

**MEMORANDUM OF UNDERSTANDING –
2024-25 Recruitment Incentives at Designated Highest Need Schools,
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 agree that efficient compliance with applicable state and federal laws and our collective bargaining agreement and that consistency in standards of service are priorities for School District employees, students, parents, and community members; and

Whereas, both parties agree that the School District should be encouraged to apply for significant grant opportunities that may provide additional earning opportunities for instructional employees; and

Whereas, the School District currently has five (5) eligible schools (e.g., Central Avenue Elementary School, Highlands Elementary School, Liberty High School, New Beginnings Education Center, and Zenith) that meet the required criteria designated within the application for the Florida Department of Education Bureau of School Improvement support grant as “highest need schools”;

Therefore, be it resolved that both parties agree to the following additional terms and conditions of employment in the event of and pursuant to the School District’s award of this state grant, sufficient to fund strategic grant projects, deliverables, and activities at the designated schools:

- The School District shall comply with state and federal requirements of the grant proposal in order to ensure the grant’s initial and potential continued funding during the one (1) year period of the grant (e.g., 2024-25).
- **Up to the first ten (10) qualified candidates** shall be eligible to receive a supplement not to exceed **\$1,200** before taxes, which shall be paid no later than the second regularly scheduled paycheck in September.
- **Qualified candidates** shall be defined as:
 - successfully hired as a new classroom teacher at one of the designated schools no later than September 15, 2024;
 - not currently employed as a classroom teacher at one of the designated schools unless on a short-term contract, which shall be the exception;
 - subject to final approval of the Florida Department of Education Bureau of School Improvement when such approval is communicated to the School District; **and**
 - on “Active” employment status in the School District’s Information System (e.g., TERMS) on the date of the paycheck in which the incentive is paid.

This Memorandum of Understanding shall expire on **Monday, June 30, 2025**.

**OSCEOLA COUNTY
SCHOOL BOARD**

SUPERINTENDENT
Dr. Mark Shanoff

CHIEF NEGOTIATOR FOR OCSB
John Boyd

Date: Wednesday, April 24, 2024

**OSCEOLA COUNTY
EDUCATION ASSOCIATION**

OCEA PRESIDENT
Janet Moody

CHIEF NEGOTIATOR FOR OCEA
Janet Moody