

**MEMORANDUM OF UNDERSTANDING –
2023-24 Unified School Improvement Grant (UniSIG) Impact –
Central Avenue Elementary School and Highlands Elementary School,
Instructional Employees**

Whereas, the School District of Osceola County, Florida, 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 instructional employees; and

Whereas, both parties agree that efficient compliance with applicable state and federal laws and our collective bargaining agreement and that consistency in standards of service are priorities for School District employees, students, parents, and community members; and

Whereas, both parties agree that the School District should be encouraged to apply for significant grant opportunities that may provide additional earning opportunities for instructional employees; and

Whereas, the School District currently has two (2) elementary schools (e.g., Central Avenue Elementary School and Highlands Elementary School) that may meet the required criteria designated within the application for the *2023-24 Unified School Improvement Grant (UniSIG)*;

Therefore, be it resolved that both parties agree to the following additional terms and conditions of employment in the event of and pursuant to the School District's award of the *2023-24 Unified School Improvement Grant (UniSIG)*, sufficient to fund strategic grant projects, deliverables, and activities at Central Avenue Elementary School and Highlands Elementary School:

- The School District shall comply with state and federal requirements of the grant proposal in order to ensure the grant's initial and potential continued funding during the one (1) year period of the grant.
- All eligible Central Avenue Elementary School and Highlands Elementary School instructional employees shall meet the following criteria for the *2023-24 Unified School Improvement Grant (UniSIG)* as established by the Florida Department of Education:
 - Have a three-year aggregate Math or English Language Arts State Value-Added Model (VAM) calculation rating of "Highly Effective" or "Effective"; or
 - Have a three-year aggregate Algebra I and Geometry State Value-Added Model (VAM) calculation rating of "Highly Effective" or "Effective"; and
 - Have a start date at Central Avenue Elementary School and Highlands Elementary School of no later than September 30, 2023;
- During this UniSIG grant period (e.g., 2023-24 school year), upon the condition of the Florida Department of Education's approval, all eligible Central Avenue Elementary School and Highlands Elementary School instructional employees shall receive an allocation not to exceed:
 - \$15,000 for an eligible State VAM rating of "Highly Effective"; or
 - \$7,500 for an eligible State VAM rating of "Effective."
- If an instructional employee leaves Central Avenue Elementary School or Highlands Elementary School prior to the end of the quarter, then the employee shall not be eligible for the quarterly installment scheduled for payment of that quarter and each subsequent quarter for the remainder of the one (1) year period of the grant.



- If an instructional employee leaves Central Avenue Elementary School or Highlands Elementary School prior to the end of the one (1) year period of the grant, the employee:
 - shall not be required to repay any additional compensation that the employee may have received prior to the date of transfer, resignation, or retirement, etc.; and
 - shall not be eligible for a duplication of payment if the employee returns to a position at Central Avenue Elementary School or Highlands Elementary School within the same quarter within the one (1) year of the period of the grant.

**OSCEOLA COUNTY
SCHOOL BOARD**



**SUPERINTENDENT
Mark Shanoff**

**OSCEOLA COUNTY
EDUCATION ASSOCIATION**


**OCEA PRESIDENT and
CHIEF NEGOTIATOR FOR OCEA
Janet Moody**
**CHIEF NEGOTIATOR FOR OCSB
John Boyd**

Date: June 28, 2023