

**MEMORANDUM OF UNDERSTANDING #1**  
**Sustainability Champion Recognition Program for 2024-25 School Year**  
**January 10, 2025**

The OCPS Office of Sustainability works to inspire action among staff and students to improve the environment, reduce district costs, and make a positive social impact in our community. The OCPS Sustainability Plan 2030 provides the overarching tool to organize and communicate the objectives, indicators and strategies necessary for the district to achieve its sustainability goals.

In an effort to reach these goals, the District established the Sustainability Champion Recognition Program. Employees nominate an individual or a team by submitting an application for recognition through a Google Form. The Sustainability Office evaluates the nominations and identifies four (4) recipients for recognition as Sustainability Champions. Based on this evaluation, recipients will receive monetary awards as follows:

1st Place	\$3,000.00 *
2nd Place	\$2,000.00 *
3rd Place	\$1,000.00 *
4th Place	\$500.00 *

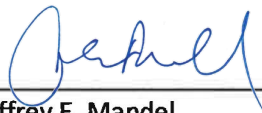
\* The amount noted will be reduced by the employer portion of the FICA and Medicare taxes. The remaining amount is considered a bonus and will be subject to employee taxes including Federal withholding, FICA and Medicare.

These monetary awards are funded with rebate dollars generated from our waste management contract.

This MOU expires June 30, 2025.

For School Board of Orange County, Florida:

For Orange County Classroom Teachers Association:

  
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Jeffrey E. Mandel  
Chief Negotiator

  
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Clinton McCracken  
President