



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

March 26, 2026

Ms. Clinton McCracken, President
Orange County Classroom Teachers Association
1020 Webster Avenue
Orlando, FL 32804

Dear Mr. McCracken:

This letter is notification regarding the impacts of funding reductions due to declining enrollment. These funding reductions include changes to our Extra Hour program, the SAFE coordinator position, and a reduction in positions on the district Student Services team. The District shared this information with School Board Members yesterday afternoon and we wanted to provide you with the same information in case you receive questions.

Extra hour instruction currently represents an investment of \$5.4 million. While we deeply value the academic support it has provided, we must transition to more sustainable options. Students will still benefit from focused reading interventions delivered throughout the school day. Additionally, tutoring opportunities will be accessible both during school hours and, whenever possible, after the regular school day. This approach ensures that students have multiple avenues for academic support tailored to their needs. Our commitment to academic growth and achievement remains unwavering.

Regarding the SAFE coordinator position, which represents an \$8.2 million investment, we recognize the important role this position has played in supporting students. However, there is significant overlap between the SAFE coordinator's responsibilities and those of our school-based social workers. As certified health professionals, social workers can deliver direct counseling services and help reduce student-to-certified health personnel ratios in ways SAFE coordinators cannot. Moving forward, the SAFE coordinator position will be eliminated, and students will receive direct counseling services from the school counselor and social worker. In addition, schools will be required to purchase counselor positions based on their allocations. This adjustment, along with school-based social workers assisting school counselors, will actually reduce the certified health personnel ratios. On average, the high school ratio for SY 26-27 will be 314:1, and the middle school ratio will be 252:1. K-8 schools will purchase two school counselors and eliminate the school-based social worker positions. We believe these improved ratios will strengthen our ability to provide direct, meaningful support to students.

Mr. Clinton McCracken

March 26, 2026

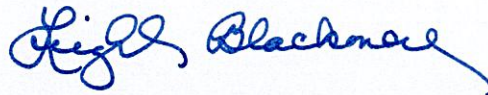
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In addition, we are realigning our staffing structure, which will require reductions in several district-based Student Services positions. We will reduce the following positions: 12 itinerant social workers, 15 licensed mental health counselors, and six psychologists. Many of these positions currently are vacant reducing the impact to current employees in these positions. As a result, itinerant social workers will support 2 to 3 schools each. The majority of school psychologists will serve two schools, and in schools where data indicate a lower need for ESE evaluations, psychologists may serve three schools. Mental health counselors will support seven to eight schools on a more consultative basis. Tier III support will continue to be provided to our students who need intensive services. We will also partner with community providers to offer mental health services, pending parent approval.

We understand that change can be difficult, especially when it impacts programs that have positively served our students. Please know that every decision has been made with careful thought, fiscal responsibility, and a deep commitment to student success. Our priority remains clear: ensuring that every student graduates prepared and inspired for a thriving future.

Please let me know if you have any questions regarding the above.

Sincerely,

A handwritten signature in blue ink that reads "LeighAnn Blackmore". The signature is fluid and cursive, with the first name "Leigh" being more prominent.

LeighAnn Blackmore, MHR
Director, Labor Relations

c: James Preusser
Keshara Cowans