

**The School District of Osceola County  
Salaries and Benefits Package  
for the 2021-22 and 2022-23 School Years**

**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:**

**August 05, 2021  
October 07, 2021  
October \_\_, 2021  
June 30, 2023**

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**Osceola County School Board Salary and Benefits Negotiations Proposal for the 2021-22 and 2022-23 School Years for the *Instructional Employees Bargaining Unit***

Recognizing the need to reward employees for their hard work despite very 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.

**1. This offer is in its entirety as a complete package is contingent upon the Osceola County Education Association withdrawing its request for arbitration with the Federal Mediation and Conciliation Service (e.g., Case Number 210622-07820 filed on June 22, 2021).**

**2. One (1) Optional Paid Post-Planning Day for the 2021-22 School Year**

- Each instructional bargaining unit employee may choose to work one (1) post-planning day on Friday, May 27, 2022, and those who choose to work this day shall be paid the employee's daily rate of pay.
- Instructional bargaining unit employees who choose not to work on this optional workday shall end their work year on the last work day as originally scheduled, Thursday, May 26, 2022.
- The choice of last workday shall be the instructional bargaining unit employee's, and the instructional bargaining unit employee shall provide a written request (e.g., e-mail) to work the Optional Paid Post-Planning Day to the instructional bargaining unit employee's supervising administrator no later than Friday, May 06, 2022, for payroll purposes;

**3. 2021-22 One-Time, Non-Recurring Supplement of \$1,000 for Non-Classroom and Part-Time Classroom Instructional Employees**

- Whereas, for the 2021-22 school year, per the *2021-2022 General Appropriations Act (GAA)*, each full-time *classroom* instructional bargaining unit employee shall receive directly from the Florida Department of Education a non-recurring supplement of \$1,000 that the Florida Legislature has mandated, which is not subject to bargaining;
- This proposal provides that for the 2021-22 school year, each *non-classroom* instructional bargaining unit employee and each *part-time classroom* instructional bargaining unit employee shall receive a **one-time, non-recurring supplement of \$1,000 after applicable taxes** using other School District funds;
- All instructional employees who are currently employed with the School District for the 2021-22 school year at the time of ratification of this tentative agreement by both parties, and who were not eligible to receive the \$1,000 per the *2021-2022 General Appropriations Act (GAA)* directly from the Florida Department of Education shall be eligible to receive this one-time, non-recurring supplement of \$1,000 after taxes from the School District;

**4. 2021-22 Salary Negotiations**

- **Each instructional bargaining unit employee shall receive:**
  - **a one-time, one-paycheck benefits premium deduction holiday**; and
- In accordance with the requirements of state law [e.g., Sections 1011.62, 1012.02, 1012.22, and 1012.34, Florida Statutes; 2021-2022 General Appropriations Act (GAA), 2021-2022 Education Appropriations Implementing Bill, House Bill 5101, etc.] and the performance pay salary schedule as bargained, **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.**
  - **equal to or greater than \$47,500** shall receive a recurring salary increase as follows:
    - **\$1150, or twenty-three (23) salary schedule levels**, for instructional employees whose final summative evaluation rating is “Highly Effective”;
    - **\$900, or eighteen (18) salary schedule levels**, for instructional employees who are Grandfathered (Professional Service Contract or Continuing Contract status) and whose final summative evaluation rating is either “Highly Effective” or “Effective” [NOTE: No change in contract status is required.]; or
    - **\$800, or sixteen (16) salary schedule levels**, for instructional employees whose final summative evaluation rating is “Effective”

Evaluation Rating	Total Amount	Salary Schedule Levels
• <b>Highly Effective</b>	<b>\$1150</b>	<b>23</b>
• <b>Grandfathered</b>	<b>\$900</b>	<b>18</b>
• <b>Effective</b>	<b>\$800</b>	<b>16</b>

- The recurrence of these 2021-22 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; and
- **a 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;

**5. No design changes to our School District's major medical Health Insurance Plan** that:

- continues to provide our employees with health insurance coverage options, including a no-cost option for the individual employee;
- implements innovations and enhancements to provide cost-savings and new choices for our employees and their families; and
- ensures our Health Benefits Trust Fund remains fiscally solvent to serve our employees during uncertain economic times;

**6. 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;

**7. Continued commitment to our School District's Center for Employee Health;**

**8. Exceptional Student Education (ESE) Supplement**

Management agrees to increase the ESE Teacher Supplement to \$1,500 and expand eligibility for this supplement to include all full-time ESE instructional employees, including Resource Compliance Specialists (RCSs); however, Gifted teachers would not be eligible for this supplement;

**9. Additional Earning Opportunities for Non-FTE Generating Programs**

Management agrees to sunset both parties' past practice of over a decade and the current *Memorandum of Understanding re: Additional Earning Opportunities for Non-FTE Generating Programs, Instructional Employees*, effective upon tentative agreement and ratification of Management's proposal, and revert to the original terms and conditions of *Article 16.03* of our *Instructional Employees' Contract*, which states:

*"Payment of a teacher's service beyond the regular workday shall be at the professional hourly rate unless specifically noted otherwise. The professional hourly rate shall be rate per day of the teacher divided by the number of hours in the workday."*

**10. District-Level Professional Learning Community (PLC) for COVID-19 Procedures Solutions**

Management agrees to facilitate a District-level Professional Learning Community (PLC) for the purpose of reviewing instructional employees' COVID-19 procedures concerns and collaborating on solutions to improve School District COVID-19 procedures. This PLC shall include an equal number of representatives of both school-level administrators and school-level instructional employees from the elementary school, middle school, and high school levels. The OCEA President shall have the right to appoint representatives from the instructional bargaining unit to serve on this PLC; and

**11. Advanced Degree Supplement for Eligible Instructional Employees with Master's Degrees**

Management agrees to increase the Advanced Degree Supplement for eligible instructional employees with Master's Degrees by \$215 from \$2,685 to \$2,900.

## 12. 2022-23 Salary Negotiations

- Each instructional bargaining unit employee shall receive:
  - a one-time, one-paycheck benefits premium deduction holiday; and
  - a 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.
- Both parties agree to return to salary negotiations for the 2022-23 school year if the Florida Legislature appropriates additional funds for the Teacher Salary Increase Allocation (TSIA) or other similar specific compensation for instructional employees and legislates related terms and conditions.

All calculations and payments of the items within this tentative agreement for eligible instructional employees shall be retroactive to July 01, 2021.

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.

### **TENTATIVE APPROVAL**

**OSCEOLA COUNTY SCHOOL BOARD  
(OCSB)**

**OSCEOLA COUNTY EDUCATION  
ASSOCIATION (OCEA)**

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**CHIEF NEGOTIATOR FOR OCSB**  
John Boyd

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**OCEA PRESIDENT**  
Lare Allen

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**CHIEF NEGOTIATOR FOR OCEA**  
April Isaacs

**Date: October 07, 2021**