

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

**between the
School Board of Osceola County, Florida, (OCSB)
and the
Osceola County Education Association (OCEA),**

for

***Education Staff Professionals (ESP)
Professional Support Staff Employees***



Date of Original Proposal:	May 25, 2022
Date of Revised Proposal:	N/A
Date of Tentative Agreement:	May 25, 2022
Contract Expiration Date:	June 30, 2023

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**Osceola County School Board Salary and Benefits Negotiations Proposal for the
2022-23 School Year for the Education Staff Professionals (ESP)
Professional Support Staff 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 Education Staff Professionals (ESP) Professional Support Staff Employees Bargaining Unit employees the following firm offer of enumerated incentives that are contingent upon each other as a single package.

1. 2022-23 School Year Salary Negotiations

- Each ESP bargaining unit employee shall receive:
 - One-time, non-recurring supplement of \$750.00, as previously ratified on May 04, 2021;
- Each ESP bargaining unit employee shall receive a salary increase equal to the greater of the following terms:
 - Hourly Rate of Pay by ~~Years of Service~~ ^{Salary Step}

Years of Service ^{Salary Step}	Hourly Rate of Pay
0 – 5	\$15.00
6 – 10	\$15.50
11 – 15	\$16.00
16 – 20	\$16.50
21 or more	\$17.00

- or -

- Two percent (2%) of the employee's annual base salary;

2. One-time, one-paycheck benefits premium deduction holiday;

3. 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;

4. **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;
5. **Continued commitment to our School District's *Center for Employee Health***; and
6. **Memoranda of Understanding and contract language upon which both parties have reached tentative agreement since the ratification of our current *Instructional Employees' Contract* on May 04, 2021:**
 - **MOU re One-Time, Non-Recurring \$500 Supplement** [Tentative Agreement: April 14, 2022]
 - **Contract Language**
 - Substitute Stipend [Tentative Agreement: March 10, 2022]
 - Vacancies [Tentative Agreement: March 10, 2022]
 - Transfers [Tentative Agreement: April 14, 2022]
 - Professional Development [Tentative Agreement: May 19, 2022]

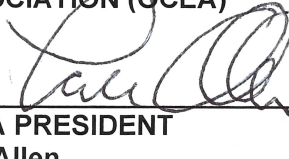
TENTATIVE APPROVAL

OSCEOLA COUNTY SCHOOL BOARD
(OCSB)




CHIEF NEGOTIATOR FOR OCSB
John Boyd

OSCEOLA COUNTY EDUCATION
ASSOCIATION (OCEA)



OCEA PRESIDENT
Lare Allen



CHIEF NEGOTIATOR FOR OCEA
Barbara Gleason

Date: May 25, 2022