

MEMORANDUM OF UNDERSTANDING-
2022-2023 6.5% Cost of Living Adjustment, Raise, and One-Time, Non-Recurring Supplement,
Instructional Employees

Whereas, the School District of Osceola County, Florida, (SDOC) 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 reached a tentative agreement upon salaries and benefits for the Instructional employees for the current 2022-23 school year on May 19, 2022 and ratified the agreement on August 24, 2022, pursuant to related state law;

Whereas, both parties recognize the profound effect that recent inflation has had upon the household budgets of all SDOC employees;

Whereas, both parties recognize the need to provide School District employees with additional compensation as feasible in a timely and fiscally responsible manner; and

Therefore, be it resolved that both parties agree to the following terms and conditions of employment;

- Management shall provide a **one-time, non recurring supplement in the amount of \$2,000** for each instructional employee who is employed with the School District on the date that both parties reach tentative agreement and sign the Memorandum of Understanding;
- Payment of this supplement to eligible Instructional employees shall be made no later than two (2) pay periods after the date of this Memorandum of Understanding;
- Management shall provide a **6.5% Cost of living adjustment** for each Instructional employee who is employed with the School District on the date that both parties reach tentative agreement and sign the Memorandum of Understanding ;
- Payment of the COLA raise shall be paid retroactively to eligible employees no later than two (2) pay periods after the date of this Memorandum of Understanding;
- The COLA raise, in its dollar amount, shall be a permanent addition to eligible employees salaries.
- The funding source for the \$2,000 shall be the School District's existing Elementary and Secondary School Emergency Relief (ESSER) and American Rescue Plan (ARP) funds that expire June 30, 2024;

- The funding source for the 6.5% Cost of Living Adjustment shall be from the General Fund and prioritized from other functions into Salaries.
- The above terms and conditions shall expire on June 30, 2023

**OSCEOLA COUNTY
SCHOOL BOARD**

**OSCEOLA COUNTY
EDUCATION ASSOCIATION**

SUPERINTENDENT

Debra Pace

OCEA PRESIDENT

Lare Allen

CHIEF NEGOTIATOR OF OCSB

John Boyd

CHIEF NEGOTIATOR FOR OCEA

Janet Moody

Date: February 8, 2023

Synopsis: OCEA proposed an 8.7% cost of living adjustment which would essentially amount to a \$4,200- \$4,800 raise for most teachers. This proposal had an estimated annual added cost of 23 million dollars. SDOC countered with a \$1000 on-time payment which would amount to a \$4.3 million dollar one-time cost. In looking at those two proposals it is clear that the District BLT and OCEA BLT are not very close together on what is deemed to be the appropriate action. In an effort to come to an agreement, we propose the following terms.

1. Cost of living adjustment of 6.5% which would be an estimated raise of \$3,150 - \$3,500 for most teachers

2. A one-time payment of \$2000

TOTAL COST

6.5% COLA	\$2000 One-Time Supplement	TOTAL \$
\$3,150- \$3,500	\$2,000 per teacher	\$ 5,100- 5,500
\$15.1 million (Recurring)	9.3 million (one time)	\$24.4 million

The total cost is consistent with the original proposal we wanted to achieve for our instructional staff. But it requires the SDOC to allocate less dollars for future expenditures, with new raises able to be negotiated for 2023-2024 on the Performance Career Ladder and with new dollars coming from the state which will be specifically earmarked for Teacher salaries.

Where can this money come from?

Excessive over-budgeting of the “Materials and Supplies” line item

Year	Budgeted	Actual	Categorical Dollars
2018-2019	\$49.7 million	\$9.7 million	\$11.79 million
2019-2020	\$43.4 million	\$7.4 million	\$10.22 million
2020-2021	\$47.1 million	\$5.6 million	\$10.24 million
2021-2022	\$39.9 million	\$4.1 million	\$13.24 million
2022-2023	\$71.1 million	TBD (\$6.7 million average)	TBD (\$11.37 million average)

The average amount budgeted for Materials and Supplies from 2018-2022 was \$45 million. The average amount spent was \$6.7 million. That is, on average over budgeting \$38.3 million dollars.

It is worth noting that \$13.24 million of last year’s budget is categorical, which means it can’t be moved. But that still leaves 26.6 million in that line item that can be moved. And we are only asking for \$15.1 million to be moved.

MEMORANDUM OF UNDERSTANDING –

**2022-23 Extra Pay for Serving as a Substitute Teacher,
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 recognize that classroom teachers may be assigned to serve in the role of a substitute teacher for a peer during the teacher's regularly scheduled planning period, in order to ensure appropriate coverage for student safety and supervision; and

Therefore, be it resolved that both parties agree to the following terms and conditions of employment:

- If an administrator assigns a classroom teacher to serve in the role of a substitute teacher for a peer during the teacher's regularly scheduled planning period, in order to ensure appropriate coverage for student safety and supervision, then the classroom teacher shall be compensated the equivalent of time and a half (1.5 hours) of the employee's daily rate of pay.
- The assigned classroom teacher may select, and the administrator shall schedule a one (1) hour planning period either before or after the regular workday on the next workday or a mutually agreed upon workday thereafter, in order to ensure adequate planning time and compliance with related state law for public employee compensation; and
- The above terms and conditions shall expire on June 30, 2023.

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OCEA PRESIDENT
Lare Allen

CHIEF NEGOTIATOR FOR OCEA
Janet Moody

Date: February 9, 2023

OCEA RESPONSE TO SDOC PROPOSED CAREER LADDER

The Instructional Bargaining team for OCEA has reviewed the proposed Career Ladder for Instructional Employees. Although it was mentioned at the bargaining table that we should remove the issue of tenure and submit our ideas, we find the current proposal problematic for four additional reasons.

1. There was no attached money in any compensation ranges.
2. The plan presented is not inclusive of all instructional personnel and would become penalizing after the first year.
3. The plan does not encourage growth because the proposed plan limits positions of a Master Teacher and controls all Professional Development delivery.
4. The proposal allows for salary freezes.

OCEA does not have a counter-proposal at this time.