

MEMORANDUM OF UNDERSTANDING

2022-2023 6.5% Cost of Living Adjustment, Raise, and One-Time, Non-Recurring Supplement Education Staff Professionals

Whereas, the School District of Osceola County, Florida, (SDOC) and the Osceola County Education Association (OCEA) agree to work collaboratively to resolve all issues that impact the wages, hours, terms, and conditions of employment for education staff professional employees; and

Whereas, both parties reached a tentative agreement upon salaries and benefits for the staff support professional employees for the current 2022-23 school year in May 2022, and ratified the agreement in August 2022, pursuant to related state law; and

Whereas, both parties recognize the profound effect that recent inflation has had upon the household budgets of all SDOC employees; and

Whereas, both parties recognize the need to provide School District employees with additional compensation as feasible in a timely and fiscally responsible manner; and

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

- Management shall provide a **one-time, non-recurring supplement in the amount of \$2,000** for each education staff professional employee who is employed with the School District on the date that both parties reach tentative agreement and sign the Memorandum of Understanding.
- Payment of this supplement to eligible employees shall be made no later than two (2) pay periods after the date of this Memorandum of Understanding.
- Management shall provide a **6.5% Cost of living adjustment** for each education staff professional employee who is employed with the School District on the date that both parties reach tentative agreement and sign the Memorandum of Understanding.
- Payment of the COLA raise shall be paid retroactively to eligible employees no later than two (2) pay periods after the date of this Memorandum of Understanding.
- The COLA raise, in its dollar amount, shall be a permanent addition to eligible employees' salaries.

- The funding source for the \$2,000 shall be the School District's existing Elementary and Secondary School Emergency Relief (ESSER) and American Rescue Plan (ARP) funds that expire June 30, 2024.
- The funding source for the 6.5% Cost of Living Adjustment shall be from the General Fund and prioritized from other functions into Salaries.
- The above terms and conditions shall expire on June 30, 2023

OSCEOLA COUNTY
SCHOOL BOARD

OSCEOLA COUNTY
EDUCATION ASSOCIATION

SUPERINTENDENT
Debra Pace

OCEA PRESIDENT
Lare Allen

CHIEF NEGOTIATOR OF OCSB
John Boyd

CHIEF NEGOTIATOR FOR OCEA
Barbara Gleason

Date: February 16, 2023