

MEMORANDUM OF UNDERSTANDING #6
Paid Maternity Leave
May 22, 2026

Effective July 1, 2026, the parties agree to provide three (3) weeks of paid maternity leave for the 2026-27 year. The parties agree to continue 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 or suffers the loss of a pregnancy defined as a stillbirth as defined by the U.S. Centers for Disease Control and Prevention (CDC)¹.

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 or stillbirth of her child.

Paid maternity leave is to be used for eligible 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 2026-27 Paid Maternity Leave Program

The parties agree to meet to review implementation of the 2026-27 Paid Maternity Leave Program 60, 90, and 180 days after initial implementation. Through mutual agreement, the parties may modify this program based on the implementation review.

This MOU expires June 30, 2027.

For School Board of Orange County, Florida:

For Orange County Classroom Teachers
Association:


James Preusser
Senior Executive Director, Human Resources


Clinton McCracken
President

¹ The U.S. Centers for Disease Control and Prevention (CDC) defines stillbirth as the loss or death of a fetus before or during delivery, occurring at or after the 20th week of a pregnancy.