

**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.

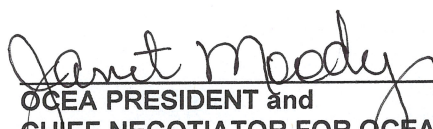
**OSCEOLA COUNTY  
SCHOOL BOARD**

  
 \_\_\_\_\_  
**SUPERINTENDENT**  
 Mark Shanoff

  
 \_\_\_\_\_  
**CHIEF NEGOTIATOR FOR OCSB**  
 John Boyd

Date: **July 25, 2023**

**OSCEOLA COUNTY  
EDUCATION ASSOCIATION**

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

**Liberty High School  
UniSIG Grant Proposed Disbursement**

**Supplement for Highly Effective & Effective  
(Algebra 1, Geometry, English 1, English 2, Reading)**

<b>Teacher</b>	<b>Position</b>	<b>VAM Rating</b>	<b>Amount</b>
Rayner, MaLaisha	Math Coach	Highly Effective	\$7,500
Turton, LaVerne	Literacy Coach	Highly Effective	\$7,500
Sawyer-Villanueva, Jade	Reading	Effective	\$5,000
Jones, Lesha	Reading	Effective	\$5,000
<b>Amount Allocated</b>			<b>\$25,000</b>

**Retention – Part A (Algebra 1, Geometry, English 1, English 2, Reading, Biology, US History): \$2,500**

<b>Content Area</b>	<b># of Teachers</b>	<b>Teachers</b>
Algebra 1	2	Davis, Tymeisha Hildreth, Tyler
Geometry	2	Lescailles, Gennis Peters, Mary
English 1	2	Tanner, Darriel Rodriguez, Veronica
English 2	2	Torrey, Ann Del Valle, Daniel
Reading	1	Serrano, Lucille
Biology	2	Aponte, Jadira Mitchell, Kerry
US History	3	Armstrong, Taniesha Jara, Jaime Moore, Chandler
*Instructional Coaches	2	Conyers, Joyce Morris, Theresa
<b>Amount Allocated</b>		<b>\$40,000</b>

**Retention – Part B (Mathematics, English & VE Support Teachers): \$1,500**

<b>Content Area</b>	<b># of Teachers</b>	<b>Teachers</b>
Mathematics	5	Ahmed, Intakhab Campbell, Garnett Lenning, Franklin Landron, Eduardo Peabbles, Casey
English 3 & 4	5	McCoy, Holly Roy, Richard Williams, Bouvier Woehr, Kenneth
VE Support – Math	4	Balladares, Al Morris, Kerel Rivera, Ada Volcy, Ketia
VE Support – English	1	Fernandez, Deitrich
<b>Amount Allocated</b>		<b>\$22,500</b>

**Retention – Part C (All other personnel): \$650**

**Liberty High School  
UniSIG Grant Proposed Disbursement**

<b>Content Area</b>	<b># of Teachers</b>	<b>Teachers</b>
Science	6	Brown, Emily Jackson, Vivienne Pares Soto, Alexis Subit Pedraza, Carolyn Vega, JenMarie Vega, Yanira
Electives	15	Arnold, Matthew Bacon, Constance Brown, Kendra Canella, Andrew Colon, Autumn Delancy, Byron Delgado, Abdiel Gardner, David Gerdes, Christopher Gomez, Greta Grade, Diovanni Graves, Grant McKee, Tyrone Morey, Darshee Small, Brandi
CTE	9	Dessert, Marie Dopson-Ross, Yvette Figueroa, Raul Innamorato, Michael Pandy, Darrell Redding, Darvi Scott, Johnny Senquiz, Sueli Simpson, Kreshna
World Languages	4	Calzadilla, Maylin Jean, Cybil Marte, Luz Rivera, Alicia
Social Studies	3	Perez, Jorge Rodriguez, Yovan Spoonley, Holly
ESE	12	Bernard Robb, Keisha Gwekwerere, Gadziro Gwekwerere, Tamburai Hart, Demetrius Jennings, Briceida Kennedy, Devon Lange, Maribel Lozada Rivera, Amanda Patel, Bhavini Reid, Keshia Vera, Laura Wilson, Jacqueline
Deans (2)	13	Matthias, Cheyanna Wilson, Stephon

**Liberty High School  
UniSIG Grant Proposed Disbursement**

Test Coordinator		Haire, Ryan
Media Specialist		Tate, Sheila
RCS – ESE		Gollab, Lezlie
ELL Program Specialist		Rivera Herrera, Nancy
School Counselors (4)		Cook, Richard Guerrier, Stephanie Rios Shepps, Lillian Santiago, Linda
College & Career Counselor		Soto, Ana
Athletic Director		Springer, Chad
Athletic Trainer		Burgess, Theresa
	<b>Amount Allocated</b>	<b>\$39,650</b>

**Retention – Part D (Osceola Virtual School): \$750**

Content Area	# of Teachers	Teachers
Mathematics – Algebra II (Semester 1)	1	Etienne, Joan
	<b>Amount Allocated</b>	<b>\$750</b>

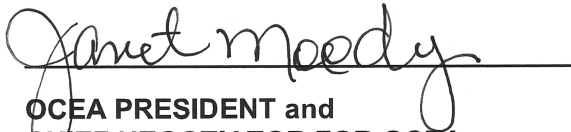
**Total: \$128,250**

**Liberty High School  
UniSIG Grant Proposed Disbursement**

The monetary amounts and the required state VAM listed on this amendment replaces the original funds distribution in the UniSIG grant for Liberty High School dated July 25, 2023.

All other terms and conditions required to participate in the grant remain the same as incorporated in the original grant dated July 25, 2023

**OSCEOLA COUNTY  
EDUCATION ASSOCIATION**

A handwritten signature in cursive script that reads "Janet Moody". The signature is written over a solid horizontal line.

**OCEA PRESIDENT and  
CHIEF NEGOTIATOR FOR OCEA**

**Janet Moody**