



445 W. Amelia Street · Orlando, Florida 32801 · (407) 317-3200 · www.ocps.net

October 01, 2025

Commissioner Anastasios Kamoutsas
Commissioner of Education
Florida Department of Education
325 West Gaines Street
Tallahassee, FL 32399-0400

Dear Commissioner Kamoutsas:

This letter is the required status report regarding collective bargaining related to the 2025-26 Teacher Salary Increase Allocation in accordance with Ch. 2025-198 and HB 5001 for Orange County Public Schools ("OCPS").

Unfortunately, as of the date of this submission, the Orange County School Board and the Orange County Classroom Teachers Association (OCCTA) have been unable to reach an agreement through the negotiating process for allocation of these funds. The Teacher Salary Increase Allocation provided by the Legislature amounted to approximately \$7.5 million. Once the required distribution to charter schools was made, OCPS was left with \$6.7 million, or 0.65 percent of OCPS's instructional payroll. OCPS has offered an increase of approximately 3.65 percent of instructional payroll, or a total of approximately \$37.7 million in performance pay. Highly effective teachers would receive 4.01% increase in salary and 3.01% percent for effective teachers.

In addition, the District offered a Memorandum of Agreement to settle salary and other non-economic issues between the parties while continuing to bargain over health insurance so as to get salary increases to our instructional staff as quickly as possible. To date, the OCCTA has not agreed to the Memorandum of Agreement. The MOA is attached hereto as Exhibit "A."

We are continuing salary negotiations with every intention of bargaining in good faith and reaching an agreement that complies with the guidance provided in Ch. 2025-198 and HB 5001 as quickly as possible.

These are the 2025 dates that we have met and negotiated with CTA to date:

June 16	July 10	September 12
June 25	July 16	September 24
July 9	August 27	

We are scheduled to return to the negotiating table on October 3, 2025.



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In addition, OCPS is submitting salary plans for our charter schools; all have been approved by the local charter school boards.

Sincerely,

A handwritten signature in black ink that reads 'Maria F. Vazquez'.

Maria F. Vazquez, Ed.D.
Superintendent

Attachment

cc: John Palmerini, General Counsel
Jim Preusser, Senior Executive Director, Human Resources Division

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