

MEMORANDUM OF UNDERSTANDING #4
Long-Term Leave of Absence for CTA Members for 2026-27
April 29, 2026

This Memorandum of Understanding is entered into by and between the School Board of Orange County, Florida (District) and the Orange County Classroom Teachers Association (OCCTA), to memorialize the parties' understanding and agreement regarding Long-Term Leave of Absence for up to four (4) OCCTA members. In addition to applicable Collective Bargaining Agreement language governing Long-Term Leave and any other applicable provisions, the parties agree that the following will apply:

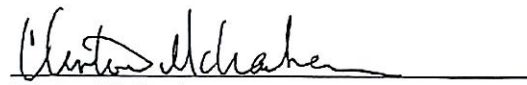
1. The District agrees to grant a Long-Term Leave of Absence to up to four (4) OCCTA members to work at OCCTA beginning August 3, 2026, or as soon thereafter as requested by OCCTA. OCCTA will provide the District with the completed Leave of Absence forms for the designated OCCTA member(s). OCCTA agrees to provide the District with the same form(s) as any replacement(s) occur.
2. The District will serve as the fiscal agent for the payment of the up to four (4) members' salary, fringe benefits, and fixed charges by placing the employees in an assigned department for payroll purposes only. OCCTA shall reimburse the District 100% of any and all sums paid to or on behalf of said employees.
3. Upon the conclusion of the leave, the up to four (4) members shall return to their previously assigned school provided there is an allocation. If no placement is available at the employee (s) assigned school, the District will comply with the provisions in Article IX.
4. For evaluation purposes, the up to four (4) OCCTA members shall be classified as Category 4 during the 2026-27 school year. However, any salary increases based on the 2025-26 evaluation score(s) and category placement shall be applied to his/her salary.

This MOU expires June 30, 2027.

For School Board of Orange County, Florida:


James Preusser
Senior Executive Director, Human Resources

For Orange County Classroom Teachers
Association:


Clinton McCracken
President