

Frequently Asked Questions (FAQs) re: Recent Tentative Agreement Instructional Employees

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 May 19, 2022, 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 May 19, 2022, 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 for the payment of the *salary increase* is no later than the first regularly scheduled paycheck of the instructional employee’s 2022-23 contractual year.

The anticipated target date for the payment of the *Retention Incentive Supplement* is no later than the instructional employee’s September 30, 2022, paycheck.

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., quarterly).

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

As soon as feasible, the *SDOC 2022-23 Salaries and Benefits Package, Instructional Employees, Signed Tentative Agreement* shall be 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 Ratification Packet?

As soon as feasible, the *2022-23 OCSB-OCEA Ratification Packet* document shall be posted on the [Tentative Agreements and Ratification Documents](#) webpage of our SDOC public website.

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

4. If a current Instructional employee makes less than the new minimum base salary, will the Instructional employee only receive the new minimum base salary for next school year?

No, our recent Tentative Agreement is designed to ensure that our current Instructional employees, who are eligible for salary increases, can receive salary increases that place them above the new starting salary of **\$48,500** for the 2022-23 school year.

For example, if a current Instructional employee's salary is **\$47,500**, then the Instructional employee's salary increase for the 2022-23 school year shall be based on the Instructional employee's final summative evaluation rating or "Grandfather" status:

- **"Highly Effective"** equals a salary increase of **\$1,700** and move to **\$49,200**, which is **\$700** recurring salary more than an entry-level Instructional employee;
- **"Effective"** equals a salary increase of **\$1,250** and move to **\$48,750**, which is **\$250** recurring salary more than an entry-level Instructional employee; or
- **"Grandfather"** equals a salary increase of **\$1,300** and move to **\$48,800**, which is **\$300** recurring salary more than an entry-level Instructional employee. **Note:** Pursuant to Section 1012.335, Florida Statutes, only Instructional employees who were hired prior to July 01, 2011, and who have had no break in service are eligible for "Grandfather" status.

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.

Note: This supplement cannot be paid after the 2022-23 school year.

7. Which SDOC instructional employees shall receive the new \$1,500 English Learners of Other Languages (ESOL) Compliance Specialist/ Program Specialist Supplement?

Only instructional employees who are ESOL Compliance Specialists/ Program Specialists are eligible for the new \$1,500 ESOL Compliance Specialist/ Program Specialist supplement.

8. How was the School District's Teacher Salary Increase Allocation (TSIA) budgeted?

2023 Teacher Salary Increase Allocation (TSIA) Distribution	
Total District WFTE	85,478.08
Charter WFTE as % of Total	21.40%
Maintenance Allocation for Recurring Salary Increases from Prior Years	\$ 14,154,291.00
Additional Funding for 2023 Increases	\$ 6,433,769.00
Total Allocation	\$ 20,588,060.00
Charter School Maintenance Allocation for Recurring Salary Increases from Prior Years (e.g., 21.40% of \$14,154,291.00)	\$ 3,029,020.00
Charter School Funding for 2023 Increases (e.g., 21.40% of \$6,433,769.00)	\$ 1,376,828.00
Total Charter School Funding	\$ 4,405,848.00
Traditional School Maintenance Allocation for Recurring Salary Increases from Prior Years (e.g., 78.60% of \$14,154,291.00)	\$ 11,125,271.00
Traditional School Funding for 2023 Increases (e.g., 78.60% of \$6,433,769.00)	\$ 5,056,941.00
Total Traditional School Funding	\$ 16,182,212.00
Traditional School Funding for 2023 Increases [Required by State Law]	\$ 5,056,941.00
Benefits	\$ 835,435.87