INSTRUCTIONAL EMPLOYEES

CONTRACT

BETWEEN

THE SCHOOL BOARD OF OSCEOLA COUNTY, FLORIDA (OCSB)

AND

THE OSCEOLA COUNTY EDUCATION ASSOCIATION (OCEA)

Tentative Agreement, August 20, 2025
Ratified by OCEA, September 03, 2025
Ratified by OCSB, September 09, 2025

Effective July 01, 2025, through June 30, 2026

Dr. Mark Shanoff,
Superintendent

Janet Moody,
OCEA President

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PREAMBLE

THIS AGREEMENT ENTERED INTO THIS 30TH DAY OF AUGUST, 1985 BY AND BETWEEN THE SCHOOL BOARD OF OSCEOLA COUNTY, FLORIDA, HEREINAFTER CALLED THE "BOARD," AND THE OSCEOLA COUNTY EDUCATION ASSOCIATION, HEREINAFTER CALLED THE "ASSOCIATION."

WITNESSETH:

WHEREAS, the Board and the Association recognize and declare that providing a quality education for the children of Osceola County is the primary goal of the Osceola County Public Schools, and,

WHEREAS, the Board and the Association recognize that it is the responsibility of the Board to approve the educational and operational policies that are essential to the public educational programs and that the Association represents the teaching personnel, who are engaged in providing educational services, and,

WHEREAS, the Association, as the certified and exclusive agent and representative of teaching personnel, and the Board have agreed to bargain in good faith in the determination of the wages, hours, and terms and conditions of employment of the public employees within the bargaining unit, and,

WHEREAS, the Board and the Association, following extended and deliberate negotiations, have reached certain understandings which they desire to confirm in this Contract, and,

IN CONSIDERATION OF THE FOLLOWING MUTUAL COVENANTS, IT IS HEREBY AGREED as follows:

ARTICLE I: RECOGNITION AND DEFINITIONS

The Board recognizes the Osceola County Education Association as the exclusive and sole bargaining agent for the following unit of employees as described in the certification instrument (Case No. 3II-RA-754-1003; Certification No. 18) issued by the Public Employees Relations Commission on April 09, 1975, and Case No. EL-2025-184 (Relates to RC-2025-168) on December 29, 2025.

UNIT:

The term "Teacher" when used in this Contract shall refer to all teachers who are regularly employed certificated personnel except those specifically excluded.

INCLUDED:

Teachers who are regularly employed certificated personnel, including Assistant Junior ROTC Instructor; Career and Technical Education Resource Teacher; Certificated Classroom Teacher; Curriculum Assistant High School; Guidance Counselor; Guidance Director; Hospital/ Homebound Teacher; Job-Entry Coordinator; Junior ROTC Instructor; Librarian; Occupational Specialist; Occupational Therapist; Physical Therapist; School Psychologist; Social Worker; and Staff Development Resource Specialist.

EXCLUDED:

Audio-Visual Coordinator; Coordinator of Business Affairs; Coordinator of Career Education; Coordinator of Pupil Personnel; Coordinator of School Food Services; Deputy Superintendent for Instruction; Director of Administration; Director of Curriculum and Research; Director of Finance; Director of Operations; Director of Personnel and Community Relations; Director of Special Education; Director of Vocational Education and Project Planning; Elementary Supervising Principals; Full-Time Assistant Principals; Part-Time Administrative Assistants; Principals; Reading Coordinator; Secondary Supervising Principals; Superintendent; and all other employees of the School Board of Osceola County, Florida.

The term "Board" and "Association" shall include authorized officers, representatives, and other agents of either.

ARTICLE II: NEGOTIATIONS PROCEDURE

2.01 The School Board agrees to enter into negotiations with the Association at mutually agreed upon times throughout the school year. Agreements so negotiated will be reduced to writing and signed by both the Board and Association.

2.02 During negotiations, the Board and the Association will present data, exchange points of view, and make proposals and counter proposals. Either party may, if it so chooses, utilize the services of outside consultants to assist in the negotiations. The Board will make available to the Association budgetary data to which they are entitled under Florida Statutes as soon as it is made available to the Board. Representatives of the Board and the Association will be empowered to reach tentative agreement on items being negotiated.

2.03 The Board agrees not to negotiate directly with teachers, rather than the Association. The Board further agrees not to negotiate or otherwise deal with any other organization(s) purporting to represent teachers during the term of this Agreement.

The Association agrees to negotiate directly with the designated Board negotiating team and not with the individual members of the School Board. Any procedural concerns of the parties will be directed to the respective chief negotiators whenever practicable.

2.04 Should impasse occur during negotiations, the impasse procedure in Chapter 447, Florida Statutes, shall apply. Neither party shall reject mediation if requested by the other providing that a reasonable period of negotiations has transpired.

2.05 Times for bargaining sessions will be mutually agreed upon by both parties. If bargaining meetings between the Board and Association are scheduled during the teacher duty day, members of the Association's bargaining team shall be relieved of their regular duties. Substitutes shall be provided by the Board.

ARTICLE III: FACULTY STEERING COMMITTEE

3.01 The steering committee may be established in a school for considering various areas such as, but not limited to, student discipline, faculty meetings, school rules, and health and safety items. It is understood that the committee shall act in an advisory capacity to the principal.

3.02 A steering committee will be created if the majority of the teachers in a school determine by secret ballot that such a committee would be appropriate to their needs. The Association Representative shall be in charge of said election. Any steering committee thus created shall consist of not less than five (5) nor more than ten (10) teachers elected by secret ballot.

3.03 The steering committee may meet during the regular duty day at such times, as committee members have no student contact. The steering committee may meet with other teachers and may meet as a group without the principal, during the regular duty day at such times as committee members or the teachers have no student contact.

In order to conduct business, it shall be necessary that a majority of the steering committee be present.

ARTICLE IV: ASSOCIATION AND TEACHER RIGHTS

4.01 The agreements in this Contract shall supersede any rules or regulations of the Board if such rules or regulations are contrary to or inconsistent with the terms recorded herein. Within budgetary limitations, this Contract shall not be interpreted or applied to deprive teachers of any professional advantage.

4.02 The Association and its representatives shall have the right to the use of the school buildings for meetings if a written request has been made to the school principal for scheduling purposes. Representatives must be accompanied by a member of the Association. If any special non-instructional personnel services are necessary over and above their normal services because of such meetings, the Association shall be billed for any actual costs of such services, including any applicable overtime pay expended.

4.03 The Superintendent or the Superintendent's designee shall meet with representatives of the Association, whenever reasonably requested by either party, to discuss matters relating to the implementation of this contract and educational policy. Other matters may also be discussed upon mutual agreement. Attendance at these meeting shall consist of no more than six (6) people -- three (3) from each party. These meetings will in no way bypass the negotiations or grievance procedures.

4.04 Duly authorized representatives of the Association and its respective affiliates shall be permitted to transact official Association business on school property during the times defined below:

1. Lunch Period.

2. Time before and after the student day.

3. Times when teachers are not responsible for the direct supervision of students.

If the representative is not employed by the school, upon arrival at the school, the representative shall first report to the principal's office for making such arrangements as the principal or the principal's designee deems necessary to avoid interference with the school program or with teacher assignments.

4.05 The Association shall have the right to equal use of the school system's mail services, including teacher mailboxes, for communication with teachers. The Association office shall be a stop on the Board's mail service routes. The Association shall encourage all teachers to use the School District's electronic mail system in a professional and responsible manner.

4.06 The Association shall have the right to use the school's equipment. The Association shall provide its own materials and supplies. The Association shall arrange the use of this equipment with the supervisor in charge in order to avoid interfering with the school program. The president or the president's designee shall be the only ones to use the county machines. The Association agrees to pay an annual service fee for the usage of these school and county machines. (04/22/09)

4.07 The Board agrees to furnish copies of any Board-related public documents reasonably requested by the Association at the cost established in the printing schedule, "Outside Copying-In-School Personnel." The term "In School Personnel" shall be applicable only to printing. The Board further agrees to provide the Association public documents supplied to the press in connection with Board meetings, plus a copy of the Board agenda and supplemental packet, (excluding employee application and reference forms) upon publication, without cost. In addition, the Board shall provide the Association access to all public records not exempted by Florida Statutes within one working day of such request. Two copies of the school system directory will be supplied to the Association without cost no later than ten (10) days following the first teacher payday. The Association may obtain additional copies by bearing the cost of printing charges.

4.08 The Board will provide the Association with the names and addresses of all new teachers and all retiring teachers as soon as the data are available.

4.09 The Board agrees to make Credit Union deductions from teachers' salaries as requested by the individual in writing. Change(s) in such deduction(s) will be made provided written notification from the Credit Union is submitted to Board Payroll Department according to the Board approved Master Pay Date Schedule. This provision shall not apply to new enrollees. Said deductions shall be transmitted to the Credit Union as soon as practicable. However, the check will be available the day of deduction.

4.10 The Association as bargaining agent shall be granted all rights and privileges as set forth in the Statement of Recognition by PERC and the Public Employee Relations Act, Florida Statues 447. The rights granted to the Association herein are for its exclusive use and for no other organization purporting to represent teachers.

4.11 Any medical expenses incurred by a teacher for physical examinations, inoculations, and tests that may be required by the School Board and not required by State Statutes shall be borne by the Board.

4.12 Upon appropriate written authorization from the teacher, the Board shall deduct authorized sums from the salary of any teacher and make proper remittance for any payroll deduction program approved by the Board.

4.13 The Board agrees to provide professional development opportunities through the Professional Development Department and operate it within the provisions of Florida Statutes. (08/21/01)

4.13-1 Teacher members of the Professional Development Council shall comprise the majority of the Council. The Association shall recommend teacher members of the Council to the Superintendent for appointment by the Board. Such recommendations shall contain at least twice as many names as vacancies to be filled. (08/21/01)

4.13-2 Professional Development Stipend

In-service training and planning on a non-duty day will be compensated at a minimum of $70 for a three (3) hour day and $140 for a six (6) hour day, provided the funding is available. Non- monetary consideration in lieu of the above may be agreed to between the administrator and the employee. This provision shall apply to compensate teachers newly hired to the School District for work performed prior to the start of their contract. Such payment shall be authorized only upon successful completion, including all work submitted.

4.13-3 The trainer rate of pay for School District Instructional employees who provide professional development that the Department of Professional Development has approved in advance shall be $46 per hour or the employee's regular hourly rate of pay, whichever is greater.

4.14 The Association shall be allowed to provide a bulletin board in each school for its use in the faculty lounge, if it shall not cover over nine (9) square feet of space, and the location of such bulletin board shall be mutually agreed upon between the Association and the principal. When space has been furnished in the past, it shall continue to be furnished, if this does not make more than one bulletin board set aside in that school for Association business.

4.15 Dues Deduction: The Board shall deduct from the pay of each teacher all membership dues of the Osceola County Education Association, provided that at the time of such deduction there is, in the possession of the Board, a valid written authorization for dues deduction executed by the teacher.

4.15-1 Prior to August 1, the Association will notify the School District of the specific amount of dues deduction. Such dues shall remain constant for the fiscal year (July 1 to June 30). (08/21/01)

4.15-2 Any teacher may authorize dues deduction by presenting an authorization card to the Board.

4.15-3 Authorization for dues deduction shall be in force until revoked in writing by the member to the Board and the Association. The revocable authorization for dues deduction will be effective thirty (30) working days from the date the written request is received by the Board.

4.15-4 All dues deduction by the Board shall be remitted to the individual designated in writing by the President of the Association the same working day of the deduction.

4.15-5 The Association shall indemnify and save harmless the Board from all claims, demands, suits, and costs, including reasonable attorney's fees, incurred in connection with the administration of this item, provided the Board acts in compliance with its dues deduction obligations.

4.15-6 The Board will not collect any fines, penalties, or non-uniform assessments on behalf of the Association.

4.15-7 The Association will not be assessed a service charge for cost incurred by the Board in order to provide any dues deduction requested by the Association pursuant to Florida Statutes.

4.16 The Board will establish days with pay per year for the Association to use for annual conferences, based on 4.5% of the OCEA membership on June 1 of each year. Any fraction will be rounded up to the next whole number. Withdrawal of days shall be by notification from the Association President to the Superintendent or the Superintendent's designated representative at least five (5) working days (except in cases of emergency) in advance of the leave. The Association shall provide at least fifteen (15) working days' notice when submitting a request for the release of fifteen (15) or more teachers for a single event. Notification shall include the names of the teachers to be granted leave and, except in cases of emergency, no substitutions may be made later than five (5) working days prior to the effective date of leave. Each teacher for whom leave is to be granted shall apply to the teacher's respective principal in accordance with the same five (5) working day time limit. (11/07/07)

4.17 Any individual contract between the Board and a teacher shall be consistent with the terms and conditions of this contract.

4.17-1 Short-term contract

1. A short-term contract shall be defined as a contract given to a teacher other than one on annual contract, continuing contract, or professional services contract. Such contract shall specify a beginning and ending date of employment and shall be for a period less than the ten (10) month school year.

   Examples of situations when short term contracts may be utilized include, but are not limited to, contracting a teacher replacing a teacher on a duly approved leave or filling a position in which insufficient time exists for the teacher evaluation process to be fulfilled.

2. All teaching positions shall be filled with teachers holding an annual contract, continuing contract, professional services contract, or a short-term contract. This provision is not intended to restrict the Board's utilization of substitute teachers.

4.18 When the Board is aware of an investigation of a teacher by the Educational Practices Commission and/or Department of Family and Children Services, the Board shall notify the teacher immediately as allowable by law.

4.19 Nothing contained herein shall be construed to deny or restrict to any teacher rights under Florida School Laws or other applicable laws and regulations.

4.20 The Association president or designee shall be released to attend any Board meeting held during the school day, provided the president or designee notifies the president's or designee's principal at least one (1) day in advance of the meeting. The president shall be allowed to attend emergency called meetings.

4.21 Any involvement of the School Board in the private or personal life of the teacher shall remain within the scope of the Florida Statutes. Teachers shall report to the School District reports of child abuse, abandonment, or neglect only as it relates to their employment. (11/05/03)

4.22 The Association shall be provided two (2) hours of released time during pre-planning in order to sponsor an activity for Association representatives and teachers new to Osceola County. The Board agrees not to schedule any meetings involving teachers during this time. The date of said activity may be determined by the Association and submitted in writing to the Superintendent for his approval. (08/21/01)

4.23 All teachers shall be guaranteed due process and no disciplinary action shall be taken without just cause.

4.24 Teachers may resign their position at any time during the year. The resignation of a teacher will be effective ten (10) working days from the next advertised posting after notice is filed with the Superintendent. The resignation form is attached to this contract as Appendix D.

4.25 The Superintendent shall place on the Board agenda of each regular or special Board meeting any matter brought to its consideration by the Association provided those matters are made known in writing to and discussed with the Superintendent ten (10) working days prior to a regular meeting and seventy-two (72) hours prior to a special meeting. The above does not preclude the Association from presenting information items of an urgent nature to the Board as long as the Superintendent is notified by written request prior to the opening of the meeting.

4.26 The Board shall notify the Association prior to the adoption by the School Board of new programs or changes in Board policy in order that the Association will have the opportunity for input on said matters.

4.27 All teachers shall have the right to Association representation, when requested by the teacher, at all meetings with the teacher concerning the teacher's job. A teacher may request three (3) working days to contact and obtain representation for the meeting.

4.28 The Board and the Association agree that any improvements in conditions of employment that are over and above those contained in the existing contract shall be negotiated prior to implementation.

4.29 Teachers shall comprise the majority and serve on the insurance, testing, discipline, textbooks, curriculum, building, and other committees upon which administrators and teachers mutually agree. Teacher members shall be appointed by the Association. Teachers serving on these committees will receive no less than five (5) days' notice prior to a meeting, whenever practicable. Teachers serving on these committees will receive no additional compensation when such committees meet outside the regular workday. Efforts shall be made to schedule meetings within the regular teacher workday.

4.29-1 The OCEA President may appoint two (2) classroom teachers to serve as members on the School District's Exceptional Student Education (ESE) Advisory Committee. One (1) shall be a current ESE classroom teacher, and one (1) shall be a general education classroom teacher. The OCEA President shall also serve on this committee.

4.30 A teacher will be informed in writing of any major change in the teacher's primary teaching or classroom assignment for the next year no later than five (5) days before the end of the student school year. Changes shall not be made in an arbitrary or capricious manner. Subsequent changes identified and necessary due to changes in student needs or staff will be done in writing promptly to the teacher by the principal. A teacher may request and will be notified of the changes that require any alteration in assignment.

4.30-1 When administrators assign an instructional employee from one building to another building, the administrator shall notify the instructional employee regarding procedures for the move no later than ten (10) workdays before the physical movement of materials unless unforeseen circumstances require the move in order to address a health or safety concern promptly. The administrator shall provide the instructional employee with adequate packing materials and assistance for moving job-related classroom contents. The instructional employee shall be responsible for moving all personal items. If the administrator schedules the move beyond contractual workdays or times, then the administrator shall compensate instructional employees who have obtained prior approval from the administrator to work during such moving times the School District regular stipend rate for up to two (2) days.

4.31 When it is necessary for the Association President or the president's designee to engage in Association activities directly relating to the Association's duties as representative of the certificated professional personnel which cannot be performed other than during normal school hours, or are the result of an emergency situation, the Association's representatives shall be allowed up to a maximum of five (5) days charged to temporary duty elsewhere (TDE) with pay. Request must be submitted seven (7) working days in advance. The Superintendent may waive the advance notice for emergencies. The Association shall reimburse the Board for all salary and benefits paid pursuant to such temporary duty (TDE).

4.32 The Association faculty representative may request of the principal, or the president's designee, to be placed on the agenda at faculty meetings to present brief reports and announcements.

4.33 The Association Representative and Board of Directors may leave school at the end of the student day to attend scheduled Building Representative meetings provided the teacher signs out to fulfill this obligation.

4.34 No teacher shall be prevented from wearing pins or other identification of membership in the Association or its affiliates as long as the wearing of such apparel does not prove disruptive or detrimental to the education process.

4.35 The Board and the Association agree they will not discriminate in the application of the provisions of this Agreement by reason of race, color, religion, gender, age, marital status, disability, political or religious beliefs, national or ethnic origin, or genetic information, or sexual orientation. (10/23/13)

4.36 The Board recognizes the right of teachers to outside employment to improve themselves financially, if it does not interfere with their teaching responsibilities.

4.37 Any teacher suspended, pending the outcome of a dismissal or discipline hearing, shall, upon the order to reinstate, be made whole.

4.38 The Board shall execute individual contracts with annual contract teachers within twenty (20) working days of their employment with this School District, provided the Master Agreement has been ratified. Each individual teacher contract when tendered to the teacher, shall be signed by the Chairperson of the Board and the Superintendent.

4.39 New teachers shall sign the loyalty oath that is prescribed by law.

4.40 The principal of each school shall discuss with any teacher or group of teachers any item of this Contract for the purpose of clarification. Appointment shall be made by mutual agreement.

4.41 Teachers appointed by the Association shall serve on a building committee to recommend remodeling and future building construction. The principal shall determine the number to serve on the committee.

4.42 No teacher shall be required to accept extracurricular assignments as listed in Appendix C.

4.43 A teacher on annual contract shall be notified in writing by the principal of the teacher's respective school no later than the second Monday in May if the teacher will not be recommended for a contract for the ensuing year.

4.44 PERSONNEL FILES

The term personnel file refers to all records, information, data, or materials that are maintained by the School Board anywhere, (including the work site file) which are uniquely applicable to that employee, whether maintained in one or more location. All files maintained on teachers shall be confidential except as provided in School Board Rules or Florida Statutes.
(11/18/09)

4.45 The Superintendent, principal, or the Superintendent's or principal's designee will be present when the teacher inspects the teacher's own file. Such files shall be open to inspection only in accordance with Florida Statutes. A log shall be kept by the custodian of records of persons viewing files of teachers. Said log shall be reasonably accessible to teachers. (11/18/09)

4.46 Teachers have the right, upon request, to one copy annually of materials in their personnel folders at no cost. In other cases, the copies will be provided at cost. In the case of an investigation or a grievance, an additional copy of a file may be requested and shall be provided at no cost. (11/18/09)

ARTICLE V: TEACHING CONDITIONS

5.01 Adequate and up-to-date teaching materials, and the maintenance of audio-visual equipment, are a responsibility of the Board and will be provided within budget constraints. Teachers shall be consulted regarding the selection of teaching materials. Teachers shall not be required or expected to provide personal property for school or student use.

5.02 Equipment will be available on a reasonable basis to all teachers in all schools for the purpose of production of materials for use in the classroom or teacher assignment directly related to the business of the School District. The teachers and the school shall mutually determine how the equipment, or services of such equipment, shall be used. However, the teachers and the school are prohibited from making a school-based decision that allows for School District equipment to be used for personal profit or gain contrary to the provisions in School Board Rule 9.30, Paragraph IV.E.1. A copy of the procedure shall be posted.

5.03 The Board shall provide smocks and/or safety glasses or face shields in areas where teachers are subject to excessive amounts of grease, dirt, chemicals, art materials, and similar agents. All requests shall be submitted through the principal.

5.04 Teachers will be provided with a desk and a workable file cabinet as budget allows. When practicable, teachers will be provided a quiet planning area in which to work. When lockable storage space is considered necessary, an appropriate solution should be developed through the appropriate school level committee available and the principal.

5.05 When space and facilities are available, teachers shall have a lunchroom area, a lounge, and separate restroom facilities for their use. In schools where the facilities have been provided in the past, they shall continue to be provided. Students shall not use these areas under normal circumstances. Although teachers shall be expected to exercise reasonable care in maintaining the appearance and cleanliness of the lounge, it shall be the responsibility of the school's custodial staff to clean on a regular basis as scheduled by the principal.

5.06 When school is not in session, teachers may be given reasonable access to the building by arranging such access with the school principal in advance.

5.07 The Board will keep all rooms, which are used for instructional purposes or preparation, clean and free from health and safety hazards. Each principal will take necessary steps to maintain the heating and cooling systems. Priority will be given to rectify schools with documented poor indoor air quality including mold. Teachers will report any health or safety hazards to the principal. When notified, teachers will immediately correct health or safety hazards they have caused. (08/21/01)

5.08 Planning

5.08-1 Planning time is essential and will be granted to those teachers engaged in classroom instruction. Planning time shall be free of supervisory duty and appropriate to the instructional assignment. The length of planning time shall be equal to one (1) regular period of instruction in middle and high school or equal to forty-five (45) consecutive minutes per day in elementary school. Unique schedules constructed with teacher involvement and approval may vary from the norm. (08/17/05)

5.08-2 Planning can include professional responsibilities such as lesson planning, grading, parent phone calls/conferences, Exceptional Student Education (ESE) Individual Education Plan (IEP meetings), English Language Learner (ELL) Language Education Plan (LEP) meetings, Multi-Tiered Systems of Support (MTSS) meetings, grant writing, and attendance at non-mandatory in-services. Student meetings mandated by state or federal law shall be scheduled in advance based upon the classroom teacher's calendar at a mutually agreed upon time. Such meetings shall be scheduled efficiently in order to accommodate parents' needs and to minimize, when feasible, the impact on individual classroom teacher planning time.

5.08-3 Elementary teachers shall not be required to remain in the classroom when a special area teacher (art, music, physical education, etc.) is conducting their class. This time should be utilized as a planning period.

5.08-4 Teachers shall not be restricted to a particular work location for their preparation period, or isolated from other teachers on planning time.

5.08-5 Collaborative Planning

- Classroom teachers may be required to meet for the purpose of collaborative planning during regular contractual work hours on the first and third early release Wednesdays of each month during the regular school year or times outside of individual teacher planning time that do not conflict with other contract language. The second and fourth early release Wednesdays of each month during the regular school year shall be reserved for individual teacher planning time on campus. Pursuant to state law, required training for the administration of standardized tests may be scheduled on any early release Wednesday or during other individual teacher planning times. Any fifth early release Wednesday within a month during the regular school year shall be reserved for use at the discretion of the school principal.

- Classroom teachers may voluntarily continue to meet as a group more often than the first and third early release Wednesdays of each month during the regular school year for multiple purposes. Voluntary shall be defined as arising from one's own free will and acting on one's own initiative. Voluntary shall be free of any coercion or arbitrary and capricious act.

- Deliverables of collaborative planning (e.g., lesson plan, unit plan, formative assessment, data analysis, professional development, etc.) may be required

to document that the collaborative planning time is beneficial and reduces teacher workload. Meeting minutes shall not be required.

- "Data chats" shall not be scheduled during individual teacher planning times but may be scheduled during collaborative planning times on early release Wednesdays. Classroom teachers shall not be required to transpose student data to recreate information that already exists in a currently available state or School District data report.

- Classroom teachers who are the sole classroom teacher of a subject area may participate in a professional learning community at the school or a School District virtual professional learning community online.

- District Assistant Superintendents for Curriculum and Instruction and school principals shall provide opportunities to classroom teachers for the purpose of re-training and clarifying the role and functions of higher-functioning PLCs throughout the school year.

- The Director of School Improvement with the cooperation of the District Assistant Superintendents for Curriculum and Instruction and school principals shall survey classroom teachers regarding collaborative planning and PLC's at least once per school year and share the results with OCEA.

- If individual classroom teacher planning is affected beyond the above exceptions, then classroom teachers shall be given an equivalent amount of time for individual classroom teacher planning on an early release Wednesday within the same month or the immediately following month.

5.09 The Board and the Association acknowledge that a teacher's primary responsibility is to teach and that all energies should be utilized to this end. Both parties agree that arranging work schedules is a function of the administration. The administration agrees to review the work schedules of all teachers to eliminate any significant interference with the teacher's work schedule. Both parties also agree that supervision of students is part of the teacher's instructional responsibilities during the regular workday. Teachers will not be required to ride buses or perform custodial functions. (08/21/01)

5.10 While teachers may be required to collect money from students in connection with school programs, teachers will not be held responsible for such money unless loss thereof is due to the teacher's negligence. Such collections made during the school day shall be accepted in the school office at least until the end of the teacher's workday. Collections should be turned in to the school office as soon as possible. In all cases when money is handled by teachers, they shall comply with School Board Internal Account Rules. Teachers will be provided a copy of the School Board Internal Account Rules and training will be made available prior to collecting any money.

5.11 The Board agrees to reimburse teachers for all required courses mandated by the Superintendent and the Board, including courses required by the state where a teacher has been assigned out of field, unless such assignment was made at the request of the teacher. However, this provision for reimbursement shall not apply in the case of courses taken as required for certificate renewal, nor for certification in other subject areas upon the volition of the teacher. It shall be the teacher's responsibility to maintain current certification. The School District will offer ESOL classes during the Wednesday early release days and/ or in-service days, and other times as agreed to at individual worksites. (09/05/00)

5.12 Summer School

In order to be eligible for summer school positions, a teacher shall have been employed by the Board in the preceding regular ten (10) month term and have been re-employed for the following school year. Teachers employed for the summer school session shall not earn sick leave but may utilize accumulated sick leave.

In making assignments to summer school, instructional positions will be determined by the principal. Teachers who desire a summer school position shall apply by completing a School District Form and submitting it to their principal by a date determined by the Human Resources Department. The principal will hire the best qualified teachers from the applications submitted.

The principal will make available to the faculty by the second week of May a list of their selections pending enrollment. A teacher may request to meet with the principal regarding the reasons that the teacher was not best qualified.

If an applicant feels that a less qualified teacher was selected, the applicant shall notify in writing the Superintendent or designee by the Friday of the third week of May. The Superintendent or designee will compare both teachers' qualifications, including experience, training, assessments, and other material submitted by the teacher, with those of the employed teacher, and the written reasons provided by the principal. A written response of the hiring decision of the best qualified applicant as determined by the Superintendent or designee, including reasons, will be forwarded by the Superintendent or designee to the applicants involved by the fourth week in May.

5.12-1 The principal shall submit a list of all unfilled positions and a list of teachers without positions to the School District by a date determined by the Human Resources Services Department.

5.12-2 The Human Resource Services Department shall provide a list to the principals for posting at each school of all teachers without summer school positions. The list shall include teachers' areas of certification with the most recent experience in each area and the length of continuous service in the School District in an instructional position by the last day of post planning as submitted by each teacher on the form sent to the Human Resources Services Department. Principals shall select teachers without summer school instructional positions that meet the position qualifications of the vacancy from the list provided by Human Resources Services Department.

5.12-3 If a teacher has an unsatisfactory on an assessment for the past two school years, including summer school, the teacher will not be considered for summer school employment. (11/07/07)

5.13 There shall not be more than one (1) daily intercom school-wide announcement at a designated time, except in an emergency.

5.14 Where grade level chairpersons, team leaders, and/or department chairpersons are deemed necessary by the principal in elementary and middle schools, these persons will be selected by the teachers of that grade, team, or department. In the event of a tie, the tie shall be broken by the principal. High School Department Chairpersons will be selected by the principal after receiving recommendations from the department.

5.15 The Board agrees that charity drives and salespersons must receive approval of the principal of the individual school before a presentation can be made. Attendance at such meeting shall be voluntary.

5.16 Each principal shall have the authority to release teachers of the principal's staff for less than one-half (1/2) day for temporary absence. In cases where other staff members are able to conduct missed classes of the excused teacher and/or a substitute is not required, it shall not be necessary to charge the excused teacher with personal or sick leave. The teachers must sign out and records of these temporary absences must be maintained. It is the responsibility of the teacher to secure an individual to cover the class without expense to the School District as approved by the principal except when unforeseen events make such arrangements by the teacher impractical.

5.17 Profits from vending machines in teacher workrooms or lounges shall be expended as determined by the teachers in the school. It is understood that anything purchased from such profits and placed in the school automatically becomes school property.

5.18 Teachers shall follow the procedures set forth for the automated substitute calling system. Whenever practicable the teacher will ensure that lesson plans for student activities are available for the substitute for that particular day or number of days. Items such as class rolls, seating charts, and registers of attendance should be available where applicable. When extended absences are anticipated, class record books should be made available to the substitute teacher. When these conditions have been met, a substitute teacher will be provided for the teacher. The Board will not utilize regularly employed teachers to cover classes for absent teachers in order to avoid hiring substitutes. A teacher majority committee should establish an emergency class coverage plan at each site. Auto-splitting of classes shall be used as a strategy of last resort if no substitute is available unless the teacher majority committee establishes an emergency class coverage plan that includes this strategy. The school principal (or the principal's designee) shall submit an electronic copy of this plan to the Superintendent (or the Superintendent's designee), and the School District shall forward an electronic copy of each school's plan to the Association upon request. Before a personal leave of absence, teachers shall make every reasonable effort to notify the substitute coordinator prior to seven o'clock p.m. the night before the absence except when unforeseen events make such arrangements by the teacher impractical. (08/17/05)

5.19 The Board will follow the provisions of granting a professional services contract to teachers as covered in Florida Statutes. Teachers who have previously held a continuing contract or professional services contract in Florida within the last five years shall be eligible for a professional services contract provided they have completed one (1) year of service in Osceola County and have been recommended by their principal and approved by the Board.

5.20 The principal will provide adequate facilities to house itinerant teachers suitably so that they may effectively discharge their responsibilities to their students.

5.21 Teachers shall report to the principal any student they believe to have a contagious disease or head lice. All students who have been sent home because of head lice must be cleared by the school health nurse, or designee, before returning to school. Students found to have a contagious disease must have proof of medical clearance before returning to school.

5.22 Teachers should be generally neat in appearance, grooming, and dress. Teacher dress should not interfere with the learning environment or present safety concerns.
(08/16/06)

5.23 Every reasonable effort will be made to place teachers in their certified teaching field. In some cases, the Board may assign a teacher outside the scope of the teacher's certification areas. When this is done, the teaching evaluation will note that the teacher is assigned out of field if the evaluation is done on that assignment. When teachers are given split assignments, evaluations shall be done only in their certified areas.

5.24 Temporary Duty Assignment of Employees

When mutually agreed upon, teachers may be assigned to be temporarily absent from their regular duties and places of employment for the purpose of performing other educational services, including participation in school surveys, professional meetings, study courses, workshops, etc. Such assignment to temporary duty shall ordinarily be initiated by the School District administration, but teachers may request assignment to temporary duty, subject to approval by the Superintendent. Teachers shall receive their regular pay and may be allowed expenses. Such temporary duty shall be considered equal to the regular duties of the teacher, and teachers performing such assigned temporary duties shall not be considered to be on leave.

5.25 Teachers shall remain responsible for their assigned students during all activities on and off campus, unless relieved of such responsibility with the permission of the administrator.

5.26 The Teacher Athletic Trainer shall be provided with a reduced teaching schedule. The primary duties shall be to assist in the care of injured athletes with an emphasis on sports of high-risk. The Teacher Athletic Trainer shall not be assigned any coaching responsibilities, nor required to evaluate or care for injuries of the general student enrollment. The Teacher Athletic Trainer will not be held responsible for working with injured athletes where appropriate documentation has not been provided by the coach and/or physician. (9/18/02)

5.27 The Teacher Athletic Trainer shall only be required to provide first aid and similar care to athletes injured during the course of participation in their activity. (04/22/09)

5.28 Reassignment of Teachers

When a teacher is reassigned (facility change, building or classroom), the administrator reassigning (and/or the receiving administrator if facility change) shall meet with the teacher to discuss the impact of such changes. Based upon the significant impact of the change, the administrator may provide release time, additional assistance, or other considerations to the teacher to accommodate the reassignment.

The following factors should be considered when determining impact:

- Volume of professional materials (teaching materials, books, manipulatives, etc.) to be packed and moved (personal materials – i.e., moving a refrigerator, stereo, plants, etc. should not be included)
- The proximity of the move – same facility vs. new facility
- Change in teaching assignment (subjects, preps, grade level, etc.)
- Time of year when the change is being made
- Needs of students

(12/06/11)

ARTICLE VI: TEACHING DAYS AND HOURS

6.01 Working days for ten (10) month teachers shall consist of no more than one hundred ninety-six (196) workdays of which one hundred eighty (180) days shall include student contact. Six (6) of these workdays shall be paid holidays.

6.02 A seven (7) member committee will be responsible for preparing a recommended twelve (12) month school calendar. The four (4) teacher members of the committee will be appointed by the president of the Association. The members will recommend the twelve (12) month calendar to the Superintendent for the Superintendent's consideration by December 01 for the following year. Management agrees to provide one (1) Teacher Workday at the end of each quarter, and Management reserves the right to change the academic calendar in the event of a declared state of emergency such as a hurricane or pandemic.

6.03 Teachers will be free to leave on the day preceding paid holidays and legal holidays appearing in the school calendar at the close of the pupil day, except those teachers who have assignments beyond the dismissal of pupils. Any teacher required to stay beyond the dismissal of pupils will be allowed to leave at the close of the pupil day on a succeeding day. No teacher will be required to stay beyond the regular working day. For a listing of holidays, refer to the Osceola County Schools official calendar. (08/21/01)

6.04 Nothing herein contained shall be construed to prohibit the Board from offering an eleven (11) or twelve (12) month contract to an instructional employee, such additional time to be calculated on the basis of the instructional employee's base salary divided by ten (10), multiplied by eleven (11) or twelve (12) as the case may be, provided that no teacher shall be required to accept an extended contract. Instructional employees on eleven (11) or twelve (12) month contracts shall receive all paid holidays granted to other employees in the School District, in addition to the six (6) paid holidays granted to ten (10) month teachers. Instructional employees on eleven (11) or twelve (12) month contracts shall also receive Juneteenth as a paid holiday.

6.04-1 Teachers may be employed beyond the ten (10) month school year in positions of an instructional nature (such as curriculum writing, guidance counselors, staffing specialists) on a daily basis and shall be compensated at the teacher's daily rate of pay or on hourly basis at the professional hourly rate. Curriculum writing positions shall be posted at least ten (10) days prior to selection.

These teachers may be allowed to make up time lost due to illness or other emergency, to fulfill the agreed upon terms of employment. Make-up work shall occur at a time mutually agreed upon between the teacher and the worksite or project supervisor.

6.05 The regular working day for teachers shall be seven and one-half (7 1/2) hours which shall include a minimum of thirty (30) minutes for lunch. Lunch on days when students are not present shall be a minimum of one (1) hour. The principal will grant duty-free lunch whenever practicable to as many teachers as feasible, if adequate supervision of students is maintained. Teachers shall not be required to eat with their students unless circumstances beyond the administration's control

require such supervision. In such cases, the teachers affected shall be given one half hour of Board leave.

6.06 The Board and the Association agree that professional responsibilities extend beyond the seven and one-half (7 1/2) hour duty day. Such duties shall be performed on a voluntary basis. If a situation arises, which could not be anticipated in advance and an extended duty assignment must be made where no volunteers are available, priority consideration will be given to the teacher's personal commitment which cannot be re-scheduled. When assignments beyond the regular duty day must be made, assignments shall be rotated on an equitable basis. Assignments for academic deans shall not be arbitrary or capricious.

6.06-1 The Board and the Association agree that an instructional employee shall be permitted to work a flexible schedule to ensure the time of a regular contractual workday or shall be compensated for times where the administrator requires and assigns the instructional employee to work specific times beyond the contractual workday for the purpose of student safety and supervision needs. The administrator shall decide the method of compensation: flex schedule, Board leave, or the instructional employee's regular rate of pay.

6.07 Attendance of teachers at parent-teacher organization meetings, though voluntary, shall be encouraged. Those teachers who return for said meeting, open house, or school-sponsored activities (other than supplemented assignments) shall be allowed to leave when the students leave on a day following said meeting or activity or during non-student contact days in accordance with M.T.C. Article 5.16 as approved by the principal. Other incentives for attendance are encouraged to be developed by the teachers with the principal's approval.

6.08 Faculty meetings shall be held within the teacher's regular working day.

6.09 Should legislative or State Department of Education action reduce or increase the minimum number of teacher workdays, the calendar shall be adjusted to reflect such change.

6.10 While teachers may be required to sign in upon arrival at their worksite, they shall not be required to sign out on departure from their worksite except when permission from the principal is required to leave early.

6.11 Teachers shall not be required to attend any workshops, in-service, or other meetings on days that are designated "teacher planning/ pupil holiday." Teachers shall attend workshops and in-service activities on "in-service day(s)" in the School District calendar. Such activities shall be chosen by the teacher and be appropriate to the teacher's teaching assignment. If no appropriate workshops are available, the teacher shall make arrangements with the teacher's principal. Teachers who sign up for in-service activities shall attend such activities except when unforeseen events make such attendance impractical. (08/17/05)

6.12 Election Days

On election days, teachers may leave at the close of the student day after the safe dismissal of students for the purpose of voting. No teacher shall be required to stay beyond the regular workday on election days.

The school administration shall not schedule a school-related event after the regular workday on election days, with the exception of an FHSAA event or other similar event beyond the control of the school administrator. In cases where such an event is scheduled, the school administrator and the teacher may schedule in advance as feasible a date for the teacher to leave early for the purposes of early voting.

6.13 Pre-Planning Days

During the scheduled five (5) Pre-Planning Days, classroom instructional employees shall receive a minimum of two (2) full uninterrupted workdays in order to prepare for the new school year in their classrooms. In addition, three (3) full uninterrupted workdays shall be reserved for School District and/ or school administrators to schedule required professional development and meetings for instructional employees. Scheduled work times for School Open House shall count toward the three (3) days reserved for administration purposes. In future school years, if the number of scheduled Pre-Planning Days are reduced or increased, then the work time shall be divided in the proportion of forty percent (40%) for uninterrupted work time for classroom instructional employees to prepare for the new school year in their classrooms. Time shall be provided to complete the required Employee Orientation Tab during the three (3) workdays reserved for the School District and school administrators.

ARTICLE VII: VACANCIES, TRANSFERS, AND REDUCTION IN FORCE

7.01 Vacancies

7.01-1 Vacancies, including those for any professional positions not a part of the teacher bargaining unit, shall be posted at least five (5) days (administrative positions ten (10) days) before the final date for application. The Board will continue to consider currently employed personnel and will give preference to qualified applicants from within the School District when in the judgment of the Superintendent all qualifications are equal. Individuals shall submit their applications in writing to the Superintendent or his designee prior to the established deadline in order to be considered for the position.

7.01-2 Teachers who apply for an advertised position will be notified in writing whether they have been selected for the position.

7.01-3 The Superintendent shall post in each school a list of known instructional vacancies as vacancies occur for the coming year within fourteen (14) days of Board approval of the Personnel Allocation Package.

The Association's office shall receive a copy of all vacancies posted within the system. This vacancy list shall be updated each week as vacancies occur through the end of the post-school planning period. Thereafter, a list of vacancies shall be available at the County and Association offices. Any position being held for a teacher returning from leave will be posted as a vacancy. However, priority for filling the vacancy will be given to the returning teacher.

7.02 Transfers

7.02-1 If a teacher desires a transfer to be effective the next school year, the teacher must submit a transfer form (Appendix E) to the Superintendent and provide a copy to the teacher's principal. Teachers who desire a transfer for the next school year should submit the transfer form by March 1.

7.02-2 A teacher on the transfer list will not be required to transfer and is not required to discuss the transfer request with nor receive the approval of the teacher's principal.

7.02-3 Teachers may apply at any time and will be considered for transfers at the end of each quarter with at least a two (2) week window unless all parties mutually agree upon a time that is sooner. Teachers on the transfer list shall be considered first for any vacant instructional position for which they specifically apply; however, the receiving principal will make the final recommendation.

7.03 Allocation Reduction - Worksite

7.03-1 If there is an allocation reduction at a worksite for any reason and transfers become necessary, then transfers shall be on a voluntary basis whenever practicable. The principal shall meet with the affected departments/programs to review reductions to be made and seek volunteers to transfer. The names of the volunteers shall be given to the personnel department for distribution to principals with vacancies.

7.03-2 If no, or not enough employees volunteer for transfer, those with the least certificated service in the School District will be placed at other worksites providing the teachers transferred and the teachers remaining in the school possess the necessary certification and qualifications and have clearly demonstrated the ability to meet both the requirements of the position in question and the program needs of the school.

Least certificated service shall be determined initially by years of service to the School District, and if a tie occurs then shall be determined in the following manner: (1) by consecutive years of School District service then (2) by specific hire date. (11/07/07)

7.03-3 If a teacher has certification in two or more areas, all areas will be considered when placing the teacher.

7.03-4 Allocation reduction teachers shall be assisted in finding a position within the School District. Allocation reduction teachers shall be placed in a position for which they are certified before a new teacher may be hired. Teachers may be offered out-of-field positions for which they are qualified.

7.04 Conversion to Charter Schools

The School District shall forward copies of all proposals concerning Charter Schools to the Osceola County Education Association as they are received. The following item is of particular interest to teachers at schools that convert to Charter Status:

Upon the approval of the Board for a school to convert, the Superintendent or a designee shall meet with the President or a designee to review and discuss the process to allow teachers to transfer from the converting Charter school, including the transfer timelines that will be followed. Each teacher shall have the opportunity to request to transfer from any converted school. Conversion-school teachers shall be assisted in finding a position within the School District. Assistance shall include information about openings and opportunities to interview. Conversion-school teachers shall be placed in a position for which they are certified before a new teacher may be hired or other current teachers allowed to transfer voluntarily. Teachers may be offered out-of-field positions for which they are qualified.

7.05 Reduction in Force - School District

7.05-1 If there will be a recommendation of a reduction in force (RIF), the Superintendent shall first meet with the Association to review the need for the reduction. Such review shall occur prior to official Board action and include the projected number of allocations to be reduced, financial and student data, which require the reduction, and timelines for implementation of any reduction. If there is a reduction in teacher allocation for any reason and transfers become necessary, then transfers shall be on a voluntary basis whenever practicable. In making involuntary transfers or reductions in force, teachers with the least certificated service in the School District shall be transferred or laid off first, providing the teachers transferred and the teachers remaining in the School District possess the necessary certification and qualifications and have clearly demonstrated the ability to meet both the requirements of the position in question and the program needs of the school.

Least certificated service shall be determined initially by years of service to the School District, and if a tie occurs then shall be determined in the following manner: (1) by consecutive years of School District service then (2) by specific hire date. (11/07/07)

7.05-2 Any teacher who is to be laid off will be so notified in writing at least thirty (30) days before the effective date of the layoff unless a School District financial crisis exists. Such notice will include the proposed time schedule, the reasons for the proposed action, and the teacher's recall rights as set forth in this Article.

7.05-3 A teacher who is laid off shall retain recall rights for eighteen months from the last day of regular employment.

Laid off employees shall have the right to purchase employee benefits as provided through COBRA.

7.05-4 A teacher who is being recalled shall have twelve (12) calendar days from the postmarked date of the recall certified letter in which to reply to the Superintendent whether the teacher will accept recall. Failure to respond or to accept the offer of recall within the foregoing time limit results in automatic forfeiture of recall rights. It shall be the obligation of the teacher to keep the county office informed of the teacher's correct mailing address.

7.05-5 Teachers on layoff shall be recalled prior to the hiring of new teachers in their area of certification and in the reverse order of layoff, providing they possess the necessary certification and qualifications and have clearly demonstrated the ability to meet both the requirement of the position in question and the program needs of the school. Teachers may be offered out-of-field positions for which they are qualified.

Such teachers shall remain on the recall list until they accept a position, refuse a position within their area of certification, resign, retire, or the rights to recall have expired.

7.05-6 Teachers may submit additional areas of certification to be used for recall after layoff.

7.05-7 A continuing contract teacher or professional services contract who is within two (2) years of normal retirement shall not be laid off because of reduction in force; normal retirement is as defined in Florida Statutes 121.021.

7.05-8 An administrator returning to the unit shall be placed in the first available position for which the administrator is certified. In the event the Board is unable to assign said administrator to a position for which the administrator is certified, the teacher and Superintendent shall agree on a suitable position in the unit.

7.06 Nothing in this Article shall be construed to interfere with compliance with Title IX Educational Amendment or racial balance requirements.

ARTICLE VIII: GRIEVANCE PROCEDURE

8.01 Both parties encourage teachers and administrators to arrive at a satisfactory resolution in accordance with 4.01 of this agreement of any grievance on an informal basis directly with each other. When resolution cannot be reached, the parties may resort to the more formal procedures stated herein in an effort to resolve the grievance and preserve good morale.

8.02 Definitions

8.02-1 Grievance — Any claim by a teacher or a group of teachers that there has been a violation, misinterpretation, or misapplication of a provision of this Agreement.

8.02-2 Grievant -- Any teacher or group of teachers, as defined in the teacher unit description set forth in the PERC certification, filing a grievance, and the Association with the right to file grievances limited to class actions and Association rights of representation as provided in this Contract.

8.02-3 Superintendent -- The Superintendent of the Osceola County School System

8.02-4 Administrative Channel --

(1) Principal or other supervisor

(2) Director of Human Resources and Employee Relations

(3) Superintendent or Designee

8.02-5 Days -- Actual working days

8.02-6 Representative -- The Association, any person, or legal counsel designated by the grievant

8.02-7 Written Grievance – a statement which apprises the Board representative of the nature of the grievance which contains at least: (1) a reasonable description of the grievance and the facts upon which it is based; (2) the specific Articles and clauses claimed to have been violated; (3) the date or dates upon which the alleged violation took place; (4) the remedy or correction requested; and (5) the signature of the grieving party or their representative.

8.03 The Rights of Teachers

8.03-1 Teachers shall have the right to call upon any representative(s) to aid and assist in any level(s) of the grievance procedure. The grievant, the grievant's representative, and the Association shall have the right to be present at all levels.

8.03-2 Teachers shall have the right to have all documents, communications, and records dealing with the processing of the grievance kept separately from the personnel file of the grievant.

8.03-3 No reprisals of any kind shall be taken against any participant in the grievance procedure due to such participation.

8.03-4 The number of days of each level shall be considered a maximum except when extended in writing by mutual consent.

8.03-5 If the grievant does not file a grievance within fifteen (15) days after the act or condition on which the grievance is based, is known or should have known, the right to grieve such act or condition shall be considered waived.

8.03-6 Failure of the grievant to appeal a decision to the next level of the grievance procedure within five (5) days of receipt of the decision shall be deemed to be acceptance of the decision rendered at that level.

8.03-7 Failure at any step in this grievance procedure to communicate the decision on a grievance within the specified time period shall permit the grievant to appeal to the next level in this procedure.

8.03-8 All meetings or conferences at Level I of the grievance procedure may be held during the regular teacher workday at a time mutually agreed upon by the parties. All meetings at and after Level II of the grievance procedure shall be held after the regular teacher workday, unless by mutual agreement of the parties, the meetings can be scheduled during the teacher workday.

8.03-9 Nothing in this grievance procedure shall be interpreted as to limit or waive any rights or privileges granted to teachers or the Association by Florida Statutes.

8.03-10 Association representatives will be entitled to inspect non-confidential data relevant to a grievance, and may request and receive copies thereof without charge up to a maximum of a total of ten (10) copies per grievance. Additional copies will be provided at cost.

8.04 Procedure for Resolving Grievances:

8.04-1 Level I - The grievant will discuss the grievance with the principal or other supervisor except that Association or class action grievances may be filed directly with the Superintendent. In the discussion, the employee shall advise the administrator of the particular section(s) of the Contract the employee believes was (were) violated, and how they allegedly were violated. The administrator shall verbally respond to the grievant within five workdays of the meeting, and include an explanation as to why the administrator believes the contract was not violated. (08/17/05)

8.04-2 Level II - If the grievant is not satisfied with the verbal disposition of the grievance at Level I, or if no decision has been rendered within five (5) days, then the grievant may file a written "Statement of Grievance" on a form provided by the Superintendent and available at each school, with the Director of Human Resources and Employee Relations. See Appendix F for grievance form. (08/17/05)

8.04-3 Level III - If the grievant is not satisfied with the disposition of the grievance at Level II, or if no decision has been rendered in writing within five (5) days, then the grievant may file a written "Statement of Grievance" with the Superintendent. The Superintendent may at the Superintendent's discretion have the Superintendent's designee review and render a decision.

8.04-4 If the grievance is not settled at Level III or no decision is received in writing within ten (10) days, it may be submitted for arbitration by the Association within twenty (20) days.

The Osceola County Education Association shall be the sole party authorized to decide whether to proceed to arbitration on behalf of any bargaining unit employee. No bargaining unit employee shall be able to proceed to arbitration independently. All non-union member's grievances shall end with the decision made at Level III of the grievance process.

When an arbitration hearing is held, participating teachers shall be given released time to attend the hearing.

8.04-5 The Federal Mediation and Conciliation Service (FMCS) will be requested to submit a panel of five (5) arbitrators from which the parties shall mutually select the arbitrator. If the arbitrator is unable to serve or the parties mutually agree that no person on the panel is suitable, the Federal Mediation and Conciliation Service (FMCS) shall appoint the arbitrator.

8.04-6 Both parties agree to abide by the Voluntary Rules of the Federal Mediation and Conciliation Service (FMCS).

8.04-7 The arbitrator shall not have the power to add to, subtract from, modify, or alter the terms of this Contract.

8.04-8 The parties shall share equally the arbitrator's fees and expenses.

8.04-9 The decision of the arbitrator shall be final and binding as set forth in Florida Statutes Chapter 447.

ARTICLE IX: TEACHER'S AUTHORITY AND PROTECTION

9.01 In any case where a teacher is charged with a civil or criminal action arising out of, and in the course of, assigned duties and responsibilities, that teacher may request that the Board provide legal services. In any case where the teacher pleads guilty or nolo contendere or is found guilty of any such action, the teacher shall reimburse the Board for any legal services which the Board may have supplied pursuant to this section. If the Board declines to provide legal services in response to the teacher's request, and the teacher is subsequently found not guilty or not civilly liable, the teacher may renew the teacher's request and a recommendation shall be made to the Board for payment of the reasonable cost of legal services, and the Board shall reconsider such request previously declined. The selection of the attorney shall be mutually agreed upon by the teacher and the Board.

9.02 No disciplinary action against a teacher shall be taken based on a complaint by a parent of a student, a student or any other person or persons unless the matter is first reported to the teacher in writing. If a written report of any complaint against a teacher is included by the principal in a teacher's personnel file and the teacher chooses to respond in writing to said report, the teacher's response shall be attached to the report. Parental or student complaints shall remain in the teacher's personnel file no more than one (1) year except in cases when the teacher is being documented for unsatisfactory performance in accordance with Florida Statutes. It is understood by the parties that such complaints will be maintained in accordance with the public records law.

9.03 Student Discipline

The teacher shall make every effort to deter misbehavior prior to sending a student to the office; however, a teacher may temporarily exclude a student from class by sending the student to the principal's office when the grossness of the offense, the persistence of the misbehavior, or the disruptive effect of the behavior makes the continued presence of the student in the classroom intolerable. The teacher shall notify the principal, or the principal's designated representative, as promptly as teacher obligations will allow the full particulars of the problem or incident in writing. The teacher shall be informed in writing of the principal's disposition no later than the time the student is returned to the classroom.

9.03-1 A teacher may impose classroom discipline where necessary and may use reasonable force to protect himself or another staff member from attack or to prevent injury to a student where intervention is the prudent course of action.

9.03-2 If physical force is utilized by a teacher for any reason, the principal should be notified within twenty-four (24) hours. If a written report is required, the teacher will be afforded the opportunity to confer with a personal representative.

9.03-3 A teacher may refer a student to the administration on a standard digital referral form using the School District's student information system and procedures. Students shall be disciplined according to the School Board's Code of Student Conduct. Professional development opportunities and/ or clarifying communication on the Code of Student Conduct shall be available to administrators and instructional employees.

Disciplinary referrals by a teacher for Level I or Level II student infractions listed within the Code of Student Conduct shall remain within the School District's student information system unless the school administrator determines the referral was unfounded or submitted in error. If the school administrator determines that a referral for Level I or II student infractions was unfounded, submitted in error, or submitted with errors, then the school administrator shall remove or amend the referral and notify the teacher of record. When the administrative disposition is complete, the school administrator shall notify the teacher regarding the action(s) taken.

Level III or Level IV student infractions listed within the Code of Student Conduct shall not be documented with a disciplinary referral and may be documented by the administrator or the teacher of record within the student documentation section of the School District's student information system. If either the school administrator or the teacher of record documents a Level III or IV student infraction within the student information system, then the school administrator or teacher of record shall notify the other of the documentation's existence. If the school administrator determines that documentation for Level III or IV student infractions was unfounded, submitted in error, or submitted with errors, then the school administrator shall remove or amend the documentation and notify the teacher of record.

9.03-4 State required discipline statistics will be made available for review annually by the faculty steering and discipline committees.

9.03-5 The referring teacher may request to attend any student appeal of a disciplinary action.

9.03-6 The Association shall appoint a teacher from each level annually in accordance with Florida Statutes to assist in the review of the School District Student Code of Conduct.

9.03-7 In accordance with Florida Statute, a teacher is authorized to administer corporal punishment only when the principal has given prior written approval. (11/18/09)

9.04 When a student is identified as not making an adequate rate of progress compared to peers, academically or behaviorally, intervention should first be addressed within the core curriculum. If the rate of progress does not adequately increase, it shall be the responsibility of the teacher to request a meeting of the Intervention Assistance Team for assistance. All teachers who work with the student shall be provided opportunity for input, shall be kept apprised of actions to be taken, and shall receive a copy of any written plan of action. (11/07/07)

9.05 In accordance with Florida Statutes, the principal shall notify the student's immediate classroom teacher(s) of lawful arrests of said student for a felony or crime of violence and provide opportunity for input in the development of security measures.

9.06 Any evaluation or survey regarding the administrative team by teachers shall not be used in any manner adverse to teachers.

9.07 a. A teacher shall be notified of any incident that is being investigated and may be provided any necessary interim directives. The teacher shall have the right to have a witness present, but such meeting shall not be delayed for more than one (1) workday. If the representative of choice is not available, no questioning of the teacher shall occur unless the incident involves the health or safety of students or other employees. The notification and/or directives may be oral or written.

b. A teacher shall be entitled to have a representative of the Association present at a meeting following receipt of notification where disciplinary action is discussed and/or a written notice may be placed in the teacher's personnel file indicating that the teacher is being formally reprimanded, warned, or disciplined for any infraction of rules or delinquency in professional performance. However, if the representative requested by the teacher is unavailable to meet as scheduled, it will be the responsibility of the teacher to have the representative of choice contact the administrator within three working days from the originally scheduled date of the meeting. If a written report is included by the principal in a teacher's personnel file and the teacher chooses to respond in writing to said report, the teacher's response shall be attached to the report. Such notices shall remain in the teacher's personnel file for up to one (1) year except in cases when the teacher is being documented for unsatisfactory performance in accordance with Florida Statutes. The teacher may request that the item(s) be reviewed for possible removal from the file at any time. It is understood by the parties that such notices will be maintained in accordance with the public records law.

c. Verbal reprimands will be given in a private setting. (11/07/07)

9.07-1 Progressive Discipline

Should it become necessary to discipline an employee, it is the School District's intent to do so consistent with the concept of progressive discipline except in those instances where infractions are of such a serious nature and do not warrant progressive discipline. The determination to forego progressive discipline shall be made by the Superintendent. This process includes as many as five (5) steps. Employees covered by this agreement may be disciplined for just cause in the following ways:

1. Informal contact (site record) - Initial minor infractions, irregularities or deficiencies shall first be privately brought to the employee's attention by the supervising administrator. Documentation of such meeting shall be maintained on worksite.

2. Verbal warning (site record) - If the conduct persists, the supervising administrator shall speak with the employee in private to issue a verbal

warning. The supervising administrator shall inform the employee of the basis for the verbal warning and, where appropriate, the steps the employee must take to prevent further disciplinary action. Written notation of the verbal warning shall be placed in the employee's personnel file. This notation shall not be used as the basis for further progressive discipline if no other disciplinary action occurs within twelve (12) months from the date of said warning unless the behavior for which the reprimand was issued originally is repeated.

3. Written Reprimand (School District record) - If said conduct continues, a written reprimand may be given to an employee. The written warning shall be dated and signed by the supervising administrator and shall include a complete description of the incident or problem, referring to specific times, dates, locations, personnel involved, and rules violated. The written warning shall also describe the steps the employee must take to prevent further disciplinary action from occurring. The employee will be notified that further problems may result in more severe disciplinary action up to and including discharge. The written warning shall be given to the employee in private. The employee shall sign the original reprimand which will not necessarily imply that the employee agrees with the contents of the written warning, but only that the employee received it. The written warning shall not be used as the basis for further progressive discipline if no other disciplinary action occurs within twelve (12) months from the date of the written warning unless the behavior for which the reprimand was issued originally is repeated. Performance Improvement Plan may be considered at this step of the progressive disciplinary process.

4. Suspension With/Without Pay - The Superintendent has the authority to suspend employees with pay, or without pay upon recommendation to the Board. A notice of suspension shall be issued to the employee in writing, dated, and signed by the Superintendent. The written notice shall contain a reasonably complete explanation of the conduct or performance that is the reason for the suspension and the steps the employee must take to prevent further disciplinary action.

5. Termination - In those situations where the progressive disciplinary steps have not resulted in modification of the identified behavior, or where the employee commits a serious infraction, the employee may be terminated from employment. A termination must be made by recommendation of the Superintendent to the Board.

9.08 The Board shall reimburse teachers for damage to clothing, dentures, eyeglasses, prosthetic devices, or artificial limbs where such damage occurs as a result of:

1. breaking up a fight
2. protecting students or other employee(s) from physical harm or injury
3. assault and/ or battery occurring on the teacher suffered in the course of the legal performance of the teacher's assigned duties.

Such reimbursement shall not exceed the replacement cost nor be paid when the above loss is reimbursable from other sources.

9.08-1 Teachers will be reimbursed for any out-of-pocket expenses, up to a maximum of $500.00 employee deductible, due to vandalism to their personal vehicle occurring on School District property, provided such loss is not covered by personal insurance or reimbursed from other sources. Cases of vandalism shall be reported to an administrator as soon as the damage is discovered. If an administrator requests a police report, the teacher shall comply. Every effort will be made to reimburse teachers within sixty days of submitting the required paperwork. (08/21/01)

9.09 School Board members, in response to complaints about individual teachers in open School Board meetings, shall initially refer these matters to the Superintendent.

9.10 In any case of intimidation, assault, battery, abuse, or threat with bodily harm by an individual or group upon a teacher in the course of the teacher's assigned duties, the Board shall provide legal counsel to advise the teacher of the teacher's rights and obligations with respect to such intimidation, assault, battery, abuse or bodily harm, and shall promptly render assistance necessary to the teacher in connection with handling of the incident by law enforcement and judicial authorities. Teachers shall immediately report any such incidents to their principal.

9.10-1 Employee Assault and/ or Battery

When an employee is assaulted or battered while in the line of duty, the work site shall maintain a record of the incident. The work site shall provide a copy of all School District reports to the employee as soon as possible. It is the employee's right to notify law enforcement and pursue charges as provided under Florida law.

9.11 No teacher shall be required to transport students in the teacher's personal automobile.

A teacher shall obtain prior written authorization from the building principal in order to use the teacher's personal automobile for transporting students.

9.12 Bomb Threats

Bomb threats shall be handled in accordance with the School District's and school's emergency management plan. No teacher shall be asked or required to search for a bomb or be disciplined for refusing to search for a bomb. (11/07/07)

9.13 First Aid

The Board will provide, in each school site, properly trained personnel, and the equipment necessary to ensure proper first aid treatment for teachers and students. The Board will facilitate a CPR course and invite at least one (1) employee from each worksite.

9.14 The Board shall actively assist in the criminal prosecution of any person who abuses any member of the teaching staff on school property during the teaching day or in the presence of the pupils at a school activity, or any person not otherwise subject to the rules and regulations of the Board who creates a disturbance in the classroom of a teacher.

9.15 ESE teacher aides shall not be utilized for anything other than serving students in the ESE teacher aide's specific assignment unless mutually agreed upon by the supervising teacher and administration.

9.16 The administrator will assist teachers in reporting suspected cases of abuse, abandonment, or neglect, as it relates to employment, to DCF and law enforcement in compliance with School District policy.

ARTICLE X: LEAVES

10.01 LEAVES OF ABSENCE

A leave of absence is permission granted by the Board for an employee to be absent from duty for a specified period of time with the right to return to employment on the expiration of leave. Any absence of a member of the bargaining unit from duty shall be covered by leave duly authorized and granted. Leave shall be officially granted in advance and shall be used for the purposes set forth in the leave application. Any request that leave be granted retroactively shall be denied except in the case of leave for sickness or other emergencies, in which case leave shall be deemed to be granted in advance provided prompt report is made to the proper authority.

10.02 SICK LEAVES

10.02-1 Each full-time teacher shall receive four (4) days of sick leave as of the first day of employment of the current contract year, and thereafter shall be credited with one (1) additional day of sick leave at the end of each month of employment to a maximum of ten (10) days for ten (10) month teachers, eleven (11) days for eleven (11) month teachers, and twelve (12) days for twelve (12) month teachers. Teachers returning from sick leave shall be returned to the same school assignment and position held before the leave.

10.02-2 The total unused portion of the annual sick leave shall be permitted to accumulate indefinitely.

10.02-3 Sick leave days accumulated by a teacher prior to a leave of absence shall be credited to the teacher upon return.

10.02-4 Annual and accumulated sick leave days may be used for either personal illness or emergencies as defined below:

(1) Personal illness of the teacher

(2) Death or illness of father, mother, brother, sister, husband, wife, child, other close relative, or member of the teacher's own household.

(3) Sick leave may be used for maternity reasons upon verification of pregnancy by a statement to the Superintendent from a licensed physician.

10.02-5 Teachers can transfer sick leave into this School District, from another school district in Florida, equal to the amount that they earn in this School District. (08/21/01)

Teachers formerly employed in Osceola County shall have any accumulated sick leave reinstated upon reemployment. The reinstated leave shall be reduced only to the extent that the number of days used in another school district exceeds the number earned in that school district.

10.02-6 Employees' Voluntary Sick Leave Bank

I. MEMBERSHIP

Any full-time employee of the Board, having been employed by the School Board for at least one (1) year and having at least ten (10) days accrued sick leave by the end of September of each year (inclusive of four (4) days sick leave advanced), may enroll in the sick leave bank by voluntarily contributing one (1) sick day to the Bank. The enrollment shall be opened each year during the months of September and February only. Employees on leave returning to service may join the Bank within ten (10) days of their employment if they meet all other criteria.

(a) Enrollment must be made on the prescribed form furnished by the Personnel Department.

(b) Any sick leave day contributed pursuant to this section shall be removed from the personally accumulated sick leave balance of that employee and shall not be returned except as provided in section IX.

(c) Membership in the Sick Leave Bank shall be continuous from the initial enrollment until an individual member has withdrawn from the plan or has drawn the maximum allowed from the Bank [see VI (d)].

II. REPLENISHMENT CONTRIBUTIONS

If the Bank is depleted during a school year, members may be assessed up to a maximum of three (3) days per year.

III. ADMINISTRATION AND GOVERNANCE

(a) A Personnel Department Committee will administer the Sick Leave Bank and will determine the validity of claims against the Bank.

(b) The Personnel Department will make available an annual report of usage of the Bank to the School Board and to Participating members.

(c) Appeals shall be handled by the Superintendent who will establish a five (5) member Appeals Committee, representative of both Association and management for the purpose of settling any dispute arising from claims against the Bank. The Committee will be comprised of two members from the OCEA appointed by the President and two members appointed by the Superintendent, and one Non-Instructional person mutually agreed upon by the Association President and the Superintendent. This Appeals Committee shall be the final authority on all disputes or interpretation involving eligibility for benefits.

IV. ELIGIBILITY

In the event of a serious personal illness, accident, or injury of which the employee has no control, causing a participating employee to be absent from work for an extended period, the employee may receive paid leave as follows:

(a) All accumulated sick leave of the employee must first be expended, followed by a leave, not charged to sick, of five (5) workdays per incident.

(b) Applications must be made to the Personnel Department including a statement from a doctor attesting to the member's extended illness, accident, or injury. The statement must certify:

1. The nature of the illness, accident, or injury

2. That in the event of an operation, it is absolutely necessary and could not reasonably be delayed until a break in the employee's duty schedule.

3. The probable date the member would be able to return to work.

(c) Application must also provide permission to investigate medical records and either information needed for review or appeal.

(d) A participating member shall not be eligible to use sick leave from the Bank if the employee is on leave for injury or illness in the line of duty, worker's compensation, or on medical retirement.

V. BENEFITS

(a) All cases will be reviewed by the Sick Leave Bank Approval Committee when each twentieth (20th) day of benefits had been reached up to the maximum amount allowable. At this time, the Committee may request additional medical certification. In addition, at this time, any sick leave, which may have been accrued by the participant, must then be used before resumption of drawing from the Sick Leave Bank.

(b) Upon approval of application, a member will be allowed to draw up to a maximum of forty (40) paid sick leave days from the Bank, provided there remains sufficient leave days in the Bank.

(c) The employee shall not have to pay back in any manner the number of days used from the Sick Leave Bank except as outlined in the Section (VII) below.

(d) In the event a member draws from the Sick Leave Bank, that individual membership shall be suspended from the Bank membership after drawing all days authorized from the Bank. Such individuals may reinstate membership by meeting qualifications in section (I) above.

VI. PARTICIPATION ABUSE

Alleged abuse of the Sick Leave Bank shall be investigated by the Personnel Department. If an employee is found to have abused the use of the Sick Leave Bank, the employee shall repay all sick leave credit (in dollars) drawn from the Sick Leave Bank and after review by the Appeals Committee be subject to such other disciplinary action as determined by the School Board.

VII. WITHDRAWAL FROM PARTICIPATION

Any participating employee who wishes to withdraw from participation in the Sick Leave Bank may do so and withdrawal will be effective immediately upon receipt by the Personnel Department of written notification of the employee's intent to withdraw. Any previously contributed sick leave will become the property of the Sick Leave Bank.

VIII. DISCONTINUANCE OF SICK LEAVE BANK

If it becomes necessary to terminate the Sick Leave Bank, unused sick leave in the Bank will be distributed in the following manner:

(a) Each member will receive an equal share of the unused days to be credited to the member's personal accumulated sick leave account. (08/21/01)

(b) Any balance left will be disposed of at the sole discretion of the Board.

(c) In no instance will the days credited back to members be greater than the number remaining in the Bank.

(d) Any member joining this Sick Leave Bank acknowledges that the limits of liability for any challenge to the Appeals Committee's decision are limited to the number of days the individual contributed to the Bank.

10.02-7 Compassionate Sick Leave Donation Program

1. The Compassionate Sick Leave Program is established as a mechanism for accepting from qualified employees the voluntary donation of accrued sick leave.

2. Compassionate sick leave may be used by eligible employees who have exhausted all types of accrued leave and need sick leave due to a catastrophic, serious health condition, or life-altering event of the employee or a member of the employee's immediate family or household.

3. The following criteria shall govern the creation, maintenance, and use of the Compassionate Sick Leave Program:

   a. The recipient employee must have been a regular employee of the School District for at least one (1) full year preceding the current fiscal year and must have exhausted all types of available leave prior to receiving donated sick leave.

   b. The donor employee must be eligible to donate creditable time they have earned as long as the donor employee retains a minimum of ten (10) days of available sick leave after the sick leave donation is deducted.

   c. The donor employee may also donate creditable time they have earned as vacation leave, and the donor employee shall not be required to retain a minimum amount of available vacation leave.

   d. The sick leave shall be donated to the specific recipient employee at the time the donation takes place.

   e. Donations shall be applied on a first received from the donor employee, first transferred to the recipient employee basis.

   f. The donor employee shall complete a donation form for the Compassionate Sick Leave Program which shall include, but not be limited to, the following items:

      - The donor employee’s name;
      - The donor employee’s employee identification number;
      - The specified number of sick leave days that the donor employee seeks to donate to the recipient employee; and
      - The recipient employee’s name to whom the donor employee seeks to donate sick leave days.

g. The recipient employee shall complete an application for the Compassionate Sick Leave Program which shall include, but not be limited to, the following items:

- The recipient employee's name;
- The recipient employee's employee identification number;
- The beginning and ending dates of the compassionate sick leave days that the recipient employee requests;
- The last day of the recipient employee's available paid leave;
- An explanation regarding the circumstances surrounding the reason for the recipient employee's request for compassionate sick leave; and
- A physician's statement providing documentation of the injury, illness, or accident; or other appropriate documentation for which compassionate sick leave is requested.

h. In no event shall any compassionate sick leave days approved under this policy exceed a total of forty (40) sick leave days for the recipient employee.

i. Any unused transferred compassionate sick leave shall be returned to the donor employee on a last in, first out basis.

10.03 ILLNESS-IN-LINE-OF-DUTY LEAVE

Any teacher shall be entitled to illness-in-line-of-duty leave when the teacher has to be absent from duties because of a personal injury received in the discharge of duty or because of diagnosed illness from any contagious or infectious disease contracted in school through which direct contact has been substantiated. Leave shall be authorized for a total not to exceed ten (10) days per year. However, in the case of sickness or injury occurring under such circumstances as in the opinion of the School Board warrants it, additional emergency sick leave may be granted out of local funds for such term and under such conditions as the School Board shall deem proper. Use of such leave shall result in no reduction of the teacher's accumulated sick leave, and shall be with full pay. The Board shall also provide Worker's Compensation insurance for all teachers for properly reported injuries received in the discharge of their duties. (11/06/07)

10.04 LEAVE FOR PERSONAL REASONS

Teachers shall be granted six (6) days of leave for personal reasons with pay per school year. Since Summer School is an extended portion beyond the regular school year, the use of personal leave shall be limited to one (1) day of the personal days in the contract.

10.04-1 Notification of leave for personal reasons shall be made in advance.

10.04-2 The applicant's reason for taking leave for personal reasons shall be to state that he is taking it under the provisions of this Contract.

10.04-3 Leave for personal reasons shall be charged to sick leave when used under this part.

10.05 MATERNITY LEAVE

Maternity leave not to exceed one (1) year without pay and shall be granted following request by the employee. A pregnant teacher shall have the option of:

1. electing to take maternity leave

2. continuing to work until certified by a physician as being unable to perform the teacher’s duties, at which time accrued sick leave will be granted, and the employee electing such leave shall return to work as soon as physically able.

10.05-1 A teacher returning to active employment from maternity leave when the leave has not been charged entirely to sick leave, shall immediately be assigned to the same position held at the time the leave commenced if said position is available. If the position is not available, the teacher will be reassigned to the first available position for which the teacher is qualified.

10.05-2 A teacher returning to active employment from maternity leave which has been charged entirely to sick leave shall immediately by assigned to the same position held at the time the leave commenced.

10.06 ADOPTIVE LEAVE

A teacher adopting a child six (6) years of age or less shall be entitled to adoptive leave without pay not to exceed one (1) year. A teacher returning to active employment from an adoptive leave shall be reassigned to the first available position for which the teacher is qualified.

10.07 JURY DUTY OR COURT WITNESS

10.07-1 A teacher shall be authorized to be absent from assigned duties and shall receive the teacher's regular salary plus court fees while serving as a witness in any job-related court case. The teacher shall submit a copy of the subpoena or letter from either attorney in the case to the Superintendent. (11/06/07)

10.07-2 A teacher shall be authorized to be absent from assigned duties, and shall receive the teacher's regular salary plus court fees while serving as a juror in any court case. If notice of jury duty is received, the principal or Superintendent should be immediately notified in writing.

10.08 PROFESSIONAL DEVELOPMENT AND PROFESSIONAL LEAVE

10.08-1 PROFESSIONAL DEVELOPMENT LEAVE

A teacher shall be granted, upon application submitted ten (10) working days in advance and upon the prior approval of the Director of the Professional Development Department, one (1) or more duty days of Professional Development leave with pay for the purpose of visiting other schools or attending meetings or conferences of an educational nature and provided that the request is within the guidelines and budgetary confines of the Professional Development Plan. In an emergency, the ten (10) day provision may be waived by the Director of the Professional Development Department. School visitations shall be limited to two (2) days. (04/22/09)

10.08-2 PROFESSIONAL LEAVE

Teachers may request leave with pay during pre-planning or post-planning to attend class(es). Such leave shall not be unreasonably denied. The teacher shall provide documentation of acceptance and attendance for the class(es). (08/21/01)

10.08-3 ASSOCIATION PRESIDENT LEAVE

At the request of the Association, the Board agrees to release the duly elected president of the Association from the president's regular duties to serve as president for the term of the presidency and to serve as fiscal agent for the payment of the president's 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 Association president. At the end of the term of the president's presidency, the president shall return to the position held at the time the leave began. The Association president shall not earn sick leave or annual leave, nor be covered by the Board Workers' Compensation Insurance during said term. The president may transfer any unused sick leave days accrued as president, provided daily attendance is documented by the OCEA president during the period served as president. It shall be the Association president's 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 Association president shall be given credit on the salary schedule for the year(s) served as president. Reimbursement to the School District shall be on a monthly basis, upon receipt of invoice from the School District. (08/16/06)

10.09 PERSONAL LEAVE

10.09-1 A teacher may request personal leave without pay for a specified period up to one (1) year. The request shall be made in writing on the form prescribed by the Board. The leave must be approved by the teacher's immediate supervisor and the Superintendent or the Superintendent's designee before it is presented to the Board for approval. The request shall specify the time of the leave and the reason for the request. Personal leave without pay may be requested for but not limited to:

(1) Leave to serve in the armed services.
(2) Leave for academic study.
(3) Leave for serving in the Peace Corps.
(4) Leave for child-rearing (for natural or adopted child).
(5) Leave for child-bearing.
(6) Leave to run for or serve in an elected office.
(7) Leave to serve as an officer in the Florida Education Association or its national affiliate. (08/21/01)
(8) Leave to participate in exchange programs in other school districts, states, territories, or countries.

10.09-2 The request for personal leave without pay will be approved only if the teacher's immediate supervisor, the Superintendent, and the Board are satisfied that the instructional needs of the School District can be met.

10.09-3 A teacher on personal leave without pay may maintain coverage in the following employee benefit programs provided the teacher pays the full cost on a monthly basis in advance of the month due.

(1) A teacher on personal leave without pay may remain an active participant in the employee's retirement system by contributing thereto the amount necessary to continue as a member on leave, subject to the provisions of the retirement system of which the teacher is a member.

(2) A teacher on personal leave without pay may maintain coverage in group insurance programs as provided in this contract provided the insurance carrier permits. The teacher shall pay the premiums for such insurance programs on a monthly basis in advance of the month due.

10.09-4 A teacher on personal leave without pay shall retain the teacher's tenure status upon reinstatement into the school system.

10.09-5 Experience credit while on unpaid leave

(1) A teacher on personal leave without pay may receive credit on the salary schedule for teaching experience.

(2) A teacher on military leave shall be credited with up to four (4) years' experience on the salary schedule upon return to duty.

(3) A teacher participating in an exchange program shall receive full credit on the salary schedule upon return to duty. (09/05/00)

10.09-6 Upon the expiration of personal leave without pay, the teacher will be placed in the first available position for which the teacher is certified. Upon the expiration of a personal leave granted for a period of ten (10) working days or less, the teacher will be assigned to the same position held at the time the leave commenced.

10.09-7 A teacher wishing to return to work before the end of the requested leave should make his request to the Superintendent as soon as possible but at least ten (10) days before he wishes to return to work. The Board will make every effort to allow the teacher to return to work as soon as practicable.

10.09-8 No leave shall be granted beyond one (1) year. Automatic renewal of a personal leave without pay is not granted. It shall be the responsibility of the teacher on leave to request renewal by May 1. Personal leave without pay shall not exceed 24 months, except that, upon written request, the Superintendent may recommend that this provision be waived. Teachers shall be notified, in writing, of the above stipulations upon notification of leave approval.

10.10 SABBATICAL LEAVE

Sabbatical leave for study, research, educational travel, or other such reason as approved by the sabbatical committee shall be granted by the Board to teachers who have four (4) or more years of service in Osceola County. Such leave shall be granted under the following conditions, upon the approval of the Board.

10.10-1 Such sabbatical leave shall be in recognition of significant service through teaching for the purpose of encouraging achievement, which contributes to the professional effectiveness in education of the members of the staff and the value of their subsequent service to the School District.

10.10-2 No more than one percent (1%) of the teachers who are eligible, rounded to the closest whole number, shall be granted sabbatical leave.

10.10-3 Sabbatical leave will be granted for one (1) full year at one-half (1/2) pay.

10.10-4 The Board will provide the full fringe benefits as are provided for all teachers under this Master Contract.

10.10-5 A sabbatical committee consisting of six (6) members, three (3) of whom are appointed by the Superintendent and three (3) of whom are appointed by the President of the Association, shall serve as a screening committee. Teachers serving on the Sabbatical Committee shall receive no less than five (5) days' notice of the Screening Committee Meetings.

(1) Criteria to be considered by the committee in reviewing applications shall include need, area, and plan of study and/or travel, seniority, and past contributions to the School District. A standard sabbatical leave form shall be developed by the Committee and shall be made a part of this Contract. In all cases, a teacher making application for the teacher's first sabbatical leave shall have preference over a teacher who has previously been granted a sabbatical leave from the teacher's county.

(2) The committee shall nominate the candidate(s) for sabbatical leave to the Superintendent for the Superintendent's recommendation to the Board.

(3) If more applications are received than are eligible for sabbatical leave, a list of alternates shall be established by the committee. This list shall be structured in order of precedence. Should any teacher granted a sabbatical leave by the Board decline the teacher's sabbatical leave due to a change in plans or lack of acceptance in a program, or other extenuating circumstances, the first alternate shall be notified and considered for sabbatical leave. This process will continue through the ranked order until all approved applications have been utilized.

10.10-6 The applications for sabbatical leave, including a plan of study and/or travel study, must be submitted to the Superintendent or the Superintendent's designee during the period of February 1 through March 31 preceding the year for which the leave is granted. Applicants will be notified no later than April 20 as to the disposition of their applications. A teacher receiving permission to take sabbatical leave shall

inform the Superintendent in writing of intention to either accept or decline such leave. Such notification shall be given no later than fifteen (15) calendar days after the applicant has been notified of approval for leave.

10.10-7 After July 1, the applicant cannot withdraw the sabbatical leave except under extreme hardship conditions. When such conditions do occur, the teacher involved shall be placed in any available position for which the teacher is certified, or if no such position is available, the teacher shall be placed in such position when it becomes available.

10.10-8 The Board agrees that, following termination of this leave, the teacher will be reassigned to the position held at the time of commencement of this leave, if available; provided, however, reassignment to a permanent instructional position shall be made only at the beginning of the school year, or the beginning of the second semester of a school year. In the event the Board is unable to reassign the teacher to the position held at the time of granting of the leave or to a similar position, then the teacher and the Superintendent may agree on a suitable position of employment for the purpose of both parties fulfilling their duties and obligations under this part; and if no such position can be agreed upon, then the teacher's future obligations as hereafter set forth shall be deemed to be waived by the Board. In defining the "same" or "similar" position of employment, the salary to be paid shall be that as currently stated in the salary schedule for that position in effect at the time whether the same be higher or lower than the salary being paid the teacher at the time of the granting of this leave. The teacher shall be considered to have gained one (1) year of teaching experience.

10.10-9 The teacher agrees that, upon termination of the sabbatical leave, the teacher will return to the employment of the Board under the terms and conditions set forth above and shall remain in such employment for at least one (1) full school year. If the Board has not waived the obligation of the teacher to return to employment upon expiration of this leave and the teacher fails to do so, unless prevented by illness or physical disability, the teacher shall forfeit all rights and benefits to which said teacher would have been entitled or which has accrued during the period of this leave; and the teacher shall be required to repay the Board all sums paid during this leave for salary and all additional sums paid by the Board on behalf of the teacher including but not limited to contributions to retirement funds, FICA, insurance premiums, and other such similar expenditures incident to employment by the Board. In the event that a full year of service is not completed, such repayment of sabbatical benefits shall be on a pro-rata basis. In the event of the death of the teacher during the term of this leave, or prior to fulfilling any of additional obligations shall be deemed cancelled and all parties relieved of any further duties, obligations and liabilities created herein.

10.10-10 In the event it should become necessary for either party to take legal action against the other for collection of funds as provided under this sabbatical leave, the losing party shall pay all costs of such action, including reasonable attorney fees.

10.10-11 The individual contract between the teacher and the Board covering sabbatical leave shall be consistent with the provisions of this Contract.

10.11 PALLBEARER/ BEREAVEMENT LEAVE

1. The school principal or any 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 available sick leave balance.

2. Employees shall provide appropriate documentation of the funeral or equivalent funerary ceremony, including, but not limited to, a copy of the program for the funeral or equivalent funerary ceremony, obituary, or death certificate, etc. The employee may provide this documentation prior to the funeral or equivalent funerary ceremony, if available, or upon the employee's return to work. The employee's supervising administrators shall permit:

   - One (1) Pallbearer-Bereavement Leave day for the day of the funeral or equivalent funerary ceremony;

   - One (1) Pallbearer-Bereavement Leave day for round trip travel to the funeral or equivalent funerary ceremony if the travel is more than two hundred (200) miles from the employee's home address; and

   - One (1) Pallbearer-Bereavement Leave day for travel to the funeral or equivalent funerary ceremony that is out-of-state.

3. The limit of this benefit shall be no more than three (3) total Pallbearer-Bereavement Leave days per one (1) funeral or equivalent funerary ceremony for a member of the employee's immediate family or household (as defined in paragraph 1.).

If the death of more than one (1) member of the employee's immediate family or household (as defined in paragraph 1.) occurs, then the employee shall be eligible for Pallbearer-Bereavement Leave for each death as separate events but in accordance with the requirements of paragraphs 1. through 3. above.

ARTICLE XI: ACADEMIC FREEDOM

11.01 The Board and the Association agree that Academic Freedom is a fundamental ingredient in the fulfillment of the goals and objectives of the Osceola County Public Schools and the parties acknowledge the need to protect employees from improper censorship or restraint. Therefore, teachers shall have all reasonable freedom within the limitations imposed by law, the State Board of Education regulations, and School Board rules, in the development and implementation of the curriculum, including the right to select useful and relevant materials and determine the class needs as they relate to the curriculum. However, this does not exclude the right and obligation of the principal or supervisor to reasonably question, consult with the teacher about same, and direct whenever necessary, within limitations imposed by law, State Board of Education regulations, and School Board rules and regulations.

11.02 Teachers shall be entitled to freedom of discussion without censorship, within the classroom, on all matters that are relevant to the subject matter and level of the students and within their area of professional competence and assignment.

11.03 Teachers shall notify the administration when they intend to inject or have injected into a unit's subject matter that might be reasonably anticipated to be controversial.

ARTICLE XII: TEACHER EVALUATION

12.01 Both parties agree that the Superintendent is charged by law to establish procedures for assessing the performance of duties and responsibilities of all instructional personnel. The overall purpose of this assessment shall be to improve the quality of instruction.

All teachers must be evaluated annually. The Classroom Instructional Employees' Evaluation System and Handbook and the Non-Classroom Instructional Employees' Evaluation System and Handbook shall be online. The School District shall provide one (1) hard copy of The Classroom Instructional Employees' Evaluation System and Handbook and the Non-Classroom Instructional Employees' Evaluation System and Handbook per each instructional employees' work site.

12.01-1 All teachers shall be oriented annually to all assessment procedures and observation forms during the first twenty (20) days of teaching. Assessment procedures and observation forms shall also be uniformly and fully explained in the appropriate evaluation handbook, which shall be available to employees online (e.g., link in Appendix H-1 and H-2).

12.01-2 Each teacher shall receive:

- in accordance with state law, a roster of the students whose achievement data contributes to the calculation of the Student Growth Score within their final summative evaluation rating; and

- the student achievement data for each student on this roster that is used for the calculation of the Student Growth Score within their final summative evaluation rating.

12.01-3 Each teacher shall receive timely and objective feedback (e.g., an observation rating score) no more than ten (10) workdays after the administrator conducts an observation of the teacher's instruction that would count toward their final summative evaluation rating.

12.02 The assessment process will reflect those concepts and indicators developed by the Evaluation Subcommittee and included within the appropriate evaluation handbook.

Statement(s) from a teacher who disagrees with the evaluation will be permitted. Teachers will have ten (10) working days to prepare a written response to their assessment. The teacher's response shall be attached to the assessment and become a permanent part of the personnel file as provided by Statute.

12.03 The links to the appropriate webpages on the School District website for the evaluation forms, Professional Improvement Plan, Instructional Employees' Evaluation Handbook, Non-Classroom Instructional Employees' Evaluation Handbook, and the Individual Professional Growth Plan forms are found in Appendix G-1, G-2, H-1, H-2, and I, respectively.

12.04 It shall be the responsibility of the administrator to assess the teacher's performance and to keep the teacher informed as to the teacher's assessment.

12.05 It shall be the responsibility of the administrator to identify when a teacher requires the assistance of a Professional Improvement Plan for the purpose of improving performance deficiencies. The administrator shall review with the teacher the observations and any other identified performance deficiencies that support the need for a Professional Improvement Plan. The teacher and the principal will work together to identify and determine specific strategies for improving those performance deficiencies. The teacher and administrator will also work together to establish appropriate timelines for review and completion of the strategies. The teacher shall be responsible for completing the resulting Professional Improvement Plan.

An improvement plan may be initiated without completion of the formal assessment instrument through observation or data collection.

12.06 Teachers will be notified of the time frame during which formal observations will occur. All probationary teachers shall receive an observation within the first forty-five (45) teaching days. A teacher may request and shall be granted a conference with the administrator conducting an observation prior to the observation.

12.07-1 A teacher may request in writing and shall be granted an additional observation by a trained observer mutually selected by the teacher and the school principal. Said observation shall be included as an official part of the evaluation.

12.07-2 A teacher using the Non-Classroom Instructional Personnel Evaluation (NCIPE) for evaluation purposes may request in writing and shall be granted an additional review of the teacher's documentation by a trained observer mutually selected by the teacher and the school principal.

12.08 A teacher's non-participation in non-supplemented activities outside of the teacher's regular working day shall not be a consideration in teacher evaluation.

12.09 Section 1012.34(5), Florida Statutes, requires the Superintendent to notify the department (Florida Department of Education) of any instructional employee who receives two (2) consecutive "Unsatisfactory" final summative evaluation ratings.

The instructional employee's administrator shall notify the Superintendent of the unsatisfactory performance of any teacher consistent with Section 1012.34, Florida Statutes, and its amendments. An instructional employee may be reported if the instructional employee received at least one (1) "Unsatisfactory" final summative evaluation rating. The instructional employee shall receive a copy of any such notice. Prior to reporting any instructional employee for unsatisfactory performance to the Superintendent, the instructional employee's administrator or the instructional employee's assistant administrator, in accordance with the procedure outlined in Section 1012.34, Florida Statutes, shall have:

(a) Observed and documented performance deficiencies.

(b) Completed an evaluation of the instructional employee with a final summative evaluation rating of “Unsatisfactory.” (11/18/09)

(c) Completed a Professional Improvement Plan with the teacher, which included specific performance deficiencies and documented the assistance provided.

12.10 All teachers working in summer school may be assessed using the appropriate evaluation system.

12.11 The Superintendent shall provide written notification to any instructional employee in a school graded “D” or “F” by the state and/ or a corrective action school of any potential performance concern. The instructional employee shall have the opportunity to meet, discuss, and provide additional documentation regarding any such concern prior to a final determination by the Superintendent.

12.11.1 Any incident or information concerning an instructional employee that might result in a final summative evaluation rating of less than “Effective” on the appropriate evaluation form shall be brought to the attention of the instructional employee at the time the incident occurs, or the information becomes available.

ARTICLE XIII: POLITICAL ACTIVITY

13.01 All teachers shall have entire liberty of political action when not engaged actively in their teaching duties, provided such action is within the laws of the United States of America and the State of Florida; and further provided that such action does not impair their usefulness as a teacher. (08/21/01)

ARTICLE XIV: CLASS SIZE

14.01 The Board and the Association recognize the right of the Board to employ personnel to staff positions in the instructional program, and that the instructional program is influenced by class size and the ratio of adults to students working directly in the instructional program. Although grade enrollment and subject registration may result in uneven class sizes within schools and grade levels, every effort must be made to ensure that the student-teacher ratio within classes falls within state guidelines and maintains a safe and educationally effective environment.

ARTICLE XV: FRINGE BENEFITS

15.01 The Board shall provide for teachers a fully paid group life insurance plan which shall pay the teacher's designated beneficiary an amount equal to the teacher's annual salary rounded up to the next higher thousand in the event of death, and in the event of accidental death or dismemberment, a sum not less than twice that amount. There shall be a provision for the purchase of additional insurance coverage to be paid by the teacher. In addition, the Board shall make available through payroll deduction, life insurance for each dependent at the teacher's expense. This insurance shall be with the approved carrier.

15.01-1 The Board shall provide double life insurance, fully paid, for any teacher at or above step 10 on the salary schedule.

15.02 The Board will annually provide a fully paid individual major medical plan to all full-time teachers. The Board will also make available major medical benefit plan(s) at an additional cost above the fully paid Board contribution for individual coverage.

Teachers, who fill half or more but less than full-time positions, shall annually receive Board half-paid health insurance. (01/05/11)

If a teacher's regular employment ends during the course of the twelve-month period of the plan, the benefits will end on the teacher's last workday of that active employment. However, if the teacher successfully completes their contract year as evidenced by reappointment, the coverage will continue through the day prior to the start of the work calendar for the new school year. The teacher may continue these benefits in accordance with the COBRA law by paying the premium. The full annual premium cost to the Board for the group health insurance package shall be considered a vital part of the teacher's compensation. The full amount of premium increase from year to year shall be considered as a benefit increase in lieu of a salary increase deducted from dollars available for salary increases.

15.02-1 Specific benefits shall be as delineated in "The School District of Osceola County Florida Medical Indemnity Plan Document" and shall be available through the Risk Management Office. The plan summary, including "Coverages" and "Exclusions/Limitations," will be provided to every teacher. The Association and the individual teachers shall be notified prior to any plan changes. The insurance carrier shall be decided upon by the Board.

15.02-2 Dependent coverage shall be available at the expense of the teacher. Where two members of the same family are employed by the School District, the total amount paid for the spouse shall be credited toward the cost of dependent coverage. (08/18/04)

15.02-3 Employees may request that physicians be added to the plans(s) through the insurance committee; however, it is understood the network provider makes the determination.

15.02-4 When a teacher chooses to participate in a health plan, the teacher may choose any of the employee paid dental plans available for their dependents. (08/18/04)

15.02-5 Changes in the plan document shall be subject to the approval of the Bargaining Leadership Team no later than June 30. (04/22/09)

15.03 The Board will make available to teachers, disability benefits, an indemnity dental insurance plan and vision insurance plan through payroll deduction at the teacher's expense, provided that the required minimum number of employees enroll. The Board shall reserve the right to cancel when enrollments drop below minimum levels required by the carrier. The disability insurance plan, dental plan, and carrier shall be decided upon by the Association and the Board jointly. (08/18/04)

15.04 The Board shall provide general liability protection for teachers at the same coverage limits as provided to all other employees. The Board shall make every attempt to purchase the maximum coverage available.

15.05 The Board will continue to provide payroll deductions to the teacher, for all tax deferred annuity programs that comply with current IRS regulations and recommended monitoring procedures that limit the Board's liability. In order to limit that liability, approved Vendors will be required to (1) provide the Plan Administrator with monthly electronic data files necessary for effective recordkeeping and/or information sharing and (2) agree to offset the employer's plan administration expense per month per participant. Failure to comply with the requirements outlined above and companies with on-going administrative problems will be subject to removal from the approved Vendor listing. It is further agreed by both parties that there will not be a minimum number of participants required. (04/22/09)

15.06 A teacher who is authorized by the Superintendent or the Superintendent's designee to use the teacher's own automobile in pursuance of assigned duties shall be reimbursed at the maximum accepted mileage rate established and recommended by Florida Statutes.

15.07 Telephones will be made available at all schools. The location of such phones shall be such as to insure privacy of conversation as much as possible. Cell phone usage and personal calls shall not interfere with direct instruction and assigned supervisory responsibilities. (08/16/06)

15.08 Terminal pay for accumulated sick leave will be provided to teachers at normal retirement or to the teacher's beneficiary if service is terminated by death. The amount of such terminal pay shall be determined as follows:

(1) During the first three (3) years of service, the daily rate of pay multiplied by thirty-five (35) percent times the number of days of accumulated sick leave.

(2) During the next three (3) years of service, the daily rate of pay multiplied by forty (40) percent times the number of days of accumulated sick leave.

(3) During the next three (3) years of service, the daily rate of pay multiplied by forty-five (45) percent times the number of days of accumulated sick leave.

(4) During and after the tenth (10th) year of service the daily rate of pay multiplied by fifty (50) percent times the number of days of accumulated sick leave.

(5) For teachers having served a minimum of thirteen (13) years in Osceola County, the daily rate of pay will be multiplied by 100% times the number of days accumulated sick leave.

15.09 The parties agree to participate in a mandatory plan for all teachers to shelter their sick leave pay out at retirement in accordance with IRS regulations. Retirees shall have the option to withdraw their sheltered sick leave pay out without individual financial loss. (03/20/00)

15.10 Twelve (12) Month Personnel.

Instructional personnel who are employed on a twelve (12) month contract may accumulate vacation as follows:

A. One (1) day for each month of service for those employed by the Board less than (5) active service years.

B. One and one-half (1 1/2) days per month of employment per year for those employed five (5) active service years or more by the Board.

C. Earned vacation leave shall be credited at the end of the month. An employee earning pay for at least seventy-five percent (75%) of the workdays in the month shall be treated as earning benefits for a month of employment.

D. At the time of retirement or separation of employment, unused vacation leave shall be paid as terminal leave pay. Personnel in positions earning vacation leave who transfer or are assigned to positions that do not earn vacation leave may receive payment for unused vacation at time of transfer or reassignment.

E. Vacation shall not be taken until it is earned; however, 50% of the annually earned vacation must be used annually.

F. Vacation time shall be scheduled with the approval of the administrator so that there will be a minimum of disruption in the operation of the school system.

15.11 Teachers may attend all county school activities free of charge. The Board shall make available to each teacher an individual identification card. Teachers retiring from Osceola County shall be issued a permanent activity card entitling them to attend all county school activities free of charge.

15.12 Off-street parking will be provided for teachers at each school whenever practicable.

15.13 Teachers retiring from Osceola County shall be allowed to remain as participants in-group health and life insurance programs covered by the Agreement until at least age 65. In accordance with federal law, at age 65, retirees will be required to enroll in Medicare Part B, the health insurance will become secondary to Medicare, and life insurance may be converted to an individual policy or keep the $10,000 policy. Teachers choosing to remain as participants shall be required to reimburse the Board for the premium in advance of the due date according to the schedule of due dates provided by the Superintendent. (04/22/09)

15.14 The Board will consider requests for the purchase of early retirement annuities qualified by IRS regulations in accordance with Florida Statutes and Board rules.

15.15 The Board shall provide teachers with access to all qualifying insurance deductions in accordance with IRS Section 125.

ARTICLE XVI: PROFESSIONAL COMPENSATION

16.01 Professional compensation for teachers during the term of this Agreement shall be set forth in the Appendices, which are attached to and made a part of this Contract.

16.02 Teachers shall be paid according to the salary schedule and shall receive years of experience subject to the following criteria:

1. a. Credit for Teaching –

Credit on the salary schedule shall be given for all years of experience for teaching in other schools, including college teaching. This provision shall not be interpreted or applied to reduce any previously granted experience to presently employed teachers or to grant additional experience to current teachers. Ninety-nine (99) teacher workdays in any one (1) regular school year shall be considered as one (1) year of credit. "Teaching" experience shall apply to equivalent instructional school experience (i.e., guidance, media specialists, administration). Half time teaching shall be combined for salary credit, i.e., two (2) one-half (1/2) years or two (2) half-time years equal one (1) year of experience. (08/21/01)

(1) Private - Parochial - Charter Credit - Credit for teaching experience in private, parochial and charter schools will be granted to those who taught in schools accredited by their respective accrediting associations as recognized by the Osceola School Board providing the teacher held a four (4) year degree and is eligible for Florida certification. (08/21/01)

(2) Outside United States - Credit for teaching experience outside the United States will be granted to those in international schools accredited by their respective accrediting associations as recognized by the Osceola School Board and who are eligible for Florida certification. (08/21/01)

1. b. Experience Verification –

Teachers shall be paid for zero (0) years' experience until such time as verification for experience is received by the Board. Verification of experience must be received by the Board within one year from the date of hire. Any payment of back salary shall be made at the next payroll period and shall be paid retroactively to the first day of the fiscal year in which verification of experience is received. (09/18/02)

Effective 07/01/02

1. c. Retired Educators/ DROP

(1) Beginning the 2022-23 school year, Instructional employees who are hired on or after July 01, 2022, and who are receiving retirement benefits under a public or private retirement system shall receive credit for all verified years of experience for the purposes of professional compensation.

(2) Instructional employees who are eligible under the terms and conditions of Item (1), shall receive salary adjustments retroactive to the employee's start date but no earlier than July 01, 2022.

(3) Beginning the 2023-24 school year, Instructional employees who were hired before July 01, 2022, and who are receiving retirement benefits under a public or private retirement system shall receive credit for all years of experience verified per the terms and conditions in Article 16.02.1.b. of this Contract for the purposes of professional compensation.

(4) Instructional employees who are eligible under the terms and conditions of Item (3) shall receive salary adjustments retroactive to, but no earlier than, July 01, 2023.

2. Salary Adjustment

Salary adjustments shall be made for completion of advanced degrees upon receipt of an official transcript. The effective date of the adjustment will be the first day of employment during the school year or the date the advance degree was earned, whichever comes later. (09/05/00)

3. Work Experience

a. A maximum of ten (10) years of work experience, excluding those years required for certification, shall be granted as salary credit in lieu of any teaching experience outside Osceola County, for those teachers in positions requiring work experience for certification. This provision is effective for those teachers employed by Osceola District Schools for the first time after July 1, 2001, and shall not be interpreted or applied to grant additional experience to teachers employed prior to the 2001-2002 school year. (08/21/01)

b. Guidance Counselors, Media Specialists, Speech Pathologists, Audiologists and Teachers for the Hearing Impaired may receive one (1) year of credit on the salary schedule for each year of experience for a maximum of ten (10) years of experience in a work area specifically related to their assignment provided the position required a four year college degree at the time the work was performed. This provision is effective for those teachers employed by Osceola District Schools for the first time after July 1, 2001, and shall not be interpreted or applied to grant additional experience to teachers employed prior to the 2001-2002 school year. (08/21/01)

c. A maximum of two years credit on the salary schedule shall be granted to teachers serving in an instructional capacity in the Peace Corps provided the teacher was certified with a four (4) year degree at the time of teaching and if the school was accredited by a state, regional, or governmental accrediting agency.

4. Military Experience

If an individual's teaching career is interrupted by military service, up to four (4) year's salary credit shall be granted, however no military experience for which a teacher is receiving retirement benefits shall be applied as year's credit on the salary schedule. Verification of such experience must be received by the Board within one (1) year from date of hire. (11/07/07)

5. Teachers shall be paid at the beginning step of the Bachelor's salary schedule until a valid teaching certificate has been filed with the Board. Upon receipt of the official transcript, the Board shall adjust the salary to the beginning of said teacher's current employment. Payment of back salary shall be included in the next payroll check. (08/21/01)

6. Teachers assigned as speech language pathologists who have verified an earned Master's Degree (Article XVI Section 16.02 (2)) and a Certificate of Clinical Competency (CCC) shall qualify to be placed on the Specialist's salary schedule. Salary adjustment shall be made upon registration with Personnel of the official certificate. The effective date of the adjustment will be the first day of employment during the school year or the date the Certificate was earned, whichever comes later. (08/21/01)

7. After their initial placement on the instructional employees' salary schedule, JROTC Instructors shall be eligible for the same Performance Pay increases as those negotiated for classroom teachers. Pursuant to Sections 1012.22, Florida Statutes, those employees hired prior to July 01, 2011, shall be eligible to receive the same salary increase as negotiated for instructional employees on the grandfathered pay schedule. Those employees hired on or after July 01, 2011, shall be eligible to receive the same salary increase as negotiated for instructional employees on the performance pay schedule.

8. After their initial placement on the instructional employees' salary schedule, Occupational Therapists shall be eligible for the same Performance Pay increases as those negotiated for classroom teachers. Occupational Therapists shall also maintain their license from the State of Florida as a condition of their employment. Pursuant to Sections 1012.22, Florida Statutes, those employees hired prior to July 01, 2011, shall be eligible to receive the same salary increase as negotiated for instructional employees on the grandfathered pay schedule. Those employees hired on or after July 01, 2011, shall be eligible to receive the same salary increase as negotiated for instructional employees on the performance pay schedule.

9. After their initial placement on the instructional employees' salary schedule, Physical Therapists shall be eligible for the same Performance Pay increases as those negotiated for classroom teachers. Physical Therapists shall also

maintain their license from the State of Florida as a condition of their employment. Pursuant to Sections 1012.22, Florida Statutes, those employees hired prior to July 01, 2011, shall be eligible to receive the same salary increase as negotiated for instructional employees on the grandfathered pay schedule. Those employees hired on or after July 01, 2011, shall be eligible to receive the same salary increase as negotiated for instructional employees on the performance pay schedule.

10. After their initial placement on the instructional employees' salary schedule, Social Workers shall be eligible for the same Performance Pay increases as those negotiated for classroom teachers. Social Workers shall also maintain their Clinical Social Workers license from the State of Florida as a condition of their employment. Pursuant to Sections 1012.22, Florida Statutes, those employees hired prior to July 01, 2011, shall be eligible to receive the same salary increase as negotiated for instructional employees on the grandfathered pay schedule. Those employees hired on or after July 01, 2011, shall be eligible to receive the same salary increase as negotiated for instructional employees on the performance pay schedule.

16.03 Payment of a teacher's service beyond the regular workday shall be at the professional hourly rate unless specifically noted otherwise. The professional hourly rate shall be rate per day of the teacher divided by the number of hours in the workday.

16.03-1 Provided a temporary employment contract is submitted that shall stipulate which class is being taught, teachers may teach an additional period during their normally scheduled workday in lieu of their planning period. In such situations, the worked planning period will be added to extend the length of their normally scheduled workday and must be completed at a School District worksite. Additional compensation will be calculated at their daily rate of pay. (01/05/11)

16.04 Vocational experience (not teaching experience) may be allowed on a year-to-year basis to vocational education teachers for the type of occupational experience approved for certification to a maximum of ten (10) years for all vocational teachers excluding years for which one is receiving retirement benefits. (11/18/09)

16.05 Vacant salary supplement positions listed in Appendix C shall be listed in the weekly Vacancy Posting and shall first be offered to teachers in the bargaining unit. Other regularly employed personnel in the School District may be afforded the opportunity to receive a supplement if such positions are unfilled. If coaching positions remain unfilled, individuals from the community who meet employee requirements may receive supplements. If a teacher resigns or separates employment for any reason before completing the duties required to receive the supplement, an adjustment shall be made on the last paycheck. If the teacher had completed all the requirements for the supplement, the unpaid balance shall be included in the last paycheck.

16.06 The Board shall pay semi-monthly. Beginning the 2026-27 school year, all instructional employees shall receive twenty-four (24) regular paychecks.

16.07-1 Summer session paychecks shall be paid on the extra pay schedule and shall be paid no later than fifteen (15) days following the last day of the summer session. (08/17/05)

16.07-2 Errors in teacher payroll checks shall be reported promptly to the payroll department. Errors in teacher payroll checks shall be corrected no later than the next paycheck except that an error in the last paycheck shall be corrected within ten (10) working days of notification to the payroll department.

16.07-3 Teachers shall receive retroactive pay to the beginning of the contract year for all adjustments in the salary schedule, including OPS contracts.

16.07-4 Upon ratification of this contract, the newly negotiated base salary will be implemented as soon as possible, not to exceed two pay periods.

All teachers shall receive the retroactive pay due from their base salary as soon as possible, not to exceed sixty (60) School District workdays of ratification of this contract.

16.08

(1) The Board shall provide direct deposit of regular salaried paychecks. Enrollment is open throughout the year. Beginning with the second paycheck in January 2010, all teachers shall be provided direct deposit of their regular salaried paychecks. The School District will maintain a list of financial institutions that will work with teachers without a bank account to establish an account. In lieu of printing paychecks/stubs, the School District will provide check/salary information electronically through the Employee Portal. (11/18/09)

(2) All payroll deductions and frequency for insurance shall be determined by the Board. Tax deferred annuity deductions in income shall be made available on all regular salaried paychecks and shall be in accordance with written deduction authorizations.

16.09 Summer school teachers shall be paid the same daily rate of pay as received in the preceding regular ten (10) month term. The teacher workday shall consist of no more than seven and one-half (7 1/2) hours which will include proportional time for duty free lunch, planning, and other non-instructional parts of the schedule.

16.10 The salary for part-time homebound teachers who are regularly employed certificated teachers, during the term of this Agreement shall be the professional hourly rate.

16.11 If the projected unrestricted revenue per weighted student for the general fund is less than the projected costs to implement full step, then the parties understand that full step will not be granted and will negotiate for any potential salary increase. If those conditions exceed the projected costs to implement the full step, the step shall be paid and retroactively to the beginning of the employee's contract year along with any other potential increases agreed to through the collective bargaining process.

16.12 Job sharing between two or more teachers will not increase or decrease the cost of a normal teaching unit. Refer to Appendix B for guidelines. (08/21/01)

16.13 The parties agree to develop mutually a performance pay plan, including a specified amount of program funding, to comply with Florida Statutes. (04/22/09)

16.14 Osceola Virtual School (Professional Compensation) – A base salary of $500 [e.g., up to two (2) different courses], $250 for each additional course and $100 per student's successful completion of ½ credit to be paid within thirty (30) calendar days at the end of the Osceola Virtual School semester.

ARTICLE XVII: MANAGEMENT RIGHTS

17.01 It is the right of the public employer to determine unilaterally the purpose of each of its constituent agencies, set standards of service to be offered, and exercise control and discretion over its organization and operations. It is also the right of the public employer to direct its employees, take disciplinary action for proper cause, and relieve its employees from duty because of lack of work or for other legitimate reasons, provided, however, that the exercise of such rights shall not preclude employees or their representatives from raising grievances, should decisions on the above matters have the practical consequences of violating the terms and conditions of any collective bargaining agreements in force, or civil or career service regulations.

ARTICLE XVIII: CONTINUITY OF OPERATIONS

18.01 Both parties recognize the desirability of a continuous and uninterrupted program during the normal school year and the avoidance of disputes that threaten and interfere with such operations. The Association agrees that it shall not authorize, sanction, condone, or engage in any strike as defined in Florida Statutes. (08/21/01)

ARTICLE XIX: MISCELLANEOUS

19.01 This agreement shall constitute the full and complete commitments between both parties and may be altered, changed, added to, deleted from, or modified only through the voluntary, mutual consent of the parties in a written and signed amendment to this Agreement.

19.02 Should any provision of this Agreement be declared illegal by a court of competent jurisdiction or as a result of state or federal legislation, said provisions shall be automatically modified by mutual agreement of the parties to the extent that it violates the law, but the remaining provisions shall remain in full force and effect for the duration of this Agreement if not affected by the deleted provision.

19.03 Within 45 days of ratification of this agreement, the Board, at its expense, shall print annually one hundred (100) copies of this Agreement for the Association for their distribution. The contract or any amendment shall be available online within 14 days of ratification. (08/21/01)

19.04 One (1) copy of School Board Rules shall be placed in each school library for teacher use. One (1) copy of School Board Rules shall be provided to the Association.

ARTICLE XX: TERM OF CONTRACT

20.01 This Contract shall become effective when ratified by the teachers, approved by the Board, and signed by the parties. This Contract shall be firm until and including June 30, 2026. Both parties agree to enter into a collaborative/ interest-based bargaining process. A contract shall be ratified with the understanding that Contract Articles, specific paragraphs, or new issues may be opened, bargained, ratified, and implemented throughout the fiscal year.

BARGAINING TEAM

OSCEOLA COUNTY EDUCATION ASSOCIATION (OCEA) MEMBERS		
Janet Moody	OCEA Chief Negotiator/ President	OCEA
Zahira Pena Andino	Teacher	Sunrise Elementary School
Stephanie Bermudez	UniServ Director	OCEA
Ryans Calmont	Teacher	Poinciana High School
Cecilia Camacho	UniServ Director	OCEA
Emily Gorentz	Teacher	East Lake Elementary School
Brian Kerekes	Teacher	Tohopekaliga High School
Ryan McArdell	Teacher	Celebration K-8 School
Dylan Reinsel	Teacher	St. Cloud High School
Norine Stazko	ESOL Compliance Specialist	Gateway High School
Jamila Taylor	Teacher	Flora Ridge Elementary School
Heidi Goicoechea	Recording Secretary/ Secretary to Janet Moody	OCEA

MEMBERS ON BEHALF OF THE OSCEOLA COUNTY SCHOOL BOARD (OCSB)		
Dr. Michael Allen	Chief of Staff and Strategy	Chief of Staff and Strategy
John Boyd	OCSB Chief Negotiator/ Director	Government & Labor Relations (Human Resources)
Michael Ballone	Assistant Principal	Denn John Middle School
Mari Espinal	Director	Finance
Jose Gonzalez	Director	Budget
Dr. Karyle Green	Chief Officer	Human Resources
James Hickey	Principal	Harmony High School
Dr. Lastenia Penaloza	Assistant Superintendent	Educational Choices and Innovation
Gladys Maxwell	Recording Secretary/ Secretary to John Boyd	Government & Labor Relations (Human Resources)

CONTRACT SIGNATURES

2025-26 LABOR CONTRACT, SALARY AND FRINGES ACCEPTED BY THE SCHOOL BOARD AND THE OSCEOLA COUNTY EDUCATION ASSOCIATION, INSTRUCTIONAL EMPLOYEES

Accepted by the
School Board of Osceola County, Florida

Heather Kahoun,
Chairperson of the Board

Dr. Mark Shanoff,
Superintendent

John Boyd,
Chief Negotiator for the School Board

Accepted by the
Osceola County Education Association

Janet Moody,
President of the Association

Janet Moody,
Chief Negotiator of the Association

Witnesses as to the School Board

Witnesses as to the Association

Tentative Agreement by Instructional Employees Bargaining Leadership Team (BLT):	August 20, 2025
Ratified by Osceola County Education Association (OCEA):	September 3, 2025
Ratified by Osceola County School Board (OCSB):	September 9, 2025
Term of Contract Expiration Date:	June 30, 2026

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APPENDIX A: Ten Month Instructional Salary Schedule

2025-26 Salary Increase for Instructional Employees

1. Recurring Retention Supplement that is:
– equal to 2% of each individual currently employed instructional employee's 2024-25 minimum base salary (and rounded up to the next highest $50 increment on the existing salary schedule);
– eligible for inclusion within calculations of the individual employee's Florida Retirement System (FRS) retirement benefits;
– an ongoing commitment to the compensation of eligible individual employees who continue to work for the School District without a break in service; and
– in compliance with Sections 121.021 and 1012.22, Florida Statutes; and

2. Performance Pay – In accordance with the requirements of state law [e.g., Sections 1011.62, 1012.01, 1012.02, 1012.22, and 1012.34, Florida Statutes; General Appropriations Act; General Appropriations Act Implementing Bill; and the Education Conforming Bill, etc.] and the performance pay salary schedule as previously bargained, each instructional bargaining unit employee shall receive as:

– a first-year employee for the 2025-2026 school year = a minimum base salary of $49,500 (which reflects no change from the prior 2024-25 school year); or

– an existing employee returning for the 2024-25 school year = a recurring salary increase as follows:
Evaluation Rating of "Highly Effective" = $500 (10 Salary Schedule Levels)
Evaluation Rating of "Effective" = $350 (7 Salary Schedule Levels)
Grandfathered = $400 (8 Salary Schedule Levels)

The recurrence of these 2025-26 salary increases for eligible instructional employees are subject to and dependent upon the renewal of the Teacher Salary Increase Allocation or its designated equivalent as appropriated by the Florida Legislature each subsequent school/ fiscal year per state law.

Per our current contract, each contractual salary level increases by increments of $50. Salary increases are negotiated in terms of these increments in order to meet the requirements of *Section 1012.22 – Public school personnel; powers and duties of the district school board, Florida Statutes*.

Advanced degree supplements are separate from the instructional employee's base salary.
-- To calculate the *original* base salary for instructional employees with eligible advanced degrees, subtract the amount of the advanced degree supplement.
-- To calculate the *new* base salary for instructional employees with eligible advanced degrees, determine the amount of the salary increase for which the employee is eligible (e.g., listed above), and add that amount to the employee's *original* base salary.
-- Then, to calculate the employee's total compensation, add the amount of the advanced degree supplement for which the employee is eligible.

Simplified Instructional Salary Schedule	Level	Bachelor's	Master's	Specialist	Doctorate
Advanced Degree Supplements >>>	N/A	N/A	$ 2,900.00	$ 4,185.00	$ 5,685.00
2025-26 Starting Salary >>>	201	$ 49,500.00	$ 52,400.00	$ 53,685.00	$ 55,185.00
2025-26 Ending Salary >>>	961	$ 87,500.00	$ 90,400.00	$ 91,685.00	$ 93,185.00

Tentative Agreement by Instructional Employees Bargaining Leadership Team (BLT): August 20, 2025
Ratified by Osceola County Education Association (OCEA): September 03, 2025
Ratified by Osceola County School Board (OCSB): September 09, 2025

2025-26 Salary Schedule					
Level	Bachelor's (Minimum Base Salary)	Master's [+$2,900]	Specialist [+$4,185.00]	Doctorate [+$5,685.00]	
1	$ 39,500.00	$ 42,185.00	$ 43,685.00	$ 45,185.00	
2	$ 39,550.00	$ 42,235.00	$ 43,735.00	$ 45,235.00	
3	$ 39,600.00	$ 42,285.00	$ 43,785.00	$ 45,285.00	
4	$ 39,650.00	$ 42,335.00	$ 43,835.00	$ 45,335.00	
5	$ 39,700.00	$ 42,385.00	$ 43,885.00	$ 45,385.00	
6	$ 39,750.00	$ 42,435.00	$ 43,935.00	$ 45,435.00	
7	$ 39,800.00	$ 42,485.00	$ 43,985.00	$ 45,485.00	
8	$ 39,850.00	$ 42,535.00	$ 44,035.00	$ 45,535.00	
9	$ 39,900.00	$ 42,585.00	$ 44,085.00	$ 45,585.00	
10	$ 39,950.00	$ 42,635.00	$ 44,135.00	$ 45,635.00	
11	$ 40,000.00	$ 42,685.00	$ 44,185.00	$ 45,685.00	
12	$ 40,050.00	$ 42,735.00	$ 44,235.00	$ 45,735.00	
13	$ 40,100.00	$ 42,785.00	$ 44,285.00	$ 45,785.00	<<< 2015-16, 2016-17, and 2017-18 Starting Salary (Teacher)
14	$ 40,150.00	$ 42,835.00	$ 44,335.00	$ 45,835.00	
15	$ 40,200.00	$ 42,885.00	$ 44,385.00	$ 45,885.00	
16	$ 40,250.00	$ 42,935.00	$ 44,435.00	$ 45,935.00	
17	$ 40,300.00	$ 42,985.00	$ 44,485.00	$ 45,985.00	
18	$ 40,350.00	$ 43,035.00	$ 44,535.00	$ 46,035.00	
19	$ 40,400.00	$ 43,085.00	$ 44,585.00	$ 46,085.00	
20	$ 40,450.00	$ 43,135.00	$ 44,635.00	$ 46,135.00	
21	$ 40,500.00	$ 43,185.00	$ 44,685.00	$ 46,185.00	
22	$ 40,550.00	$ 43,235.00	$ 44,735.00	$ 46,235.00	
23	$ 40,600.00	$ 43,285.00	$ 44,785.00	$ 46,285.00	
24	$ 40,650.00	$ 43,335.00	$ 44,835.00	$ 46,335.00	
25	$ 40,700.00	$ 43,385.00	$ 44,885.00	$ 46,385.00	
26	$ 40,750.00	$ 43,435.00	$ 44,935.00	$ 46,435.00	
27	$ 40,800.00	$ 43,485.00	$ 44,985.00	$ 46,485.00	
28	$ 40,850.00	$ 43,535.00	$ 45,035.00	$ 46,535.00	
29	$ 40,900.00	$ 43,585.00	$ 45,085.00	$ 46,585.00	
30	$ 40,950.00	$ 43,635.00	$ 45,135.00	$ 46,635.00	
31	$ 41,000.00	$ 43,685.00	$ 45,185.00	$ 46,685.00	<<< 2018-19 Starting Salary (Teacher)
32	$ 41,050.00	$ 43,735.00	$ 45,235.00	$ 46,735.00	
33	$ 41,100.00	$ 43,785.00	$ 45,285.00	$ 46,785.00	
34	$ 41,150.00	$ 43,835.00	$ 45,335.00	$ 46,835.00	
35	$ 41,200.00	$ 43,885.00	$ 45,385.00	$ 46,885.00	
36	$ 41,250.00	$ 43,935.00	$ 45,435.00	$ 46,935.00	
37	$ 41,300.00	$ 43,985.00	$ 45,485.00	$ 46,985.00	
38	$ 41,350.00	$ 44,035.00	$ 45,535.00	$ 47,035.00	
39	$ 41,400.00	$ 44,085.00	$ 45,585.00	$ 47,085.00	<<< 2019-20 Starting Salary (Teacher)
40	$ 41,450.00	$ 44,135.00	$ 45,635.00	$ 47,135.00	
41	$ 41,500.00	$ 44,185.00	$ 45,685.00	$ 47,185.00	
42	$ 41,550.00	$ 44,235.00	$ 45,735.00	$ 47,235.00	

2025-26 Salary Schedule				
Level	**Bachelor's (Minimum Base Salary)**	**Master's [+$2,900]**	**Specialist [+$4,185.00]**	**Doctorate [+$5,685.00]**
43	$ 41,600.00	$ 44,285.00	$ 45,785.00	$ 47,285.00
44	$ 41,650.00	$ 44,335.00	$ 45,835.00	$ 47,335.00
45	$ 41,700.00	$ 44,385.00	$ 45,885.00	$ 47,385.00
46	$ 41,750.00	$ 44,435.00	$ 45,935.00	$ 47,435.00
47	$ 41,800.00	$ 44,485.00	$ 45,985.00	$ 47,485.00
48	$ 41,850.00	$ 44,535.00	$ 46,035.00	$ 47,535.00
49	$ 41,900.00	$ 44,585.00	$ 46,085.00	$ 47,585.00
50	$ 41,950.00	$ 44,635.00	$ 46,135.00	$ 47,635.00
51	$ 42,000.00	$ 44,685.00	$ 46,185.00	$ 47,685.00
52	$ 42,050.00	$ 44,735.00	$ 46,235.00	$ 47,735.00
53	$ 42,100.00	$ 44,785.00	$ 46,285.00	$ 47,785.00
54	$ 42,150.00	$ 44,835.00	$ 46,335.00	$ 47,835.00
55	$ 42,200.00	$ 44,885.00	$ 46,385.00	$ 47,885.00
56	$ 42,250.00	$ 44,935.00	$ 46,435.00	$ 47,935.00
57	$ 42,300.00	$ 44,985.00	$ 46,485.00	$ 47,985.00
58	$ 42,350.00	$ 45,035.00	$ 46,535.00	$ 48,035.00
59	$ 42,400.00	$ 45,085.00	$ 46,585.00	$ 48,085.00
60	$ 42,450.00	$ 45,135.00	$ 46,635.00	$ 48,135.00
61	$ 42,500.00	$ 45,185.00	$ 46,685.00	$ 48,185.00
62	$ 42,550.00	$ 45,235.00	$ 46,735.00	$ 48,235.00
63	$ 42,600.00	$ 45,285.00	$ 46,785.00	$ 48,285.00
64	$ 42,650.00	$ 45,335.00	$ 46,835.00	$ 48,335.00
65	$ 42,700.00	$ 45,385.00	$ 46,885.00	$ 48,385.00
66	$ 42,750.00	$ 45,435.00	$ 46,935.00	$ 48,435.00
67	$ 42,800.00	$ 45,485.00	$ 46,985.00	$ 48,485.00
68	$ 42,850.00	$ 45,535.00	$ 47,035.00	$ 48,535.00
69	$ 42,900.00	$ 45,585.00	$ 47,085.00	$ 48,585.00
70	$ 42,950.00	$ 45,635.00	$ 47,135.00	$ 48,635.00
71	$ 43,000.00	$ 45,685.00	$ 47,185.00	$ 48,685.00
72	$ 43,050.00	$ 45,735.00	$ 47,235.00	$ 48,735.00
73	$ 43,100.00	$ 45,785.00	$ 47,285.00	$ 48,785.00
74	$ 43,150.00	$ 45,835.00	$ 47,335.00	$ 48,835.00
75	$ 43,200.00	$ 45,885.00	$ 47,385.00	$ 48,885.00
76	$ 43,250.00	$ 45,935.00	$ 47,435.00	$ 48,935.00
77	$ 43,300.00	$ 45,985.00	$ 47,485.00	$ 48,985.00
78	$ 43,350.00	$ 46,035.00	$ 47,535.00	$ 49,035.00
79	$ 43,400.00	$ 46,085.00	$ 47,585.00	$ 49,085.00
80	$ 43,450.00	$ 46,135.00	$ 47,635.00	$ 49,135.00
81	$ 43,500.00	$ 46,185.00	$ 47,685.00	$ 49,185.00
82	$ 43,550.00	$ 46,235.00	$ 47,735.00	$ 49,235.00
83	$ 43,600.00	$ 46,285.00	$ 47,785.00	$ 49,285.00
84	$ 43,650.00	$ 46,335.00	$ 47,835.00	$ 49,335.00
85	$ 43,700.00	$ 46,385.00	$ 47,885.00	$ 49,385.00

2025-26 Salary Schedule				
Level	**Bachelor's (Minimum Base Salary)**	**Master's [+$2,900]**	**Specialist [+$4,185.00]**	**Doctorate [+$5,685.00]**
86	$ 43,750.00	$ 46,435.00	$ 47,935.00	$ 49,435.00
87	$ 43,800.00	$ 46,485.00	$ 47,985.00	$ 49,485.00
88	$ 43,850.00	$ 46,535.00	$ 48,035.00	$ 49,535.00
89	$ 43,900.00	$ 46,585.00	$ 48,085.00	$ 49,585.00
90	$ 43,950.00	$ 46,635.00	$ 48,135.00	$ 49,635.00
91	$ 44,000.00	$ 46,685.00	$ 48,185.00	$ 49,685.00
92	$ 44,050.00	$ 46,735.00	$ 48,235.00	$ 49,735.00
93	$ 44,100.00	$ 46,785.00	$ 48,285.00	$ 49,785.00
94	$ 44,150.00	$ 46,835.00	$ 48,335.00	$ 49,835.00
95	$ 44,200.00	$ 46,885.00	$ 48,385.00	$ 49,885.00
96	$ 44,250.00	$ 46,935.00	$ 48,435.00	$ 49,935.00
97	$ 44,300.00	$ 46,985.00	$ 48,485.00	$ 49,985.00
98	$ 44,350.00	$ 47,035.00	$ 48,535.00	$ 50,035.00
99	$ 44,400.00	$ 47,085.00	$ 48,585.00	$ 50,085.00
100	$ 44,450.00	$ 47,135.00	$ 48,635.00	$ 50,135.00
101	$ 44,500.00	$ 47,185.00	$ 48,685.00	$ 50,185.00
102	$ 44,550.00	$ 47,235.00	$ 48,735.00	$ 50,235.00
103	$ 44,600.00	$ 47,285.00	$ 48,785.00	$ 50,285.00
104	$ 44,650.00	$ 47,335.00	$ 48,835.00	$ 50,335.00
105	$ 44,700.00	$ 47,385.00	$ 48,885.00	$ 50,385.00
106	$ 44,750.00	$ 47,435.00	$ 48,935.00	$ 50,435.00
107	$ 44,800.00	$ 47,485.00	$ 48,985.00	$ 50,485.00
108	$ 44,850.00	$ 47,535.00	$ 49,035.00	$ 50,535.00
109	$ 44,900.00	$ 47,585.00	$ 49,085.00	$ 50,585.00
110	$ 44,950.00	$ 47,635.00	$ 49,135.00	$ 50,635.00
111	$ 45,000.00	$ 47,685.00	$ 49,185.00	$ 50,685.00
112	$ 45,050.00	$ 47,735.00	$ 49,235.00	$ 50,735.00
113	$ 45,100.00	$ 47,785.00	$ 49,285.00	$ 50,785.00
114	$ 45,150.00	$ 47,835.00	$ 49,335.00	$ 50,835.00
115	$ 45,200.00	$ 47,885.00	$ 49,385.00	$ 50,885.00
116	$ 45,250.00	$ 47,935.00	$ 49,435.00	$ 50,935.00
117	$ 45,300.00	$ 47,985.00	$ 49,485.00	$ 50,985.00
118	$ 45,350.00	$ 48,035.00	$ 49,535.00	$ 51,035.00
119	$ 45,400.00	$ 48,085.00	$ 49,585.00	$ 51,085.00
120	$ 45,450.00	$ 48,135.00	$ 49,635.00	$ 51,135.00
121	$ 45,500.00	$ 48,185.00	$ 49,685.00	$ 51,185.00
122	$ 45,550.00	$ 48,235.00	$ 49,735.00	$ 51,235.00
123	$ 45,600.00	$ 48,285.00	$ 49,785.00	$ 51,285.00
124	$ 45,650.00	$ 48,335.00	$ 49,835.00	$ 51,335.00
125	$ 45,700.00	$ 48,385.00	$ 49,885.00	$ 51,385.00
126	$ 45,750.00	$ 48,435.00	$ 49,935.00	$ 51,435.00
127	$ 45,800.00	$ 48,485.00	$ 49,985.00	$ 51,485.00
128	$ 45,850.00	$ 48,535.00	$ 50,035.00	$ 51,535.00

2025-26 Salary Schedule					
Level	**Bachelor's (Minimum Base Salary)**	**Master's [+$2,900]**	**Specialist [+$4,185.00]**	**Doctorate [+$5,685.00]**	
129	$ 45,900.00	$ 48,585.00	$ 50,085.00	$ 51,585.00	
130	$ 45,950.00	$ 48,635.00	$ 50,135.00	$ 51,635.00	
131	$ 46,000.00	$ 48,685.00	$ 50,185.00	$ 51,685.00	
132	$ 46,050.00	$ 48,735.00	$ 50,235.00	$ 51,735.00	
133	$ 46,100.00	$ 48,785.00	$ 50,285.00	$ 51,785.00	<<< 2020-21 Starting Salary (Teacher)
134	$ 46,150.00	$ 48,835.00	$ 50,335.00	$ 51,835.00	
135	$ 46,200.00	$ 48,885.00	$ 50,385.00	$ 51,885.00	
136	$ 46,250.00	$ 48,935.00	$ 50,435.00	$ 51,935.00	
137	$ 46,300.00	$ 48,985.00	$ 50,485.00	$ 51,985.00	
138	$ 46,350.00	$ 49,035.00	$ 50,535.00	$ 52,035.00	
139	$ 46,400.00	$ 49,085.00	$ 50,585.00	$ 52,085.00	
140	$ 46,450.00	$ 49,135.00	$ 50,635.00	$ 52,135.00	
141	$ 46,500.00	$ 49,185.00	$ 50,685.00	$ 52,185.00	
142	$ 46,550.00	$ 49,235.00	$ 50,735.00	$ 52,235.00	
143	$ 46,600.00	$ 49,285.00	$ 50,785.00	$ 52,285.00	
144	$ 46,650.00	$ 49,335.00	$ 50,835.00	$ 52,335.00	
145	$ 46,700.00	$ 49,385.00	$ 50,885.00	$ 52,385.00	
146	$ 46,750.00	$ 49,435.00	$ 50,935.00	$ 52,435.00	
147	$ 46,800.00	$ 49,485.00	$ 50,985.00	$ 52,485.00	
148	$ 46,850.00	$ 49,535.00	$ 51,035.00	$ 52,535.00	
149	$ 46,900.00	$ 49,585.00	$ 51,085.00	$ 52,585.00	
150	$ 46,950.00	$ 49,635.00	$ 51,135.00	$ 52,635.00	
151	$ 47,000.00	$ 49,685.00	$ 51,185.00	$ 52,685.00	
152	$ 47,050.00	$ 49,735.00	$ 51,235.00	$ 52,735.00	
153	$ 47,100.00	$ 49,785.00	$ 51,285.00	$ 52,785.00	
154	$ 47,150.00	$ 49,835.00	$ 51,335.00	$ 52,835.00	
155	$ 47,200.00	$ 49,885.00	$ 51,385.00	$ 52,885.00	
156	$ 47,250.00	$ 49,935.00	$ 51,435.00	$ 52,935.00	
157	$ 47,300.00	$ 49,985.00	$ 51,485.00	$ 52,985.00	
158	$ 47,350.00	$ 50,035.00	$ 51,535.00	$ 53,035.00	
159	$ 47,400.00	$ 50,085.00	$ 51,585.00	$ 53,085.00	
160	$ 47,450.00	$ 50,135.00	$ 51,635.00	$ 53,135.00	
161	$ 47,500.00	$ 50,400.00	$ 51,685.00	$ 53,185.00	<<< 2021-22 Starting Salary (Teacher); New Master's Degree Supplement
162	$ 47,550.00	$ 50,450.00	$ 51,735.00	$ 53,235.00	
163	$ 47,600.00	$ 50,500.00	$ 51,785.00	$ 53,285.00	
164	$ 47,650.00	$ 50,550.00	$ 51,835.00	$ 53,335.00	
165	$ 47,700.00	$ 50,600.00	$ 51,885.00	$ 53,385.00	
166	$ 47,750.00	$ 50,650.00	$ 51,935.00	$ 53,435.00	
167	$ 47,800.00	$ 50,700.00	$ 51,985.00	$ 53,485.00	
168	$ 47,850.00	$ 50,750.00	$ 52,035.00	$ 53,535.00	
169	$ 47,900.00	$ 50,800.00	$ 52,085.00	$ 53,585.00	
170	$ 47,950.00	$ 50,850.00	$ 52,135.00	$ 53,635.00	

2025-26 Salary Schedule					
Level	**Bachelor's (Minimum Base Salary)**	**Master's [+$2,900]**	**Specialist [+$4,185.00]**	**Doctorate [+$5,685.00]**	
171	$ 48,000.00	$ 50,900.00	$ 52,185.00	$ 53,685.00	
172	$ 48,050.00	$ 50,950.00	$ 52,235.00	$ 53,735.00	
173	$ 48,100.00	$ 51,000.00	$ 52,285.00	$ 53,785.00	
174	$ 48,150.00	$ 51,050.00	$ 52,335.00	$ 53,835.00	
175	$ 48,200.00	$ 51,100.00	$ 52,385.00	$ 53,885.00	
176	$ 48,250.00	$ 51,150.00	$ 52,435.00	$ 53,935.00	
177	$ 48,300.00	$ 51,200.00	$ 52,485.00	$ 53,985.00	
178	$ 48,350.00	$ 51,250.00	$ 52,535.00	$ 54,035.00	
179	$ 48,400.00	$ 51,300.00	$ 52,585.00	$ 54,085.00	
180	$ 48,450.00	$ 51,350.00	$ 52,635.00	$ 54,135.00	
181	$ 48,500.00	$ 51,400.00	$ 52,685.00	$ 54,185.00	<<< 2022-23 Starting Salary (Teacher)
182	$ 48,550.00	$ 51,450.00	$ 52,735.00	$ 54,235.00	
183	$ 48,600.00	$ 51,500.00	$ 52,785.00	$ 54,285.00	
184	$ 48,650.00	$ 51,550.00	$ 52,835.00	$ 54,335.00	
185	$ 48,700.00	$ 51,600.00	$ 52,885.00	$ 54,385.00	
186	$ 48,750.00	$ 51,650.00	$ 52,935.00	$ 54,435.00	
187	$ 48,800.00	$ 51,700.00	$ 52,985.00	$ 54,485.00	
188	$ 48,850.00	$ 51,750.00	$ 53,035.00	$ 54,535.00	
189	$ 48,900.00	$ 51,800.00	$ 53,085.00	$ 54,585.00	
190	$ 48,950.00	$ 51,850.00	$ 53,135.00	$ 54,635.00	
191	$ 49,000.00	$ 51,900.00	$ 53,185.00	$ 54,685.00	<<< 2023-24 Starting Salary (Teacher)
192	$ 49,050.00	$ 51,950.00	$ 53,235.00	$ 54,735.00	
193	$ 49,100.00	$ 52,000.00	$ 53,285.00	$ 54,785.00	
194	$ 49,150.00	$ 52,050.00	$ 53,335.00	$ 54,835.00	
195	$ 49,200.00	$ 52,100.00	$ 53,385.00	$ 54,885.00	
196	$ 49,250.00	$ 52,150.00	$ 53,435.00	$ 54,935.00	
197	$ 49,300.00	$ 52,200.00	$ 53,485.00	$ 54,985.00	
198	$ 49,350.00	$ 52,250.00	$ 53,535.00	$ 55,035.00	
199	$ 49,400.00	$ 52,300.00	$ 53,585.00	$ 55,085.00	
200	$ 49,450.00	$ 52,350.00	$ 53,635.00	$ 55,135.00	
201	**$ 49,500.00**	**$ 52,400.00**	**$ 53,685.00**	**$ 55,185.00**	**<<< 2024-25 and 2025-26 Starting Salary (Teacher)**
202	$ 49,550.00	$ 52,450.00	$ 53,735.00	$ 55,235.00	
203	$ 49,600.00	$ 52,500.00	$ 53,785.00	$ 55,285.00	
204	$ 49,650.00	$ 52,550.00	$ 53,835.00	$ 55,335.00	
205	$ 49,700.00	$ 52,600.00	$ 53,885.00	$ 55,385.00	
206	$ 49,750.00	$ 52,650.00	$ 53,935.00	$ 55,435.00	
207	$ 49,800.00	$ 52,700.00	$ 53,985.00	$ 55,485.00	
208	$ 49,850.00	$ 52,750.00	$ 54,035.00	$ 55,535.00	
209	$ 49,900.00	$ 52,800.00	$ 54,085.00	$ 55,585.00	
210	$ 49,950.00	$ 52,850.00	$ 54,135.00	$ 55,635.00	
211	$ 50,000.00	$ 52,900.00	$ 54,185.00	$ 55,685.00	
212	$ 50,050.00	$ 52,950.00	$ 54,235.00	$ 55,735.00	

2025-26 Salary Schedule				
Level	**Bachelor's (Minimum Base Salary)**	**Master's [+$2,900]**	**Specialist [+$4,185.00]**	**Doctorate [+$5,685.00]**
213	$ 50,100.00	$ 53,000.00	$ 54,285.00	$ 55,785.00
214	$ 50,150.00	$ 53,050.00	$ 54,335.00	$ 55,835.00
215	$ 50,200.00	$ 53,100.00	$ 54,385.00	$ 55,885.00
216	$ 50,250.00	$ 53,150.00	$ 54,435.00	$ 55,935.00
217	$ 50,300.00	$ 53,200.00	$ 54,485.00	$ 55,985.00
218	$ 50,350.00	$ 53,250.00	$ 54,535.00	$ 56,035.00
219	$ 50,400.00	$ 53,300.00	$ 54,585.00	$ 56,085.00
220	$ 50,450.00	$ 53,350.00	$ 54,635.00	$ 56,135.00
221	$ 50,500.00	$ 53,400.00	$ 54,685.00	$ 56,185.00
222	$ 50,550.00	$ 53,450.00	$ 54,735.00	$ 56,235.00
223	$ 50,600.00	$ 53,500.00	$ 54,785.00	$ 56,285.00
224	$ 50,650.00	$ 53,550.00	$ 54,835.00	$ 56,335.00
225	$ 50,700.00	$ 53,600.00	$ 54,885.00	$ 56,385.00
226	$ 50,750.00	$ 53,650.00	$ 54,935.00	$ 56,435.00
227	$ 50,800.00	$ 53,700.00	$ 54,985.00	$ 56,485.00
228	$ 50,850.00	$ 53,750.00	$ 55,035.00	$ 56,535.00
229	$ 50,900.00	$ 53,800.00	$ 55,085.00	$ 56,585.00
230	$ 50,950.00	$ 53,850.00	$ 55,135.00	$ 56,635.00
231	$ 51,000.00	$ 53,900.00	$ 55,185.00	$ 56,685.00
232	$ 51,050.00	$ 53,950.00	$ 55,235.00	$ 56,735.00
233	$ 51,100.00	$ 54,000.00	$ 55,285.00	$ 56,785.00
234	$ 51,150.00	$ 54,050.00	$ 55,335.00	$ 56,835.00
235	$ 51,200.00	$ 54,100.00	$ 55,385.00	$ 56,885.00
236	$ 51,250.00	$ 54,150.00	$ 55,435.00	$ 56,935.00
237	$ 51,300.00	$ 54,200.00	$ 55,485.00	$ 56,985.00
238	$ 51,350.00	$ 54,250.00	$ 55,535.00	$ 57,035.00
239	$ 51,400.00	$ 54,300.00	$ 55,585.00	$ 57,085.00
240	$ 51,450.00	$ 54,350.00	$ 55,635.00	$ 57,135.00
241	$ 51,500.00	$ 54,400.00	$ 55,685.00	$ 57,185.00
242	$ 51,550.00	$ 54,450.00	$ 55,735.00	$ 57,235.00
243	$ 51,600.00	$ 54,500.00	$ 55,785.00	$ 57,285.00
244	$ 51,650.00	$ 54,550.00	$ 55,835.00	$ 57,335.00
245	$ 51,700.00	$ 54,600.00	$ 55,885.00	$ 57,385.00
246	$ 51,750.00	$ 54,650.00	$ 55,935.00	$ 57,435.00
247	$ 51,800.00	$ 54,700.00	$ 55,985.00	$ 57,485.00
248	$ 51,850.00	$ 54,750.00	$ 56,035.00	$ 57,535.00
249	$ 51,900.00	$ 54,800.00	$ 56,085.00	$ 57,585.00
250	$ 51,950.00	$ 54,850.00	$ 56,135.00	$ 57,635.00
251	$ 52,000.00	$ 54,900.00	$ 56,185.00	$ 57,685.00
252	$ 52,050.00	$ 54,950.00	$ 56,235.00	$ 57,735.00
253	$ 52,100.00	$ 55,000.00	$ 56,285.00	$ 57,785.00
254	$ 52,150.00	$ 55,050.00	$ 56,335.00	$ 57,835.00
255	$ 52,200.00	$ 55,100.00	$ 56,385.00	$ 57,885.00

2025-26 Salary Schedule				
Level	**Bachelor's (Minimum Base Salary)**	**Master's [+$2,900]**	**Specialist [+$4,185.00]**	**Doctorate [+$5,685.00]**
256	$ 52,250.00	$ 55,150.00	$ 56,435.00	$ 57,935.00
257	$ 52,300.00	$ 55,200.00	$ 56,485.00	$ 57,985.00
258	$ 52,350.00	$ 55,250.00	$ 56,535.00	$ 58,035.00
259	$ 52,400.00	$ 55,300.00	$ 56,585.00	$ 58,085.00
260	$ 52,450.00	$ 55,350.00	$ 56,635.00	$ 58,135.00
261	$ 52,500.00	$ 55,400.00	$ 56,685.00	$ 58,185.00
262	$ 52,550.00	$ 55,450.00	$ 56,735.00	$ 58,235.00
263	$ 52,600.00	$ 55,500.00	$ 56,785.00	$ 58,285.00
264	$ 52,650.00	$ 55,550.00	$ 56,835.00	$ 58,335.00
265	$ 52,700.00	$ 55,600.00	$ 56,885.00	$ 58,385.00
266	$ 52,750.00	$ 55,650.00	$ 56,935.00	$ 58,435.00
267	$ 52,800.00	$ 55,700.00	$ 56,985.00	$ 58,485.00
268	$ 52,850.00	$ 55,750.00	$ 57,035.00	$ 58,535.00
269	$ 52,900.00	$ 55,800.00	$ 57,085.00	$ 58,585.00
270	$ 52,950.00	$ 55,850.00	$ 57,135.00	$ 58,635.00
271	$ 53,000.00	$ 55,900.00	$ 57,185.00	$ 58,685.00
272	$ 53,050.00	$ 55,950.00	$ 57,235.00	$ 58,735.00
273	$ 53,100.00	$ 56,000.00	$ 57,285.00	$ 58,785.00
274	$ 53,150.00	$ 56,050.00	$ 57,335.00	$ 58,835.00
275	$ 53,200.00	$ 56,100.00	$ 57,385.00	$ 58,885.00
276	$ 53,250.00	$ 56,150.00	$ 57,435.00	$ 58,935.00
277	$ 53,300.00	$ 56,200.00	$ 57,485.00	$ 58,985.00
278	$ 53,350.00	$ 56,250.00	$ 57,535.00	$ 59,035.00
279	$ 53,400.00	$ 56,300.00	$ 57,585.00	$ 59,085.00
280	$ 53,450.00	$ 56,350.00	$ 57,635.00	$ 59,135.00
281	$ 53,500.00	$ 56,400.00	$ 57,685.00	$ 59,185.00
282	$ 53,550.00	$ 56,450.00	$ 57,735.00	$ 59,235.00
283	$ 53,600.00	$ 56,500.00	$ 57,785.00	$ 59,285.00
284	$ 53,650.00	$ 56,550.00	$ 57,835.00	$ 59,335.00
285	$ 53,700.00	$ 56,600.00	$ 57,885.00	$ 59,385.00
286	$ 53,750.00	$ 56,650.00	$ 57,935.00	$ 59,435.00
287	$ 53,800.00	$ 56,700.00	$ 57,985.00	$ 59,485.00
288	$ 53,850.00	$ 56,750.00	$ 58,035.00	$ 59,535.00
289	$ 53,900.00	$ 56,800.00	$ 58,085.00	$ 59,585.00
290	$ 53,950.00	$ 56,850.00	$ 58,135.00	$ 59,635.00
291	$ 54,000.00	$ 56,900.00	$ 58,185.00	$ 59,685.00
292	$ 54,050.00	$ 56,950.00	$ 58,235.00	$ 59,735.00
293	$ 54,100.00	$ 57,000.00	$ 58,285.00	$ 59,785.00
294	$ 54,150.00	$ 57,050.00	$ 58,335.00	$ 59,835.00
295	$ 54,200.00	$ 57,100.00	$ 58,385.00	$ 59,885.00
296	$ 54,250.00	$ 57,150.00	$ 58,435.00	$ 59,935.00
297	$ 54,300.00	$ 57,200.00	$ 58,485.00	$ 59,985.00
298	$ 54,350.00	$ 57,250.00	$ 58,535.00	$ 60,035.00

2025-26 Salary Schedule				
Level	**Bachelor's (Minimum Base Salary)**	**Master's [+$2,900]**	**Specialist [+$4,185.00]**	**Doctorate [+$5,685.00]**
299	$ 54,400.00	$ 57,300.00	$ 58,585.00	$ 60,085.00
300	$ 54,450.00	$ 57,350.00	$ 58,635.00	$ 60,135.00
301	$ 54,500.00	$ 57,400.00	$ 58,685.00	$ 60,185.00
302	$ 54,550.00	$ 57,450.00	$ 58,735.00	$ 60,235.00
303	$ 54,600.00	$ 57,500.00	$ 58,785.00	$ 60,285.00
304	$ 54,650.00	$ 57,550.00	$ 58,835.00	$ 60,335.00
305	$ 54,700.00	$ 57,600.00	$ 58,885.00	$ 60,385.00
306	$ 54,750.00	$ 57,650.00	$ 58,935.00	$ 60,435.00
307	$ 54,800.00	$ 57,700.00	$ 58,985.00	$ 60,485.00
308	$ 54,850.00	$ 57,750.00	$ 59,035.00	$ 60,535.00
309	$ 54,900.00	$ 57,800.00	$ 59,085.00	$ 60,585.00
310	$ 54,950.00	$ 57,850.00	$ 59,135.00	$ 60,635.00
311	$ 55,000.00	$ 57,900.00	$ 59,185.00	$ 60,685.00
312	$ 55,050.00	$ 57,950.00	$ 59,235.00	$ 60,735.00
313	$ 55,100.00	$ 58,000.00	$ 59,285.00	$ 60,785.00
314	$ 55,150.00	$ 58,050.00	$ 59,335.00	$ 60,835.00
315	$ 55,200.00	$ 58,100.00	$ 59,385.00	$ 60,885.00
316	$ 55,250.00	$ 58,150.00	$ 59,435.00	$ 60,935.00
317	$ 55,300.00	$ 58,200.00	$ 59,485.00	$ 60,985.00
318	$ 55,350.00	$ 58,250.00	$ 59,535.00	$ 61,035.00
319	$ 55,400.00	$ 58,300.00	$ 59,585.00	$ 61,085.00
320	$ 55,450.00	$ 58,350.00	$ 59,635.00	$ 61,135.00
321	$ 55,500.00	$ 58,400.00	$ 59,685.00	$ 61,185.00
322	$ 55,550.00	$ 58,450.00	$ 59,735.00	$ 61,235.00
323	$ 55,600.00	$ 58,500.00	$ 59,785.00	$ 61,285.00
324	$ 55,650.00	$ 58,550.00	$ 59,835.00	$ 61,335.00
325	$ 55,700.00	$ 58,600.00	$ 59,885.00	$ 61,385.00
326	$ 55,750.00	$ 58,650.00	$ 59,935.00	$ 61,435.00
327	$ 55,800.00	$ 58,700.00	$ 59,985.00	$ 61,485.00
328	$ 55,850.00	$ 58,750.00	$ 60,035.00	$ 61,535.00
329	$ 55,900.00	$ 58,800.00	$ 60,085.00	$ 61,585.00
330	$ 55,950.00	$ 58,850.00	$ 60,135.00	$ 61,635.00
331	$ 56,000.00	$ 58,900.00	$ 60,185.00	$ 61,685.00
332	$ 56,050.00	$ 58,950.00	$ 60,235.00	$ 61,735.00
333	$ 56,100.00	$ 59,000.00	$ 60,285.00	$ 61,785.00
334	$ 56,150.00	$ 59,050.00	$ 60,335.00	$ 61,835.00
335	$ 56,200.00	$ 59,100.00	$ 60,385.00	$ 61,885.00
336	$ 56,250.00	$ 59,150.00	$ 60,435.00	$ 61,935.00
337	$ 56,300.00	$ 59,200.00	$ 60,485.00	$ 61,985.00
338	$ 56,350.00	$ 59,250.00	$ 60,535.00	$ 62,035.00
339	$ 56,400.00	$ 59,300.00	$ 60,585.00	$ 62,085.00
340	$ 56,450.00	$ 59,350.00	$ 60,635.00	$ 62,135.00
341	$ 56,500.00	$ 59,400.00	$ 60,685.00	$ 62,185.00

2025-26 Salary Schedule				
Level	**Bachelor's (Minimum Base Salary)**	**Master's [+$2,900]**	**Specialist [+$4,185.00]**	**Doctorate [+$5,685.00]**
342	$ 56,550.00	$ 59,450.00	$ 60,735.00	$ 62,235.00
343	$ 56,600.00	$ 59,500.00	$ 60,785.00	$ 62,285.00
344	$ 56,650.00	$ 59,550.00	$ 60,835.00	$ 62,335.00
345	$ 56,700.00	$ 59,600.00	$ 60,885.00	$ 62,385.00
346	$ 56,750.00	$ 59,650.00	$ 60,935.00	$ 62,435.00
347	$ 56,800.00	$ 59,700.00	$ 60,985.00	$ 62,485.00
348	$ 56,850.00	$ 59,750.00	$ 61,035.00	$ 62,535.00
349	$ 56,900.00	$ 59,800.00	$ 61,085.00	$ 62,585.00
350	$ 56,950.00	$ 59,850.00	$ 61,135.00	$ 62,635.00
351	$ 57,000.00	$ 59,900.00	$ 61,185.00	$ 62,685.00
352	$ 57,050.00	$ 59,950.00	$ 61,235.00	$ 62,735.00
353	$ 57,100.00	$ 60,000.00	$ 61,285.00	$ 62,785.00
354	$ 57,150.00	$ 60,050.00	$ 61,335.00	$ 62,835.00
355	$ 57,200.00	$ 60,100.00	$ 61,385.00	$ 62,885.00
356	$ 57,250.00	$ 60,150.00	$ 61,435.00	$ 62,935.00
357	$ 57,300.00	$ 60,200.00	$ 61,485.00	$ 62,985.00
358	$ 57,350.00	$ 60,250.00	$ 61,535.00	$ 63,035.00
359	$ 57,400.00	$ 60,300.00	$ 61,585.00	$ 63,085.00
360	$ 57,450.00	$ 60,350.00	$ 61,635.00	$ 63,135.00
361	$ 57,500.00	$ 60,400.00	$ 61,685.00	$ 63,185.00
362	$ 57,550.00	$ 60,450.00	$ 61,735.00	$ 63,235.00
363	$ 57,600.00	$ 60,500.00	$ 61,785.00	$ 63,285.00
364	$ 57,650.00	$ 60,550.00	$ 61,835.00	$ 63,335.00
365	$ 57,700.00	$ 60,600.00	$ 61,885.00	$ 63,385.00
366	$ 57,750.00	$ 60,650.00	$ 61,935.00	$ 63,435.00
367	$ 57,800.00	$ 60,700.00	$ 61,985.00	$ 63,485.00
368	$ 57,850.00	$ 60,750.00	$ 62,035.00	$ 63,535.00
369	$ 57,900.00	$ 60,800.00	$ 62,085.00	$ 63,585.00
370	$ 57,950.00	$ 60,850.00	$ 62,135.00	$ 63,635.00
371	$ 58,000.00	$ 60,900.00	$ 62,185.00	$ 63,685.00
372	$ 58,050.00	$ 60,950.00	$ 62,235.00	$ 63,735.00
373	$ 58,100.00	$ 61,000.00	$ 62,285.00	$ 63,785.00
374	$ 58,150.00	$ 61,050.00	$ 62,335.00	$ 63,835.00
375	$ 58,200.00	$ 61,100.00	$ 62,385.00	$ 63,885.00
376	$ 58,250.00	$ 61,150.00	$ 62,435.00	$ 63,935.00
377	$ 58,300.00	$ 61,200.00	$ 62,485.00	$ 63,985.00
378	$ 58,350.00	$ 61,250.00	$ 62,535.00	$ 64,035.00
379	$ 58,400.00	$ 61,300.00	$ 62,585.00	$ 64,085.00
380	$ 58,450.00	$ 61,350.00	$ 62,635.00	$ 64,135.00
381	$ 58,500.00	$ 61,400.00	$ 62,685.00	$ 64,185.00
382	$ 58,550.00	$ 61,450.00	$ 62,735.00	$ 64,235.00
383	$ 58,600.00	$ 61,500.00	$ 62,785.00	$ 64,285.00
384	$ 58,650.00	$ 61,550.00	$ 62,835.00	$ 64,335.00

2025-26 Salary Schedule				
Level	**Bachelor's (Minimum Base Salary)**	**Master's [+$2,900]**	**Specialist [+$4,185.00]**	**Doctorate [+$5,685.00]**
385	$ 58,700.00	$ 61,600.00	$ 62,885.00	$ 64,385.00
386	$ 58,750.00	$ 61,650.00	$ 62,935.00	$ 64,435.00
387	$ 58,800.00	$ 61,700.00	$ 62,985.00	$ 64,485.00
388	$ 58,850.00	$ 61,750.00	$ 63,035.00	$ 64,535.00
389	$ 58,900.00	$ 61,800.00	$ 63,085.00	$ 64,585.00
390	$ 58,950.00	$ 61,850.00	$ 63,135.00	$ 64,635.00
391	$ 59,000.00	$ 61,900.00	$ 63,185.00	$ 64,685.00
392	$ 59,050.00	$ 61,950.00	$ 63,235.00	$ 64,735.00
393	$ 59,100.00	$ 62,000.00	$ 63,285.00	$ 64,785.00
394	$ 59,150.00	$ 62,050.00	$ 63,335.00	$ 64,835.00
395	$ 59,200.00	$ 62,100.00	$ 63,385.00	$ 64,885.00
396	$ 59,250.00	$ 62,150.00	$ 63,435.00	$ 64,935.00
397	$ 59,300.00	$ 62,200.00	$ 63,485.00	$ 64,985.00
398	$ 59,350.00	$ 62,250.00	$ 63,535.00	$ 65,035.00
399	$ 59,400.00	$ 62,300.00	$ 63,585.00	$ 65,085.00
400	$ 59,450.00	$ 62,350.00	$ 63,635.00	$ 65,135.00
401	$ 59,500.00	$ 62,400.00	$ 63,685.00	$ 65,185.00
402	$ 59,550.00	$ 62,450.00	$ 63,735.00	$ 65,235.00
403	$ 59,600.00	$ 62,500.00	$ 63,785.00	$ 65,285.00
404	$ 59,650.00	$ 62,550.00	$ 63,835.00	$ 65,335.00
405	$ 59,700.00	$ 62,600.00	$ 63,885.00	$ 65,385.00
406	$ 59,750.00	$ 62,650.00	$ 63,935.00	$ 65,435.00
407	$ 59,800.00	$ 62,700.00	$ 63,985.00	$ 65,485.00
408	$ 59,850.00	$ 62,750.00	$ 64,035.00	$ 65,535.00
409	$ 59,900.00	$ 62,800.00	$ 64,085.00	$ 65,585.00
410	$ 59,950.00	$ 62,850.00	$ 64,135.00	$ 65,635.00
411	$ 60,000.00	$ 62,900.00	$ 64,185.00	$ 65,685.00
412	$ 60,050.00	$ 62,950.00	$ 64,235.00	$ 65,735.00
413	$ 60,100.00	$ 63,000.00	$ 64,285.00	$ 65,785.00
414	$ 60,150.00	$ 63,050.00	$ 64,335.00	$ 65,835.00
415	$ 60,200.00	$ 63,100.00	$ 64,385.00	$ 65,885.00
416	$ 60,250.00	$ 63,150.00	$ 64,435.00	$ 65,935.00
417	$ 60,300.00	$ 63,200.00	$ 64,485.00	$ 65,985.00
418	$ 60,350.00	$ 63,250.00	$ 64,535.00	$ 66,035.00
419	$ 60,400.00	$ 63,300.00	$ 64,585.00	$ 66,085.00
420	$ 60,450.00	$ 63,350.00	$ 64,635.00	$ 66,135.00
421	$ 60,500.00	$ 63,400.00	$ 64,685.00	$ 66,185.00
422	$ 60,550.00	$ 63,450.00	$ 64,735.00	$ 66,235.00
423	$ 60,600.00	$ 63,500.00	$ 64,785.00	$ 66,285.00
424	$ 60,650.00	$ 63,550.00	$ 64,835.00	$ 66,335.00
425	$ 60,700.00	$ 63,600.00	$ 64,885.00	$ 66,385.00
426	$ 60,750.00	$ 63,650.00	$ 64,935.00	$ 66,435.00
427	$ 60,800.00	$ 63,700.00	$ 64,985.00	$ 66,485.00

2025-26 Salary Schedule				
Level	**Bachelor's (Minimum Base Salary)**	**Master's [+$2,900]**	**Specialist [+$4,185.00]**	**Doctorate [+$5,685.00]**
428	$ 60,850.00	$ 63,750.00	$ 65,035.00	$ 66,535.00
429	$ 60,900.00	$ 63,800.00	$ 65,085.00	$ 66,585.00
430	$ 60,950.00	$ 63,850.00	$ 65,135.00	$ 66,635.00
431	$ 61,000.00	$ 63,900.00	$ 65,185.00	$ 66,685.00
432	$ 61,050.00	$ 63,950.00	$ 65,235.00	$ 66,735.00
433	$ 61,100.00	$ 64,000.00	$ 65,285.00	$ 66,785.00
434	$ 61,150.00	$ 64,050.00	$ 65,335.00	$ 66,835.00
435	$ 61,200.00	$ 64,100.00	$ 65,385.00	$ 66,885.00
436	$ 61,250.00	$ 64,150.00	$ 65,435.00	$ 66,935.00
437	$ 61,300.00	$ 64,200.00	$ 65,485.00	$ 66,985.00
438	$ 61,350.00	$ 64,250.00	$ 65,535.00	$ 67,035.00
439	$ 61,400.00	$ 64,300.00	$ 65,585.00	$ 67,085.00
440	$ 61,450.00	$ 64,350.00	$ 65,635.00	$ 67,135.00
441	$ 61,500.00	$ 64,400.00	$ 65,685.00	$ 67,185.00
442	$ 61,550.00	$ 64,450.00	$ 65,735.00	$ 67,235.00
443	$ 61,600.00	$ 64,500.00	$ 65,785.00	$ 67,285.00
444	$ 61,650.00	$ 64,550.00	$ 65,835.00	$ 67,335.00
445	$ 61,700.00	$ 64,600.00	$ 65,885.00	$ 67,385.00
446	$ 61,750.00	$ 64,650.00	$ 65,935.00	$ 67,435.00
447	$ 61,800.00	$ 64,700.00	$ 65,985.00	$ 67,485.00
448	$ 61,850.00	$ 64,750.00	$ 66,035.00	$ 67,535.00
449	$ 61,900.00	$ 64,800.00	$ 66,085.00	$ 67,585.00
450	$ 61,950.00	$ 64,850.00	$ 66,135.00	$ 67,635.00
451	$ 62,000.00	$ 64,900.00	$ 66,185.00	$ 67,685.00
452	$ 62,050.00	$ 64,950.00	$ 66,235.00	$ 67,735.00
453	$ 62,100.00	$ 65,000.00	$ 66,285.00	$ 67,785.00
454	$ 62,150.00	$ 65,050.00	$ 66,335.00	$ 67,835.00
455	$ 62,200.00	$ 65,100.00	$ 66,385.00	$ 67,885.00
456	$ 62,250.00	$ 65,150.00	$ 66,435.00	$ 67,935.00
457	$ 62,300.00	$ 65,200.00	$ 66,485.00	$ 67,985.00
458	$ 62,350.00	$ 65,250.00	$ 66,535.00	$ 68,035.00
459	$ 62,400.00	$ 65,300.00	$ 66,585.00	$ 68,085.00
460	$ 62,450.00	$ 65,350.00	$ 66,635.00	$ 68,135.00
461	$ 62,500.00	$ 65,400.00	$ 66,685.00	$ 68,185.00
462	$ 62,550.00	$ 65,450.00	$ 66,735.00	$ 68,235.00
463	$ 62,600.00	$ 65,500.00	$ 66,785.00	$ 68,285.00
464	$ 62,650.00	$ 65,550.00	$ 66,835.00	$ 68,335.00
465	$ 62,700.00	$ 65,600.00	$ 66,885.00	$ 68,385.00
466	$ 62,750.00	$ 65,650.00	$ 66,935.00	$ 68,435.00
467	$ 62,800.00	$ 65,700.00	$ 66,985.00	$ 68,485.00
468	$ 62,850.00	$ 65,750.00	$ 67,035.00	$ 68,535.00
469	$ 62,900.00	$ 65,800.00	$ 67,085.00	$ 68,585.00
470	$ 62,950.00	$ 65,850.00	$ 67,135.00	$ 68,635.00

2025-26 Salary Schedule					
Level	**Bachelor's (Minimum Base Salary)**	**Master's [+$2,900]**	**Specialist [+$4,185.00]**	**Doctorate [+$5,685.00]**	
471	$ 63,000.00	$ 65,900.00	$ 67,185.00	$ 68,685.00	
472	$ 63,050.00	$ 65,950.00	$ 67,235.00	$ 68,735.00	<<< 2015-16 Ending Salary (Teacher)
473	$ 63,100.00	$ 66,000.00	$ 67,285.00	$ 68,785.00	
474	$ 63,150.00	$ 66,050.00	$ 67,335.00	$ 68,835.00	
475	$ 63,200.00	$ 66,100.00	$ 67,385.00	$ 68,885.00	
476	$ 63,250.00	$ 66,150.00	$ 67,435.00	$ 68,935.00	
477	$ 63,300.00	$ 66,200.00	$ 67,485.00	$ 68,985.00	
478	$ 63,350.00	$ 66,250.00	$ 67,535.00	$ 69,035.00	
479	$ 63,400.00	$ 66,300.00	$ 67,585.00	$ 69,085.00	
480	$ 63,450.00	$ 66,350.00	$ 67,635.00	$ 69,135.00	
481	$ 63,500.00	$ 66,400.00	$ 67,685.00	$ 69,185.00	
482	$ 63,550.00	$ 66,450.00	$ 67,735.00	$ 69,235.00	
483	$ 63,600.00	$ 66,500.00	$ 67,785.00	$ 69,285.00	<<< 2016-17 Ending Salary (Teacher)
484	$ 63,650.00	$ 66,550.00	$ 67,835.00	$ 69,335.00	
485	$ 63,700.00	$ 66,600.00	$ 67,885.00	$ 69,385.00	
486	$ 63,750.00	$ 66,650.00	$ 67,935.00	$ 69,435.00	
487	$ 63,800.00	$ 66,700.00	$ 67,985.00	$ 69,485.00	
488	$ 63,850.00	$ 66,750.00	$ 68,035.00	$ 69,535.00	
489	$ 63,900.00	$ 66,800.00	$ 68,085.00	$ 69,585.00	
490	$ 63,950.00	$ 66,850.00	$ 68,135.00	$ 69,635.00	
491	$ 64,000.00	$ 66,900.00	$ 68,185.00	$ 69,685.00	
492	$ 64,050.00	$ 66,950.00	$ 68,235.00	$ 69,735.00	
493	$ 64,100.00	$ 67,000.00	$ 68,285.00	$ 69,785.00	
494	$ 64,150.00	$ 67,050.00	$ 68,335.00	$ 69,835.00	
495	$ 64,200.00	$ 67,100.00	$ 68,385.00	$ 69,885.00	
496	$ 64,250.00	$ 67,150.00	$ 68,435.00	$ 69,935.00	
497	$ 64,300.00	$ 67,200.00	$ 68,485.00	$ 69,985.00	
498	$ 64,350.00	$ 67,250.00	$ 68,535.00	$ 70,035.00	
499	$ 64,400.00	$ 67,300.00	$ 68,585.00	$ 70,085.00	<<< 2017-18 Ending Salary (Teacher)
500	$ 64,450.00	$ 67,350.00	$ 68,635.00	$ 70,135.00	
501	$ 64,500.00	$ 67,400.00	$ 68,685.00	$ 70,185.00	
502	$ 64,550.00	$ 67,450.00	$ 68,735.00	$ 70,235.00	
503	$ 64,600.00	$ 67,500.00	$ 68,785.00	$ 70,285.00	
504	$ 64,650.00	$ 67,550.00	$ 68,835.00	$ 70,335.00	
505	$ 64,700.00	$ 67,600.00	$ 68,885.00	$ 70,385.00	
506	$ 64,750.00	$ 67,650.00	$ 68,935.00	$ 70,435.00	
507	$ 64,800.00	$ 67,700.00	$ 68,985.00	$ 70,485.00	
508	$ 64,850.00	$ 67,750.00	$ 69,035.00	$ 70,535.00	
509	$ 64,900.00	$ 67,800.00	$ 69,085.00	$ 70,585.00	
510	$ 64,950.00	$ 67,850.00	$ 69,135.00	$ 70,635.00	
511	$ 65,000.00	$ 67,900.00	$ 69,185.00	$ 70,685.00	
512	$ 65,050.00	$ 67,950.00	$ 69,235.00	$ 70,735.00	
513	$ 65,100.00	$ 68,000.00	$ 69,285.00	$ 70,785.00	

2025-26 Salary Schedule					
Level	**Bachelor's (Minimum Base Salary)**	**Master's [+$2,900]**	**Specialist [+$4,185.00]**	**Doctorate [+$5,685.00]**	
514	$ 65,150.00	$ 68,050.00	$ 69,335.00	$ 70,835.00	
515	$ 65,200.00	$ 68,100.00	$ 69,385.00	$ 70,885.00	
516	$ 65,250.00	$ 68,150.00	$ 69,435.00	$ 70,935.00	
517	$ 65,300.00	$ 68,200.00	$ 69,485.00	$ 70,985.00	
518	$ 65,350.00	$ 68,250.00	$ 69,535.00	$ 71,035.00	
519	$ 65,400.00	$ 68,300.00	$ 69,585.00	$ 71,085.00	
520	$ 65,450.00	$ 68,350.00	$ 69,635.00	$ 71,135.00	
521	$ 65,500.00	$ 68,400.00	$ 69,685.00	$ 71,185.00	
522	$ 65,550.00	$ 68,450.00	$ 69,735.00	$ 71,235.00	
523	$ 65,600.00	$ 68,500.00	$ 69,785.00	$ 71,285.00	<<< 2018-19 Ending Salary (Teacher)
524	$ 65,650.00	$ 68,550.00	$ 69,835.00	$ 71,335.00	
525	$ 65,700.00	$ 68,600.00	$ 69,885.00	$ 71,385.00	
526	$ 65,750.00	$ 68,650.00	$ 69,935.00	$ 71,435.00	
527	$ 65,800.00	$ 68,700.00	$ 69,985.00	$ 71,485.00	
528	$ 65,850.00	$ 68,750.00	$ 70,035.00	$ 71,535.00	
529	$ 65,900.00	$ 68,800.00	$ 70,085.00	$ 71,585.00	
530	$ 65,950.00	$ 68,850.00	$ 70,135.00	$ 71,635.00	
531	$ 66,000.00	$ 68,900.00	$ 70,185.00	$ 71,685.00	
532	$ 66,050.00	$ 68,950.00	$ 70,235.00	$ 71,735.00	
533	$ 66,100.00	$ 69,000.00	$ 70,285.00	$ 71,785.00	
534	$ 66,150.00	$ 69,050.00	$ 70,335.00	$ 71,835.00	
535	$ 66,200.00	$ 69,100.00	$ 70,385.00	$ 71,885.00	
536	$ 66,250.00	$ 69,150.00	$ 70,435.00	$ 71,935.00	
537	$ 66,300.00	$ 69,200.00	$ 70,485.00	$ 71,985.00	
538	$ 66,350.00	$ 69,250.00	$ 70,535.00	$ 72,035.00	
539	$ 66,400.00	$ 69,300.00	$ 70,585.00	$ 72,085.00	
540	$ 66,450.00	$ 69,350.00	$ 70,635.00	$ 72,135.00	
541	$ 66,500.00	$ 69,400.00	$ 70,685.00	$ 72,185.00	
542	$ 66,550.00	$ 69,450.00	$ 70,735.00	$ 72,235.00	
543	$ 66,600.00	$ 69,500.00	$ 70,785.00	$ 72,285.00	
544	$ 66,650.00	$ 69,550.00	$ 70,835.00	$ 72,335.00	
545	$ 66,700.00	$ 69,600.00	$ 70,885.00	$ 72,385.00	
546	$ 66,750.00	$ 69,650.00	$ 70,935.00	$ 72,435.00	
547	$ 66,800.00	$ 69,700.00	$ 70,985.00	$ 72,485.00	
548	$ 66,850.00	$ 69,750.00	$ 71,035.00	$ 72,535.00	
549	$ 66,900.00	$ 69,800.00	$ 71,085.00	$ 72,585.00	
550	$ 66,950.00	$ 69,850.00	$ 71,135.00	$ 72,635.00	
551	$ 67,000.00	$ 69,900.00	$ 71,185.00	$ 72,685.00	
552	$ 67,050.00	$ 69,950.00	$ 71,235.00	$ 72,735.00	
553	$ 67,100.00	$ 70,000.00	$ 71,285.00	$ 72,785.00	<<< 2019-20 Ending Salary (Teacher)
554	$ 67,150.00	$ 70,050.00	$ 71,335.00	$ 72,835.00	
555	$ 67,200.00	$ 70,100.00	$ 71,385.00	$ 72,885.00	
556	$ 67,250.00	$ 70,150.00	$ 71,435.00	$ 72,935.00	

2025-26 Salary Schedule					
Level	**Bachelor's (Minimum Base Salary)**	**Master's [+$2,900]**	**Specialist [+$4,185.00]**	**Doctorate [+$5,685.00]**	
557	$ 67,300.00	$ 70,200.00	$ 71,485.00	$ 72,985.00	
558	$ 67,350.00	$ 70,250.00	$ 71,535.00	$ 73,035.00	
559	$ 67,400.00	$ 70,300.00	$ 71,585.00	$ 73,085.00	
560	$ 67,450.00	$ 70,350.00	$ 71,635.00	$ 73,135.00	
561	$ 67,500.00	$ 70,400.00	$ 71,685.00	$ 73,185.00	
562	$ 67,550.00	$ 70,450.00	$ 71,735.00	$ 73,235.00	
563	$ 67,600.00	$ 70,500.00	$ 71,785.00	$ 73,285.00	
564	$ 67,650.00	$ 70,550.00	$ 71,835.00	$ 73,335.00	
565	$ 67,700.00	$ 70,600.00	$ 71,885.00	$ 73,385.00	
566	$ 67,750.00	$ 70,650.00	$ 71,935.00	$ 73,435.00	
567	$ 67,800.00	$ 70,700.00	$ 71,985.00	$ 73,485.00	
568	$ 67,850.00	$ 70,750.00	$ 72,035.00	$ 73,535.00	
569	$ 67,900.00	$ 70,800.00	$ 72,085.00	$ 73,585.00	
570	$ 67,950.00	$ 70,850.00	$ 72,135.00	$ 73,635.00	
571	$ 68,000.00	$ 70,900.00	$ 72,185.00	$ 73,685.00	
572	$ 68,050.00	$ 70,950.00	$ 72,235.00	$ 73,735.00	
573	$ 68,100.00	$ 71,000.00	$ 72,285.00	$ 73,785.00	<<< 2020-21 Ending Salary (Teacher)
574	$ 68,150.00	$ 71,050.00	$ 72,335.00	$ 73,835.00	
575	$ 68,200.00	$ 71,100.00	$ 72,385.00	$ 73,885.00	
576	$ 68,250.00	$ 71,150.00	$ 72,435.00	$ 73,935.00	
577	$ 68,300.00	$ 71,200.00	$ 72,485.00	$ 73,985.00	
578	$ 68,350.00	$ 71,250.00	$ 72,535.00	$ 74,035.00	
579	$ 68,400.00	$ 71,300.00	$ 72,585.00	$ 74,085.00	
580	$ 68,450.00	$ 71,350.00	$ 72,635.00	$ 74,135.00	
581	$ 68,500.00	$ 71,400.00	$ 72,685.00	$ 74,185.00	
582	$ 68,550.00	$ 71,450.00	$ 72,735.00	$ 74,235.00	
583	$ 68,600.00	$ 71,500.00	$ 72,785.00	$ 74,285.00	
584	$ 68,650.00	$ 71,550.00	$ 72,835.00	$ 74,335.00	
585	$ 68,700.00	$ 71,600.00	$ 72,885.00	$ 74,385.00	
586	$ 68,750.00	$ 71,650.00	$ 72,935.00	$ 74,435.00	
587	$ 68,800.00	$ 71,700.00	$ 72,985.00	$ 74,485.00	
588	$ 68,850.00	$ 71,750.00	$ 73,035.00	$ 74,535.00	
589	$ 68,900.00	$ 71,800.00	$ 73,085.00	$ 74,585.00	
590	$ 68,950.00	$ 71,850.00	$ 73,135.00	$ 74,635.00	
591	$ 69,000.00	$ 71,900.00	$ 73,185.00	$ 74,685.00	
592	$ 69,050.00	$ 71,950.00	$ 73,235.00	$ 74,735.00	
593	$ 69,100.00	$ 72,000.00	$ 73,285.00	$ 74,785.00	
594	$ 69,150.00	$ 72,050.00	$ 73,335.00	$ 74,835.00	
595	$ 69,200.00	$ 72,100.00	$ 73,385.00	$ 74,885.00	
596	$ 69,250.00	$ 72,150.00	$ 73,435.00	$ 74,935.00	<<< 2021-22 Ending Salary (Teacher)
597	$ 69,300.00	$ 72,200.00	$ 73,485.00	$ 74,985.00	
598	$ 69,350.00	$ 72,250.00	$ 73,535.00	$ 75,035.00	
599	$ 69,400.00	$ 72,300.00	$ 73,585.00	$ 75,085.00	

2025-26 Salary Schedule					
Level	**Bachelor's (Minimum Base Salary)**	**Master's [+$2,900]**	**Specialist [+$4,185.00]**	**Doctorate [+$5,685.00]**	
600	$ 69,450.00	$ 72,350.00	$ 73,635.00	$ 75,135.00	
601	$ 69,500.00	$ 72,400.00	$ 73,685.00	$ 75,185.00	
602	$ 69,550.00	$ 72,450.00	$ 73,735.00	$ 75,235.00	
603	$ 69,600.00	$ 72,500.00	$ 73,785.00	$ 75,285.00	
604	$ 69,650.00	$ 72,550.00	$ 73,835.00	$ 75,335.00	
605	$ 69,700.00	$ 72,600.00	$ 73,885.00	$ 75,385.00	
606	$ 69,750.00	$ 72,650.00	$ 73,935.00	$ 75,435.00	
607	$ 69,800.00	$ 72,700.00	$ 73,985.00	$ 75,485.00	
608	$ 69,850.00	$ 72,750.00	$ 74,035.00	$ 75,535.00	
609	$ 69,900.00	$ 72,800.00	$ 74,085.00	$ 75,585.00	
610	$ 69,950.00	$ 72,850.00	$ 74,135.00	$ 75,635.00	
611	$ 70,000.00	$ 72,900.00	$ 74,185.00	$ 75,685.00	
612	$ 70,050.00	$ 72,950.00	$ 74,235.00	$ 75,735.00	
613	$ 70,100.00	$ 73,000.00	$ 74,285.00	$ 75,785.00	
614	$ 70,150.00	$ 73,050.00	$ 74,335.00	$ 75,835.00	
615	$ 70,200.00	$ 73,100.00	$ 74,385.00	$ 75,885.00	
616	$ 70,250.00	$ 73,150.00	$ 74,435.00	$ 75,935.00	
617	$ 70,300.00	$ 73,200.00	$ 74,485.00	$ 75,985.00	
618	$ 70,350.00	$ 73,250.00	$ 74,535.00	$ 76,035.00	
619	$ 70,400.00	$ 73,300.00	$ 74,585.00	$ 76,085.00	
620	$ 70,450.00	$ 73,350.00	$ 74,635.00	$ 76,135.00	
621	$ 70,500.00	$ 73,400.00	$ 74,685.00	$ 76,185.00	
622	$ 70,550.00	$ 73,450.00	$ 74,735.00	$ 76,235.00	
623	$ 70,600.00	$ 73,500.00	$ 74,785.00	$ 76,285.00	
624	$ 70,650.00	$ 73,550.00	$ 74,835.00	$ 76,335.00	
625	$ 70,700.00	$ 73,600.00	$ 74,885.00	$ 76,385.00	
626	$ 70,750.00	$ 73,650.00	$ 74,935.00	$ 76,435.00	
627	$ 70,800.00	$ 73,700.00	$ 74,985.00	$ 76,485.00	
628	$ 70,850.00	$ 73,750.00	$ 75,035.00	$ 76,535.00	
629	$ 70,900.00	$ 73,800.00	$ 75,085.00	$ 76,585.00	
630	$ 70,950.00	$ 73,850.00	$ 75,135.00	$ 76,635.00	<<< 2022-23 Ending Salary (Teacher)
631	$ 71,000.00	$ 73,900.00	$ 75,185.00	$ 76,685.00	
632	$ 71,050.00	$ 73,950.00	$ 75,235.00	$ 76,735.00	
633	$ 71,100.00	$ 74,000.00	$ 75,285.00	$ 76,785.00	
634	$ 71,150.00	$ 74,050.00	$ 75,335.00	$ 76,835.00	
635	$ 71,200.00	$ 74,100.00	$ 75,385.00	$ 76,885.00	
636	$ 71,250.00	$ 74,150.00	$ 75,435.00	$ 76,935.00	
637	$ 71,300.00	$ 74,200.00	$ 75,485.00	$ 76,985.00	
638	$ 71,350.00	$ 74,250.00	$ 75,535.00	$ 77,035.00	
639	$ 71,400.00	$ 74,300.00	$ 75,585.00	$ 77,085.00	
640	$ 71,450.00	$ 74,350.00	$ 75,635.00	$ 77,135.00	
641	$ 71,500.00	$ 74,400.00	$ 75,685.00	$ 77,185.00	
642	$ 71,550.00	$ 74,450.00	$ 75,735.00	$ 77,235.00	

2025-26 Salary Schedule					
Level	**Bachelor's (Minimum Base Salary)**	**Master's [+$2,900]**	**Specialist [+$4,185.00]**	**Doctorate [+$5,685.00]**	
643	$ 71,600.00	$ 74,500.00	$ 75,785.00	$ 77,285.00	
644	$ 71,650.00	$ 74,550.00	$ 75,835.00	$ 77,335.00	
645	$ 71,700.00	$ 74,600.00	$ 75,885.00	$ 77,385.00	
646	$ 71,750.00	$ 74,650.00	$ 75,935.00	$ 77,435.00	
647	$ 71,800.00	$ 74,700.00	$ 75,985.00	$ 77,485.00	
648	$ 71,850.00	$ 74,750.00	$ 76,035.00	$ 77,535.00	
649	$ 71,900.00	$ 74,800.00	$ 76,085.00	$ 77,585.00	
650	$ 71,950.00	$ 74,850.00	$ 76,135.00	$ 77,635.00	
651	$ 72,000.00	$ 74,900.00	$ 76,185.00	$ 77,685.00	
652	$ 72,050.00	$ 74,950.00	$ 76,235.00	$ 77,735.00	
653	$ 72,100.00	$ 75,000.00	$ 76,285.00	$ 77,785.00	
654	$ 72,150.00	$ 75,050.00	$ 76,335.00	$ 77,835.00	<<< 2023-24 Ending Salary (Teacher)
655	$ 72,200.00	$ 75,100.00	$ 76,385.00	$ 77,885.00	
656	$ 72,250.00	$ 75,150.00	$ 76,435.00	$ 77,935.00	
657	$ 72,300.00	$ 75,200.00	$ 76,485.00	$ 77,985.00	
658	$ 72,350.00	$ 75,250.00	$ 76,535.00	$ 78,035.00	
659	$ 72,400.00	$ 75,300.00	$ 76,585.00	$ 78,085.00	
660	$ 72,450.00	$ 75,350.00	$ 76,635.00	$ 78,135.00	
661	$ 72,500.00	$ 75,400.00	$ 76,685.00	$ 78,185.00	
662	$ 72,550.00	$ 75,450.00	$ 76,735.00	$ 78,235.00	
663	$ 72,600.00	$ 75,500.00	$ 76,785.00	$ 78,285.00	
664	$ 72,650.00	$ 75,550.00	$ 76,835.00	$ 78,335.00	
665	$ 72,700.00	$ 75,600.00	$ 76,885.00	$ 78,385.00	
666	$ 72,750.00	$ 75,650.00	$ 76,935.00	$ 78,435.00	
667	$ 72,800.00	$ 75,700.00	$ 76,985.00	$ 78,485.00	
668	$ 72,850.00	$ 75,750.00	$ 77,035.00	$ 78,535.00	
669	$ 72,900.00	$ 75,800.00	$ 77,085.00	$ 78,585.00	
670	$ 72,950.00	$ 75,850.00	$ 77,135.00	$ 78,635.00	
671	$ 73,000.00	$ 75,900.00	$ 77,185.00	$ 78,685.00	
672	$ 73,050.00	$ 75,950.00	$ 77,235.00	$ 78,735.00	
673	$ 73,100.00	$ 76,000.00	$ 77,285.00	$ 78,785.00	
674	**$ 73,150.00**	**$ 76,050.00**	**$ 77,335.00**	**$ 78,835.00**	**<<< 2024-25 Ending Salary (Teacher)**
675	$ 73,200.00	$ 76,100.00	$ 77,385.00	$ 78,885.00	
676	$ 73,250.00	$ 76,150.00	$ 77,435.00	$ 78,935.00	
677	$ 73,300.00	$ 76,200.00	$ 77,485.00	$ 78,985.00	
678	$ 73,350.00	$ 76,250.00	$ 77,535.00	$ 79,035.00	
679	$ 73,400.00	$ 76,300.00	$ 77,585.00	$ 79,085.00	
680	$ 73,450.00	$ 76,350.00	$ 77,635.00	$ 79,135.00	
681	$ 73,500.00	$ 76,400.00	$ 77,685.00	$ 79,185.00	
682	$ 73,550.00	$ 76,450.00	$ 77,735.00	$ 79,235.00	
683	$ 73,600.00	$ 76,500.00	$ 77,785.00	$ 79,285.00	
684	**$ 73,650.00**	**$ 76,550.00**	**$ 77,835.00**	**$ 79,335.00**	**<<< 2025-26 Ending Salary (Teacher)**
685	$ 73,700.00	$ 76,600.00	$ 77,885.00	$ 79,385.00	

2025-26 Salary Schedule				
Level	**Bachelor's (Minimum Base Salary)**	**Master's [+$2,900]**	**Specialist [+$4,185.00]**	**Doctorate [+$5,685.00]**
686	$ 73,750.00	$ 76,650.00	$ 77,935.00	$ 79,435.00
687	$ 73,800.00	$ 76,700.00	$ 77,985.00	$ 79,485.00
688	$ 73,850.00	$ 76,750.00	$ 78,035.00	$ 79,535.00
689	$ 73,900.00	$ 76,800.00	$ 78,085.00	$ 79,585.00
690	$ 73,950.00	$ 76,850.00	$ 78,135.00	$ 79,635.00
691	$ 74,000.00	$ 76,900.00	$ 78,185.00	$ 79,685.00
692	$ 74,050.00	$ 76,950.00	$ 78,235.00	$ 79,735.00
693	$ 74,100.00	$ 77,000.00	$ 78,285.00	$ 79,785.00
694	$ 74,150.00	$ 77,050.00	$ 78,335.00	$ 79,835.00
695	$ 74,200.00	$ 77,100.00	$ 78,385.00	$ 79,885.00
696	$ 74,250.00	$ 77,150.00	$ 78,435.00	$ 79,935.00
697	$ 74,300.00	$ 77,200.00	$ 78,485.00	$ 79,985.00
698	$ 74,350.00	$ 77,250.00	$ 78,535.00	$ 80,035.00
699	$ 74,400.00	$ 77,300.00	$ 78,585.00	$ 80,085.00
700	$ 74,450.00	$ 77,350.00	$ 78,635.00	$ 80,135.00
701	$ 74,500.00	$ 77,400.00	$ 78,685.00	$ 80,185.00
702	$ 74,550.00	$ 77,450.00	$ 78,735.00	$ 80,235.00
703	$ 74,600.00	$ 77,500.00	$ 78,785.00	$ 80,285.00
704	$ 74,650.00	$ 77,550.00	$ 78,835.00	$ 80,335.00
705	$ 74,700.00	$ 77,600.00	$ 78,885.00	$ 80,385.00
706	$ 74,750.00	$ 77,650.00	$ 78,935.00	$ 80,435.00
707	$ 74,800.00	$ 77,700.00	$ 78,985.00	$ 80,485.00
708	$ 74,850.00	$ 77,750.00	$ 79,035.00	$ 80,535.00
709	$ 74,900.00	$ 77,800.00	$ 79,085.00	$ 80,585.00
710	$ 74,950.00	$ 77,850.00	$ 79,135.00	$ 80,635.00
711	$ 75,000.00	$ 77,900.00	$ 79,185.00	$ 80,685.00
712	$ 75,050.00	$ 77,950.00	$ 79,235.00	$ 80,735.00
713	$ 75,100.00	$ 78,000.00	$ 79,285.00	$ 80,785.00
714	$ 75,150.00	$ 78,050.00	$ 79,335.00	$ 80,835.00
715	$ 75,200.00	$ 78,100.00	$ 79,385.00	$ 80,885.00
716	$ 75,250.00	$ 78,150.00	$ 79,435.00	$ 80,935.00
717	$ 75,300.00	$ 78,200.00	$ 79,485.00	$ 80,985.00
718	$ 75,350.00	$ 78,250.00	$ 79,535.00	$ 81,035.00
719	$ 75,400.00	$ 78,300.00	$ 79,585.00	$ 81,085.00
720	$ 75,450.00	$ 78,350.00	$ 79,635.00	$ 81,135.00
721	$ 75,500.00	$ 78,400.00	$ 79,685.00	$ 81,185.00
722	$ 75,550.00	$ 78,450.00	$ 79,735.00	$ 81,235.00
723	$ 75,600.00	$ 78,500.00	$ 79,785.00	$ 81,285.00
724	$ 75,650.00	$ 78,550.00	$ 79,835.00	$ 81,335.00
725	$ 75,700.00	$ 78,600.00	$ 79,885.00	$ 81,385.00
726	$ 75,750.00	$ 78,650.00	$ 79,935.00	$ 81,435.00
727	$ 75,800.00	$ 78,700.00	$ 79,985.00	$ 81,485.00
728	$ 75,850.00	$ 78,750.00	$ 80,035.00	$ 81,535.00

2025-26 Salary Schedule				
Level	**Bachelor's (Minimum Base Salary)**	**Master's [+$2,900]**	**Specialist [+$4,185.00]**	**Doctorate [+$5,685.00]**
729	$ 75,900.00	$ 78,800.00	$ 80,085.00	$ 81,585.00
730	$ 75,950.00	$ 78,850.00	$ 80,135.00	$ 81,635.00
731	$ 76,000.00	$ 78,900.00	$ 80,185.00	$ 81,685.00
732	$ 76,050.00	$ 78,950.00	$ 80,235.00	$ 81,735.00
733	$ 76,100.00	$ 79,000.00	$ 80,285.00	$ 81,785.00
734	$ 76,150.00	$ 79,050.00	$ 80,335.00	$ 81,835.00
735	$ 76,200.00	$ 79,100.00	$ 80,385.00	$ 81,885.00
736	$ 76,250.00	$ 79,150.00	$ 80,435.00	$ 81,935.00
737	$ 76,300.00	$ 79,200.00	$ 80,485.00	$ 81,985.00
738	$ 76,350.00	$ 79,250.00	$ 80,535.00	$ 82,035.00
739	$ 76,400.00	$ 79,300.00	$ 80,585.00	$ 82,085.00
740	$ 76,450.00	$ 79,350.00	$ 80,635.00	$ 82,135.00
741	$ 76,500.00	$ 79,400.00	$ 80,685.00	$ 82,185.00
742	$ 76,550.00	$ 79,450.00	$ 80,735.00	$ 82,235.00
743	$ 76,600.00	$ 79,500.00	$ 80,785.00	$ 82,285.00
744	$ 76,650.00	$ 79,550.00	$ 80,835.00	$ 82,335.00
745	$ 76,700.00	$ 79,600.00	$ 80,885.00	$ 82,385.00
746	$ 76,750.00	$ 79,650.00	$ 80,935.00	$ 82,435.00
747	$ 76,800.00	$ 79,700.00	$ 80,985.00	$ 82,485.00
748	$ 76,850.00	$ 79,750.00	$ 81,035.00	$ 82,535.00
749	$ 76,900.00	$ 79,800.00	$ 81,085.00	$ 82,585.00
750	$ 76,950.00	$ 79,850.00	$ 81,135.00	$ 82,635.00
751	$ 77,000.00	$ 79,900.00	$ 81,185.00	$ 82,685.00
752	$ 77,050.00	$ 79,950.00	$ 81,235.00	$ 82,735.00
753	$ 77,100.00	$ 80,000.00	$ 81,285.00	$ 82,785.00
754	$ 77,150.00	$ 80,050.00	$ 81,335.00	$ 82,835.00
755	$ 77,200.00	$ 80,100.00	$ 81,385.00	$ 82,885.00
756	$ 77,250.00	$ 80,150.00	$ 81,435.00	$ 82,935.00
757	$ 77,300.00	$ 80,200.00	$ 81,485.00	$ 82,985.00
758	$ 77,350.00	$ 80,250.00	$ 81,535.00	$ 83,035.00
759	$ 77,400.00	$ 80,300.00	$ 81,585.00	$ 83,085.00
760	$ 77,450.00	$ 80,350.00	$ 81,635.00	$ 83,135.00
761	$ 77,500.00	$ 80,400.00	$ 81,685.00	$ 83,185.00
762	$ 77,550.00	$ 80,450.00	$ 81,735.00	$ 83,235.00
763	$ 77,600.00	$ 80,500.00	$ 81,785.00	$ 83,285.00
764	$ 77,650.00	$ 80,550.00	$ 81,835.00	$ 83,335.00
765	$ 77,700.00	$ 80,600.00	$ 81,885.00	$ 83,385.00
766	$ 77,750.00	$ 80,650.00	$ 81,935.00	$ 83,435.00
767	$ 77,800.00	$ 80,700.00	$ 81,985.00	$ 83,485.00
768	$ 77,850.00	$ 80,750.00	$ 82,035.00	$ 83,535.00
769	$ 77,900.00	$ 80,800.00	$ 82,085.00	$ 83,585.00
770	$ 77,950.00	$ 80,850.00	$ 82,135.00	$ 83,635.00
771	$ 78,000.00	$ 80,900.00	$ 82,185.00	$ 83,685.00

2025-26 Salary Schedule				
Level	**Bachelor's (Minimum Base Salary)**	**Master's [+$2,900]**	**Specialist [+$4,185.00]**	**Doctorate [+$5,685.00]**
772	$ 78,050.00	$ 80,950.00	$ 82,235.00	$ 83,735.00
773	$ 78,100.00	$ 81,000.00	$ 82,285.00	$ 83,785.00
774	$ 78,150.00	$ 81,050.00	$ 82,335.00	$ 83,835.00
775	$ 78,200.00	$ 81,100.00	$ 82,385.00	$ 83,885.00
776	$ 78,250.00	$ 81,150.00	$ 82,435.00	$ 83,935.00
777	$ 78,300.00	$ 81,200.00	$ 82,485.00	$ 83,985.00
778	$ 78,350.00	$ 81,250.00	$ 82,535.00	$ 84,035.00
779	$ 78,400.00	$ 81,300.00	$ 82,585.00	$ 84,085.00
780	$ 78,450.00	$ 81,350.00	$ 82,635.00	$ 84,135.00
781	$ 78,500.00	$ 81,400.00	$ 82,685.00	$ 84,185.00
782	$ 78,550.00	$ 81,450.00	$ 82,735.00	$ 84,235.00
783	$ 78,600.00	$ 81,500.00	$ 82,785.00	$ 84,285.00
784	$ 78,650.00	$ 81,550.00	$ 82,835.00	$ 84,335.00
785	$ 78,700.00	$ 81,600.00	$ 82,885.00	$ 84,385.00
786	$ 78,750.00	$ 81,650.00	$ 82,935.00	$ 84,435.00
787	$ 78,800.00	$ 81,700.00	$ 82,985.00	$ 84,485.00
788	$ 78,850.00	$ 81,750.00	$ 83,035.00	$ 84,535.00
789	$ 78,900.00	$ 81,800.00	$ 83,085.00	$ 84,585.00
790	$ 78,950.00	$ 81,850.00	$ 83,135.00	$ 84,635.00
791	$ 79,000.00	$ 81,900.00	$ 83,185.00	$ 84,685.00
792	$ 79,050.00	$ 81,950.00	$ 83,235.00	$ 84,735.00
793	$ 79,100.00	$ 82,000.00	$ 83,285.00	$ 84,785.00
794	$ 79,150.00	$ 82,050.00	$ 83,335.00	$ 84,835.00
795	$ 79,200.00	$ 82,100.00	$ 83,385.00	$ 84,885.00
796	$ 79,250.00	$ 82,150.00	$ 83,435.00	$ 84,935.00
797	$ 79,300.00	$ 82,200.00	$ 83,485.00	$ 84,985.00
798	$ 79,350.00	$ 82,250.00	$ 83,535.00	$ 85,035.00
799	$ 79,400.00	$ 82,300.00	$ 83,585.00	$ 85,085.00
800	$ 79,450.00	$ 82,350.00	$ 83,635.00	$ 85,135.00
801	$ 79,500.00	$ 82,400.00	$ 83,685.00	$ 85,185.00
802	$ 79,550.00	$ 82,450.00	$ 83,735.00	$ 85,235.00
803	$ 79,600.00	$ 82,500.00	$ 83,785.00	$ 85,285.00
804	$ 79,650.00	$ 82,550.00	$ 83,835.00	$ 85,335.00
805	$ 79,700.00	$ 82,600.00	$ 83,885.00	$ 85,385.00
806	$ 79,750.00	$ 82,650.00	$ 83,935.00	$ 85,435.00
807	$ 79,800.00	$ 82,700.00	$ 83,985.00	$ 85,485.00
808	$ 79,850.00	$ 82,750.00	$ 84,035.00	$ 85,535.00
809	$ 79,900.00	$ 82,800.00	$ 84,085.00	$ 85,585.00
810	$ 79,950.00	$ 82,850.00	$ 84,135.00	$ 85,635.00
811	$ 80,000.00	$ 82,900.00	$ 84,185.00	$ 85,685.00
812	$ 80,050.00	$ 82,950.00	$ 84,235.00	$ 85,735.00
813	$ 80,100.00	$ 83,000.00	$ 84,285.00	$ 85,785.00
814	$ 80,150.00	$ 83,050.00	$ 84,335.00	$ 85,835.00

2025-26 Salary Schedule				
Level	**Bachelor's (Minimum Base Salary)**	**Master's [+$2,900]**	**Specialist [+$4,185.00]**	**Doctorate [+$5,685.00]**
815	$ 80,200.00	$ 83,100.00	$ 84,385.00	$ 85,885.00
816	$ 80,250.00	$ 83,150.00	$ 84,435.00	$ 85,935.00
817	$ 80,300.00	$ 83,200.00	$ 84,485.00	$ 85,985.00
818	$ 80,350.00	$ 83,250.00	$ 84,535.00	$ 86,035.00
819	$ 80,400.00	$ 83,300.00	$ 84,585.00	$ 86,085.00
820	$ 80,450.00	$ 83,350.00	$ 84,635.00	$ 86,135.00
821	$ 80,500.00	$ 83,400.00	$ 84,685.00	$ 86,185.00
822	$ 80,550.00	$ 83,450.00	$ 84,735.00	$ 86,235.00
823	$ 80,600.00	$ 83,500.00	$ 84,785.00	$ 86,285.00
824	$ 80,650.00	$ 83,550.00	$ 84,835.00	$ 86,335.00
825	$ 80,700.00	$ 83,600.00	$ 84,885.00	$ 86,385.00
826	$ 80,750.00	$ 83,650.00	$ 84,935.00	$ 86,435.00
827	$ 80,800.00	$ 83,700.00	$ 84,985.00	$ 86,485.00
828	$ 80,850.00	$ 83,750.00	$ 85,035.00	$ 86,535.00
829	$ 80,900.00	$ 83,800.00	$ 85,085.00	$ 86,585.00
830	$ 80,950.00	$ 83,850.00	$ 85,135.00	$ 86,635.00
831	$ 81,000.00	$ 83,900.00	$ 85,185.00	$ 86,685.00
832	$ 81,050.00	$ 83,950.00	$ 85,235.00	$ 86,735.00
833	$ 81,100.00	$ 84,000.00	$ 85,285.00	$ 86,785.00
834	$ 81,150.00	$ 84,050.00	$ 85,335.00	$ 86,835.00
835	$ 81,200.00	$ 84,100.00	$ 85,385.00	$ 86,885.00
836	$ 81,250.00	$ 84,150.00	$ 85,435.00	$ 86,935.00
837	$ 81,300.00	$ 84,200.00	$ 85,485.00	$ 86,985.00
838	$ 81,350.00	$ 84,250.00	$ 85,535.00	$ 87,035.00
839	$ 81,400.00	$ 84,300.00	$ 85,585.00	$ 87,085.00
840	$ 81,450.00	$ 84,350.00	$ 85,635.00	$ 87,135.00
841	$ 81,500.00	$ 84,400.00	$ 85,685.00	$ 87,185.00
842	$ 81,550.00	$ 84,450.00	$ 85,735.00	$ 87,235.00
843	$ 81,600.00	$ 84,500.00	$ 85,785.00	$ 87,285.00
844	$ 81,650.00	$ 84,550.00	$ 85,835.00	$ 87,335.00
845	$ 81,700.00	$ 84,600.00	$ 85,885.00	$ 87,385.00
846	$ 81,750.00	$ 84,650.00	$ 85,935.00	$ 87,435.00
847	$ 81,800.00	$ 84,700.00	$ 85,985.00	$ 87,485.00
848	$ 81,850.00	$ 84,750.00	$ 86,035.00	$ 87,535.00
849	$ 81,900.00	$ 84,800.00	$ 86,085.00	$ 87,585.00
850	$ 81,950.00	$ 84,850.00	$ 86,135.00	$ 87,635.00
851	$ 82,000.00	$ 84,900.00	$ 86,185.00	$ 87,685.00
852	$ 82,050.00	$ 84,950.00	$ 86,235.00	$ 87,735.00
853	$ 82,100.00	$ 85,000.00	$ 86,285.00	$ 87,785.00
854	$ 82,150.00	$ 85,050.00	$ 86,335.00	$ 87,835.00
855	$ 82,200.00	$ 85,100.00	$ 86,385.00	$ 87,885.00
856	$ 82,250.00	$ 85,150.00	$ 86,435.00	$ 87,935.00
857	$ 82,300.00	$ 85,200.00	$ 86,485.00	$ 87,985.00

2025-26 Salary Schedule				
Level	**Bachelor's (Minimum Base Salary)**	**Master's [+$2,900]**	**Specialist [+$4,185.00]**	**Doctorate [+$5,685.00]**
858	$ 82,350.00	$ 85,250.00	$ 86,535.00	$ 88,035.00
859	$ 82,400.00	$ 85,300.00	$ 86,585.00	$ 88,085.00
860	$ 82,450.00	$ 85,350.00	$ 86,635.00	$ 88,135.00
861	$ 82,500.00	$ 85,400.00	$ 86,685.00	$ 88,185.00
862	$ 82,550.00	$ 85,450.00	$ 86,735.00	$ 88,235.00
863	$ 82,600.00	$ 85,500.00	$ 86,785.00	$ 88,285.00
864	$ 82,650.00	$ 85,550.00	$ 86,835.00	$ 88,335.00
865	$ 82,700.00	$ 85,600.00	$ 86,885.00	$ 88,385.00
866	$ 82,750.00	$ 85,650.00	$ 86,935.00	$ 88,435.00
867	$ 82,800.00	$ 85,700.00	$ 86,985.00	$ 88,485.00
868	$ 82,850.00	$ 85,750.00	$ 87,035.00	$ 88,535.00
869	$ 82,900.00	$ 85,800.00	$ 87,085.00	$ 88,585.00
870	$ 82,950.00	$ 85,850.00	$ 87,135.00	$ 88,635.00
871	$ 83,000.00	$ 85,900.00	$ 87,185.00	$ 88,685.00
872	$ 83,050.00	$ 85,950.00	$ 87,235.00	$ 88,735.00
873	$ 83,100.00	$ 86,000.00	$ 87,285.00	$ 88,785.00
874	$ 83,150.00	$ 86,050.00	$ 87,335.00	$ 88,835.00
875	$ 83,200.00	$ 86,100.00	$ 87,385.00	$ 88,885.00
876	$ 83,250.00	$ 86,150.00	$ 87,435.00	$ 88,935.00
877	$ 83,300.00	$ 86,200.00	$ 87,485.00	$ 88,985.00
878	$ 83,350.00	$ 86,250.00	$ 87,535.00	$ 89,035.00
879	$ 83,400.00	$ 86,300.00	$ 87,585.00	$ 89,085.00
880	$ 83,450.00	$ 86,350.00	$ 87,635.00	$ 89,135.00
881	$ 83,500.00	$ 86,400.00	$ 87,685.00	$ 89,185.00
882	$ 83,550.00	$ 86,450.00	$ 87,735.00	$ 89,235.00
883	$ 83,600.00	$ 86,500.00	$ 87,785.00	$ 89,285.00
884	$ 83,650.00	$ 86,550.00	$ 87,835.00	$ 89,335.00
885	$ 83,700.00	$ 86,600.00	$ 87,885.00	$ 89,385.00
886	$ 83,750.00	$ 86,650.00	$ 87,935.00	$ 89,435.00
887	$ 83,800.00	$ 86,700.00	$ 87,985.00	$ 89,485.00
888	$ 83,850.00	$ 86,750.00	$ 88,035.00	$ 89,535.00
889	$ 83,900.00	$ 86,800.00	$ 88,085.00	$ 89,585.00
890	$ 83,950.00	$ 86,850.00	$ 88,135.00	$ 89,635.00
891	$ 84,000.00	$ 86,900.00	$ 88,185.00	$ 89,685.00
892	$ 84,050.00	$ 86,950.00	$ 88,235.00	$ 89,735.00
893	$ 84,100.00	$ 87,000.00	$ 88,285.00	$ 89,785.00
894	$ 84,150.00	$ 87,050.00	$ 88,335.00	$ 89,835.00
895	$ 84,200.00	$ 87,100.00	$ 88,385.00	$ 89,885.00
896	$ 84,250.00	$ 87,150.00	$ 88,435.00	$ 89,935.00
897	$ 84,300.00	$ 87,200.00	$ 88,485.00	$ 89,985.00
898	$ 84,350.00	$ 87,250.00	$ 88,535.00	$ 90,035.00
899	$ 84,400.00	$ 87,300.00	$ 88,585.00	$ 90,085.00

<<< 2021-22 Ending Salary
(Other Instructional Employee)

2025-26 Salary Schedule					
Level	**Bachelor's (Minimum Base Salary)**	**Master's [+$2,900]**	**Specialist [+$4,185.00]**	**Doctorate [+$5,685.00]**	
900	$ 84,450.00	$ 87,350.00	$ 88,635.00	$ 90,135.00	
901	$ 84,500.00	$ 87,400.00	$ 88,685.00	$ 90,185.00	
902	$ 84,550.00	$ 87,450.00	$ 88,735.00	$ 90,235.00	
903	$ 84,600.00	$ 87,500.00	$ 88,785.00	$ 90,285.00	
904	$ 84,650.00	$ 87,550.00	$ 88,835.00	$ 90,335.00	
905	$ 84,700.00	$ 87,600.00	$ 88,885.00	$ 90,385.00	
906	$ 84,750.00	$ 87,650.00	$ 88,935.00	$ 90,435.00	
907	$ 84,800.00	$ 87,700.00	$ 88,985.00	$ 90,485.00	<<< 2022-23 Ending Salary (Other Instructional Employee)
908	$ 84,850.00	$ 87,750.00	$ 89,035.00	$ 90,535.00	
909	$ 84,900.00	$ 87,800.00	$ 89,085.00	$ 90,585.00	
910	$ 84,950.00	$ 87,850.00	$ 89,135.00	$ 90,635.00	
911	$ 85,000.00	$ 87,900.00	$ 89,185.00	$ 90,685.00	
912	$ 85,050.00	$ 87,950.00	$ 89,235.00	$ 90,735.00	
913	$ 85,100.00	$ 88,000.00	$ 89,285.00	$ 90,785.00	
914	$ 85,150.00	$ 88,050.00	$ 89,335.00	$ 90,835.00	
915	$ 85,200.00	$ 88,100.00	$ 89,385.00	$ 90,885.00	
916	$ 85,250.00	$ 88,150.00	$ 89,435.00	$ 90,935.00	
917	$ 85,300.00	$ 88,200.00	$ 89,485.00	$ 90,985.00	
918	$ 85,350.00	$ 88,250.00	$ 89,535.00	$ 91,035.00	
919	$ 85,400.00	$ 88,300.00	$ 89,585.00	$ 91,085.00	
920	$ 85,450.00	$ 88,350.00	$ 89,635.00	$ 91,135.00	
921	$ 85,500.00	$ 88,400.00	$ 89,685.00	$ 91,185.00	
922	$ 85,550.00	$ 88,450.00	$ 89,735.00	$ 91,235.00	
923	$ 85,600.00	$ 88,500.00	$ 89,785.00	$ 91,285.00	
924	$ 85,650.00	$ 88,550.00	$ 89,835.00	$ 91,335.00	
925	$ 85,700.00	$ 88,600.00	$ 89,885.00	$ 91,385.00	
926	$ 85,750.00	$ 88,650.00	$ 89,935.00	$ 91,435.00	
927	$ 85,800.00	$ 88,700.00	$ 89,985.00	$ 91,485.00	
928	$ 85,850.00	$ 88,750.00	$ 90,035.00	$ 91,535.00	
929	$ 85,900.00	$ 88,800.00	$ 90,085.00	$ 91,585.00	
930	$ 85,950.00	$ 88,850.00	$ 90,135.00	$ 91,635.00	
931	$ 86,000.00	$ 88,900.00	$ 90,185.00	$ 91,685.00	<<< 2023-24 Ending Salary (Other Instructional Employee)
932	$ 86,050.00	$ 88,950.00	$ 90,235.00	$ 91,735.00	
933	$ 86,100.00	$ 89,000.00	$ 90,285.00	$ 91,785.00	
934	$ 86,150.00	$ 89,050.00	$ 90,335.00	$ 91,835.00	
935	$ 86,200.00	$ 89,100.00	$ 90,385.00	$ 91,885.00	
936	$ 86,250.00	$ 89,150.00	$ 90,435.00	$ 91,935.00	
937	$ 86,300.00	$ 89,200.00	$ 90,485.00	$ 91,985.00	
938	$ 86,350.00	$ 89,250.00	$ 90,535.00	$ 92,035.00	
939	$ 86,400.00	$ 89,300.00	$ 90,585.00	$ 92,085.00	
940	$ 86,450.00	$ 89,350.00	$ 90,635.00	$ 92,135.00	

2025-26 Salary Schedule					
Level	**Bachelor's (Minimum Base Salary)**	**Master's [+$2,900]**	**Specialist [+$4,185.00]**	**Doctorate [+$5,685.00]**	
941	$ 86,500.00	$ 89,400.00	$ 90,685.00	$ 92,185.00	
942	$ 86,550.00	$ 89,450.00	$ 90,735.00	$ 92,235.00	
943	$ 86,600.00	$ 89,500.00	$ 90,785.00	$ 92,285.00	
944	$ 86,650.00	$ 89,550.00	$ 90,835.00	$ 92,335.00	
945	$ 86,700.00	$ 89,600.00	$ 90,885.00	$ 92,385.00	
946	$ 86,750.00	$ 89,650.00	$ 90,935.00	$ 92,435.00	
947	$ 86,800.00	$ 89,700.00	$ 90,985.00	$ 92,485.00	
948	$ 86,850.00	$ 89,750.00	$ 91,035.00	$ 92,535.00	
949	$ 86,900.00	$ 89,800.00	$ 91,085.00	$ 92,585.00	
950	$ 86,950.00	$ 89,850.00	$ 91,135.00	$ 92,635.00	
951	$ 87,000.00	$ 89,900.00	$ 91,185.00	$ 92,685.00	<<< 2024-25 Ending Salary (Other Instructional Employee)
952	$ 87,050.00	$ 89,950.00	$ 91,235.00	$ 92,735.00	
953	$ 87,100.00	$ 90,000.00	$ 91,285.00	$ 92,785.00	
954	$ 87,150.00	$ 90,050.00	$ 91,335.00	$ 92,835.00	
955	$ 87,200.00	$ 90,100.00	$ 91,385.00	$ 92,885.00	
956	$ 87,250.00	$ 90,150.00	$ 91,435.00	$ 92,935.00	
957	$ 87,300.00	$ 90,200.00	$ 91,485.00	$ 92,985.00	
958	$ 87,350.00	$ 90,250.00	$ 91,535.00	$ 93,035.00	
959	$ 87,400.00	$ 90,300.00	$ 91,585.00	$ 93,085.00	
960	$ 87,450.00	$ 90,350.00	$ 91,635.00	$ 93,135.00	
961	**$ 87,500.00**	**$ 90,400.00**	**$ 91,685.00**	**$ 93,185.00**	**<<< 2025-26 Ending Salary (Other Instructional Employee)**

APPENDIX A-1: Adjunct Hourly Pay Schedule

The following terms and conditions shall take effect beginning the next regularly scheduled pay period after the date of tentative agreement by both parties:

- Instructional employees at the Adult Learning Center Osceola, Technical Education Center Osceola, Juvenile Detention Center/ Heritage Academy, Criminal Justice Academy, and Health Sciences Department who are hired to work as adjunct instructors shall be paid their professional hourly rate of pay according to Article 16.03.

- In addition, adjunct instructors who are hired from outside the School District to work at the Adult Learning Center Osceola, Technical Education Center Osceola, Juvenile Detention Center/ Heritage Academy, Criminal Justice Academy, and Health Sciences Department shall be paid the average professional hourly rate of pay of existing employees at these worksites.

The above terms and conditions shall also be retroactive to July 01, 2022, for employees working at the date of the tentative agreement.

APPENDIX B: Job Share

1. Job sharing shall only be done by teachers on a voluntary basis. This includes volunteering to forego half the fully paid benefits normally paid part-time teachers. Each teacher participating in job sharing shall agree to receive only one-half (1/2) of any full benefit, required to be paid for by the Board. The teacher agrees to pay the remaining cost of receiving the required benefit or may certify coverage by such benefit from an outside source.

   a. Each teacher shall sign the attached statement assuring the teacher understands the voluntary nature of the program.

   b. Upon entering this job share program, an employee is notified by signing the Job Share agreement of the benefit choices including their option to forego the OCSB plan and select an alternative at their own expense.

   The employee may choose their benefit coverage and such choice shall be effective at the beginning of the employee's first date of eligibility at the time the job share participation begins.

2. Each teacher participating in a job share shall be responsible for exactly one-half (1/2) of the normal teaching duties and time (ninety-eight days). Schedules for participating teachers shall be mutually determined between the teachers and their school administrator. Prior to committing to the job share, schedules for the school year for each teacher must be agreed by all participants and shall be filed by the principal with the payroll and personnel departments and the Association. Each participant shall work one-half the number of hours in each payroll period. Hours shall be documented by a sign in/sign out process. The Board shall not additionally limit said scheduling except for requirements set to meet required audit standards. Existing sick and/or annual leave balances will be converted to reflect and charged according to the new part-time standard. The standard is calculated by taking the total average weekly hours divided by five days which determines the value of the days to be charged. Holiday pay will be credited according to this calculation standard. Each teacher must work or be on a paid status on the teacher's scheduled workday before and after the holiday in order to receive holiday pay.

3. Each teacher participating in a job share shall receive one-half (1/2) year credit for each year taught for salary purposes in accordance with 16.02(1)a.

4. Each teacher shall receive paychecks in accordance with the Board approved Master Payroll Processing Schedule for hourly employees. (04/22/09)

5. The participating teachers and the administrator shall mutually determine an assessment timetable to review the success of their job share. This assessment shall not occur more often than monthly nor less than bi-annually. Any alterations in the job share schedule shall be mutually agreed upon by the parties involved. (08/21/01)

6. A job sharing situation may be ended at any time during this year.

   a. The school administration may end a job share by notifying the teachers involved in writing and including a reason why. A copy shall be forwarded to the Assistant Superintendent for Personnel and the Association. Two full time positions shall be identified within the school and the principal shall determine which of the two (2) teachers positions each will fill after receiving input from the teachers.

   b. The teachers involved in job sharing may end the job share by notifying the principal in writing, including the reason why. A copy shall be forwarded to the Assistant Superintendent for Personnel and the Association. The principal shall determine who shall stay in that position and who shall accept a first available position after receiving input from the teachers involved.

   c. If one teacher ends the job share, that teacher shall request leave and shall be offered the first available position for which the teacher is certified.

7. A teacher who resumes full time responsibilities shall also resume full pay and benefits, including salary step if earned in accordance with the Master Contract.

8. At the end of the school year, if the job share is not continued, both teachers shall be considered the same as any other full-time teachers at their current school for the purpose of assignment for the subsequent year for the available positions.

(08/21/01)

JOB SHARING AGREEMENT

I, _____, do hereby agree to participate in the job sharing program as outlined in Appendix B. I have received a copy of Appendix B and voluntarily agree to all the terms of the job share. (08/21/01)

I understand I have voluntarily given up full Board paid medical insurance. The Board will pay half and I agree to participate in the group medical plan and pay half.

Upon entering this Job Share Program, I understand I am notified by signing the Job Share Agreement of the choice to participate in the OCSB plan or forego the OCSB plan and select an alternative at my own expense.

I understand I have chosen a benefit coverage, and my choice will be effective at the beginning of my first date of eligibility at the time the Job Share participation begins.

I also understand there is no expectation that this job share will continue past the end of the current school year. During this school year, the job share may be ended according to Appendix B. (08/21/01)

I have voluntarily agreed to job sharing with the above provisions and understand that if I have been coerced into participating in any way, I need only call the Director of Human Resources and Employee Relations and/or the Osceola County Education Association to change my assignment status. (08/21/01)

_____	_____
Teacher	Principal
_____	_____
Date	Date

APPENDIX C: Supplements

Pursuant to Section 1012.22(1)(c)4.b., Florida Statutes, both parties agree to review this supplements schedule annually and bargain collaboratively supplements that identify instructional personnel entitled to differentiated pay based upon factors, including, but not limited to, additional responsibilities, school demographics, critical shortage areas, and level of lob performance difficulties.

(a) The middle school intramural program must document that the program maintained a minimum of sixty (60) students participating during each supplemental pay period, as verified by the principal.

(b) Teacher Athletic Trainer

To the extent practical, each high school shall have two (2) Teacher Athletic Trainers. A Teacher Athletic Trainer shall not be required to evaluate or care for injuries of the general student enrollment. A Teacher Athletic Trainer may not assume coaching responsibilities. (04/22/09)

To qualify as a Teacher Athletic Trainer, a person must possess a professional, temporary, part-time, adjunct, or substitute certificate pursuant to s. 1012.56, and be licensed as required by part XIII of chapter 468. (04/22/09)

(c) Extracurricular supplements for academic/service clubs that meet outside the regular student day shall be provided as follows if the following criteria are met in accordance with the formula:

(1) Scheduled meetings - Must hold at least two meetings a month during the months of September to May outside the normal student day.
(2) Competition - Must make reasonable efforts to compete in School District and State Competition if available.
(3) Community Involvement - Must demonstrate community involvement if a service club.
(4) Active Membership - Must have at least twenty (20) members with an average meeting attendance of ten (10).
(5) School Service - Must provide at least one school project during the year.
(6) Charter and Bylaws - All extracurricular/service clubs must have on file, in the principal's office, a copy of their bylaws and/or standing rules. If applicable, they must have an approved charter and bylaws in compliance with State and National requirements.

A summary report indicating compliance with the above items must be on file in the principal's office prior to the issuance of the final supplement check.

A committee at each school, including one building level administrator, will determine the clubs at their school that meet all the applicable criteria.

Allocated based on population as follows:

- Elementary School - one per two hundred (200) students.
- Middle School - one per two hundred (200) students.
- High School - one per two hundred (200) students.

(d) Beginning with the 1996-97 school year, a high school may substitute a Head Diving Coach (index 55) for two Assistant Swimming Coach positions (index 40). The difference in costs between these supplements will be returned to the schools.

(e) The ESE supplement will be distributed to the following ESE teaching assignments:

ASD, InD, EBD, Pre-K ESE, Hearing Impaired, Behavioral Center Schools (all instructional positions) (i.e. DJJ, ARC), Behavior Specialists (04/22/09)

The teacher may receive the supplement if teaching out-of-field. The amount of the ESE supplement will be Index 20. (09/18/02)

An athletic supplement cannot be used to substitute for another sport.

No one individual may be paid supplements for any two athletic activities that have conflicting seasons except that whenever it becomes necessary for a coach who is already supplemented in the sport to fill a position necessary for the continued existence of a team, he or she will receive an assistant's supplement in addition to the regular supplement. If an assistant's supplement is not available, 50% of the regular supplement shall be received.

Verification of experience for current teachers must be received by the Board within one (1) year from date of hire on the Board approved form. Transfer of experience for salary credit between supplemented areas is not permitted except experience in the same specific activity. (11/07/07)

Full year instructional and non-instructional supplements will be paid in four equal payments. Seasonal athletic supplements will be paid in two equal payments on supplement pay dates after the beginning and conclusion of the season.

A committee composed of three members appointed by the Board and three members appointed by the Association President will study extracurricular and athletic supplements.

TERMS Code	Supplement Title	Category	Amount
SJ488	Arts Director-OCSA Only	Arts	$ 2,500.00
SJ704	Assistant Marching Band Director Competiton-National	Arts	$ 250.00
SJ705	Assistant Marching Band Director Competiton-Overall	Arts	$ 250.00
SJ703	Assistant Marching Band Director Competiton-State	Arts	$ 150.00
SJ480	Band Director-Marching/Concert Band-High School	Arts	$ 4,113.00
SJ550	Band Director-Middle School	Arts	$ 2,190.00
SJ551	Band Director-Middle School-Grandfathered	Arts	$ 2,262.00
SJ540	Choral Director-High School	Arts	$ 2,468.00
SJ510	Choral Director-Middle School	Arts	$ 1,234.00
SJ522	Choregrapher-High School	Arts	$ 700.00
SJ523	Costume Designer-High School	Arts	$ 700.00
SJ524	Dance Teacher-High School	Arts	$ 700.00
SJ521	Drama Co-Production Sponsor-High School	Arts	$ 700.00
SJ520	Drama Director-High School	Arts	$ 2,468.00
SJ690	Drama Teacher-Middle School	Arts	$ 1,234.00
SJ525	Fight Choregrapher-High School	Arts	$ 700.00
SJ701	Marching Band Director Competition-National	Arts	$ 500.00
SJ702	Marching Band Director Competition-Overall	Arts	$ 500.00
SJ700	Marching Band Director Competition-State	Arts	$ 250.00
SJ481	Marching Band Eurhythmics-High School	Arts	$ 700.00
SJ482	Marching Band Percussion-High School	Arts	$ 700.00
SJ483	Marching Band Visual-High School	Arts	$ 700.00
SJ484	Music Director-High School	Arts	$ 700.00
SJ485	Orchestra Director-High School	Arts	$ 2,468.00
SJ490	Orchestra Director-Middle School	Arts	$ 2,190.00
SJ527	Technical Theatre Assistant-High School	Arts	$ 700.00
SJ541	Accompanist-High School	Athletics	$ 700.00
SAAD2	Assistant Athletic Director	Athletics	$ 2,500.00
SAAD3	Assistant Athletic Director-188 Day	Athletics	$ 2,500.00
SAAD4	Assistant Athletic Director-217 Day	Athletics	$ 2,500.00
SAAT5	Assistant Athletic Trainer	Athletics	$ 4,442.00
SAVBG	Assistant Beach Volleyball	Athletics	$ 1,326.00
SAACN	Athletic Competition Assistant Coach-National	Athletics	$ 250.00
SAACO	Athletic Competition Assistant Coach-Overall	Athletics	$ 250.00
SAACS	Athletic Competition Assistant Coach-State	Athletics	$ 250.00
SACCP	Athletic Competition Cheer Assistant-National	Athletics	$ 250.00
SACCT	Athletic Competition Cheer Assistant-State	Athletics	$ 250.00
SAHCN	Athletic Competition Head Coach-National	Athletics	$ 500.00
SAHCO	Athletic Competition Head Coach-Overall	Athletics	$ 500.00

TERMS Code	Supplement Title	Category	Amount
SAHCS	Athletic Competition Head Coach-State	Athletics	$ 250.00
SAAC5	Athletic Coordinator, Middle School	Athletics	$ 2,100.00
SAAC6	Athletic Coordinator, Middle School-188 Day	Athletics	$ 2,100.00
SAAC7	Athletic Coordinator, K-8	Athletics	$ 2,400.00
SAAD1	Athletic Director	Athletics	$ 5,319.00
SAAT1	Athletic Trainer	Athletics	$ 5,042.00
SAAT2	Athletic Trainer-188 Days	Athletics	$ 5,042.00
SAATK	Athletic Trainer-Grandfathered	Athletics	$ 5,042.00
SABZJ	Baseball-Assistant Coach-Freshman Boys	Athletics	$ 2,180.00
SABZ4	Baseball-Assistant Coach-Junior Varsity Boys	Athletics	$ 2,180.00
SABZ2	Baseball-Assistant Coach-Varsity Boys	Athletics	$ 2,180.00
SABZ1	Baseball-Head Coach-Varsity Boys	Athletics	$ 4,033.00
SABZK	Baseball-Head Coach-Varsity Boys-Grandfathered	Athletics	$ 4,033.00
SABKV	Basketball Assistant Coach-Junior Varsity Girls-Grandfathered	Athletics	$ 2,262.00
SABKT	Basketball Assistant Coach-Varsity Girls-Grandfathered	Athletics	$ 2,262.00
SABKK	Basketball Head Coach-Varsity Boys-Grandfathered	Athletics	$ 4,113.00
SABKS	Basketball Head Coach-Varsity Girls-Grandfathered	Athletics	$ 4,113.00
SABKL	Basketball-2.2-Assistant Coach-Varsity Boys-Grandfathered	Athletics	$ 2,262.00
SABKJ	Basketball-Assistant Coach-Freshman Boys	Athletics	$ 2,180.00
SABK9	Basketball-Assistant Coach-Freshman Girls	Athletics	$ 2,180.00
SABK4	Basketball-Assistant Coach-Junior Varsity Boys	Athletics	$ 2,180.00
SABKD	Basketball-Assistant Coach-Junior Varsity Girls	Athletics	$ 2,180.00
SABK2	Basketball-Assistant Coach-Varsity Boys	Athletics	$ 2,180.00
SABKB	Basketball-Assistant Coach-Varsity Girls	Athletics	$ 2,180.00
SABK5	Basketball-Extracurricular-Boys	Athletics	$ 850.00
SABKE	Basketball-Extracurricular-Girls	Athletics	$ 850.00
SABK1	Basketball-Head Coach -Varsity Boys	Athletics	$ 4,033.00
SABKA	Basketball-Head Coach-Varsity Girls	Athletics	$ 4,033.00
SAVBC	Beach Volleyball	Athletics	$ 2,320.00
SABWL	Bowling-High School	Athletics	$ 2,320.00
SABW1	Bowling-High School-Boys	Athletics	$ 2,320.00
SABWZ	Bowling-High School-Conflict	Athletics	$ 1,160.00
SABWA	Bowling-High School-Girls	Athletics	$ 2,320.00
SACCN	Cheerleading Competiton Coach-National	Athletics	$ 500.00
SACCO	Cheerleading Competiton Coach-Overall	Athletics	$ 500.00

TERMS Code	Supplement Title	Category	Amount
SACCS	Cheerleading Competiton Coach-State	Athletics	$ 200.00
SACB9	Cheerleading-Basketball-Freshman	Athletics	$ 1,439.00
SACBC	Cheerleading-Basketball-Junior Varsity	Athletics	$ 1,439.00
SACBD	Cheerleading-Basketball-Junior Varsity-188	Athletics	$ 1,439.00
SACBA	Cheerleading-Basketball-Varsity	Athletics	$ 1,851.00
SACIE	Cheerleading-Extracurricular	Athletics	$ 850.00
SACF0	Cheerleading-Football-Freshman	Athletics	$ 1,439.00
SACFF	Cheerleading-Football-Freshman-Conflicting Season	Athletics	$ 719.50
SACFC	Cheerleading-Football-Junior Varsity	Athletics	$ 1,439.00
SACFD	Cheerleading-Football-Junior Varsity-188	Athletics	$ 1,439.00
SACFA	Cheerleading-Football-Varsity	Athletics	$ 1,851.00
SACCB	Competition Cheerleading-Assistant Coach	Athletics	$ 850.00
SACCA	Competition Cheerleading-Head Coach	Athletics	$ 1,028.00
SAXC7	Cross Country-Elementary Extracurricular Coach	Athletics	$ 850.00
SAXC5	Cross Country-Extracurricular	Athletics	$ 850.00
SAXC3	Cross Country-Jr. Varsity Boys	Athletics	$ 1,071.00
SAXCC	Cross Country-Junior Varsity Girls	Athletics	$ 1,071.00
SAXCZ	Cross Country-Junior Varsity Girls-Conflicting Seasons	Athletics	$ 535.50
SAXC1	Cross Country-Varsity Boys	Athletics	$ 1,827.00
SAXCK	Cross Country-Varsity Boys-Grandfathered	Athletics	$ 1,851.00
SAXCA	Cross Country-Varsity Girls	Athletics	$ 1,827.00
SAXCX	Cross Country-Varsity-Conflicting Seasons	Athletics	$ 1,071.00
SAEG1	Electronic Gaming - Fall	Athletics	$ 850.00
SAEG2	Electronic Gaming - Spring	Athletics	$ 850.00
SAFSH	Fishing-High School	Athletics	$ 850.00
SAFFB	Flag Football-Assistant Coach	Athletics	$ 1,139.00
SAF1T	Flag Football-Assistant Coach-1Grandfathered	Athletics	$ 1,347.00
SAFFC	Flag Football-Assistant Coach-Junior Varsity	Athletics	$ 1,139.00
SAFF5	Flag Football-Extracurricular	Athletics	$ 850.00
SAFF6	Flag Football-Extracurricular-Girls	Athletics	$ 850.00
SAFF7	Flag Football-Extracurricular-Girls-Conflicting Seasons	Athletics	$ 425.00
SAFFA	Flag Football-Head Coach	Athletics	$ 1,943.00
SAF1S	Flag Football-Head Coach-1Grandfathered	Athletics	$ 2,118.00
SAFFS	Flag Football-Head Coach-Grandfathered	Athletics	$ 2,262.00
SAFB4	Football-Assistant Coach-Spring	Athletics	$ 350.00
SAFB2	Football-Assistant Coach-Varsity	Athletics	$ 1,898.05
SAFBL	Football-Assistant Coach-Varsity-Grandfathered	Athletics	$ 1,922.70
SAFB1	Football-Head Coach-Varsity Boys	Athletics	$ 3,495.03
SAFBK	Football-Head Coach-Varsity Boys-Grandfathered	Athletics	$ 3,496.05
SAFB3	Football-Head Coach-Varsity Boys-Spring	Athletics	$ 700.00
SAGL1	Golf-Boys	Athletics	$ 2,146.00

TERMS Code	Supplement Title	Category	Amount
SAGL7	Golf-Elementary Extracurricular Coach	Athletics	$ 850.00
SAGLX	Golf-Elementary Extracurricular Coach-Conflict	Athletics	$ 425.00
SAGL5	Golf-Extracurricular	Athletics	$ 850.00
SAGLA	Golf-Girls	Athletics	$ 2,146.00
SAGLZ	Golf-Girls-Conflict	Athletics	$ 1,073.00
SAID4	High School Intramural-1	Athletics	$ 700.00
SAIDA	High School Intramural-2	Athletics	$ 700.00
SAID5	Intramural Director	Athletics	$ 1,645.00
SAID7	Intramural Director	Athletics	$ 1,645.00
SAID0	Intramural Director Assistant-183 Days	Athletics	$ 850.00
SAID9	Intramural Director Assistant-188 Days	Athletics	$ 850.00
SAID6	Intramural Director Assistant-196 Days	Athletics	$ 850.00
SAID8	Intramural Director Assistant-252 Days	Athletics	$ 850.00
SALX4	Lacrosse-Assistant Coach-Junior Varsity Boys	Athletics	$ 1,394.00
SALXD	Lacrosse-Assistant Coach-Junior Varsity Girls	Athletics	$ 1,394.00
SALX2	Lacrosse-Assistant Coach-Varsity Boys	Athletics	$ 1,394.00
SALX5	Lacrosse-Assistant Coach-Varsity Boys-188 Days	Athletics	$ 1,394.00
SALXB	Lacrosse-Assistant Coach-Varsity Girls	Athletics	$ 1,394.00
SALX1	Lacrosse-Head Coach-Boys	Athletics	$ 2,378.00
SALXA	Lacrosse-Head Coach-Girls	Athletics	$ 2,378.00
SJ526	Lighting Designer-High School	Athletics	$ 700.00
SASOJ	Soccer-Assistant Coach-Freshman Boys	Athletics	$ 2,180.00
SASO9	Soccer-Assistant Coach-Freshman Girls	Athletics	$ 2,180.00
SASO4	Soccer-Assistant Coach-Junior Varsity Boys	Athletics	$ 2,180.00
SASOD	Soccer-Assistant Coach-Junior Varsity Girls	Athletics	$ 2,180.00
SASO2	Soccer-Assistant Coach-Varsity Boys	Athletics	$ 2,180.00
SASOB	Soccer-Assistant Coach-Varsity Girls	Athletics	$ 2,180.00
SASO7	Soccer-Elementary Extracurricular Coach	Athletics	$ 850.00
SASO5	Soccer-Extracurricular-Boys	Athletics	$ 850.00
SASOE	Soccer-Extracurricular-Girls	Athletics	$ 850.00
SASOZ	Soccer-Extracurricular-Girls-Conflicting Seasons	Athletics	$ 308.50
SASO1	Soccer-Head Coach-Varsity Boys	Athletics	$ 4,033.00
SASOA	Soccer-Head Coach-Varsity Girls	Athletics	$ 4,033.00
SASB9	Softball-Assistant Coach-Freshman	Athletics	$ 2,180.00
SASBD	Softball-Assistant Coach-Junior Varsity	Athletics	$ 2,180.00
SASBB	Softball-Assistant Coach-Varsity	Athletics	$ 2,180.00
SASBE	Softball-Extracurricular	Athletics	$ 850.00
SASBA	Softball-Head Coach-Varsity	Athletics	$ 4,033.00
SASP3	Special Olympics Assistant Coach	Athletics	$ 510.00
SASP1	Special Olympics Director	Athletics	$ 850.00
SASP2	Special Olympics Head Coach	Athletics	$ 850.00

TERMS Code	Supplement Title	Category	Amount
SASW2	Swimming-Assistant Coach-Varsity Boys	Athletics	$ 1,037.00
SASWB	Swimming-Assistant Coach-Varsity Girls	Athletics	$ 1,037.00
SASWX	Swimming-Assistant Coach-Varsity Girls-Half	Athletics	$ 518.50
SASW1	Swimming-Head Coach-Varsity Boys	Athletics	$ 1,885.00
SAS1K	Swimming-Head Coach-Varsity Boys-1Grandfathered	Athletics	$ 2,118.00
SASWK	Swimming-Head Coach-Varsity Boys-Grandfathered	Athletics	$ 2,262.00
SASWA	Swimming-Head Coach-Varsity Girls	Athletics	$ 1,885.00
SAS1S	Swimming-Head Coach-Varsity Girls-1Grandfathered	Athletics	$ 2,118.00
SASWZ	Swimming-Head Coach-Varsity Girls-Conflicting Season	Athletics	$ 1,037.00
SASWS	Swimming-Head Coach-Varsity Girls-Grandfathered	Athletics	$ 2,262.00
SATN1	Tennis-Boys	Athletics	$ 2,320.00
SATNA	Tennis-Girls	Athletics	$ 2,320.00
SATNZ	Tennis-Girls-Conflicting Season	Athletics	$ 1,160.00
SATR2	Track-Assistant Coach-Boys	Athletics	$ 1,656.00
SAT1L	Track-Assistant Coach-Boys-1Grandfathered	Athletics	$ 1,732.00
SATR3	Track-Assistant Coach-Boys-Half	Athletics	$ 828.00
SATRB	Track-Assistant Coach-Girls	Athletics	$ 1,656.00
SAT1T	Track-Assistant Coach-Girls-1Grandfathered	Athletics	$ 1,732.00
SATRT	Track-Assistant Coach-Girls-Grandfathered	Athletics	$ 1,851.00
SATF7	Track-Elementary Extracurricular Coach	Athletics	$ 850.00
SATF5	Track-Extracurricular-Boys	Athletics	$ 850.00
SATFE	Track-Extracurricular-Girls	Athletics	$ 850.00
SATFX	Track-Extracurricular-Girls Boys Combined	Athletics	$ 1,234.00
SATFZ	Track-Extracurricular-Girls-Conflicting Season	Athletics	$ 425.00
SATR1	Track-Head Coach-Boys	Athletics	$ 2,760.00
SAT1K	Track-Head Coach-Boys-1Grandfathered	Athletics	$ 3,080.00
SATRX	Track-Head Coach-Boys-Conflicting Seasons	Athletics	$ 1,656.00
SATRK	Track-Head Coach-Boys-Grandfathered	Athletics	$ 3,291.00
SATRA	Track-Head Coach-Girls	Athletics	$ 2,760.00
SAT1S	Track-Head Coach-Girls-1Grandfathered	Athletics	$ 3,080.00
SAT1Z	Track-Head Coach-Girls-1Grandfathered-Conflicting Seasons	Athletics	$ 1,732.00
SATRZ	Track-Head Coach-Girls-Conflicting Seasons	Athletics	$ 1,851.00
SAVF9	Volleyball-Assistant Coach-Freshman Girls	Athletics	$ 1,751.00
SAVFF	Volleyball-Assistant Coach-Freshman Girls-188 Days	Athletics	$ 1,751.00
SAVB4	Volleyball-Assistant Coach-Junior Varsity Boys	Athletics	$ 1,683.00
SAVBD	Volleyball-Assistant Coach-Junior Varsity Girls	Athletics	$ 1,751.00
SAVB2	Volleyball-Assistant Coach-Varsity Boys	Athletics	$ 1,683.00
SAVBB	Volleyball-Assistant Coach-Varsity Girls	Athletics	$ 1,751.00
SAVB6	Volleyball-Extracurricular-Boys	Athletics	$ 850.00
SAVBE	Volleyball-Extracurricular-Girls	Athletics	$ 850.00

TERMS Code	Supplement Title	Category	Amount
SAVBZ	Volleyball-Extracurricular-Girls-Confilict	Athletics	$ 425.00
SAVB1	Volleyball-Head Coach-Varsity Boys	Athletics	$ 2,871.00
SAVBA	Volleyball-Head Coach-Varsity Girls	Athletics	$ 2,987.00
SAWP2	Water Polo-Assistant Coach-Varsity Boys	Athletics	$ 1,683.00
SAWPB	Water Polo-Assistant Coach-Varsity Girls	Athletics	$ 1,683.00
SAWP1	Water Polo-Head Coach-Varsity Boys	Athletics	$ 2,871.00
SAWPA	Water Polo-Head Coach-Varsity Girls	Athletics	$ 2,871.00
SAWPZ	Water Polo-Head Coach-Varsity Girls-Conflicting Seasons	Athletics	$ 1,683.00
SAWT2	Weightlifting-Assistant Coach-Varsity Boys	Athletics	$ 1,037.00
SAW1L	Weightlifting-Assistant Coach-Varsity Boys-1Grandfathered	Athletics	$ 1,347.00
SAWTB	Weightlifting-Assistant Coach-Varsity Girls	Athletics	$ 1,037.00
SAWT1	Weightlifting-Head Coach-Varsity Boys	Athletics	$ 1,827.00
SAWTK	Weightlifting-Head Coach-Varsity Boys-Grandfathered	Athletics	$ 1,851.00
SAWTA	Weightlifting-Head Coach-Varsity Girls	Athletics	$ 1,827.00
SAWR4	Wrestling-Assistant Coach-Junior Varsity Boys	Athletics	$ 2,146.00
SAWRD	Wrestling-Assistant Coach-Junior Varsity Girls	Athletics	$ 2,146.00
SAWR2	Wrestling-Assistant Coach-Varsity Boys	Athletics	$ 2,146.00
SAWRZ	Wrestling-Assistant Coach-Varsity Boys-Conflictings Seasons	Athletics	$ 1,073.00
SAWRB	Wrestling-Assistant Coach-Varsity Girls	Athletics	$ 2,146.00
SAWRF	Wrestling-Assistant Coach-Varsity Girls-188 Days	Athletics	$ 2,146.00
SAWR5	Wrestling-Extracurricular	Athletics	$ 850.00
SAWRX	Wrestling-Head Coach-Girls-Conflicting Seasons	Athletics	$ 2,146.00
SAWR1	Wrestling-Head Coach-Varsity Boys	Athletics	$ 3,680.00
SAWRA	Wrestling-Head Coach-Varsity Girls	Athletics	$ 3,680.00
SJ590	Academic Competion Bowl Sponsor-High School	Curriculum	$ 700.00
SJ591	Academic Competion Bowl Sponsor-Middle School	Curriculum	$ 700.00
SJ640	Class Sponsor-Freshmen	Curriculum	$ 700.00
SJ641	Class Sponsor-Freshmen-188 Day	Curriculum	$ 700.00
SJ620	Class Sponsor-Junior	Curriculum	$ 700.00
SJ621	Class Sponsor-Junior-188 Day	Curriculum	$ 700.00
SJ610	Class Sponsor-Senior	Curriculum	$ 700.00
SJ611	Class Sponsor-Senior-188 Day	Curriculum	$ 700.00
SJ612	Class Sponsor-Senior-252 Day	Curriculum	$ 700.00
SJ630	Class Sponsor-Sophomore	Curriculum	$ 700.00
SJ631	Class Sponsor-Sophomore-188 Day	Curriculum	$ 700.00
New	Coach, Mathematics	Curriculum	$ 700.00
New	Coach, Multi-Tiered Systems of Support (MTSS)	Curriculum	$ 700.00
New	Coach, Reading/ Literacy	Curriculum	$ 700.00
New	Coach, Science	Curriculum	$ 700.00

TERMS Code	Supplement Title	Category	Amount
SK030	Co-Curricular-High School-Business Professional Assoc/Career Education Club (BPA/CECE)	Curriculum	$ 1,028.00
SK010	Co-Curricular-High School-Distributive Education Club (DECA)	Curriculum	$ 1,028.00
SK020	Co-Curricular-High School-Family, Career and Community Leaders (FCCLA)	Curriculum	$ 1,028.00
SK000	Co-Curricular-High School-Future Business Leaders of America-Phi Beta Lambda (FBLA)	Curriculum	$ 1,028.00
SK092	Co-Curricular-High School-Future Educators of America (FFEA)	Curriculum	$ 1,028.00
SK050	Co-Curricular-High School-Future Farmers of America (FFA)	Curriculum	$ 1,028.00
SK052	Co-Curricular-High School-Future Farmers of America (FFA)- 252 Day	Curriculum	$ 1,028.00
SK040	Co-Curricular-High School-Future Homemakers of America (FHA)	Curriculum	$ 1,028.00
SK080	Co-Curricular-High School-Health Occupation Students of America (HOSA)	Curriculum	$ 1,028.00
SK090	Co-Curricular-High School-Technology Student Association (TSA)	Curriculum	$ 1,028.00
SK070	Co-Curricular-High School-Vocational Industries	Curriculum	$ 1,028.00
SK031	Co-Curricular-Middle School-Business Professionals of America (BPA)	Curriculum	$ 1,028.00
SK001	Co-Curricular-Middle School-Future Business Leaders of America-Phi Beta Lambda	Curriculum	$ 1,028.00
SK051	Co-Curricular-Middle School-Future Farmers of America	Curriculum	$ 1,028.00
SK041	Co-Curricular-Middle School-Future Homemakers of America	Curriculum	$ 1,028.00
SK091	Co-Curricular-Middle School-Technology Student Association (TSA)	Curriculum	$ 1,028.00
SM300	Curriculum Chair-Elementary	Curriculum	$ 700.00
SR102	Dean 1201-1600	Curriculum	$ 1,650.00
SR103	Dean 1601-2000	Curriculum	$ 1,750.00
SR100	Dean 1-800	Curriculum	$ 1,450.00
SR104	Dean 2001+	Curriculum	$ 1,850.00
SR101	Dean 801-1200	Curriculum	$ 1,550.00
SM080	Department Chair-High School-Art	Curriculum	$ 700.00
SM082	Department Chair-High School-Dance	Curriculum	$ 700.00
SM081	Department Chair-High School-Drama	Curriculum	$ 700.00
SM100	Department Chair-High School-ESE	Curriculum	$ 700.00
SM120	Department Chair-High School-ESOL	Curriculum	$ 700.00
SM121	Department Chair-High School-ESOL-188 Days	Curriculum	$ 700.00
SM070	Department Chair-High School-Foreign Language	Curriculum	$ 700.00
SM010	Department Chair-High School-Language Arts	Curriculum	$ 700.00

TERMS Code	Supplement Title	Category	Amount
SM030	Department Chair-High School-Math	Curriculum	$ 700.00
SM060	Department Chair-High School-Other	Curriculum	$ 700.00
SM090	Department Chair-High School-Physical Education	Curriculum	$ 700.00
SM110	Department Chair-High School-Reading	Curriculum	$ 700.00
SM040	Department Chair-High School-Science	Curriculum	$ 700.00
SM020	Department Chair-High School-Social Studies	Curriculum	$ 700.00
SM083	Department Chair-High School-Technical Theatre	Curriculum	$ 700.00
SM050	Department Chair-High School-Vocational	Curriculum	$ 700.00
SM600	Department Chair-TECO-Business Technology	Curriculum	$ 700.00
SM601	Department Chair-TECO-Health Science	Curriculum	$ 700.00
SM602	Department Chair-TECO-Industrial	Curriculum	$ 700.00
SR500	ESE Resource Compliance Specialist	Curriculum	$ 1,500.00
SR501	ESE Resource Compliance Specialist-12 Month	Curriculum	$ 1,500.00
SR495	ESE Teacher Non Core	Curriculum	$ 1,500.00
SR493	ESE Teacher-Self Contained-Combination School	Curriculum	$ 1,500.00
SR492	ESE Teacher-Self Contained-Elementary School	Curriculum	$ 1,500.00
SR490	ESE Teacher-Self Contained-High School	Curriculum	$ 1,500.00
SR491	ESE Teacher-Self Contained-Middle School	Curriculum	$ 1,500.00
SR300	ESOL Comp/Prg Spec	Curriculum	$ 1,500.00
SR306	ESOL Comp/Prg Spec 10%	Curriculum	$ 150.00
SR305	ESOL Comp/Prg Spec 20%	Curriculum	$ 300.00
SR307	ESOL Comp/Prg Spec 30%	Curriculum	$ 450.00
SR302	ESOL Comp/Prg Spec 40%	Curriculum	$ 600.00
SR301	ESOL Comp/Prg Spec 60%	Curriculum	$ 900.00
SR304	ESOL Comp/Prg Spec 80%	Curriculum	$ 1,200.00
SJ001	Extracurricular Sponsor Competition-National	Curriculum	$ 500.00
SJ002	Extracurricular Sponsor Competition-Overall	Curriculum	$ 500.00
SJ000	Extracurricular Sponsor Competition-State	Curriculum	$ 250.00
SJ240	Extracurricular Sponsor-188 Days	Curriculum	$ 700.00
SJ241	Extracurricular Sponsor-217 Days	Curriculum	$ 700.00
SJ230	Extracurricular Sponsor-Elementary School	Curriculum	$ 850.00
SJ233	Extracurricular Sponsor-Elementary School-2	Curriculum	$ 850.00
SJ250	Extracurricular Sponsor-High School	Curriculum	$ 700.00
SJ260	Extracurricular Sponsor-High School Speech/Debate/Forensics	Curriculum	$ 700.00
SJ681	Extracurricular Sponsor-High School- Technical Honor Society	Curriculum	$ 700.00
SJ132	Extracurricular Sponsor-High School-Ambassadors	Curriculum	$ 700.00
SJ140	Extracurricular Sponsor-High School-Art	Curriculum	$ 700.00
SJ110	Extracurricular Sponsor-High School-Best Buddies	Curriculum	$ 700.00
SJ112	Extracurricular Sponsor-High School-Best Buddies-188 Days	Curriculum	$ 700.00

TERMS Code	Supplement Title	Category	Amount
SJ130	Extracurricular Sponsor-High School-Beta Club	Curriculum	$ 700.00
SJ214	Extracurricular Sponsor-High School-Cadet Core	Curriculum	$ 700.00
SJ215	Extracurricular Sponsor-High School-Cadet Core-Split	Curriculum	$ 350.00
SJ221	Extracurricular Sponsor-High School-Charter Development Club	Curriculum	$ 700.00
SJ080	Extracurricular Sponsor-High School-Dance	Curriculum	$ 700.00
SJ310	Extracurricular Sponsor-High School-Drama	Curriculum	$ 700.00
SJ070	Extracurricular Sponsor-High School-Environment	Curriculum	$ 700.00
SJ190	Extracurricular Sponsor-High School-Fellowship of Christian Athletes	Curriculum	$ 700.00
SJ210	Extracurricular Sponsor-High School-French Club	Curriculum	$ 700.00
SJ040	Extracurricular Sponsor-High School-Gospel Choir	Curriculum	$ 700.00
SJ680	Extracurricular Sponsor-High School-Honor Society	Curriculum	$ 823.00
SJ030	Extracurricular Sponsor-High School-Interact	Curriculum	$ 700.00
SJ211	Extracurricular Sponsor-High School-International Club	Curriculum	$ 700.00
SJ020	Extracurricular Sponsor-High School-Junior Achievement	Curriculum	$ 700.00
SJ050	Extracurricular Sponsor-High School-Key Club	Curriculum	$ 700.00
SJ010	Extracurricular Sponsor-High School-Keyetttes	Curriculum	$ 700.00
SJ060	Extracurricular Sponsor-High School-Latin Club	Curriculum	$ 700.00
SJ213	Extracurricular Sponsor-High School-Longhorn Legion	Curriculum	$ 700.00
SJ370	Extracurricular Sponsor-High School-Mu Alpha Theta	Curriculum	$ 700.00
SJ120	Extracurricular Sponsor-High School-National Homemakers of America	Curriculum	$ 700.00
SJ111	Extracurricular Sponsor-High School-New Success	Curriculum	$ 700.00
SJ360	Extracurricular Sponsor-High School-Photography Club	Curriculum	$ 700.00
SJ150	Extracurricular Sponsor-High School-Power Club	Curriculum	$ 700.00
SJ101	Extracurricular Sponsor-High School-Reach Out	Curriculum	$ 700.00
SJ180	Extracurricular Sponsor-High School-Science Club	Curriculum	$ 700.00
SJ181	Extracurricular Sponsor-High School-Science Club-188 Day	Curriculum	$ 700.00
SJ350	Extracurricular Sponsor-High School-Skills USA	Curriculum	$ 700.00
SJ212	Extracurricular Sponsor-High School-Spanish Club	Curriculum	$ 700.00
SJ271	Extracurricular Sponsor-High School-STEM Club	Curriculum	$ 700.00
SJ100	Extracurricular Sponsor-High School-Students Against Destructive Decisions	Curriculum	$ 700.00
SJ160	Extracurricular Sponsor-High School-Thespian	Curriculum	$ 700.00
SJ220	Extracurricular Sponsor-High School-Youth in Government	Curriculum	$ 700.00
SJ231	Extracurricular Sponsor-Middle School	Curriculum	$ 700.00
SJ141	Extracurricular Sponsor-Middle School-Art	Curriculum	$ 700.00
SJ320	Extracurricular Sponsor-Middle School-Athletic Fundraiser	Curriculum	$ 700.00

TERMS Code	Supplement Title	Category	Amount
SJ341	Extracurricular Sponsor-Middle School-Battle of the Books	Curriculum	$ 700.00
SJ170	Extracurricular Sponsor-Middle School-Battletech	Curriculum	$ 700.00
SJ131	Extracurricular Sponsor-Middle School-Beta Club	Curriculum	$ 700.00
SJ081	Extracurricular Sponsor-Middle School-Dance	Curriculum	$ 700.00
SJ191	Extracurricular Sponsor-Middle School-Fellowship of Christian Athletes	Curriculum	$ 700.00
SJ330	Extracurricular Sponsor-Middle School-Geocaching	Curriculum	$ 700.00
SJ280	Extracurricular Sponsor-Middle School-History Club	Curriculum	$ 700.00
SJ090	Extracurricular Sponsor-Middle School-Honor Society	Curriculum	$ 700.00
SJ021	Extracurricular Sponsor-Middle School-Junior Achievement	Curriculum	$ 700.00
SJ290	Extracurricular Sponsor-Middle School-Math Club	Curriculum	$ 700.00
SJ232	Extracurricular Sponsor-Middle School-Save Club	Curriculum	$ 700.00
SJ270	Extracurricular Sponsor-Middle School-Science Club	Curriculum	$ 700.00
SJ200	Extracurricular Sponsor-Middle School-Student Council	Curriculum	$ 700.00
SJ161	Extracurricular Sponsor-Middle School-Thespian	Curriculum	$ 700.00
SJ340	Extracurricular Sponsor-Middle School-Writers Guild	Curriculum	$ 700.00
SJ380	Extracurricular Sponsor-Odyssey of the Mind	Curriculum	$ 700.00
SJ381	Extracurricular Sponsor-Odyssey of the Mind	Curriculum	$ 700.00
SJ382	Extracurricular Sponsor-Odyssey of the Mind	Curriculum	$ 700.00
New	Grade Level Chair-Pre-Kindergarten	Curriculum	$ 700.00
SM302	Grade Level Chair-1st Grade	Curriculum	$ 700.00
SM303	Grade Level Chair-2nd Grade	Curriculum	$ 700.00
SM304	Grade Level Chair-3rd Grade	Curriculum	$ 700.00
SM305	Grade Level Chair-4th Grade	Curriculum	$ 700.00
SM306	Grade Level Chair-5th Grade	Curriculum	$ 700.00
SM301	Grade Level Chair-Kindergarten	Curriculum	$ 700.00
SM200	Grade Level Chair-Middle School-6th Grade	Curriculum	$ 700.00
SM201	Grade Level Chair-Middle School-7th Grade	Curriculum	$ 700.00
SM202	Grade Level Chair-Middle School-8th Grade	Curriculum	$ 700.00
SM203	Grade Level Chair-Middle School-Elementary	Curriculum	$ 700.00
SJ530	Newspaper Sponsor-High School	Curriculum	$ 1,028.00
SJ580	Newspaper Sponsor-Middle School	Curriculum	$ 823.00
SJ581	Newspaper Sponsor-Middle School-188 Day	Curriculum	$ 823.00
SJ583	Newspaper Sponsor-Middle School-252 Day	Curriculum	$ 823.00
SJ600	Student Council-High School	Curriculum	$ 700.00
SJ601	Student Council-High School-188 Day	Curriculum	$ 700.00
SM502	Test Coordinator 1201-1600	Curriculum	$ 1,128.00
SM503	Test Coordinator 1601-2000	Curriculum	$ 1,228.00
SM500	Test Coordinator 1-800	Curriculum	$ 928.00
SM506	Test Coordinator 1-800- 260 days	Curriculum	$ 928.00

TERMS Code	Supplement Title	Category	Amount
SM505	Test Coordinator 1-800-1Grandfathered	Curriculum	$ 962.00
SM504	Test Coordinator 2001+	Curriculum	$ 1,328.00
SM501	Test Coordinator 801-1200	Curriculum	$ 1,028.00
New	Virtual School Teacher	Curriculum	$ 1,000.00
SM410	Yearbook Sponsor-Elementary School-188 Days	Curriculum	$ 700.00
SM400	Yearbook Sponsor-Elementary School-196 Days	Curriculum	$ 700.00
SM430	Yearbook Sponsor-Elementary School-217 Days	Curriculum	$ 700.00
SM420	Yearbook Sponsor-Elementary School-252 Days	Curriculum	$ 700.00
SJ500	Yearbook Sponsor-High School	Curriculum	$ 1,645.00
SJ571	Yearbook Sponsor-Middle School-188 Days	Curriculum	$ 1,028.00
SJ570	Yearbook Sponsor-Middle School-196 Days	Curriculum	$ 1,028.00
SJ572	Yearbook Sponsor-K-8	Curriculum	$ 1,300.00
SR540	Audiologist	Other	$ 1,500.00
SR520	Behavior Center-Lead	Other	$ 1,028.00
SR521	Behavior Center-Teacher-ESE	Other	$ 1,500.00
SR522	Behavior Center-Teacher-NonESE	Other	$ 700.00
SR494	Behavior Specialist	Other	$ 1,500.00
SR555	First Aid/CPR-188 Days	Other	$ 500.00
SR557	First Aid/CPR-196 Days	Other	$ 500.00
SR558	First Aid/CPR-217 Days	Other	$ 500.00
SR556	First Aid/CPR-252 Days	Other	$ 500.00
SR571	Green Champion-188 Days	Other	$ 650.00
SR570	Green Champion-196 Days	Other	$ 650.00
SR572	Green Champion-197 Days	Other	$ 650.00
SR574	Green Champion-200 Days	Other	$ 650.00
SR573	Green Champion-252 Days	Other	$ 650.00
SR600	Guidance Director	Other	$ 823.00
SR551	Health Champion-188 Days	Other	$ 650.00
SR550	Health Champion-196 Days	Other	$ 650.00
SR552	Health Champion-197 Days	Other	$ 650.00
SR553	Health Champion-252 Days	Other	$ 650.00
SR711	OASIS School Coordinator-188 days	Other	$ 650.00
SR710	OASIS School Coordinator-196 days	Other	$ 650.00
SR713	OASIS School Coordinator-252 days	Other	$ 650.00
SR530	Speech Language Pathologist	Other	$ 1,500.00

Additional Compensation for Participation in State-Level or National-Level High School Competitions

Those instructional employees who receive a related high school supplement per Appendix C of this Contract shall also be eligible for additional compensation according to the criteria below.

High School Athletic Competitions

High School Head Coaches and Assistant Coaches whose athletic teams represent a high school in events sponsored by the Florida High Schools Athletic Association, and who, at the conclusion of the normal schedule of athletic activities, proceed to a state-level or national-level competition shall receive compensation for the additional time and effort required for participating in a state-level or national-level competition according to the following schedule:

Role	State-Level Participation	National-Level Participation	Over-All Winner of a State- or National-Level Competition
Head Coach	$250	$500	$500
Assistant Coach	$150	$250	$250

High School Marching Band and Cheerleading Competitions

High School Marching Band Directors, Assistant Marching Band Directors, Cheerleading Coaches whose students proceed to a state-level or national-level competition shall receive compensation for the additional time and effort required for participating in a state-level or national-level competition according to the following schedule:

Role	State-Level Participation	National-Level Participation	Over-All Winner of a State- or National-Level Competition
Marching Band Director	$250	$500	$500
Assistant Marching Band Director	$150	$250	$250
Cheerleading Coach	$200	$500	$500

Other High School Academic and Arts Competitions

High school extracurricular sponsors of academic or arts activities whose students proceed to a state-level or national-level competition shall receive compensation for the additional time and effort required for participating in a state-level or national-level competition according to the following schedule:

Role	State-Level Participation	National-Level Participation	Over-All Winner of a State- or National-Level Competition
Extracurricular Sponsor	$250	$500	$500

Additional Compensation for Specific Athletic Certifications

- Eligible Athletic Directors who obtain Athletic Administration certifications from the National Interscholastic Athletic Administrators Association (NIAAA) shall be paid one (1) of the following supplements one (1) time per school year no later than the last pay period in May.

    - Certified Athletic Administrator (CAA) $400.00
    - Certified Master Athletic Administrator (CMAA) $800.00

- Eligible Athletic Coaches (K-12) who obtain either Level 2 or 3 coaching certification from the National Federation of High Schools (NFHS) shall be paid one (1) of the following supplements one (1) time per school year no later than the last pay period in May. Eligible Athletic Coaches (K-12) shall receive only one (1) supplement for the highest level of certification obtained.

    - NFHS Certification Level 2 $200.00
    - NFHS Certification Level 3 $400.00

Employee Recruitment Incentive Supplement

1. The Superintendent and School District Leadership Team shall provide an employee recruitment incentive equal to **$250.00** for each job candidate referred to and successfully hired by the School District.

    - The estimated cost to the School District would be $75,000 per year based upon approximately three hundred (300) referring employees.

    - "Successfully hired" shall mean the referred job candidate who completes all required steps for onboarding and who remains an employee for a minimum of ninety (90) days.

2. The Department of Human Resources shall promulgate the procedures for recordkeeping and manage the collection of forms related to this incentive.

3. The incentive shall be paid as a bonus on a quarterly basis.

4. Employees who make three (3) or more successfully hired referrals shall be designated as **"Super Recruiters"** and may be entered into a drawing for a prize donated by a business sponsor (e.g., restaurant gift card, hotel stay, etc.).

5. Administrators would not be eligible for this incentive since recruitment is an existing job requirement.

APPENDIX D: Resignation of Teacher

To the School Board of Osceola County, Florida

In view of the following, to wit:
(State Reasons)

I hereby tender my resignation and by these presents do hereby resign as a Teacher in _____, School, of Osceola County, Florida, to take effect as of the _____ day of _____, 20_____.

_____
(Signature)

APPENDIX E: Teacher Request to Transfer

NAME _____
Last First Middle

SOCIAL SECURITY NUMBER _____

PRESENT WORK LOCATION _____

SUBJECT PRESENTLY TEACHING _____

SUBJECT REQUESTED TO TEACH _____

WORK LOCATION(S) REQUESTED _____
(In order of preference)

_____

_____

REASONS FOR TRANSFER:

_____

_____

_____

_____

I understand that my name will be placed on the REQUEST FOR TRANSFER LIST and that this is not a transfer. I fully understand that a vacancy must exist and that it is my responsibility to apply specifically to the principal/supervisor by submitting a copy of this request, a letter of intent, and a resume before a principal can give me consideration. The receiving principal will make the final recommendation.

_____
Signature

_____
Date

FC-700-273
(Rev 9/95)

Employee to distribute:
White-Personnel, Yellow-Requested Principal/Supervisor, Pink-Current Principal/Supervisor

APPENDIX F: Grievance Form

Osceola County Education Association
School Board of Osceola County, Florida

Grievance # _____

Name: _____ School District Employee ID #: _____

Supervisor: _____ Work Location: _____

Date: _____

Applicable Contract Provisions: _____

Date Grievance Occurred: _____

Description:

Relief Sought:

Signature of Grievant: _____ Date: _____

LEVEL I Grievant and Supervisor met to discuss issue and attempt to resolve.

Date of Meeting: _____

LEVEL II Response by Chief Human Resources Officer

Date Received: _____

GRANTED DENIED

Response by the Chief Human Resources Officer:

Signature: _____ Date: _____
Chief Human Resources Officer

FC-700-245

Grievance # _____

Name: _____ SS#: _____

LEVEL III **Response by Superintendent or Designee**

Date Received: _____

GRANTED DENIED

Response by Superintendent:

Signature: _____ Date: _____
Superintendent

LEVEL IV **Submit to Arbitration**

Date Submitted: _____

Award of the Arbitrator: _____

SEE ATTACHMENTS

APPENDIX G-1: Instructional Assessment Forms

(Available on the School District Website under Employee Resources)

Click on the following or copy and paste the web address into your browser:

- **The School District of Osceola County, Florida - Employee Evaluation Systems**
  - **https://www.osceolaschools.net/71045_3**

APPENDIX G-2: Personnel Performance Plan for Teacher Development Professional Improvement Plan

THE SCHOOL DISTRICT OF OSCEOLA COUNTY, FLORIDA

PERSONNEL PERFORMANCE PLAN FOR TEACHER DEVELOPMENT
PROFESSIONAL IMPROVEMENT PLAN

Teacher's Name _____ ID # _____
Administrator's Name _____
Competency/Indicator to be addressed _____

Planning Date __/__/____
Review Date(s) __/__/____ __/__/____ __/__/____
Completion Date __/__/____

Improvement Objective: _____
Strategies Formulated: _____
Assistance Offered: _____

Teacher Signature	Date	Administrator Signature	Date

☐ OBJECTIVE ACCOMPLISHED ☐ OBJECTIVE NOT ACCOMPLISHED

Teacher Signature	Date	Administrator Signature	Date

Original: Professional Development
Copies: Teacher, Administrator

An Equal Opportunity Agency

Page 1 of 2
FC-710-1211
(Rev. 02/12/08)

THE SCHOOL DISTRICT OF OSCEOLA COUNTY, FLORIDA

PERSONNEL PERFORMANCE PLAN FOR TEACHER DEVELOPMENT
PROFESSIONAL IMPROVEMENT PLAN

Teacher's Name _____ ID # _____

Review Session: _____

_____	_____	_____	_____
Teacher Signature	Date	Administrator Signature	Date

Review Session: _____

_____	_____	_____	_____
Teacher Signature	Date	Administrator Signature	Date

Review Session: _____

_____	_____	_____	_____
Teacher Signature	Date	Administrator Signature	Date

APPENDIX H-1: Instructional Employees' Evaluation System and Handbook

(Available on the School District Website under Employee Resources)

Click on the following or copy and paste the web address into your browser:

- **The School District of Osceola County, Florida - Employee Evaluation Systems**
  - **https://www.osceolaschools.net/71045_3**

APPENDIX H-2: Non-Classroom Instructional Employees' Evaluation System and Handbook

(Available on the School District Website under Employee Resources)

Click on the following or copy and paste the web address into your browser:

- **The School District of Osceola County, Florida - Employee Evaluation Systems**
  - **https://www.osceolaschools.net/71045_3**

APPENDIX I: Individual Professional Growth Plan

Available on the School District's
MyPGS (My Professional Growth System) Website

Click on the following or copy and paste the web address into your browser:

- **https://login.effectiveeducators.com/idp/Authn/UserPassword**

APPENDIX J: Year-Round Schools

Teachers at year-round schools shall be afforded all the rights, privileges, benefits, and protection outlined in the Master Contract between the Osceola County Education Association and the Osceola County School Board. The following items are of particular interest to teachers at year-round schools:

(1) On an on-going basis, a joint committee will review the progress of the year-round schools program.

(2) Teachers from year-round schools shall be considered first for additional employment in intersession programs for which they are certified. Teachers at year-round schools may substitute on days that are not scheduled as duty days.

(3) Each year-round school site administrator shall communicate significant School District and School announcements to employees who are on intersession so that they have the opportunity to participate fully in School District and School activities and programs.

(4) The intent of the Association and the School Board is that year-round schoolteachers beginning their employment after July 1 receive the same salary as those teaching on a traditional schedule for that school year.

(5) Year-round teachers will be afforded inservice opportunities equitable to those for teachers on the traditional calendar.

(6) All teachers will be notified of available intersession employment opportunities and afforded the opportunity to apply.

(7) The School District shall notify the Association as far in advance as feasible before changing any school to or from year-round status. It is anticipated that planning for the transition of a school to or from year-round status shall begin no later than the beginning of the second semester.

APPENDIX K: Accountability

In accordance with Blueprint 2000 passed by the Florida Legislature, the Board and the Association agree to participate in a program of school improvement. Individual schools are given increased responsibility to make decisions about their affairs. Teachers, along with other stakeholders, share in this responsibility to make decisions about the school and are partners in the decision-making team at each individual school. Accordingly, to encourage participation of teachers in site-based decision-making, the parties agree to the following:

1. School District School Improvement Leadership Team

   The Association may recommend the appointment of four (4) teachers to the School District School Improvement Leadership Team. Those teachers shall be representative of the ethnic, racial, and gender of the School District. The team shall perform such functions as prescribed by the board and Florida Statutes.

2. School Advisory Council

   A. Since each school has officially been designated as the accountable unit for improvement, the planning process must include meaningful participation of all stakeholders -- administrators, teachers, support personnel, parents, students of middle and high schools, business/community leaders -- through School Advisory Council membership, it is the charge of the council to identify critical issues and design and implement a school improvement plan, which will initiate innovations. The School Advisory Council shall be representative of the ethnic, racial, and economic community served by the School. The members shall be elected by their constituencies and their names submitted to the Board.

   B. Teachers shall be nominated with approval of the nominee and elected by teachers. The election process shall be determined cooperatively and among all teachers approved by teachers at each school site.

   C. Teachers shall have released time to attend School Advisory Council meetings and training programs held within the school day.

3. Training and Staff Development

   Training and staff development will be provided as budgetary constraints allow. Principals may require teachers to attend training and Staff Development activities during early release days, one day of pre-planning, one day of post planning, or during the regular teacher workday if coverage is provided. Inservice points will be awarded, provided the inservice is related to school improvement or accountability, and provided the School Advisory Committee approves the required inservice activities for their school. (08/17/05)

4. Budget

   Monies will be allocated to each school according to Legislative intent and as provided by the Board.

5. Waivers

If any aspect of a proposed accountability restructuring agreement is contrary to the terms of the collective bargaining agreement, a waiver must be approved by the OCEA Board of Directors, the School Improvement Leadership Team, and the School Board.

APPENDIX L: Scheduling Variations

The Board and Association recognize that Adult and Community Education programs are intended to serve primarily the adults of the community, and to meet their needs. Classes are scheduled at times based upon the availability of those students, as such classes may be scheduled evenings and/ or weekends, sometimes resulting in split shifts or flexible schedules for instructors to ensure that adequate FTE is earned to continue the programs. Teachers will be notified of their course schedule prior to the start of a term or scheduled course whenever practicable.

A committee composed of three members appointed by the Board and three members appointed by the Association president will study scheduling variations as they relate to class enrollments and earned FTE.

APPENDIX M: Memorandum of Understanding: 2024-25 Adjustments to Supplements

MEMORANDUM OF UNDERSTANDING –
2024-25 Adjustments to Supplements, Instructional Employees

Whereas, the Osceola County School Board and the Osceola County Education Association believe that rewarding instructional employees for roles within extracurricular athletic programs is beneficial to both parties;

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

1. Add the following *new* supplements to the Supplements Schedule:

   - Athletic Coordinator, K-8 $2,400.00
   - Yearbook Sponsor, K-8 $1,300.00

2. Rename the *existing* supplement for *Assistant Intramural Director* as *Assistant Athletic Coordinator*.

3. Increase the amount of the following *existing* supplements:

   - Athletic Director $5,319.00 (an increase of $1,000.00 from $4,319.00)
   - Asst. Athletic Director $2,500.00 (an increase of $400.00 from $2,100.00)
   - Athletic Trainer $5,042.00 (an increase of $1,000.00 from $4,042.00)
   - Assistant Athletic Trainer $4,442.00 (an increase of $400.00 from $4,042.00)
   - Athletic Coordinator, Middle School $2,100.00 (an increase of $455.00 from $1,645.00)

4. Provide the following *new* supplements for eligible Athletic Directors who obtain Athletic Administration certifications from the National Interscholastic Athletic Administrators Association (NIAAA). This supplement shall be paid one time per school year no later than the last pay period in May.

   - Certified Athletic Administrator (CAA) $400.00
   - Certified Master Athletic Administrator (CMAA) $800.00

5. Provide the following *new* supplements for eligible Athletic Coaches (K-12) who obtain either Level 2 or 3 coaching certification from the National Federation of High Schools (NFHS). This supplement shall be paid one (1) time per school year no later than the last pay period in May. Eligible Athletic Coaches (K-12) shall receive only one (1) supplement for the highest level of certification obtained.

   - NFHS Certification Level 2 $200.00
   - NFHS Certification Level 3 $400.00

OSCEOLA COUNTY SCHOOL BOARD

SUPERINTENDENT
Mark Shanoff

CHIEF NEGOTIATOR FOR OCSB
John Boyd

OSCEOLA COUNTY EDUCATION ASSOCIATION

OCEA PRESIDENT and
CHIEF NEGOTIATOR FOR OCEA
Janet Moody

Date: Thursday, October 31, 2024

Page **1** of 1

APPENDIX N: Memorandum of Understanding: 2024-25 Payroll Deduction Slots

The School District of Osceola County, Florida (SDOC)

MEMORANDUM OF UNDERSTANDING –
2024-25 Payroll Deduction Slots,
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 providing additional economic benefits to eligible employees is a mutual interest

Therefore, be it resolved that both parties agree to the following additional terms and conditions for Payroll Deduction Slots:

1. The purpose for this additional deduction will be for a program of employee economic benefits which is arranged by or through the OCEA and which is not in competition with the School District's health and hospitalization insurance benefits.

2. Upon receipt of the appropriate written authorization form from the eligible employee, the School District agrees to deduct authorized sums from the salary of any teacher and make proper remittance for up to two (2) payroll deduction programs approved by the School Board in addition to those in existence prior to this Memorandum of Understanding.

3. The School District agrees to deduct the authorized amounts for those additional payroll deduction programs in equal deductions from the eligible employee s salary check.

4. The School District also agrees that the amount of the deduction may be changed or terminated. Upon receipt of the appropriate written authorization form from the eligible employee, this deduction may be changed or terminated not less than thirty (30) days prior to the deduction date on which change or termination of the deduction is to become effective.

5. The Association shall indemnify, defend, and hold the School District harmless against and from any and all claims that may arise out of action which the School District may take in order to provide this service, unless the claim is attributable to an error solely on the part of the School District.

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

OSCEOLA COUNTY
EDUCATION ASSOCIATION

OCEA PRESIDENT
Janet Moody

Date: Tuesday, July 16, 2024

Prepared by: John Boyd, Executive Director of Government & Labor Relations, Department of Human Resources
Revised: July 16, 2024

Page 1 of 1

MEMORANDUM OF UNDERSTANDING –
2024-25 Unified School Improvement Grant (UniSIG) Impact –
Thacker Avenue Elementary School,
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 three (3) schools that may meet the required criteria designated within the application for the *2024-25 Unified School Improvement Grant (UniSIG)*;

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 the *2024-25 Unified School Improvement Grant (UniSIG)*, sufficient to fund strategic grant projects, deliverables, and activities at **Thacker Avenue Elementary School**:

- 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.
- All eligible **Thacker Avenue Elementary School** instructional employees shall meet the criteria for the *2024-25 Unified School Improvement Grant (UniSIG)* as established by the Florida Department of Education;
- During this UniSIG grant period (e.g., 2024-25 school year), upon the condition of the Florida Department of Education's approval, all eligible **Thacker Avenue Elementary School** instructional employees shall receive a supplement to compensate for additional work expectations and requirements due to assignment at an eligible school, not to exceed:
  - $15,000 for an eligible State VAM rating of "Highly Effective"; or
  - $7,500 for an eligible State VAM rating of "Effective."
- In accordance with the terms and conditions required to participate in this grant, all eligible instructional employees who choose to participate shall agree to:
  - Complete the entire 2024-25 school year as an instructional employee at an eligible school from August 05, 2024, through June 02, 2025;
  - Understand that participation is a commitment of one (1) school year of employment at **Thacker Avenue Elementary School** that renders the participating instructional employee ineligible to transfer from **Thacker Avenue Elementary School** to another School District school during the 2024-25 school year;

- Engage in common planning by subject area, including, but not limited to, the following professional activities as a subject area team or group: development of lesson plans, data based decision making, problem solving, and professional learning:
  - Classroom instructional employees:
    - ✓ shall participate in the common planning on Early Release Wednesdays per contract; and
    - ✓ may participate one (1) additional hour of common planning time per week.
  - Classroom instructional employees who do participate in the one (1) additional hour of common planning per week shall be paid at the employee's contractual regular hourly rate of pay.
- Receive coaching support that shall be provided based on analysis of student progress monitoring data and classroom observational data;
- Conduct progress monitoring weekly for informed decision-making of student mastery of standards and instructional practices;
- Implement the School District's continuous improvement process through the use of formative and summative assessments, including, but not limited to pre/ post assessments;
- Collaborate in data analysis cycles; and
- Actively participate in assigned professional development on research-based instructional practices that include, but are not limited to, student engagement, data-decision planning, etc.

- If an eligible and participating instructional employee leaves **Thacker Avenue Elementary School** prior to the end of the school year (e.g., after August 05, 2024, and before June 02, 2025), then this employee shall be required to repay the full amount of the supplement that the employee received through the School District's established overpayment procedures, which may include recoupment from remaining paychecks.

OSCEOLA COUNTY SCHOOL BOARD

SUPERINTENDENT
Mark Shanoff

CHIEF NEGOTIATOR FOR OCSB
John Boyd

Date: Tuesday, September 24, 2024

OSCEOLA COUNTY EDUCATION ASSOCIATION

OCEA PRESIDENT and CHIEF NEGOTIATOR FOR OCEA
Janet Moody

APPENDIX P: Memorandum of Understanding: 2025-26 Voluntary Paid Workdays Before Pre-Planning for ESE Self-Contained Classroom Teachers at ESE Hub Schools

The School District of Osceola County, Florida (SDOC)

MEMORANDUM OF UNDERSTANDING –
2025-26 Voluntary Paid Workdays Before Pre-Planning for ESE Self-Contained Classroom Teachers at ESE Hub Schools, Instructional Employees

Whereas, the Osceola County School Board (OCSB) and the Osceola County Education Association (OCEA) as evidenced by the respective signatures below, are parties hereto and agree to this Memorandum of Understanding (MOU) as more specifically set forth herein for the 2025-26 school year:

1. Exceptional Student Education (ESE) self-contained classroom teachers at designated ESE hub schools shall be eligible to elect to work up to two (2) full workdays within the two (2) weeks immediately prior to the regularly scheduled first day of Pre-Planning.

2. The purpose of these two (2) dates is to provide site-based support to ESE classroom teachers assigned to ESE self-contained classrooms at designated ESE hub schools to set up their classrooms.

3. Prior to the signing of this MOU, the School District has scheduled and communicated the dates for required professional learning and training sessions for specific employees during the summer such as COMPASS (the School District's new teacher induction program) and the new Resource Compliance Specialist Boot Camp.

4. After the signing of this MOU, no additional required professional learning or training sessions shall be scheduled on either of the two (2) dates during the two (2) weeks prior to Pre-Planning for the 2025-26 school year.

5. The school principal of the designated ESE hub school shall:
   - schedule these two (2) dates within the two (2) weeks immediately prior to Pre-Planning for the 2025-26 school year; and
   - communicate these two (2) dates to eligible ESE classroom teachers assigned to their school site no later than **Monday, June 2, 2025**.

6. Instructional employees who elect to work up to two (2) full workdays shall:
   - sign in and sign out on the eligible dates worked; and
   - receive compensation at their regular rate of pay for the time worked.

This Memorandum of Understanding shall expire on **Thursday, May 21, 2026**.

OSCEOLA COUNTY SCHOOL BOARD

SUPERINTENDENT
Dr. Mark Shanoff

CHIEF NEGOTIATOR FOR OCSB
John Boyd

OSCEOLA COUNTY EDUCATION ASSOCIATION

OCEA PRESIDENT and
CHIEF NEGOTIATOR FOR OCEA
Janet Moody

Date: **Wednesday, May 21, 2025**

Prepared by: John Boyd, Executive Director of Government & Labor Relations, Department of Human Resources
Revised: **May 23, 2025**
Page **1** of 1

MEMORANDUM OF UNDERSTANDING –
2025-2026
Knights Point K-8,
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, both parties understand that pursuant to *Section 1008.34 – School grading system; school report cards; district grade, Florida Statutes*, **Knights Point K-8 School** has earned a School Accountability Grade of "D," and the School District is required to take steps for the purposes of school improvement to avoid corrective action status;

Whereas, both parties understand that pursuant to *Section 1012.2315 – Assignment of teachers, Florida Statutes*, "[a] school district may not assign a higher percentage than the school district average of inexperienced teachers, teachers in need of improvement, or out-of-field teachers to schools graded "D" or "F" pursuant to s. 1008.34. As used in this section, the term "inexperienced teacher" means a teacher who has been teaching for 3 years or less."

Therefore, be it resolved that both parties agree to the following additional terms and conditions of employment pursuant to limited available School District Title I funds to fulfill staffing and school improvement activities at **Knights Point K-8 School**:

1. Pursuant to *Section 1012.2315 – Assignment of teachers, Florida Statutes*, the School District must reassign any classroom instructional employees assigned to **Knights Point K-8 School** who do not meet state requirements to another school, and *Article VII: Vacancies, Transfers, and Reduction in Force, 7.03 Allocation Reduction – Worksite* of our *Instructional Employees Contract* shall apply and be followed in order to comply with state law.

2. The School District shall comply with state and federal requirements for the use of grant funds available for the following incentives in order to ensure the grant's initial and potential continued funding.

3. All eligible **Knights Point K-8 School** instructional employees shall meet the criteria for school improvement and turnaround schools as established by Bureau of School Improvement the Florida Department of Education.

4. **Recruitment Incentive Supplement**

- During the 2025-26 school year, upon the condition of the Florida Department of Education's approval, all eligible instructional employees who are successfully hired and fulfill all state and School District requirements to work at **Knights Point K-8 School** on or after the date of tentative agreement and signature of this MOU by both parties shall receive a recruitment supplement not to exceed **$10,000** per the terms and conditions of this MOU and subject to available funding.

- All eligible instructional employees shall agree to:

  - Complete the entire 2025-26 school year as an instructional employee at an eligible school from August 04, 2025, through May 29, 2026;

  - Understand that participation is a commitment of one (1) school year of employment at **Knights Point K-8 School** that renders the participating instructional employee ineligible to transfer from **Knights Point K-8 School** to another School District school during the 2025-26 school year;

  - If an eligible and participating instructional employee leaves **Knights Point K-8 School** prior to the end of the school year (e.g., after August 04, 2025, and before May 29, 2026), then this employee shall be required to repay the full amount of the supplement that the employee received through the School District's established overpayment procedures, which may include recoupment from remaining paychecks.

- The eligible recruitment incentive supplement candidate shall:

  - have a School District Student Growth Measure or a State Value Added Model (VAM) score of "Highly Effective";

  - have successfully completed at least three (3) or more years of verified teaching experience;

  - hold Florida certification in a core subject area [e.g., Elementary, K-5; English Language Arts; Mathematics; Science; Social Studies; Reading; or Exceptional Student Education (ESE)];

- The payment of this recruitment incentive supplement shall be:

  - in quarterly installments beginning October 2025; and

  - prorated for candidates successfully hired after September 01, 2025.

- Both parties understand and agree that:

  - available funding for this recruitment incentive supplement is limited and shall end when all funds are depleted by the hiring of eligible candidates on a first come, first served basis; and

- if additional funding becomes available, both parties agree to discuss a future MOU for recruitment and/ or retention purposes at **Knights Point K-8 School**.

5. Knights Point K-8 School instructional employees shall:

   - Engage in common planning by subject area one (1) days a week, including, but not limited to, the following professional activities as a subject area team or group: development of lesson plans, data-based decision-making, problem-solving, and professional learning;

   - Classroom instructional employees:

     - shall participate in the common planning on Early Release Wednesdays per contract; and

     - Receive coaching support that shall be provided based on analysis of student progress monitoring data and classroom observational data;

     - Conduct progress monitoring weekly for informed decision-making of student mastery of standards and instructional practices;

     - Implement the School District's continuous improvement process using School District formative and summative assessments;

     - Collaborate in data analysis cycles; and

     - Actively participate in assigned professional learning on research-based instructional practices that include, but are not limited to, student engagement, data-decision planning, etc.

OSCEOLA COUNTY
SCHOOL BOARD

SUPERINTENDENT
Mark Shanoff

CHIEF NEGOTIATOR FOR OCSB
John Boyd

Date: Friday, August 1, 2025

OSCEOLA COUNTY
EDUCATION ASSOCIATION

OCEA PRESIDENT and
CHIEF NEGOTIATOR FOR OCEA
Janet Moody

APPENDIX R: Memorandum of Understanding: 2025-26 School Improvement for KPK8, Part 2

MEMORANDUM OF UNDERSTANDING –
2025-2026
Knights Point K-8, Part II,
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, both parties understand that pursuant to *Section 1008.34 – School grading system; school report cards; district grade, Florida Statutes*, **Knights Point K-8 School** has earned a School Accountability Grade of "D" and the School District is required to take steps for the purposes of school improvement to avoid corrective action status;

Whereas, both parties understand that pursuant to *Section 1012.2315 – Assignment of teachers, Florida Statutes*, "[a] school district may not assign a higher percentage than the school district average of inexperienced teachers, teachers in need of improvement, or out-of-field teachers to schools graded "D" or "F" pursuant to s. 1008.34. As used in this section, the term "inexperienced teacher" means a teacher who has been teaching for 3 years or less."

Therefore, be it resolved that both parties agree to the following additional terms and conditions of employment pursuant to limited available School District Title I funds to fulfill staffing and school improvement activities at **Knights Point K-8 School**:

1. Transparency Statement

This MOU adds to but does not change the terms and conditions of the ***MOU re: 2025-2026 Knights Point K-8, Instructional Employees***, that both parties signed on Friday, August 01, 2025.

2. Recruitment Incentive Supplement, Part II

- During the 2025-26 school year, upon the condition of the Florida Department of Education's approval, all eligible instructional employees who are successfully hired and fulfill all state and School District requirements to work at **Knights Point K-8 School** on or after the date of tentative agreement and signature of this MOU by both parties shall receive a recruitment supplement not to exceed **$5,000** per the terms and conditions of this MOU and subject to available funding.

- All eligible instructional employees shall agree to:

- Complete the entire 2025-26 school year as an instructional employee at an eligible school from August 04, 2025, through May 29, 2026;
- Understand that participation is a commitment of one (1) school year of employment at **Knights Point K-8 School** that renders the participating instructional employee ineligible to transfer from **Knights Point K-8 School** to another School District school during the 2025-26 school year;
- If an eligible and participating instructional employee leaves **Knights Point K-8 School** prior to the end of the school year (e.g., after August 04, 2025, and before May 29, 2026), then this employee shall be required to repay the full amount of the supplement that the employee received through the School District's established overpayment procedures, which may include recoupment from remaining paychecks.

- The eligible recruitment incentive supplement candidate shall:
  - have a School District Student Growth Measure or a State Value Added Model (VAM) score of "Effective";
  - have successfully completed at least three (3) or more years of verified teaching experience;
  - hold Florida certification in a core subject area [e.g., Elementary, K-5; English Language Arts; Mathematics; Science; Social Studies; Reading; or Exceptional Student Education (ESE)];
- The payment of this recruitment incentive supplement shall be:
  - in quarterly installments beginning October 2025; and
  - prorated for candidates successfully hired after September 01, 2025.

3. Retention Incentive Supplement

- During the 2025-26 school year, upon the condition of the Florida Department of Education's approval, all eligible instructional employees at **Knights Point K-8 School** on or after the date of tentative agreement and signature of this MOU by both parties shall receive a retention supplement not to exceed **$2,000** per the terms and conditions of this MOU and subject to available funding.
- All eligible instructional employees shall agree to:
  - Complete the entire 2025-26 school year as an instructional employee at an eligible school from August 04, 2025, through May 29, 2026;
  - Understand that participation is a commitment of one (1) school year of employment at **Knights Point K-8 School** that renders the participating instructional employee ineligible to transfer from **Knights Point K-8 School** to another School District school during the 2025-26 school year;

- If an eligible and participating instructional employee leaves **Knights Point K-8 School** prior to the end of the school year (e.g., after August 04, 2025, and before May 29, 2026), then this employee shall be required to repay the full amount of the supplement that the employee received through the School District's established overpayment procedures, which may include recoupment from remaining paychecks.

- The eligible retention incentive supplement candidate shall:
  - be an instructional employee who:
    - is currently employed at **Knights Point K-8 School** for the 2025-26 school year;
    - was an employee at **Knights Point K-8 School** prior to the 2025-26 school year; and
    - shall not be a recipient of a recruitment incentive supplement.
- The payment of this retention incentive supplement shall:
  - shall be in quarterly installments beginning October 2025;
  - shall not be retroactive.

4. If an employee is eligible for a Recruitment Incentive Supplement, then the employee shall not be eligible for a Retention Incentive Supplement. An eligible employee may receive only one (1) of these supplements.

5. If an employee leaves **Knights Point K-8 School** for any reason and is re-hired at **Knights Point K-8 School** during the 2025-26 school year, then the employee shall not be eligible for either of these supplements.

OSCEOLA COUNTY SCHOOL BOARD

SUPERINTENDENT
Mark Shanoff

CHIEF NEGOTIATOR FOR OCSB
John Boyd

OSCEOLA COUNTY EDUCATION ASSOCIATION

OCEA PRESIDENT and CHIEF NEGOTIATOR FOR OCEA
Janet Moody

Date: Monday, August 11, 2025

APPENDIX S: Memorandum of Understanding: 2025-26 School Improvement for KPK8, Part 3

The School District of Osceola County, Florida (SDOC)

MEMORANDUM OF UNDERSTANDING –
2025-2026
Knights Point K-8, Part III,
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, both parties understand that pursuant to *Section 1008.34 – School grading system; school report cards; district grade, Florida Statutes*. **Knights Point K-8 School** has earned a School Accountability Grade of 'D,' and the School District is required to take steps for the purposes of school improvement to avoid corrective action status;

Whereas, both parties understand that pursuant to *Section 1012.2315 – Assignment of teachers, Florida Statutes*, "[a] school district may not assign a higher percentage than the school district average of inexperienced teachers, teachers in need of improvement, or out-of-field teachers to schools graded 'D' or 'F' pursuant to s. 1008.34. As used in this section, the term "inexperienced teacher" means a teacher who has been teaching for 3 years or less."

Therefore, be it resolved that both parties agree to the following additional terms and conditions of employment pursuant to limited available School District Title I funds to fulfill staffing and school improvement activities at **Knights Point K-8 School**:

1. Transparency Statement

This MOU adds to but does not change the terms and conditions of the:

- ***MOU re: 2025-2026 Knights Point K-8, Instructional Employees***, that both parties signed on Friday, August 01, 2025, or the
- ***MOU re: 2025-2026 Knights Point K-8, Instructional Employees, Part III***, that both parties signed on Monday, August 11 2025.

2. Retention Incentive Supplement

- During the 2025-26 school year, upon the condition of the Florida Department of Education's approval, all eligible instructional employees at **Knights Point K-8 School** on or after the date of tentative agreement and signature of this MOU by both parties shall receive a retention supplement not to exceed **$2,000** per the terms and conditions of this MOU and subject to available funding.

- All eligible instructional employees shall agree to:
  - Complete the entire 2025-26 school year as an instructional employee at an eligible school from the eligible employee's date of hire through May 29, 2026;
  - Understand that participation is a commitment of one (1) school year of employment at **Knights Point K-8 School** that renders the participating instructional employee ineligible to transfer from **Knights Point K-8 School** to another School District school during the 2025-26 school year;
  - If an eligible and participating instructional employee leaves **Knights Point K-8 School** prior to the end of the school year (e.g., after the eligible employee's date of hire and before May 29, 2026), then this employee shall be required to repay the full amount of the supplement that the employee received through the School District's established overpayment procedures which may include recoupment from remaining paychecks.
- The eligible retention incentive supplement candidate shall:
  - be an instructional employee who:
    - was hired and is currently employed at **Knights Point K-8 School** for the 2025-26 school year; and
    - shall not be a recipient of a recruitment incentive supplement.
- The payment of this retention incentive supplement shall:
  - shall be in quarterly installments beginning October 2025;
  - shall be prorated from the employee's date of hire; and
  - shall <u>not</u> be retroactive

3. If an employee is eligible for a Recruitment Incentive Supplement, then the employee shall **<u>not</u>** be eligible for a Retention Incentive Supplement. An eligible employee may receive only one (1) of these supplements.

4. If an employee leaves **Knights Point K-8 School** for any reason and is re-hired at **Knights Point K-8 School** during the 2025-26 school year, then the employee shall <u>not</u> be eligible for either of these supplements.

OSCEOLA COUNTY
SCHOOL BOARD

SUPERINTENDENT
Mark Shanoff

CHIEF NEGOTIATOR FOR OCSB
John Boyd

Date: **Wednesday, August 20, 2025**

OSCEOLA COUNTY
EDUCATION ASSOCIATION

OCEA PRESIDENT and
CHIEF NEGOTIATOR FOR OCEA
Janet Moody

APPENDIX S: Memorandum of Understanding: 2025-26 Remote Work Teacher Planning Days

MEMORANDUM OF UNDERSTANDING –
2025-26 Remote Work Planning Days, Instructional Employees

Whereas, the School District of Osceola County, Florida, and the Osceola County Education Association believe that flexible work schedules may have a positive effect on instructional employee morale;

Therefore, be it resolved that both parties agree to the following terms and conditions.

1. Remote Work Planning Days shall be defined as a non-student contact Teacher Workday during the Academic Calendar where eligible instructional employees may work remotely.

2. Eligible instructional employees shall be defined as those instructional employees who fulfill professional obligations such as submission of student grades and completion of regularly required forms, reports, lesson plans, etc., prior to the scheduled Teacher Workday.

3. Eligible instructional employees shall earn and receive Remote Work Planning Days on the following workdays:

   - ***Monday, October 13, 2025;***
   - ***Friday, January 9, 2026;***
   - ***Friday, March 13, 2026; and/ or***
   - ***Friday, May 29, 2026***

4. Participating eligible instructional employees must notify in writing (e.g., e-mail, paper, etc.) the school principal or designee at their worksite at least five (5) workdays prior to any Teacher Workday listed in Item 3 above.

5. If a Teacher Workday must be used as a Hurricane Make-Up Day, then both parties agree to bargain the impact of such change to the terms and conditions of this MOU.

This Memorandum of Understanding will expire on **Tuesday, June 30, 2026**.

OSCEOLA COUNTY SCHOOL BOARD

SUPERINTENDENT
Dr. Mark Shanoff

CHIEF NEGOTIATOR FOR OCSB
John Boyd

OSCEOLA COUNTY EDUCATION ASSOCIATION

OCEA PRESIDENT and
CHIEF NEGOTIATOR FOR OCEA
Janet Moody

Date: **Wednesday, August 20, 2025**

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Non-Discrimination Notice

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The School District also provides access to its facilities to the Boy Scouts and other patriotic youth groups, as required by the Boy Scouts of America Equal Access Act.

Applicants/ individuals with disabilities requesting accommodations under the Americans with Disabilities Act (ADA) may call the District's ADA Office at 407-870-4800 for assistance.

Questions, complaints, or requests for additional information regarding discrimination or harassment may be sent to:

Dr. Karyle Green, Chief Human Resources Officer
The School District of Osceola County
Department of Human Resources Administrative Services
799 Bill Beck Boulevard
Kissimmee, FL 34744
Phone: 407-870-4800
Email: Karyle.Green@osceolaschools.net

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