

Frequently Asked Questions (FAQs) re: Recent Tentative Agreement Education Staff Professionals Employees (ESP)

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 - Education Staff Professionals (OCEA-ESP). All answers depend upon the ratification of the May 25, 2022, Tentative Agreement by both parties.

1. When shall SDOC Education Staff Professionals (ESP) 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 25, 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.

As previously ratified on May 04, 2021, ESP employees shall also receive the \$750 retention supplement for the 2022-23 school year no later than the ESP employee’s September 30, 2022, paycheck (e.g., page 12 of the Tentative Agreement).

However, payments for all other supplements shall be paid on the regular payment schedule (e.g., quarterly).

2. When did SDOC ESP employees receive the \$500 supplements in their paychecks?

During the prior 2021-22 school year, ESP employees received the employee’s:

- *first* one-time, non-recurring \$500 supplement in the employee’s March 11, 2022, paycheck; and
- *second* one-time, non-recurring \$500 supplement no later than the employee’s May 15, 2022, paycheck (e.g., page 12 of the Tentative Agreement).

3. 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, Education Staff Professionals 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>
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4. Where can I see a digital copy of the Ratification Packet?

As soon as feasible, the *2022-23 OCSB-OCEA Ratification Packet, Education Staff Professionals Employees* document shall be posted on the **Tentative Agreements and Ratification Documents** webpage of our SDOC public website.

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