

**The School District of Osceola County, Florida
Supplements Schedule**

*Tentative Agreement by Instructional Employees Bargaining Leadership Team (BLT): August 13, 2015
Ratified by Osceola County Education Association (OCEA): September 02, 2015
Ratified by Osceola County School Board (OCSB): August 18, 2015; September 01, 2015*

Coach Factor: Head 145 / Assistant 85 40% 60%

ATHLETICS

[using Florida High School Athletics Association (FHSA)]

	# Participants	Weeks	Games	Amount
Assistant Baseball	20	17	25	\$ 1,853.00
Assistant Basketball - Boys	15	17	25	\$ 2,180.00
Assistant Basketball - Girls	15	17	25	\$ 2,180.00
Assistant Competitive Cheerleading	None	15	10	\$ 823.00
Assistant Flag Football	None	12	12	\$ 1,020.00
Assistant Football	60	22	11	\$ 2,233.00
Assistant Junior Varsity Cross Country	15	12	13	\$ 1,071.00
Assistant Lacrosse	25	14	18	\$ 1,394.00
Assistant Soccer - Boys	22	17	25	\$ 1,853.00
Assistant Soccer - Girls	22	17	25	\$ 1,853.00
Assistant Softball	20	17	25	\$ 1,853.00
Assistant Swimming	None	11	13	\$ 1,037.00
Assistant Track (Saturday Meets) Factor 120	None	15	13	\$ 1,656.00
Assistant Volleyball - Boys	15	12	25	\$ 1,683.00
Assistant Volleyball - Girls	15	14	25	\$ 1,751.00
Assistant Water Polo	18	12	25	\$ 1,683.00
Assistant Weightlifting - Boys	3	11	13	\$ 1,037.00
Assistant Weightlifting - Girls	3	11	13	\$ 1,037.00
Assistant Wrestling (Saturday Matches) Factor 120	None	16	18	\$ 2,064.00
Head Baseball	20	17	25	\$ 3,161.00
Head Basketball - Boys - Factor 185	15	17	25	\$ 4,033.00
Head Basketball - Girls - Factor 185	15	17	25	\$ 4,033.00
Head Competitive Cheerleading	None	15	10	\$ 1,028.00
Head Cross Country	15	12	13	\$ 1,827.00
Head Flag Football	None	11	12	\$ 1,682.00
Head Football+4 Weeks in Spring-Factor 267	60	22	11	\$ 4,111.80
Head Golf - Boys	10	13	14	\$ 1,972.00
Head Golf - Girls	10	13	14	\$ 1,972.00
Head Lacrosse	25	14	18	\$ 2,378.00
Head Soccer - Boys	22	17	25	\$ 3,161.00
Head Soccer - Girls	22	17	25	\$ 3,161.00
Head Softball	20	17	25	\$ 3,161.00
Head Swimming	None	13	13	\$ 1,885.00
Head Tennis	12	13	18	\$ 2,320.00
Head Track (Saturday Meets) Factor 200	None	15	13	\$ 2,760.00
Head Volleyball - Boys	15	12	25	\$ 2,871.00
Head Volleyball - Girls	15	14	25	\$ 2,987.00
Head Water Polo	18	12	25	\$ 2,871.00
Head Weightlifting - Boys	3	12	13	\$ 1,827.00
Head Weightlifting - Girls	3	12	13	\$ 1,827.00
Head Wrestling (Saturday Matches) Factor 200	None	16	18	\$ 3,440.00

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ATHLETICS (Continued)

	Amount
Athletic Director	\$ 4,319.00
Athletic Trainer	\$ 4,042.00
Elementary School Extracurricular Coach	\$ 617.00
Elementary School Extracurricular Sponsor	\$ 617.00
Junior Varsity Cheerleading (2 Supplements)	\$ 2,878.00
Middle School Assistant Intramural Director	\$ 823.00
Middle School Athletic Coordinator	\$ 1,645.00
Middle School Intramural Coach	\$ 617.00
Middle School Intramural Director	\$ 1,645.00
Ninth Grade Cheerleading (2 Supplements)	\$ 2,878.00
Varsity Cheerleading (2 Supplements)	\$ 3,702.00

Notes:

- 1. All Coaches will be Grandfathered in to the new Supplement Schedule. No Coach will be paid less of a Supplement.**
- 2. The Supplement Schedule is a fair, quantifiable schedule.**

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<u>ARTS</u>	Weeks	Amount
High School Accompanist	8	\$ 500.00
High School Choral Director	20	\$ 2,468.00
High School Choreographer	8	\$ 500.00
High School Costume Designer	8	\$ 500.00
High School Dance Teacher		\$ 500.00
High School Drama Co-Production Sponsor		\$ 617.00
High School Drama Director		\$ 2,468.00
High School Fight Choreographer	8	\$ 500.00
High School Lighting Designer	8	\$ 500.00
High School Marching / Concert Band Director	39	\$ 4,113.00
High School Marching Band Eurhythmics Assistant	12	\$ 500.00
High School Marching Band Percussion Assistant	12	\$ 500.00
High School Marching Band Visual/ Marching Assistant	12	\$ 500.00
High School Music Director	8	\$ 500.00
High School Orchestra Director	30	\$ 2,468.00
High School Technical Theatre Assistant	8	\$ 500.00
Middle School Band Director	20	\$ 2,190.00
Middle School Choral Director	12	\$ 1,234.00
Middle School Drama Teacher	12	\$ 1,234.00
Middle School Orchestra Director	20	\$ 2,190.00

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<u>CURRICULUM</u>	Amount
Co-Curricular	\$ 1,028.00
Dean, 1201 ≤ SFTE ≤ 1600	\$ 1,650.00
Dean, 1601 ≤ SFTE ≤ 2000	\$ 1,750.00
Dean, 2001 ≤ SFTE	\$ 1,850.00
Dean, 801 ≤ SFTE ≤ 1200	\$ 1,550.00
Dean, SFTE ≤ 800	\$ 1,450.00
Elementary School ESE Teacher (Self-Contained)	\$ 823.00
Elementary School Curriculum Chair	\$ 617.00
Elementary School Yearbook Sponsor	\$ 617.00
Guidance Director	\$ 823.00
High School ESE Teacher (Self-Contained)	\$ 823.00
High School Academic Competition Bowl Sponsor	\$ 617.00
High School Class Sponsor	\$ 617.00
High School Department Chair	\$ 617.00
High School Extracurricular Sponsor (See Contract)	\$ 617.00
High School National Honor Society Sponsor	\$ 823.00
High School Newspaper Sponsor	\$ 1,028.00
High School Speech & Debate/ Forensics	\$ 617.00
High School Student Council	\$ 617.00
High School Yearbook Sponsor	\$ 1,645.00
Middle School Academic Competition Bowl Sponsor	\$ 617.00
Middle School Department Chair	\$ 617.00
Middle School ESE Teacher (Self-Contained)	\$ 823.00
Middle School Grade Level Chair	\$ 617.00
Middle School Newspaper Sponsor	\$ 823.00
Middle School Yearbook Sponsor	\$ 1,028.00
Resource Compliance Specialist	\$ 823.00
Special Olympics Director	\$ 823.00
Test Coordinator, 1201 ≤ SFTE ≤ 1600	\$ 1,128.00
Test Coordinator, 1601 ≤ SFTE ≤ 2000	\$ 1,228.00
Test Coordinator, 2001 ≤ SFTE	\$ 1,328.00
Test Coordinator, 801 ≤ SFTE ≤ 1200	\$ 1,028.00
Test Coordinator, SFTE ≤ 800	\$ 928.00

Abbreviation(s) Key:

ESE = Exceptional Student Education

SFTE = Student Full Time Equivalent

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OTHER

	Amount
Behavioral Center School Lead	\$ 1,028.00
Behavioral Center School Teacher, ESE	\$ 1,028.00
Behavioral Center School Teacher, Non-ESE	\$ 617.00
Speech Pathologist / Audiologist	\$ 617.00
Teacher-Non ESE (DJJ & OASIS)	\$ 1,028.00
Wellness Coordinator	\$ 617.00

Abbreviation(s) Key:

ESE = Exceptional Student Education

**MEMORANDUM OF UNDERSTANDING
Clarification of the 2015-16 Supplements Schedule**

Whereas, both parties to the contract agree to work collaboratively to resolve all issues that impact teachers; and

Whereas, both parties ratified the new Supplements Schedule as part of our Contract for the 2015-16 school year;

Therefore, be it resolved that the parties agree to the following conditions with regard to implementation of the new Supplements Schedule ratified for the 2015-16 school year:

- The following supplements paid to eligible employees in the prior 2014-15 school year shall be grandfathered and paid to the same eligible employees in the current 2015-16 school year and subsequent years.
- If an eligible employee is removed from the role or has a break in service (e.g., equal to one school year) for the role for which a grandfather supplement has been paid, then the employee shall no longer be eligible for the amount of the grandfather supplement and shall be paid the new amount according to the new 2015-16 Supplements Schedule.
- However, the School District shall continue its current practice in which an employee under investigation continues to receive the supplement assigned to the employee until the conclusion and disposition of the investigation.
- In addition, if an employee who receives a grandfather supplement is removed from the role, for which the employee receives a grandfather supplement, pending an investigation, and if this employee is exonerated upon the conclusion and disposition of the investigation, then the employee shall be eligible for the grandfather supplement that the employee originally received.

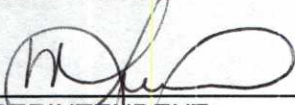
Grandfather Supplements	
Athletic Trainer, Grandfather, 6 or more Years	\$ 4,319
Band Director, Middle School, Grandfather, 6 or more Years	\$ 2,262
Baseball, Head Coach, Varsity, Boys, Grandfather, 6 or more Years	\$ 3,291
Basketball Head, Varsity, Boys, Grandfather, 6 or more Years	\$ 4,113
Basketball Head, Varsity, Girls, Grandfather, 6 or more Years	\$ 4,113
Basketball, Assistant Coach, Junior Varsity, Boys, Grandfather, 6 or more Years	\$ 2,262
Basketball, Assistant Coach, Junior Varsity, Girls, Grandfather, 6 or more Years	\$ 2,262
Basketball, Assistant Coach, Varsity, Boys, Grandfather, 6 or more Years	\$ 2,262
Basketball, Assistant Coach, Varsity, Girls, Grandfather, 6 or more Years	\$ 2,262
Cross Country, Junior Varsity, Boys, Grandfather, 6 or more Years	\$ 1,347
Cross Country, Junior Varsity, Girls, Grandfather, 6 or more Years	\$ 1,347
Cross Country, Semester, Varsity, Boys, Grandfather, 6 or more Years	\$ 1,851
Cross Country, Varsity, Girls, Grandfather, 6 or more Years	\$ 1,851
Extracurricular, High School, Drama, Grandfather, 6 or more Years	\$ 962

Flag Football, Assistant Coach, Grandfather, 0 - 5 Years	\$ 1,347
Flag Football, Assistant Coach, Grandfather, 6 or more Years	\$ 1,439
Flag Football, Head Coach, Grandfather, 0 - 5 Years	\$ 2,118
Flag Football, Head Coach, Grandfather, 6 or more Years	\$ 2,262
Football, Assistant Coach, Varsity, Grandfather, 6 or more Years	\$ 2,262
Football, Head Coach, Varsity, Boys, Grandfather, 6 or more Years	\$ 4,113
Marching Band, Visual, High School, Grandfather, 0 - 5 Years	\$ 962
Marching Band, Visual, High School, Grandfather, 6 or more Years	\$ 1,028
Softball, Head Coach, Varsity, Grandfather, 6 or more Years	\$ 3,291
Swimming, Assistant Coach, Varsity, Boys, Grandfather, 0 - 5 Years	\$ 1,540
Swimming, Assistant Coach, Varsity, Girls, Grandfather, 0 - 5 Years	\$ 1,540
Swimming, Head Coach, Varsity, Boys, Grandfather, 0 - 5 Years	\$ 2,118
Swimming, Head Coach, Varsity, Boys, Grandfather, 6 or more Years	\$ 2,262
Swimming, Head Coach, Varsity, Girls, Grandfather, 0 - 5 Years	\$ 2,118
Swimming, Head Coach, Varsity, Girls, Grandfather, 6 or more Years	\$ 2,262
Test Coordinator 1, Grandfather, 0 - 5 Years	\$ 962
Test Coordinator 1, Grandfather, 6 or more Years	\$ 1,028
Track, Assistant Coach, Boys, Grandfather, 0 - 5 Years	\$ 1,732
Track, Assistant Coach, Girls, Grandfather, 0 - 5 Years	\$ 1,732
Track, Assistant Coach, Girls, Grandfather, 6 or more Years	\$ 1,851
Track, Head Coach, Boys, Grandfather, 0 - 5 Years	\$ 3,080
Track, Head Coach, Boys, Grandfather, 6 or more Years	\$ 3,291
Track, Head Coach, Girls, Grandfather, 0 - 5 Years	\$ 3,080
Track, Head Coach, Girls, Grandfather, 6 or more Years	\$ 3,291
Weightlifting, Assistant Coach, Varsity, Boys, Grandfather, 0 - 5 Years	\$ 1,347
Weightlifting, Assistant Coach, Varsity, Girls, Grandfather, 0 - 5 Years	\$ 1,347
Weightlifting, Assistant Coach, Varsity, Girls, Grandfather, 6 or more Years	\$ 1,439
Weightlifting, Head Coach, Varsity, Boys, Grandfather, 6 or more Years	\$ 1,851
Weightlifting, Head Coach, Varsity, Girls, Grandfather, 6 or more Years	\$ 1,851

- The supplement for *Elementary School Curriculum Chair* shall be renamed *Elementary School Grade Level Chair*, with six (6) allocations per elementary school for the current 2015-16 school year and in subsequent years;
- The supplement for *Exceptional Student Education Resource Compliance Specialist* (ESE RCS) shall apply to school-based Resource Compliance Specialists or District-based equivalent ESE employees (e.g., Program Specialists who are assigned ESE compliance duties) for the current 2015-16 school year and in subsequent years;

- The supplement for *Junior Varsity Cheerleading* shall be \$1439 per sports season (up to \$ 2878 for the school year) for the current 2015-16 school year and in subsequent years;
- The supplement for *Ninth Grade Cheerleading* shall be \$1439 per sports season (up to \$ 2878 for the school year) for the current 2015-16 school year and in subsequent years;
- The supplement for *Varsity Cheerleading* shall be \$1851 per sports season (up to \$ 3702 for the school year) for the current 2015-16 school year and in subsequent years; and
- The supplements for *Elementary School Extracurricular Sponsor*, *Middle School Academic Competition Bowl Sponsor*, and *High School Academic Competition Bowl Sponsor* may also include employees who are assigned roles which coordinate academic competitions such as Battle of the Books, etc.

**OSCEOLA COUNTY
SCHOOL BOARD**

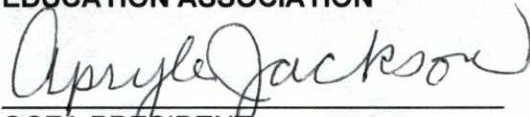


SUPERINTENDENT
Melba Luciano

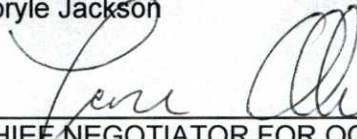


CHIEF NEGOTIATOR FOR OCSB
John Boyd

**OSCEOLA COUNTY
EDUCATION ASSOCIATION**



OCEA PRESIDENT
Apryle Jackson



CHIEF NEGOTIATOR FOR OCEA
Lare Allen

Date: December 10, 2015