

SETTLEMENT AGREEMENT

The ORANGE COUNTY SCHOOL BOARD ("OCSB") and ORANGE COUNTY CLASSROOM TEACHERS ASSOCIATION ("OCCTA") hereby agree as follows:

WHEREAS, on March 1, 2017, the parties entered into a settlement agreement regarding "the alleged required usage of a District Lesson Plan Template by teachers;"

WHEREAS, on or about February 12, 2019, OCCTA filed an unfair labor practice charge alleging OCSB violated the above-referenced settlement agreement;

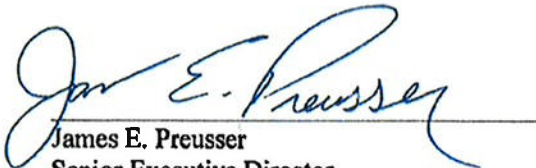
WHEREAS, the parties disagree about the merits of the dispute. However, in an effort to resolve the matter without the time and expense of litigation, the parties agree as follows:

1. OCSB acknowledges and agrees that teachers are not required to use Curriculum Resource Materials ("CRMs") or any Lesson Plan Template.
2. Upon the request of an administrator, lesson plans will be submitted by teachers electronically via an electronic program such as SharePoint or email or the teacher will make their lesson plans available for inspection by their administrator within three (3) duty days of the request.
3. Furthermore, teachers understand the importance of planning instruction that aligns with the evaluation system contained in the collective bargaining agreement.
4. No teacher shall be required to use a team lesson plan.
5. Violations of this agreement will be addressed through the parties' grievance procedure. OCSB agrees to resolve grievances upon verification that a violation has occurred. OCSB agrees that if a school administrator violates this agreement, the teacher affected will be provided one additional planning day per each incident within the semester.

6. OCCTA agrees to withdraw the pending unfair labor practice charge upon the execution of this Agreement.

This Agreement shall be effective from the date of execution and continue and remain in full force and effect, surviving the expiration of the current Collective Bargaining Agreement ("Contract"), except as modified in accordance with the provisions of the terms of the parties' Contract.

ORANGE COUNTY SCHOOL BOARD


James E. Preusser
Senior Executive Director,
Human Resources

Dated: 4/15/19

ORANGE COUNTY CLASSROOM
TEACHERS ASSOCIATION


Wendy L. Doromal
President

Dated: 4/19/19