

OCEA Response

2022-2023 Adjustments to Athletic Supplements, Instructional Employees

The Osceola County Education Association does believe in rewarding instructional employees for roles with extracurricular athletic programs. Supplements are an important source of income to the employees who work to enhance the opportunities for the students in the district. There is no doubt that athletic supplements are paid to deserving individuals and that the amount of money paid does not equal the amount of time given for the service. At the same time, every supplement paid from the district general fund is money that could go toward teacher salary increases for all instructional personnel. While OCEA recognizes athletic programs generate large portions of money, the budget indicates that large amounts of funding continue to support these program, including salary dollars. In September, the OCEA bargaining team asked instructional bargaining unit members to prioritize a list of benefits. Adjustments to supplements was fifth on the list out of six benefits, with benefits for the entire bargaining unit begin the top priority.

At this time, OCEA recognizes that many classroom teachers are being asked to complete certification programs to provide services to students in tier 3 reading and for identified gifted students. This requires additional time to complete the certifications, additional money to add these certifications to licenses, and then ongoing paperwork and meetings to implement the certifications. These additional requirements cause teachers to do more work outside of the regular school day. Teachers who perform these duties keep the school district in compliance with state laws. The supplement schedule fails to show that academic education is a priority when it is paying for athletic certifications, but not academic certifications.

Additionally, SDOC places a large amount of emphasis on PLC time. Every high school and middle school subject area has a department chair by grade level dedicated to oversee these meetings with a paid supplement. However, in elementary, where grade levels have teachers teaching all subjects or team teaching, there is no one paid to oversee PLC meetings. While OCEA recognizes elementary teachers have grade level chairs earning a supplement, there is no equity when compared to the supplements at the middle and high school levels. Furthermore, SDOC fails to recognize the exceptional education program and the special area program educators who continue to lead their groups with PLC practice.

At this time, OCEA would like to take a pause prior to agreeing to the current Memorandum of Understanding for adjustments to athletic supplements in order to review and make comprehensive adjustments to all the supplements paid to instructional employees. This will bring about fair pay for extra work that equitably honors academic contributions. We look forward to working with supplement committees that will represent athletics, arts, and academics from all school levels to bring voice and reason to the current system.

**Memorandum of Understanding and Agreement
By and Between
Osceola County Education Association
And
School District of Osceola County
2022-2023 Salary Increase for Instructional Employees**

This Memorandum of Understanding is made by and between the Osceola County Education Association (OCEA) and the School District of Osceola County (SDOC) regarding changes to the full-time salary of the 2021-2023 Collective Bargaining Agreement.

Both OCEA and SDOC bargained the 2022-2023 Contract in good faith based on the information available regarding the state budget at the time. As the end of the year budget for SDOC was finalized, more accurate details became available as to the funds which were not spent.

Both OCEA and SDOC agree to a Salary and Fringes Philosophy: To be THE Leading compensation package in Central Florida.

Both OCEA and SDOC agree that Goal 2 of the Osceola's Strategic Plan, Talent Management, provides for opportunities to reduce staff turnover, improve staff morale, and address the salary compression issue in salary.

Both OCEA and SDOC agree that the cost of living has risen to unparalleled amounts in the past year, increasing the number of instructional staff seeking employment in other careers and districts which offer better salary opportunities and benefits.

Therefore, be it resolved that both parties agree to a Cost-of-Living Adjustment (COLA) of 8.7% subject to the following terms and conditions:

- The COLA will be dispersed with equal payments being added to pay beginning November 30, 2022.
- The COLA will become a permanent amount of the salary schedule.
- The COLA is not subject to work performance or years of experience.

**Osceola County
School Board**

**Osceola County
Education Association**

Superintendent

Debra Pace

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