

Frequently Asked Questions (FAQs) re: Recent Tentative Agreement

Notes:

- ***This document may be amended to provide further clarification as needed.***
- “Both parties” refers to the Osceola County School Board (OCSB) and the Osceola County Education Association (OCEA). All answers depend upon the ratification of the October 07, 2021, Tentative Agreement by both parties.

1. When shall SDOC instructional employees expect to see the terms of the Tentative Agreement in their paychecks?

The date of payment shall depend upon the ratification of the October 07, 2021, tentative agreement by both parties and the completion of SDOC payroll processes in compliance with state law, School Board policy, and the established payroll calendar.

The anticipated target date is the first regularly scheduled paycheck in December or sooner if feasible.

However, payments for all Athletics, Arts, and Curriculum supplements [e.g., Appendix C of our Contract] shall be paid on the regular payment schedule (e.g., December 16, 2021). This payment shall include the negotiated adjustments to supplements for ESE teachers and Resource Compliance Specialists (RCSs).

2. Where can I see a digital copy of the October 07, 2021, Tentative Agreement between both parties?

The *SDOC 2021-22 and 2022-23 Salaries and Benefits Package, Instructional Employees, Signed Tentative Agreement* is posted on the [Tentative Agreements and Ratification Documents webpage](#) of our SDOC public website.

- <https://www.osceolaschools.net/Page/6812>

3. Where can I see a digital copy of the 2021-22 and 2022-23 OCSB-OCEA Ratification Packet?

The *2021-22 and 2022-23 OCSB-OCEA Ratification Packet* document is posted on the [Tentative Agreements and Ratification Documents](#) webpage of our SDOC public website.

- <https://www.osceolaschools.net/Page/6812>

4. Which SDOC instructional employees shall receive the SDOC \$1,000 after taxes supplement?

- First, SDOC non-classroom and part-time classroom instructional employees shall receive the \$1,000 after taxes supplement.
- In addition, currently employed SDOC classroom instructional employees who were not eligible to receive the \$1,000 supplement from the State of Florida may be eligible to receive the SDOC \$1,000 after taxes supplement.
- To make this determination, SDOC shall compare the list of eligible classroom instructional employees that SDOC sent to the Florida Department of Education (FLDOE) for the supplement from the State of Florida with the list of currently employed SDOC instructional employees.
- Those currently employed SDOC instructional employees who are not on the original list submitted to FLDOE shall be eligible for the SDOC \$1,000 after taxes supplement.
- The intent of both parties is to ensure that all currently employed SDOC instructional employees receive the SDOC \$1,000 after taxes supplement if they did not receive the \$1,000 supplement from the State of Florida.

5. How shall SDOC determine creditable years of experience in order to pay the Retention Incentive Supplement?

Per the terms of *Article 16.02* of our *Instructional Employees' Contract* [quoted in blue font below], credited years of experience include verified years of teaching experience in public or private schools and colleges/ universities inside or outside our School District. In addition, up to five (5) verified years of military experience may be counted as well.

Per our contract, instructional employees must verify years of experience within one (1) calendar year from the employee's date of hire.

Instructional Employees' Contract, Article XVI: Professional Compensation

16.02 Teachers shall be paid according to the salary schedule and shall receive years of experience subject to the following criteria:

1. a. Credit for Teaching –

Credit on the salary schedule shall be given for all years of experience for teaching in other schools, including college teaching. This provision shall not be interpreted or applied to reduce any previously granted experience to presently employed teachers or to grant additional experience to current teachers. Ninety-nine (99) teacher workdays in any one (1) regular school year shall be considered as one (1) year of credit. "Teaching" experience shall apply to equivalent instructional school experience (i.e. guidance, media

specialists, administration). Half time teaching shall be combined for salary credit, i.e. two (2) one-half (1/2) years or two (2) half-time years equal one (1) year of experience. (08/21/01)

(1) Private - Parochial - Charter Credit - Credit for teaching experience in private, parochial and charter schools will be granted to those who taught in schools accredited by their respective accrediting associations as recognized by the Osceola School Board providing the teacher held a four (4) year degree and is eligible for Florida certification. (08/21/01)

(2) Outside United States - Credit for teaching experience outside the United States will be granted to those in international schools accredited by their respective accrediting associations as recognized by the Osceola School Board and who are eligible for Florida certification. (08/21/01)

1. b. Experience Verification –

Teachers shall be paid for zero (0) years' experience until such time as verification for experience is received by the Board. Verification of experience must be received by the Board within one year from the date of hire. Any payment of back salary shall be made at the next payroll period and shall be paid retroactively to the first day of the fiscal year in which verification of experience is received. (09/18/02)

Effective 07/01/02

6. If I am within my first calendar year of employment with the School District, how shall I be paid for creditable experience that I am able to verify after the first date of payment of the Retention Incentive Supplement?

If a SDOC employee is within the employee's first calendar year of employment with the School District and provides verification of creditable years of experience after the initial payment date, then the employee shall receive the amount of \$50 for each year of verified eligible experience at or above ten (10) years of verified eligible experience.

The payment of this remainder shall be no later than the last regularly scheduled paycheck of the school year.

For example, if an eligible SDOC employee has provided verification for ten (10) years of creditable experience, then the employee shall receive a Retention Incentive Supplement of \$500.

If this same eligible employee provides verification of five (5) more years of creditable experience within the employee's first calendar year of employment with the School District, but after the initial payment of \$500 to this same employee, then this employee would receive a second payment for the remainder equal to \$250.

7. Which SDOC instructional employees shall receive the new \$1,500 Exceptional Student Education (ESE) supplement?

All ESE instructional employees, including Resource Compliance Specialists, but excluding Gifted instructional employees, are eligible for the new \$1,500 ESE supplement. Those ESE instructional employees who currently receive an ESE supplement shall receive payment of the difference in accordance with the regularly scheduled payment of supplements.

8. If I am a Varying Exceptionalities (VE) instructional employee, will I receive the new \$1,500 Exceptional Student Education (ESE) supplement?

Yes, all ESE instructional employees, including Resource Compliance Specialists, but excluding Gifted instructional employees, are eligible for the new \$1,500 ESE supplement. Those ESE instructional employees who currently receive an ESE supplement shall receive payment of the difference in accordance with the regularly scheduled payment of supplements.

