

**The Osceola County Education Association
Education Staff Professionals Proposals
for the 2024-2025 School Year**

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

for

Education Staff Professionals



Date of Original Proposal:

April 25, 2024

Osceola County School Board
Salary and Benefits Negotiations Package Proposal for the
2024-25 School Year for the Educational Staff Employees Bargaining Unit

Recognizing the need to reward employees for their hard work despite limited resources during unprecedented circumstances, the Osceola County Education Association proposes the following:

1. 1. 2023-24 School Year Salary Negotiations

- Cost of Living Adjustment (COLA) equal to 5% of each individual currently employed Education Staff Professionals (ESP) employee's minimum base salary within our existing salary schedule;
- Computer Technicians moved to Position Level 11-13; and
- Pay differential of \$2.00 for all self-contained ESE paraprofessionals; and
- Pay equal to \$180 per day for any paraprofessional serving as a long-term substitute; and
- Degree Incentives as follows:

| Degree Incentive | |
|------------------|--------|
| Associate | \$0.45 |
| Bachelor | \$0.72 |
| Master | \$0.85 |
| Specialist | \$1.00 |
| Doctorate | \$1.15 |

2. 2. No design changes to our School District's major medical Health Insurance Plan and;
3. Continued commitment to our School District's Center for Employee Health.

Education Staff Professional Leave Time

At the request of the Association, the Board agrees to release the duty of an Education Staff Professional (ESP) from his/her regular duties to serve as a Member Organizer for the term of the Osceola County Education Association (OCEA) presidency. OCEA will serve as the fiscal agent for the payment of the ESP Member Organizer salary and fringe benefits, provided the Association reimburses the Board one hundred percent (100%) of any and all sums paid to or on behalf of said ESP. The ESP Member Organizer shall not earn sick leave or annual leave, nor be covered by the Board Workers' Compensation Insurance during said term. The ESP Member Organizer may transfer any unused sick leave days accrued as a Member Organizer, provided daily attendance is documented by OCEA during the period served as Member Organizer. It shall be the Association responsibility to assist in securing the requested transfer of sick leave credit from the Association. One day of sick leave may be transferred in for each day accrued upon return to Osceola School District, up to a maximum of 12 days per year. In case of extended illness or retirement, all withheld hours will be transferred immediately. The ESP Member Organizer shall be given credit on the salary schedule for the year(s) served in this position. Reimbursement to the School District shall be monthly, upon receipt of invoice from the School District.

Pallbearer/ Bereavement Leave Proposal

Rationale: The purpose is to clarify previously negotiated language and ensure that our language for the instructional contract lines up with the proposed language for the ESP contract.

~~The school principal or 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.~~

An employee may be granted up to three (3) additional paid days of Bereavement Leave for the death of an immediate family member as defined in sick leave. Bereavement Leave is not transferrable or accruable and must be used within 30 days of the death. Application shall be made to the immediate supervisor in advance whenever possible. Employees must provide a copy of the obituary, funeral notice, or other satisfactory document attached to the Employee Application for Leave Form. Details about the family member's relationship may be required. Two additional paid days of Bereavement Leave may be granted when the family member resided out of state.



Osceola County Education Association
722 Mabbette Street, Kissimmee FL 34741
407-870-4648 Office
Website- osceolacea.org

April 25, 2024.

Dr. Mark Shanoff
Osceola County School District
817 Bill Beck Boulevard
Kissimmee, Florida 34744

Dr. Shanoff:

The School District of Osceola County has made changes in working conditions for Computer Technicians. The changes made by Mrs. Cathy Hiers on April 1, 2024, impacts the computer technicians working conditions by increasing the number of schools to service and the number of school devices utilized by students, teachers, and paraprofessionals. Furthermore, these changes would directly impact the computer technicians' ability to provide great customer service in a timely manner. The Osceola County Education Association Hereby Demands to Bargain the impact of these changes with The School District of Osceola County as **per Chapter 447, Part II, Florida Statutes**. Please provide the OCEA with any available dates you may have for both parties to gather.

Our office looks forward to your prompt response and action to resolve this issue.

Sincerely,

Janet Moody President
Osceola County Education Association
407-870-4648
Janet.Moody@floridaea.org

Hand Delivered to John Boyd on April 25, 2024

cc: Juan Figueroa, Uni-Serv, Osceola County Education Association
Peter Thorne Chief Information Officer,
John Boyd, Director of Government and Labor Relations/ Chief Negotiator (District)

