



# PRESS RELEASE

## Osceola County Education Association and School District of Osceola County Reach Tentative Agreement on Instructional and ESP Contracts

The Osceola County Education Association (OCEA) is proud to announce a tentative agreement with the School District of Osceola County that delivers significant improvements in compensation, working conditions, and professional respect for both instructional personnel and education support professionals (ESPs).

### Instructional Employees

Highlights of the instructional contract include:

- **Compensation:** A 2% raise plus performance pay for all instructional employees. Total raise totals approximately 2.7%
- **Leave and Support:** New compassionate leave and expanded bereavement leave for travel and improved language to better support employees during times of need.
- **Evaluations:** Teacher evaluations will now include class rosters with student scores to ensure accuracy in student score calculations.
- **Equity and Representation:** Two seats chosen by OCEA on the Exceptional Student Education (ESE) committee.
- **Professional Workload:** PLT meetings reduced from four to two per month. Memorandum of Understanding allowing all instructional employees to work remotely on teacher workdays.

### Education Support Professionals (ESPs)

Highlights of the ESP contract include:

- **Compensation:** A 2% pay increase for all ESPs.
- **Nurses:** Guaranteed compensatory time when required to carry radios during lunch duty.
- **Equity and Training:** New language requiring specific toileting training with fair distribution of responsibilities and clearer language around primary assignments for ESPs.
- **Technical Support Staff:** Contract now requires quarterly Union-Management meetings to address and improve working conditions for school-based technical support staff.

## **Shared Contract Improvements**

Across both contracts, the agreements include:

- Expanded bereavement leave, especially for those traveling.
- New compassionate leave provisions.
- Board leave for employees on the district health clinic insurance plan.
- Removal of restrictive language, now permitting employees to hold more than two extracurricular supplements
- Establishment of a key cap fee policy to ensure fairness and consistency.
- A paid Juneteenth holiday for 11- and 12-month employees

While the agreements represent meaningful progress, OCEA notes that SDOC leadership has moved forward with a premium increase for insurance plans not under the district health clinic system. This remains a concern for many employees, and OCEA will continue advocating for fair and affordable healthcare coverage for all members.

### **Remarks from President Janet Moody:**

“This agreement reflects the power of collective action and the voice of our members. We secured pay increases, stronger workplace protections, and greater recognition of the professional and personal needs of our employees. While challenges remain, particularly with healthcare costs, we are proud of the gains we’ve achieved together with the school district.”

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