

MEMORANDUM OF UNDERSTANDING #2
Paid Maternity Leave
January 27, 2025

Effective July 1, 2025, the parties agree to provide three (3) weeks of paid maternity leave for the 2025-2026 year. This is a pilot program and the parties agree to work during the term of this MOU to further explore parental leave for future implementation.

Eligibility for Paid Maternity Leave:

Eligibility for paid maternity leave requires an employee to be actively employed for at least one year without a break in service and who gives birth to a child.

Paid Maternity Leave:

An eligible employee as defined above will receive three (3) weeks (15 consecutive duty days) of paid leave time beginning on the first duty day after the birth of her child.

Paid maternity leave is to be used for maternity purposes before using any accrued leave or leave without pay for maternity purposes.

Application for Paid Maternity Leave:

An eligible employee, as defined above, shall submit a long-term leave request form to her supervisor.

Information about the PUMP Act:

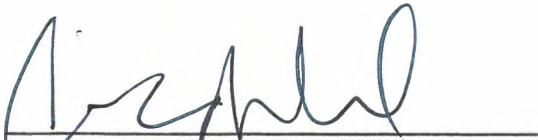
Once the employee submits the request for maternity leave, an email will be sent to the employee and the employee's supervisor providing information about the PUMP Act.

Review of 2025-26 Paid Maternity Leave Pilot Program

The parties agree to meet to review implementation of the 2025-26 Paid Maternity Leave Pilot Program 60, 90, and 180 days after initial implementation. Through mutual agreement, the parties may modify this pilot program based on the implementation review.

This MOU expires June 30, 2026.

For School Board of Orange County, Florida:



Jeffrey E. Mandel
Chief Negotiator

For Orange County Classroom Teachers
Association:



Clinton McCracken
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