

**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

Click or tap to enter a date.

April 11, 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.

2024-25 Potential Earnings for Individual Classroom Teachers*		
Compensation Type	Amount	Percentage+
• Performance Pay (e.g., Highly Effective)	\$1,000	1.8%
• Recurring Retention Supplement	\$1,625*	3.0%
• Attendance Incentive Supplement (e.g., \$500 per quarter)	\$2,000	3.7%
• Two (2) Additional Pre-Planning Days	\$670*	1.0%
Total Potential Earnings	\$5,295	9.5%
*Based upon the 2023-24 SDOC Classroom Teacher’s average salary of \$54,175, this amount will vary by individual classroom teacher.		

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 \$50,000** (which reflects a salary increase of \$1,000); **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
• Highly Effective	\$1,000	20
• Grandfathered	\$750	15
• Effective	\$750	15

- 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.

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, School Open Houses, Elementary School Parent-Teacher Report Card Conferences, and 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 4.27 [Association Representation]**

4.27 All ~~teachers-instructional employees~~ shall have the right to Association representation, when requested by the ~~teacher-employee~~, at all meetings with the teacher concerning the teacher's job at any meeting with a school administrator that may result in disciplinary action. The school administrator shall stop a meeting scheduled for another purpose if disciplinary action may result and permit the employee to obtain Association representation before proceeding. In such instances, a separate meeting shall be scheduled if the employee requests a separate meeting. A teacher may request three (3) working days to contact and obtain representation for the meeting.

- **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, two (2) individual teacher planning periods 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. Teacher dress should be professional, which shall be defined as business casual. Denim jeans without cuts or holes and of correct size shall be permitted. Teacher dress should not interfere with the learning environment or present safety concerns.

- **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 following 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 16.11 [Obsolete Language]**

16.11 ~~If the projected unrestricted revenue per weighted student for the general fund is less than the projected costs to implement full step, then the parties understand that full step will not be granted and will negotiate for any potential salary increase. If those conditions exceed the projected costs to implement the full step, the step shall be paid and retroactively to the beginning of the employee's contract year along with any other potential increases agreed to through the collective bargaining process. Pursuant to state law, both parties shall agree to negotiate employee compensation in good faith for each school year. If both parties ratify a tentative agreement for employee compensation after the first date of the employee's contract year, then the employee shall be paid retroactively to the first date of the employee's contract year unless the tentative agreement that is ratified states different terms and conditions.~~

- **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~~ If any provision of this Agreement ~~be is rendered or~~ declared illegal or invalid by reason of any existing or subsequently enacted state or federal legislation, or by any decree or decision of a court of competent jurisdiction or ~~as a result of state or federal legislation~~ the Florida Public Employees Relations Commission (PERC), then said provisions shall be automatically ~~modified by mutual agreement of the parties void and removed from this Agreement~~ to the extent that it violates the law, but ~~the remaining provisions~~ all other articles and sections of this Agreement shall remain in full force and effect for the duration of this Agreement if not affected by the deleted provision.

19.03 ~~Within 45 days of ratification of this agreement, the Board, at its expense, shall print annually one hundred (100) copies of this Agreement for the Association for their distribution. The contract or any amendment shall be available online within 14 days of ratification. (08/21/04) 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 sixty (60) days of ratification of the tentative agreement and signatures by both parties, the Board shall 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.

The Board shall also provide one (1) print copy of the final draft of the contract to the Association.

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.

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.

**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

Heather Kahoun,
Chairperson of the Board

Janet Moody,
President of the Association

Dr. Mark Shanoff,
Superintendent

Janet Moody,
Chief Negotiator of the Association

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):**

April 11, 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