

**MEMORANDUM OF UNDERSTANDING #3**  
**Orange Center Elementary School Transition**  
**March 6, 2026**

This Memorandum of Understanding is entered into by and between Orange County Public Schools (OCPS) and the Orange County Classroom Teachers Association (OCCTA). The parties agree to the following points as they relate to the conversion of Orange Center Elementary School to a charter school.

April 1, 2026 - Annual and Probationary contract teachers at Orange Center Elementary School will receive their non-reappointment letters for the 2026-2027 school year.

CC/PSC teachers at Orange Center Elementary School who want to remain working at an OCPS worksite will be placed on the unassigned list and assigned to an available vacancy following the established tentative timeline.

Annual contract teachers at Orange Center Elementary who wish to remain with OCPS will be covered by the provisions outlined below in Memorandum of Understanding #2 (MOU #2) – School Consolidation, dated January 23, 2026.

The District shall use the following sequence for the transfer and placement of teachers: certification, seniority (as defined in the contract), contract type, level of degree, and selection by lot.

Following the placement of all CC/PSC teachers from the districtwide unassigned list, the District will open a two-week voluntary transfer period for those annual contract teachers at the consolidation schools who received a letter of nonreappointment for the 2026-27 school year. This voluntary transfer period will begin April 17, 2026, and end May 1, 2026. Non-reappointed annual contract teachers at the consolidation schools will receive a list of vacancies once available. The District will conduct a "consolidation transfer fair" during this voluntary transfer period. Employment Services will work with school principals to identify candidates and their areas of certification to assist in the interviewing and hiring of annual contract employees from the consolidation schools. Probationary and temporary contract teachers are not eligible to participate during this voluntary transfer period.

Following the two-week voluntary transfer period for those annual contract teachers at the consolidation schools who received a letter of nonreappointment and were not selected during the voluntary transfer period outlined above, the District will place those annual contract teachers in qualifying vacancies throughout the District.

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**ADDITIONAL PROVISIONS**

CC/PSC teachers at Orange Center Elementary who were placed by the District will be able to participate in the designated transfer period beginning May 19, 2026.

Non-reappointed teachers who secure a position at a charter school will be granted a leave of absence, per district-established practice.

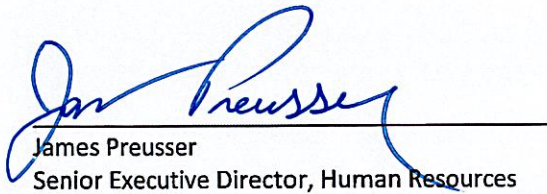
Teachers returning from a leave of absence from a charter school will receive placement assistance.

**ENFORCEMENT**

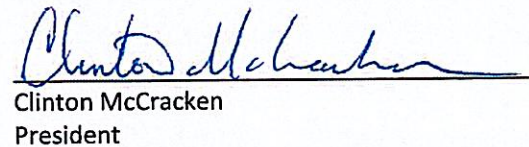
Any violation of this MOU shall be subject to the grievance procedures contained in Article III of the Collective Bargaining Agreement.

This MOU expires June 30, 2026.

For School Board of Orange County, Florida:

  
James Preusser  
Senior Executive Director, Human Resources

For Orange County Classroom Teachers  
Association:

  
Clinton McCracken  
President