

**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  
*Instructional Employees***



<b>Date of Original Proposal:</b>	<b>April 21, 2022</b>
<b>Date of Revised Proposal:</b>	<b>May 19, 2022</b>
<b>Date of Tentative Agreement:</b>	<b>May 19, 2022</b>
<b>Contract Expiration Date:</b>	<b>June 30, 2023</b>

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**Osceola County School Board Salary and Benefits Negotiations Proposal for the  
2022-23 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. 2022-23 Salary Negotiations**

- In accordance with the requirements of state law [e.g., *Sections 1011.62, 1012.02, 1012.22, and 1012.34, Florida Statutes; 2022-23 General Appropriations Act (GAA), 2022-23 Education Appropriations Implementing Bill, House Bill 5003, Senate Education Conforming Bill 2524 (2022), etc.*] and the performance pay salary schedule as bargained, **each instructional bargaining unit employee shall receive as:**

- **a first-year employee for the 2022-23 school year = a minimum base salary of \$48,500** (which reflects a salary increase of \$1,000 for instructional employees who currently receive the minimum base salary of \$47,500 in accordance with state law); **or**
- **an existing employee returning for the 2022-23 school year = a recurring salary increase as follows:**
  - **\$1,700, or thirty-four (34) salary schedule levels**, for instructional employees whose final summative evaluation rating is “Highly Effective”;
  - **\$1300, or twenty-six (26) salary schedule levels**, for instructional employees who are Grandfathered (Professional Service Contract or Continuing Contract status) and whose final summative evaluation rating is either “Highly Effective” or “Effective” [NOTE: No change in contract status is required.]; or
  - **\$1,250, or twenty-five (25) salary schedule levels**, for instructional employees whose final summative evaluation rating is “Effective”

Evaluation Rating	Total Amount	Salary Schedule Levels
• <b>Highly Effective</b>	<b>\$1,700</b>	<b>34</b>
• <b>Grandfathered</b>	<b>\$1,300</b>	<b>26</b>
• <b>Effective</b>	<b>\$1,250</b>	<b>25</b>

- The recurrence of these 2022-23 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



- In addition, both parties recognize the following facts:
  - *Senate Education Conforming Bill 2524 (2022)*:
    - amends *Section 1012.22(1)(c)(5) – Public school personnel; powers and duties of the district school board, Florida Statutes*, to state that “Any compensation for longevity of service awarded to instructional personnel who are on any other salary schedule must be included in calculating the salary adjustments required by sub-subparagraph b.”;
    - requires that any compensation for longevity of service awarded to instructional employees who are on a grandfather salary schedule must be used in the calculation of salary adjustments for instructional employees who receive final summative evaluation ratings of Highly Effective or Effective.
- Management agrees to pay the one-time, non-recurring Retention Incentive Supplement for the 2022-23 school year since the terms and conditions of this compensation were previously ratified on November 02, 2021, prior to the passage and effective dates of Senate Education Conforming Bill 2524 (2022). These terms and conditions are quoted verbatim from our prior ratification packet document below:
  - **“a one-time, non-recurring Retention Incentive Supplement** in the amount of \$50 for each year of verified eligible experience for each instructional employee who has ten (10) or more years of verified eligible experience”
- Both parties understand that these terms and conditions shall only apply for this single occurrence since state law has changed.
- Both parties understand that the original purpose for this supplement is retention, and therefore, this supplement shall be paid to eligible instructional employees during the 2022-23 school year no later than September 30, 2022.
- Both parties understand that addressing the compression of salaries for veteran teachers shall be a priority of the current School Board.

**2. English Learners of Other Languages (ESOL) Compliance Specialist/ Program Specialist Supplement**

- Management agrees to provide an ESOL Compliance Specialist/ Program Specialist Supplement of \$1,500 for all full-time ESOL Compliance Specialist/ Program Specialist employees;

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

**4. 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;
5. **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;
6. **Continued commitment to our School District's Center for Employee Health;** and
7. **Memoranda of Understanding and contract language upon which both parties have reached tentative agreement since the ratification of our current Instructional Employees' Contract on November 02, 2021.**
- 2021-22 MOU re: oTECH CAPE Reward
  - 2022-23 MOU re: Flex Day
  - Article 6.06-1 – Extended Workday Compensation

*The Board and the Association agree that an instructional employee shall be permitted to work a flexible schedule to ensure the time of a regular contractual workday or shall be compensated for times where the administrator requires and assigns the instructional employee to work specific times beyond the contractual workday for the purpose of student safety and supervision needs. The administrator shall decide the method of compensation: flex schedule, Board leave, or the instructional employee's regular rate of pay.*

All calculations and payments of the items within this tentative agreement for eligible instructional employees shall be paid no later than September 30, 2022, and shall be retroactive to July 01, 2022.

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.

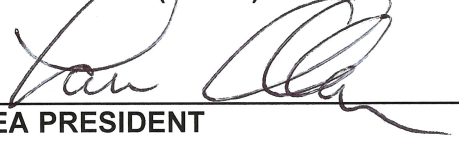
**TENTATIVE APPROVAL**

OSCEOLA COUNTY SCHOOL BOARD  
(OCSB)



CHIEF NEGOTIATOR FOR OCSB  
John Boyd

OSCEOLA COUNTY EDUCATION  
ASSOCIATION (OCEA)



OCEA PRESIDENT  
Lare Allen



CHIEF NEGOTIATOR FOR OCEA  
April Isaacs

**Date: May 19, 2022**