of Public Schools [e.g., pages 26-27, lines 744-770]

“(3)(a) Collective bargaining.—Notwithstanding provisions of chapter 447 related to district school board collective bargaining, collective bargaining may not preclude a district school board from carrying out its constitutional and statutory duties related to the following:

1. Providing incentives to effective and highly effective teachers.
2. Implementing intervention and support strategies under s. 1008.33 to address the causes of low student performance and improve student academic performance and attendance.
3. Implementing student discipline provisions required by law, including a review of a student’s abilities, past performance, behavior, and needs.
4. Implementing school safety plans and requirements.
5. Implementing staff and student recognition programs.
6. Distributing correspondence to parents, teachers, and community members related to the daily operation of schools and the district.
7. Providing any required notice or copies of information related to the district school board or district operations which is readily available on the school district’s website.
8. The school district’s calendar.

(b) Appearances before the board.—If a district school superintendent appears before the state board to provide an update under s. 1011.62(14)(e), the state board must require that the president of the collective bargaining unit that 769 represents the school district also must appear.”

**MEMORANDUM OF UNDERSTANDING –  
2024-25 Recruitment Incentives at Designated Highest Need Schools,  
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 five (5) eligible schools (e.g., Central Avenue Elementary School, Highlands Elementary School, Liberty High School, New Beginnings Education Center, and Zenith) that meet the required criteria designated within the application for the Florida Department of Education Bureau of School Improvement support grant as “highest need schools”;

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 this state grant, sufficient to fund strategic grant projects, deliverables, and activities at the designated schools:

- 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 (e.g., 2024-25).
- **Up to the first ten (10) qualified candidates** shall be eligible to receive a supplement not to exceed **\$1,200** before taxes, which shall be paid no later than the second regularly scheduled paycheck in September.
- **Qualified candidates** shall be defined as:
  - successfully hired as a new classroom teacher at one of the designated schools no later than September 15, 2024;
  - not currently employed as a classroom teacher at one of the designated schools unless on a short-term contract, which shall be the exception;
  - subject to final approval of the Florida Department of Education Bureau of School Improvement when such approval is communicated to the School District; **and**
  - on “Active” employment status in the School District’s Information System (e.g., TERMS) on the date of the paycheck in which the incentive is paid.

This Memorandum of Understanding shall expire on **Monday, June 30, 2025**.

*The School District of Osceola County, Florida (SDOC)*

**OSCEOLA COUNTY  
SCHOOL BOARD**

**OSCEOLA COUNTY  
EDUCATION ASSOCIATION**

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SUPERINTENDENT  
Dr. Mark Shanoff

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OCEA PRESIDENT  
Janet Moody

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CHIEF NEGOTIATOR FOR OCSB  
John Boyd

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CHIEF NEGOTIATOR FOR OCEA  
Janet Moody

**Date: Tuesday, June 4, 2024**

Comparisons of Instructional Employee Salary and Benefits Data  
Among Selected Central Florida School Districts

School District #	School District	2023-24 Unweighted Full-Time Equivalency (UFTE), Second Calculation	Rank - UFTE	Voter-Approved Millage to Supplement Instructional Salary Schedule	2023-24 Teacher Starting Salary	Rank - Starting Teacher Salary	2023-24 Teacher Ending Salary	Rank - Ending Teacher Salary	Advanced Degree Supplement – Master's	Rank - Advanced Degree Supplement – Master's	Advanced Degree Supplement – Specialist	Rank - Advanced Degree Supplement – Specialist	Advanced Degree Supplement – Doctorate	Rank - Advanced Degree Supplement – Doctorate
5	Brevard	79,849.34	5	Yes	\$ 48,725	9	\$ 70,882	13	\$ 2,730	8	\$ 4,056	8	\$ 5,408	8
28	Highlands	12,613.03	13	No	\$ 48,898	8	\$ 84,230	7	\$ 2,500	11	\$ 3,000	14	\$ 4,000	13
29	Hillsborough	234,990.31	1	No	\$ 47,501	14	\$ 72,491	11	\$ 1,000	15	\$ 2,000	15	\$ 3,000	15
31	Indian River	17,843.37	12	No	\$ 48,583	11	\$ 83,283	8	\$ 2,953	6	\$ 3,909	10	\$ 4,874	11
35	Lake	51,531.14	10	Yes	\$ 48,500	12	\$ 59,800	15	\$ 3,000	4	\$ 3,950	9	\$ 5,000	10
41	Manatee	53,766.67	9	Yes	\$ 49,210	5	\$ 90,612	3	\$ 2,000	14	\$ 3,436	12	\$ 5,934	5
42	Marion	48,130.89	11	Yes	\$ 49,500	3	\$ 63,056	14	\$ 2,500	11	\$ 4,500	4	\$ 6,500	4
47	Okeechobee	6,451.51	15	No	\$ 49,600	2	\$ 74,800	10	\$ 2,400	13	\$ 3,400	13	\$ 4,400	12
48	Orange	220,465.36	2	Yes	\$ 49,375	4	\$ 114,287	1	\$ 3,473	2	\$ 5,328	2	\$ 7,026	2
49	Osceola	79,465.82	6	No	\$ 49,000	6	\$ 86,000	5	\$ 2,900	7	\$ 4,185	7	\$ 5,685	7
51	Pasco	88,536.21	4	Yes	\$ 49,000	6	\$ 75,950	9	\$ 2,700	9	\$ 4,400	6	\$ 5,400	9
53	Polk	123,541.52	3	No	\$ 47,500	15	\$ 72,447	12	\$ 3,162	3	\$ 4,517	3	\$ 6,776	3
59	Seminole	71,360.08	7	No	\$ 48,500	12	\$ 92,050	2	\$ 4,125	1	\$ 7,500	1	\$ 11,000	1
60	Sumter	10,068.08	14	No	\$ 54,242	1	\$ 87,349	4	\$ 2,667	10	\$ 3,667	11	\$ 3,667	14
64	Volusia	66,219.17	8	No	\$ 48,670	10	\$ 84,713	6	\$ 2,991	5	\$ 4,414	5	\$ 5,893	6



Comparisons of Instructional Employee Salary and Benefits Data  
Among Selected Central Florida School Districts

School District #	School District	2023-24 Unweighted Full-Time Equivalency (UFTE), Second Calculation	Rank - UFTE	Health Insurance -- Self-Funded or Fully Insured?	2023-24 Annual Employer Contribution	Rank - 2023-24 Insurance Contribution	2023-24 Per Pay Period Health Insurance Premium -- Single - Lowest	2023-24 Per Pay Period Health Insurance Premium -- Single - Highest	2023-24 Per Pay Period Health Insurance Premium -- Employee + Spouse - Lowest	2023-24 Per Pay Period Health Insurance Premium -- Employee + Spouse - Highest	2023-24 Per Pay Period Health Insurance Premium -- Employee + Child - Lowest	2023-24 Per Pay Period Health Insurance Premium -- Employee + Child - Highest	2023-24 Per Pay Period Health Insurance Premium -- Family - Lowest	2023-24 Per Pay Period Health Insurance Premium -- Family - Highest
5	Brevard	79,849.34	5	Self-Funded	\$ 10,675.00	2	\$ 55.27	\$ 74.63	\$ 261.89	\$ 303.22	\$ 153.64	\$ 179.16	\$ 320.67	\$ 371.10
28	Highlands	12,613.03	13	Self-Funded	\$ 9,016.08	7	\$ 57.50	\$ 115.00	\$ 282.22	\$ 440.80	\$ 202.14	\$ 293.54	\$ 333.70	\$ 614.84
29	Hillsborough	234,990.31	1	Fully Insured	\$ 7,330.00	13	-	\$ 74.04	\$ 299.63	\$ 405.80	\$ 299.63	\$ 405.80	\$ 474.81	\$ 651.85
31	Indian River	17,843.37	12	Self-Funded	\$ 8,388.00	8	\$ 16.00	\$ 122.50	\$ 238.50	\$ 411.00	\$ 228.50	\$ 396.50	\$ 304.00	\$ 495.50
35	Lake	51,531.14	10	Self-Funded	\$ 9,385.76	5	-	\$ 24.50	\$ 525.13	\$ 535.77	\$ 255.77	\$ 256.40	\$ 719.24	\$ 738.63
41	Manatee	53,766.67	9	Self-Funded	\$ 6,812.00	14	\$ 24.00	\$ 76.80	\$ 291.60	\$ 417.00	\$ 120.00	\$ 276.00	\$ 386.40	\$ 616.80
42	Marion	48,130.89	11	Self-Funded	\$ 8,177.76	9	-	\$ 127.96	\$ 200.86	\$ 571.65	\$ 200.86	\$ 571.65	\$ 200.86	\$ 571.65
47	Okeechobee	6,451.51	15	Fully Insured	\$ 10,571.28	3	-	\$ 346.80	\$ 421.41	\$ 895.01	\$ 285.05	\$ 691.60	\$ 529.41	\$ 1,035.49
48	Orange	220,465.36	2	Self-Funded	\$ 9,289.00	6	-	\$ 26.00	\$ 176.00	\$ 413.00	\$ 25.00	\$ 261.00	\$ 200.00	\$ 555.00
49	Osceola	79,465.82	6	Self-Funded	\$ 7,498.00	12	-	\$ 75.00	\$ 175.00	\$ 500.00	\$ 25.00	\$ 325.00	\$ 200.00	\$ 625.00
51	Pasco	88,536.21	4	Self-Funded	\$ 7,812.50	11	-	\$ 148.05	\$ 332.46	\$ 806.08	\$ 211.40	\$ 538.78	\$ 543.85	\$ 1,196.80
53	Polk	123,541.52	3	Self-Funded	\$ 11,508.00	1	-	-	\$ 297.00	\$ 297.00	\$ 105.00	\$ 122.50	\$ 349.50	\$ 419.50
59	Seminole	71,360.08	7	Self-Funded	\$ 9,400.00	4	-	\$ 116.79	\$ 395.16	\$ 799.30	\$ 195.75	\$ 582.60	\$ 758.81	\$ 1,397.51
60	Sumter	10,068.08	14	Self-Funded	\$ 7,843.68	10	-	\$ 115.82	\$ 183.12	\$ 473.44	\$ 160.02	\$ 407.74	\$ 281.16	\$ 712.07
64	Volusia	66,219.17	8	Fully Insured	\$ 6,780.00	15	-	\$ 64.63	\$ 273.48	\$ 427.91	\$ 157.43	\$ 282.61	\$ 466.91	\$ 670.12

## Discretionary Millage Referenda by Florida School Districts

County	Election Type	Rate	New/ Extension	Years in Effect	Purpose	Votes For	Votes Against	% For	Annual Revenue (Millions)	Year passed	Year expired	Passed/ Failed
Alachua	General	.5 mill	new	12	Children's Trust	67,920	41,703	62.0%	7.6	2018	2030	P
Marion	Primary	1 mill	ext	4	School operations	53,484	27,444	66.1%	21.0	2018	2022	P
Alachua	General	1 mill	ext	4	School operations	106,224	28,718	78.7%	18.3	2020	2024	P
Escambia	General	.5 mill	new	10	Children's Trust	98,688	63,203	61.0%	10.2	2020	2030	P
Hernando	General	1 mill	new	4	School operations	64,662	39,519	62.1%	11.8	2020	2024	P
Indian River	Primary	.5 mill	ext	4	School operations	28,988	8,810	76.7%	10.9	2020	2024	P
Pinellas	General	.5 mill	ext	4	School operations	419,638	105,144	80.0%	50.8	2020	2024	P
Manatee	General	1 mill	ext.	4	School operations	47,249	20,967	69.3%		2021	2025	P
Brevard	General	1 mill	new	4	Teacher and staff pay, Career and Technical Ed, Athletics, Arts and Technology	146,316	105,054	58.2%		2022	2026	P
Broward	Primary	.5 mill	ext	4	Teacher pay, security, school resource	140,276	103,565	57.5%	267.0	2022	2026	P
Charlotte	General	1 mill	ext.	4	Teacher pay, STEM and art programs	66,924	19,474	77.5%		2022	2026	P
Clay	General	1 mill	ext	4	School operations, security	44,220	39,428	52.9%		2022	2026	P
Duval	Primary	1 mill	new	4	Teacher Pay, Art, Music and Athletics	94,868	82,484	53.5%		2022	2026	P
Franklin	General	.5 mill	ext.	4	Teacher Pay, Security	3,675	1,450	71.7%		2022	2026	P
Lake	General	.75 mill	ext.	4	School safety	89,706	60,240	59.8%		2022	2026	P
Marion	General	1 mill	ext	4	School operations	94,289	50,874	64.95%		2022	2026	P
Martin	General	.5 mill	ext.	4	School operations	25,221	12,075	67.6%	50.0	2022	2026	P
Miami-Dade	General	.75 mill	ext	4	Teacher pay, hire police officers	426,649	228,265	65.2%		2022	2026	P
Monroe	Primary	0.625	ext	4	Teacher pay, hire police officers	13,460	4,664	74.3%		2022	2026	P
Nassau	General	1 mill	new	4	Teacher and staff pay, arts, athletics, and security	24,170	21,140	53.3%	13.7	2022		P
Orange	Primary	1 mill	ext	4	School operations	132,600	28,895	82.1%	170.0	2022	2026	P
Palm Beach	General	1 mill	ext	4	Teacher pay, mental health, security	364,659	127,973	74.0%		2022		P
Sarasota	special	1 mill	ext	4	School operations	84,906	15,898	84.2%		2022	2026	P
St. Lucie	General	1 mill	ext	4	School operations	75,595	37,257	66.99%		2022	2026	P
Taylor	General	.25 mill	ext	4	STEM, drama, music, technology	4,342	2,636	62.2%		2022	2026	P
Walton	Primary	.5 mills	ext	4	School Operations	14,007	2,986	82.4%		2022	2026	P
Pasco	Primary	1 mill	new	4	Salaries	55,274	38,956	58.7%	37.0	2022	2026	P