

MEMORANDUM OF UNDERSTANDING –
2023-24 Unified School Improvement Grant (UniSIG) Impact – Liberty High 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 one (1) high 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 Liberty High 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 Liberty High 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";
 - Have a start date at Liberty High School of no later than September 30, 2023; and
 - Have a teaching assignment in one or more of the following courses:
 - Algebra I;
 - Geometry;
 - English I;
 - English II; or
 - Intensive Reading.
- During this UniSIG grant period (e.g., 2023-24 school year), upon the condition of the Florida Department of Education's approval, all eligible Liberty High School instructional employees shall receive a supplement to compensate for additional work expectations and requirements due to assignment at Liberty High School, not to exceed:
 - \$7,500 for an eligible State VAM rating of "Highly Effective"; or
 - \$5,000 for an eligible State VAM rating of "Effective."

- In accordance with the terms and conditions required to participate in this grant, all eligible instructional employees who choose to participate shall agree to:
 - Complete the entire 2023-24 school year as an instructional employee at Liberty High School from August 03, 2023, through May 30, 2024;
 - Understand that participation is a commitment of one (1) school year of employment at Liberty High School that renders the participating instructional employee ineligible to transfer from Liberty High School to another School District school during the 2023-24 school year;
 - Engage in common planning by subject area, including, but not limited to, the following professional activities as a subject area team or group: development of lesson plans, data-based decision making, problem solving, and professional learning;
 - Receive coaching support that shall be provided based on analysis of student progress monitoring data and classroom observational data;
 - Conduct progress monitoring weekly for informed decision-making of student mastery of standards and instructional practices;
 - Implement the School District's continuous improvement process through the use of formative and summative assessments, including, but not limited to pre/ post assessments;
 - Collaborate in data analysis cycles; and
 - Actively participate in assigned professional development on research-based instructional practices that include, but are not limited to, student engagement, data-decision planning, etc.
- If an eligible and participating instructional employee leaves Liberty High School prior to the end of the school year (e.g., after August 03, 2023, and before May 30, 2024), then this employee shall be required to repay the full amount of the supplement that the employee received through the School District's established overpayment procedures, which may include recoupment from remaining paychecks.

**OSCEOLA COUNTY
SCHOOL BOARD**



SUPERINTENDENT
 Mark Shanoff



CHIEF NEGOTIATOR FOR OCSB
 John Boyd

**OSCEOLA COUNTY
EDUCATION ASSOCIATION**

**OCEA PRESIDENT and
CHIEF NEGOTIATOR FOR OCEA**
 Janet Moody

Date: July 25, 2023