

**The School District of Osceola County  
Salaries and Benefits Package  
for the **2023-24** School Year**

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

**for**

***Instructional Employees***



<b>Date of Original Proposal:</b>	<b>May 18, 2023</b>
<b>Date of Revised Proposal:</b>	<b>July 25, 2023</b>
<b>Date of Tentative Agreement:</b>	<b>July 25, 2023</b>
<b>Contract Expiration Date:</b>	<b>June 30, 2024</b>

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**Osceola County School Board Salary and Benefits Negotiations Proposal for the 2023-24 School Year for the Instructional Employees Bargaining Unit**

Recognizing the need to reward employees for their hard work despite limited resources during unprecedented circumstances, the School Board commits to provide Osceola County instructional employees the following firm offer of enumerated incentives that are contingent upon each other as a single package.

**1. 2023-24 Salary Negotiations**

- **Recurring Retention Supplement that is:**
  - equal to 5% of each individual currently employed instructional employee’s 2022-23 minimum base salary (and rounded up to the next highest \$50 increment on the existing salary schedule);
  - eligible for inclusion within calculations of the individual employee’s Florida Retirement System (FRS) retirement benefits;
  - an ongoing commitment to the compensation of eligible individual employees who continue to work for the School District without a break in service; and
  - in compliance with Sections 121.021 and 1012.22, Florida Statutes;
- In accordance with the requirements of state law [e.g., Sections 1011.62, 1012.01, 1012.02, 1012.22, and 1012.34, Florida Statutes; 2023-24 General Appropriations Act; 2023-24 General Appropriations Act Implementing Bill; and the Education Conforming Bill (2023), etc.] and the performance pay salary schedule as previously bargained, **each instructional bargaining unit employee shall receive as:**
  - **a first-year employee for the 2023-24 school year = a minimum base salary of \$49,000** (which reflects a salary increase of \$500); or
  - **an existing employee returning for the 2023-24 school year = a recurring salary increase as follows:**
    - **\$1,200, or twenty-four (24) salary schedule levels**, for instructional employees whose final summative evaluation rating is “Highly Effective”;
    - **\$900, or twelve (12) salary schedule levels**, for instructional employees whose final summative evaluation rating is “Effective”;

Evaluation Rating	Total Amount	Salary Schedule Levels
• Highly Effective	\$1,200	24
• Grandfathered	\$900	18
• Effective	\$900	18

- The recurrence of these 2023-24 salary increases for eligible instructional employees are subject to and dependent upon the renewal of the Teacher Salary Increase Allocation or its

designated equivalent as appropriated by the Florida Legislature each subsequent school fiscal year per state law; and

**2. Design changes to our School District's major medical Health Insurance Plan [attachment] that:**

- continue to provide our employees with health insurance coverage options, including a no-cost option for the individual employee;
- implement innovations and enhancements to provide cost-savings and new choices for our employees and their families; and
- ensure our Health Benefits Trust Fund remains fiscally solvent to serve our employees during uncertain economic times;

**3. 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;

**4. Continued commitment to our School District's Center for Employee Health;** and

**5. Memoranda of Understanding and contract language upon which both parties have reached tentative agreement since the ratification of our current *Instructional Employees' Contract* on August 24, 2022.**

- **Memoranda of Understanding**

- 2022-23 Uni-SIG Grant Impact [Central Avenue Elementary School and Highlands Elementary School]
- 2022-23 One-Time, Non-Recurring Inflation Supplement
- 2023-24 Uni-SIG Grant Impact [Central Avenue Elementary School and Highlands Elementary School]
- 2023-24 Uni-SIG Grant Impact [Liberty High School]
- 2023-24 Flex Day

- **Contract Language**

- Article 16.02 [Credit for Years of Service for Retired Educators]
- Appendix A-1 – Adjunct Hourly Pay Schedule
- Article 10.11 [Pallbearer-Bereavement Leave]

*The school principal or any department head is authorized to approve any employee's request to serve as a pallbearer or to attend the funeral of a member of their immediate family (e.g., spouse, sibling, child, parent, parent-in-law, grandparent, grandparent-in-law, domestic partner, or other member of the employee's immediate household). This leave time shall be in addition to the employee's sick leave.*

- Article 4.13-2 [Professional Development Stipend]

*In-service training and planning on a non-duty day will be compensated at a minimum of \$70 for a three (3) hour day and \$140 for a six (6) hour day, provided the funding is available. Non-monetary consideration in lieu of the above may be agreed to between the administrator*

and the employee. This provision shall apply to compensate teachers newly hired to the School District for work performed prior to the start of their contract. Such payment shall be authorized only upon successful completion, including all work submitted.

All calculations and payments of the items within this tentative agreement for eligible instructional bargaining unit employees shall be paid no earlier and no later than two (2) pay periods after the date of ratification of this tentative agreement by both parties and shall be retroactive to July 01, 2023.

Pursuant to *Article XX: Term of Contract* of our collective bargaining agreement, both parties continue to agree that Contract Articles, specific paragraphs, or new issues may be opened, bargained, ratified, and implemented throughout the fiscal year.

**TENTATIVE APPROVAL**

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: July 25, 2023**

**School District of Osceola County  
Plan Design Options for 10-1-2023**

	PLAN 1			PLAN 2			PLAN 3		
	Health Center Plan with Tiers 1&2 Only			Proposed Essential Plan			Proposed Advantage Plan		
	Tier 1	Tier 2	Tier 3	Tier 1	Tier 2	Tier 3	Tier 1	Tier 2	Tier 3
PCP - Health Center	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Telemedicine	\$0	\$0	Not Covered	\$0	\$0	Not Covered	\$0	\$0	Not Covered
PCP	N/A	\$40	Ded/Co-Ins	\$20	\$40	Ded/Co-Ins	\$15	\$25	\$30
Specialist	\$30	\$80	Ded/Co-Ins	\$40	\$80	Ded/Co-Ins	\$40	\$50	\$60
Referral Needed to Specialist?	Yes	No	No	No	No	No	No	No	No
Urgent Care	\$45	\$45	Ded/Co-Ins	\$45	\$45	Ded/Co-Ins	\$45	\$45	Ded/Co-Ins
Emergency Room	\$400 copay (waived if admitted)	Ded/Co-Ins	Ded/Co-Ins	Ded/Co-Ins	Ded/Co-Ins	Ded/Co-Ins	Ded/Co-Ins	Ded/Co-Ins	Ded/Co-Ins
Labwork at independent lab	any facility	any facility	any facility	any facility	any facility	any facility	any facility	any facility	any facility
Labwork all other facilities	\$0 (Health Center, Quest or LabCorp only)	30% no Deductible	30% no Deductible	\$10 (Ex. Quest Diagnostics)	30% no Deductible	30% no Deductible	\$5 (Ex. Quest Diagnostics)	25% no Deductible	25% no Deductible
Advanced Imaging	80% No Deductible	Ded/Co-Ins	Ded/Co-Ins	Ded/Co-Ins	Ded/Co-Ins	Ded/Co-Ins	Ded/Co-Ins	Ded/Co-Ins	Ded/Co-Ins
Advanced Imaging through Green Imaging	Ded/Co-Ins	Ded/Co-Ins	Ded/Co-Ins	Ded/Co-Ins	Ded/Co-Ins	Ded/Co-Ins	Ded/Co-Ins	Ded/Co-Ins	Ded/Co-Ins
Deductible	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Co-Insurance	\$500 / \$1,000	\$1,250/\$2,500	\$1,250/\$2,500	\$900 / \$1,800	\$1,250/\$2,500	\$1,250/\$2,500	\$600/\$1,200	\$950/\$1,900	\$950/\$1,900
Maximum Out of Pocket	20%	30%	30%	30%	30%	30%	25%	25%	25%
RX	\$4,000/\$8,000	\$6,300/\$13,600	\$6,300/\$13,600	\$5,000/\$10,000	\$6,300/\$13,600	\$6,300/\$13,600	\$4,000/\$8,000	\$6,700 / \$12,400	\$6,700 / \$12,400
Deductible	Prescriptions Unlimited Only	Non-Preferred Pharmacy	Non-Preferred Pharmacy	Preferred Pharmacy	Non-Preferred Pharmacy	Non-Preferred Pharmacy	Preferred Pharmacy	Non-Preferred Pharmacy	Non-Preferred Pharmacy
Generics Obtained at Health Center	No Deductible	waived for preferred generics	waived for preferred generics	No Deductible	\$300	\$300	No Deductible	\$75	waived for preferred generics
Preferred Generic	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Preferred Brand	\$45	20% up to \$75	20% up to \$75	\$45	20% up to \$75	20% up to \$75	\$40	\$10	\$10
Non-Preferred Brand	50% up to \$150	50% up to \$200	50% up to \$200	50% up to \$150	50% up to \$200	50% up to \$200	50% up to \$125	20% up to \$50	50% up to \$150
Specialty	\$75	Not Covered	Not Covered	50% up to \$200	Not Covered	Not Covered	50% up to \$200	Not Covered	Not Covered
International Program with Elect Rx	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

**Remove Advent Health from Tier 3 RBP for all plans**



