

MEMORANDUM OF AGREEMENT
Interpretation of Article XV.D. Use of Wednesdays
Before Report Cards and/or Progress Reports Due
March 6, 2026

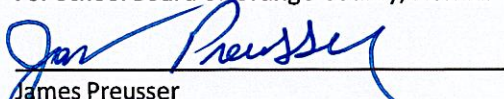
This Memorandum of Agreement is made on this 10th day of March 2026, by and between the School Board of Orange County, Florida (District) and the Orange County Classroom Teachers Association (OCCTA), to memorialize the parties' agreement regarding interpretation of Article XV.D. use of Wednesdays before Report Cards and/or Progress Reports are due. The parties agree as follows:


1. The parties ratified contract reopeners in Fall 2024. Included in the contract reopeners was the following addition to Article XV.D.:

Before the beginning of the school year, the District will send communication discouraging the scheduling of unnecessary meetings and/or Professional Development scheduled the Wednesday before report cards or progress reports are due.

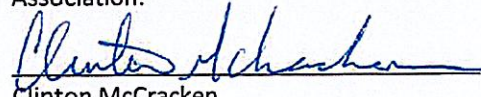
2. At the time of ratification, the parties agreed that the interpretation of the "Wednesday before reports cards or progress reports are due" meant the Wednesday before the due date.
3. In an effort to ensure compliance with the negotiated language and the interpretation of the language by the parties at the time of ratification, the District communicated the specific dates for each progress report and report card due date for the 2025-26 school year in a memorandum dated July 10, 2026.
4. Subsequently, the parties learned that Skyward processes are not available the Wednesday before the due date when that date occurs on a Wednesday.
5. Based on the information identified in paragraph 4 above, the parties wish to revise the interpretation when a report card and/or progress report occurs on a Wednesday.
6. The parties agree to this revised interpretation:
When a progress report and/or report card due date falls on a Wednesday, the District will send communication discouraging the scheduling of unnecessary meetings and/or Professional Development scheduled for that Wednesday.
7. This revised interpretation does not apply when report cards and/or progress reports are due on Thursday, Friday, Monday or Tuesday.

For School Board of Orange County, Florida:


James Preusser
Senior Executive Director, Human Resources


LeighAnn Blackmore
Director, Labor Relations

For Orange County Classroom Teachers
Association:


Clinton McCracken
President