

MEMORANDUM OF AGREEMENT
Bargaining Over Health Insurance

This Memorandum of Understanding is made on this _____ day of September 2025, by and between the School Board of Orange County, Florida (District) and the Orange County Classroom Teachers Association (OCCTA), to memorialize the parties' agreement regarding bargaining over health insurance. The parties agree as follows:

1. Article XVII – Fringe Benefits, Paragraph A – Health Insurance, and by extension Appendix C, of the collective bargaining agreement (“CBA”) has been opened for negotiations as part of the 2025-26 reopener negotiations.

2. Article III – Negotiations Procedures allows the parties to submit packages of tentative agreements for ratification to the employees and the Board at any time. Following this, the parties shall take to ratification votes, as soon as reasonably possible, all opened articles for 2025-26 except for Article XVII – Fringe Benefits, Paragraph A – Health Insurance and Appendix C.

3. The parties shall continue to negotiate over Article XVII – Fringe Benefits, Paragraph A – Health Insurance and Appendix C. Any changes to the current health insurance program for OCCTA members established through the negotiations process will be effective the beginning of the 2026-27 plan year. There will be no changes to the current health insurance program for OCCTA members for the 2025-26 plan year.

4. If the parties are unable to reach agreement on Article XVII – Fringe Benefits, Paragraph A – Health Insurance and Appendix C by February 1, 2026, an impasse in negotiations shall be deemed to exist for the proposed 2026-27 changes. The parties shall be deemed to have waived the special magistrate and go directly to the Board for impasse resolution in an expeditious manner. Nothing herein shall prevent either party from declaring an impasse in negotiations at an earlier date if good faith efforts to reach an agreement fail.

For School Board of Orange County, Florida:

For Orange County Classroom Teachers Association:

Jeffrey E. Mandel
Chief Negotiator

Clinton McCracken
President