

**MEMORANDUM OF UNDERSTANDING –  
2023-24 Adjustments to Supplements, Instructional Employees**

Whereas, the Osceola County School Board and the Osceola County Education Association believe that rewarding instructional employees for roles within extracurricular athletic programs is beneficial to both parties;

Therefore, be it resolved that both parties agree to the following new terms and conditions:

1. Add the following new supplements to the Supplements Schedule:

- Assistant Beach Volleyball - Girls \$1,326.00 [e.g., 12 weeks; 18 Games]
- Assistant Special Olympics \$510.00
- Head Beach Volleyball - Girls \$2,320.00 [e.g., 12 weeks; 18 Games]
- Head eSports \$850.00 [e.g., per season]
- Head Special Olympics \$850.00
- Middle School Extracurricular Coach \$850.00
- OASIS School Volunteer Coordinator \$617.00

2. Remove the following obsolete supplements:

- Middle School Intramural Coach
- Middle School Flag Football Coach - Girls

3. Increase the minimum Athletic supplement amount to \$850.00, which increases the following supplements:

- Assistant Coach Competitive Cheerleading \$850.00
- Head Coach Fishing \$850.00
- Elementary School Extracurricular Coach \$850.00
- Elementary School Extracurricular Sponsor \$850.00
- Middle School Assistant Intramural Director \$850.00

4. Increase the amount of the following supplements in order to reflect the length of the seasons and the number of games more fairly using the formulas previously negotiated:

- Assistant Baseball \$2,180.00
- Assistant Flag Football \$1,139.00
- Assistant Softball \$2,180.00
- Assistant Soccer \$2,180.00
- Assistant Wrestling \$2,146.00
- Head Baseball \$4,033.00
- Head Flag Football \$1,943.00
- Head Golf \$2,146.00
- Head Softball \$4,033.00
- Head Soccer \$4,033.00
- Head Wrestling \$3,680.00

5. Within the section of our Contract entitled "Additional Compensation for Participation in State-Level or National-Level High School Competitions," increase the amount of following supplements to:

- Head Coach who proceeds to the State-Level Championship \$500
- Assistant Coach who proceeds to the State-Level Championship \$250

6. Per past practice, the School District agrees that this Memorandum of Understanding shall expire one (1) calendar year from the date of tentative agreement and signature.


**OSCEOLA COUNTY  
SCHOOL BOARD**

  
\_\_\_\_\_  
SUPERINTENDENT  
Mark Shanoff

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

**Date: Thursday, September 7, 2023**

**OSCEOLA COUNTY  
EDUCATION ASSOCIATION**

  
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OCEA PRESIDENT and  
CHIEF NEGOTIATOR FOR OCEA  
Janet Moody