

SUMMARY OF COLLABORATIVE BARGAINING

BETWEEN

**THE SCHOOL BOARD OF OSCEOLA COUNTY, FLORIDA
(OCSB)**

AND

**THE OSCEOLA COUNTY EDUCATION ASSOCIATION
(OCEA)**



**Dr. Mark Shanoff,
Superintendent**

**Janet Moody,
OCEA President**

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Instructional Employees Bargaining Leadership Team (BLT) Summary of Collaborative Work

• **2024-25 Salary Settlement**

- *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 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;*
- *Teacher Salary Increase Allocation Distribution Plan*
 - *First year instructional employees = minimum base salary of \$49,500 (e.g., starting salary);*
 - *Current instructional employees returning for the 2023-24 school year = a recurring salary increase based upon the following criteria:*

<u>Evaluation Rating</u>	<u>Total Amount</u>
✓ Highly Effective	= \$1,000
✓ Grandfathered	= \$750
✓ Effective	= \$750
- *Design changes to our School District's major medical Health Insurance Plan;*
- *Flexible Spending Account Match;*
- *Continued commitment to our School District's Center for Employee Health*

• **2024-25 Memoranda of Understanding**

- *2023-24 MOU re Uni-SIG Grant Impact [Liberty High School]*
- *2023-24 Adjustments to Athletics Supplements*
- *2023-24 OCEA Leave*
- *2024-25 School Open Houses and Elementary School Report Card Conferences*
- *2024-25 Voluntary Paid Workday Before Pre-Planning*

• **2024-25 Contract Language**

- *Article 16.02 [Credit for Years of Service for Retired Educators]*
- *Article 4.13-3 [Professional Learning Trainer Rate of Pay]*
- *Article 7.02-3 [Transfers]*
- *Appendix C: Supplements [Club Allocations]*

• **2023-24 Salary Settlement**

- *Recurring Retention Supplement that is:*
 - *equal to 5% of each individual currently employed instructional employee's 2022-23 minimum base salary (and rounded up to the next highest \$50 increment 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;*
- *Teacher Salary Increase Allocation Distribution Plan*
 - *First year instructional employees = minimum base salary of \$49,000 (e.g., starting salary);*
 - *Current instructional employees returning for the 2023-24 school year = a recurring salary increase based upon the following criteria:*

<u>Evaluation Rating</u>	<u>Total Amount</u>
✓ Highly Effective	= \$1,200
✓ Grandfathered	= \$900

✓ Effective = \$900

- Design changes to our School District's major medical Health Insurance Plan;
- Flexible Spending Account Match;
- Continued commitment to our School District's Center for Employee Health

- **2023-24 Memoranda of Understanding**

- 2023-24 Flex Day
- 2023-24 Uni-SIG Grant Impact, Central Avenue Elementary School and Highlands Elementary School
- 2023-24 Uni-SIG Grant Impact, Liberty High School
- 2022-23 Uni-SIG Grant Impact, Central Avenue Elementary School and Highlands Elementary School
- 2022-23 One-Time, Non-Recurring Inflation Supplement

- **2023-24 Contract Language**

- Article 4.13-2 [Professional Development Stipend]
- Article 10.11 [Pallbearer/ Bereavement Leave]
- Article 16.02 [Credit for Years of Service for Retired Educators]
- Appendix A-1 – Adjunct Hourly Pay Schedule

- **2022-23 Salary Settlement**

- *Teacher Salary Increase Allocation Distribution Plan*
 - *Increased minimum base salary of \$48,500 (e.g., starting salary).*
 - *First-year instructional employees for the 2022-23 school year = a minimum base salary of \$48,500 (an increase of \$1,000);*
 - *Current instructional employees returning for the 2022-23 school year = a recurring salary increase based upon the following criteria:*

<u>Evaluation Rating</u>	<u>Total Amount</u>
✓ <i>Highly Effective</i>	<i>= \$1,650</i>
✓ <i>Grandfathered</i>	<i>= \$1,300</i>
✓ <i>Effective</i>	<i>= \$1,250</i>
- *One-time, non-recurring Retention Incentive Supplement in the amount of \$50 for each year of verified eligible experience for each instructional employee who has ten (10) or more years of verified eligible experience" [This one-time supplement shall be paid during the 2022-23 school year only and no later than September 30, 2022, per the terms and conditions previously ratified by both parties on October 27, 2021, and November 02, 2021, respectively];*
- *\$1,500 ESOL Compliance Specialist/ Program Specialist Supplement for all full-time ESOL Compliance Specialist/ Program Specialist employees;*
- *One-time, one-paycheck benefits premium deduction holiday;*
- *No design changes to our School District's major medical Health Insurance Plan;*
- *Flexible Spending Account Match;*
- *Continued commitment to our School District's Center for Employee Health*

- **2022-23 Memoranda of Understanding**

- *o-TECH CAPE Reward*
- *Flex Day*

- **2022-23 Contract Language**

- *Article 6.06-1 [Extended Workday Compensation]*

- **2021-22 Salary Settlement**

- *One optional paid post-planning day;*
- *One-time, non-recurring supplement of \$1,000 after taxes for non-classroom and part-time classroom instructional employees (Note: Full-time classroom instructional employees received a \$1,000 supplement from the state);*
- *One-time, one-paycheck insurance benefits premium deduction holiday;*
- *\$1,500 supplement for all Exceptional Student Education (ESE) teachers, excluding Gifted teachers, but including ESE Resource Compliance Specialists;*
- *return to the employee's daily rate of pay for additional earning opportunities in non-FTE-generating educational programs;*
- *a \$215 increase to the advanced degree supplement for eligible instructional employees with master's degrees from \$2,685 to \$2,900;*
- *Teacher Salary Increase Allocation Distribution Plan*
 - *Increased Starting Salary of \$47,500*
 - *In addition, each instructional bargaining unit employee who currently receives a minimum base salary:*
 - *less than \$47,500 shall receive a recurring salary increase equal to the greater of \$800 or the amount required to attain a salary of \$47,500. This would be retroactive back to July 1, 2021.*
 - *equal to or greater than \$47,500 shall receive a recurring salary increase as follows:*

✓ <i>Highly Effective</i>	<i>= \$1,150;</i>
✓ <i>Grandfathered</i>	<i>= \$900; or</i>
✓ <i>Effective</i>	<i>= \$800</i>

- *One-time, non-recurring retention incentive supplement in the amount of \$50 for each year of verified eligible experience for each instructional employee who has ten or more years of verified eligible experience*
- *No Design Changes to Health Insurance Benefits Plan*
- *Flexible Spending Account Match*
- *Continued Commitment to Center for Employee Health*
- **2021-22 Contract Language**
 - *Article 6.02 [One (1) Teacher Workday per Quarter; Calendar Committee Due Date]*
- **2020-21 Salary Settlement**
 - *Teacher Salary Increase Allocation Distribution Plan*
 - *Average of 1.4% salary increase per bargaining unit-eligible employee*
 - *Increased Starting Salary of \$46,100*
 - *Design Changes to Health Insurance Benefits Plan*
 - *Flexible Spending Account Match*
 - *Continued Commitment to Center for Employee Health*
 - *Flexibility for Certification Requirements for Affected Teachers*
 - *Employee Recognition Committee*
 - *Evaluation Committee*
- **2020-21 Memoranda of Understanding**
 - *Additional Earning Opportunities for Non-FTE Generating Programs*
 - *Additional Pre-Planning Day*
 - *Flex Day*
 - *Green Champions*
 - *Guiding Principles for Lesson Plans*
 - *Safe Return to School*
- **2020-21 Contract Language**
 - *Article 5.08 [Planning]*
- **2019-20 Memoranda of Understanding**
 - *Additional Earning Opportunities for Non-FTE Generating Programs*
 - *Cost-Saving Innovations to the Health Insurance Benefits Plan*
 - *Florida Best and Brightest Teacher Program*
 - *Guiding Principles for Lesson Plans*
 - *Health Insurance Benefits Plan Design*
 - *Internal Transfers*
 - *SIG4 Grant Impact*
 - *State Requirements for School Improvement*
- **2019-20 Letters of Understanding**
 - *Instructional Continuity Plan*
 - *Student Attendance and Grades*
- **2019-20 Contract Language**
 - *Article 1: Recognition and Definitions [Inclusion of JROTC Instructors, Occupational Therapists, Physical Therapists, and Social Workers]*
 - *Article 2.01 [Negotiations Procedure]*
 - *Article 2.05 [Typographical Correction]*
 - *Article 7.05-7 [Technical Clarification of Contract Types]*
 - *Article 15.07 [Telephone Bills Collection]*

- Article 16.02 [Salary Schedule Placement of JROTC Instructors, Occupational Therapists, and Social Workers]
- Article 16.08 [Required Payroll Direct Deposit]
- **2019-20 Salary Settlement**
 - N/A
- **2018-19 Memoranda of Understanding**
 - Additional Earning Opportunities for Non-FTE Generating Programs
 - Flex Day
 - School Improvement Grant 1003(g) Cohort 4 (SIG4)
- **2018-19 Contract Language**
 - Article 4.30 [Change of Room Assignment]
 - Article 4.30-1 [Instructional Employee Assignments to New Worksites during Holidays/ Breaks]
 - Article 6.13 [Pre-Planning Days]
- **2018-19 Salary Settlement**
 - Average of 2.5% salary increase per bargaining unit-eligible employee
 - Increased Starting Salary of \$41,400
 - Design Changes to Health Insurance Benefits Plan
 - Flexible Spending Account Match
 - Continued Commitment to Center for Employee Health
- **2017-18 Memoranda of Understanding**
 - Additional Earning Opportunities for Non-FTE Generating Programs
 - Center for Employee Health No-Show Procedures
 - Cigna Health Insurance Pharmacy Plan Changes
 - Collaborative Bargaining
 - Guiding Principles for Lesson Plans
 - Payment Schedule for SIG4 Grant Bonuses
 - Teacher and School Leader Incentive Program Grant (TSL)/ Producing Results through Osceola's Professional Educator Ladder (PROPEL)
- **2017-18 Contract Language**
 - Additional Supplements
 - Collaborative/ Interest-Based Bargaining
 - Record of Student Disciplinary Referrals
 - Request for Additional Observation/ Review by Trained Observer/ Reviewer
- **2016-17 and 2017-18 Salary Settlement**
 - Average of 2.5% salary increase per bargaining unit-eligible employee across both years
 - Retention Supplement (Non-Recurring) of \$200 for the 2016-17 school year
 - Additional Compensation for Participation in State-/ National-Level High School Competitions
 - Adjustments to the Adjunct Hourly Pay Schedule at ALCO and TECO
 - Subcommittee on Teacher Retention
 - No increase in the premium for the School District's major medical health insurance plan
 - Continued commitment to our Center for Employee Health
- **2016-17 Memoranda of Understanding**
 - Additional Earning Opportunities for Non-FTE Generating Programs
 - Collaborative Bargaining
 - Collaborative Planning and Professional Learning Communities (PLCs)

- *Development of District Assessments*
- *Guiding Principles for Lesson Plans*
- *Orientation Tab and Its Contents*
- *Post-Planning Flex Day*
- *Requirements for Compensation of Virtual Education Instructional Employees*
- *Sick Leave Buy Back*
- *School Improvement Grant 1003(g) Cohort 4 (SIG4)*
- *Updated Marzano Learning Map and Protocol for Evaluation Purposes*
- **2016-17 Contract Language**
 - *Compensation for Virtual School Teachers*
 - *Notification of Annual Contract Teachers*
 - *Notification of Benefits Coverage*
 - *2015-16 and 2016-17 Classroom Instructional Employees' Evaluation System and Handbook*
 - *2015-16 and 2016-17 Non-Classroom Instructional Employees' Evaluation System and Handbook (NCIPE)*
- **2015-16 Memoranda of Understanding**
 - *Additional Earning Opportunities for Non-FTE Generating Programs*
 - *Adjustments to 2015-16 Salary Levels*
 - *Child Find*
 - *Clarification of 2015-16 Supplements Schedule*
 - *Collaborative Bargaining*
 - *Development of District Assessments*
 - *Differentiated Accountability Transfer and Retention Incentive*
 - *Employee Technology Awareness and Security*
 - *First Paycheck of the 2016-17 School Year for Instructional Employees*
 - *Guiding Principles for Lesson Plans*
 - *New Hires with Experience*
 - *Third Metric of Instructional Employees' Evaluation System*
- **2015-16 Contract Language**
 - *2015-16 and 2016-17 Classroom Instructional Employees' Evaluation System and Handbook*
 - *2015-16 and 2016-17 Non-Classroom Instructional Employees' Evaluation System and Handbook*
 - *Academic Deans*
 - *Clarification of Required Date of Notification for Contract Non-Renewals*
 - *Merit-Based Contract Renewal*
 - *School Calendar and Notification of Benefits Coverage*
 - *Virtual School Teacher Compensation*
- **2014-15 and 2015-16 Salary Settlement**
 - *Average of 1.5% salary increase per bargaining unit-eligible employee across both years*
 - *Average of \$700 salary increase per bargaining unit-eligible employee*
 - *Health Care Clinic*
 - *Revised Supplements Schedule*
 - *Updated Salary Schedule*
- **2014-15 Memoranda of Understanding**
 - *Additional Earning Opportunities for Non-FTE Generating Programs*
 - *Amendment to 2013-14 Instructional Employees' Evaluation System*
 - *Central Florida Assessment Collaborative, 06-12-14, 09-11-14*
 - *Collaborative Bargaining*
 - *Differentiated Accountability Transfer and Retention Incentive*
 - *Development of District Assessments*

- *Employee Technology Awareness and Security*
- *New Hires with Experience*
- *Guidelines for Lesson Plans*
- **2014-15 Contract Language**
 - *2014-15 Classroom Instructional Employees' Evaluation System and Handbook*
 - *2014-15 Non-Classroom Instructional Employees' Evaluation System*
 - *Auto-Splitting*
 - *Clarification of Article 6.05 Duty-Free Lunch*
 - *Clarification of Article 5.02 regarding Use of District Facilities*
 - *Election Day*

Education Support Professionals Bargaining Leadership Team (ESP) Summary of Collaborative Work

- **2024-25 Salary Settlement**

- *Cost of Living Adjustment (COLA) equal to 4% of each individual currently employed Education Staff Professionals (ESP) employee's minimum base salary within our existing salary schedule;*
- *\$0.76 per Hour Pay Differential for Exceptional Student Education (ESE) Paraprofessionals*
- *\$500 Supplement for Computer Technicians Assigned to More than One (1) School*
- *No Design Changes to Health Insurance Benefits Plan*
- *Flexible Spending Account Match*
- *Continued Commitment to Center for Employee Health*

- **2024-25 Memoranda of Understanding**

- *2023-24 Early Learning CRRSA Grant Impact*

- **2023-24 Salary Settlement**

- *Cost of Living Adjustment (COLA) equal to 5% of each individual currently employed Education Staff Professionals (ESP) employee's minimum base salary within our existing salary schedule;*
- *Design Changes to Health Insurance Benefits Plan*
- *Flexible Spending Account Match*
- *Continued Commitment to Center for Employee Health*

- **2023-24 Memoranda of Understanding**

- *2022-23 One-Time, Non-Recurring Inflation Supplement*

- **2023-24 Contract Language**

- *Article IV: Association Rights, Section C. Information and Reports*
- *Article XV.L. Pallbearer-Bereavement Leave*
- *Article XIII.M. Professional Development Stipend*

- **2022-23 Memoranda of Understanding**

- *One-Time, Non-Recurring \$500 Supplement*

- **2022-23 Contract Language**

- *Substitute Stipend*
- *Vacancies*
- *Transfers*
- *Professional Development*

- **2022-23 Salary Settlement**

- *One-time, non-recurring supplement per ESP bargaining unit employee of \$750.00*
- *Design Changes to Health Insurance Benefits Plan*
- *Flexible Spending Account Match*
- *Continued Commitment to Center for Employee Health*

- **2021-22 Salary Settlement**

- *\$0.30 cents per hour salary increase for each ESP bargaining unit employee*
- *Design Changes to Health Insurance Benefits Plan*
- *Flexible Spending Account Match*
- *Continued Commitment to Center for Employee Health*

- **2020-21 Memoranda of Understanding**
 - *Additional Pre-Planning Day*
 - *Safe Return to School*
 - *Union-Management Meetings*
- **2020-21 Contract Language**
 - *Employee Dress*
- **2020-21 Salary Settlement**
 - *One-time, non-recurring supplement per ESP bargaining unit employee equal to the greater of \$700.00 or three percent (3%) of the employee's annual base salary*
 - *Two (2) additional paid non-work days for twelve (12) month employees [e.g., Rodeo Day and one (1) additional day during Spring Break]*
 - *Design Changes to Health Insurance Benefits Plan*
 - *Flexible Spending Account Match*
 - *Continued Commitment to Center for Employee Health*
- **2019-20 Memoranda of Understanding**
 - *Cost-Saving Innovations to the Health Insurance Benefits Plan*
 - *Florida Best and Brightest Teacher Program*
 - *Health Insurance Benefits Plan Design*
 - *SIG4 Grant Impact*
 - *Union-Management Meetings*
- **2019-20 Contract Language**
 - *N/A*
- **2019-20 Salary Settlement**
 - *N/A*
- **2018-19 Memoranda of Understanding**
 - *Union-Management Meetings*
- **2018-19 Contract Language**
 - *Uniforms for Campus Monitors*
 - *First Aid/ CPR Supplement*
- **2018-19 Salary Settlement**
 - *30 cents per hour salary increase to the base rate of pay per bargaining unit-eligible employee*
 - *\$250 Recruitment Incentive for each job candidate referred by a current employee who is successfully hired*
 - *Design Changes to Health Insurance Benefits Plan*
 - *Flexible Spending Account Match*
 - *Continued Commitment to Center for Employee Health*
- **2017-18 Memoranda of Understanding**
 - *Center for Employee Health No Show Procedures*
 - *Cigna Health Insurance Pharmacy Plan Changes*
 - *Collaborative Bargaining*
 - *Union-Management Meetings*
 - *Sick Leave Buy Back*

- **2017-18 Contract Language**
 - *Collaborative/ Interest-Based Bargaining*
 - *Employee Dress*
 - *Employees Covering for a Peer*
 - *Other Duties as Assigned*
- **2016-17 and 2017-18 Salary Settlement**
 - *40 cents per hour salary increase to the base rate of pay per bargaining unit-eligible employee across both years*
 - *Retention Supplement (Non-Recurring) of \$150 for the 2016-17 school year*
 - *No increase in the premium for the School District's major medical health insurance plan*
 - *Continued commitment to our Center for Employee Health*
- **2016-17 Memoranda of Understanding**
 - *Collaborative Bargaining*
 - *Orientation Tab and Its Contents*
 - *School Improvement Grant 1003(g) Cohort 4 (SIG4)*
 - *Union-Management Meetings*
- **2016-17 Contract Language**
 - *Cross-Training Professional Growth Plan*
 - *Employee Transfers*
 - *Overpayment/ Underpayment*
 - *Safety Shoes*
 - *Supplement for Paraprofessionals at Juvenile Detention Center and OASIS*
 - *Professional Support Staff Employees Who May Administer District or State Tests*
- **2015-16 Memoranda of Understanding**
 - *Child Find*
 - *Collaborative Bargaining*
 - *Union-Management Meetings*
 - *Employee Technology Awareness and Security*
 - *First Paycheck of the 2016-17 School Year for Professional Support Staff Employees*
- **2015-16 Contract Language**
 - *Cross-Training/ Job Shadowing*
 - *Professional Development Day*
 - *School Calendar and Notification of Benefits Coverage*
- **2015-16 Salary Settlement**
 - *\$200 salary increase per bargaining unit-eligible employee*
- **2014-15 Memoranda of Understanding**
 - *Collaborative Bargaining*
 - *Union-Management Meetings*
- **2014-15 Contract Language**
 - *Notice of New Policies*
 - *Right to Notice of Change in Primary Work Assignment*
 - *Leave to Serve as FEA, NEA, or AFT Officer*
- **2014-15 Salary Settlement**
 - *\$400 Non-Recurring Bonus per bargaining unit-eligible employee*
 - *Health Care Clinic*