

MEMORANDUM OF UNDERSTANDING #2
Consolidation of Schools
January 23, 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.

CONSOLIDATION OF SCHOOLS

OCPS will provide the Orange County Classroom Teachers Association (OCCTA) with a list of bargaining unit members at the consolidation schools, including the contract type, current assignment, years of service with the District, leave of absence, and certification information, no later than one week after the agreement is signed. The District will notify all affected bargaining unit members at the schools impacted by consolidation of the plans for the 2026-27 school year, including information regarding the processes outlined in this MOU.

Schools Impacted by Consolidation	
Consolidation Schools	Receiving Schools
Bonneville ES	Columbia ES, and East Lake ES
Chickasaw ES	Deerwood ES, and Engelwood ES
Eccleston ES	Washington Shores ES
McCoy ES	Shenandoah ES, and Ventura ES
Meadow Woods ES	Southwood ES, and Wyndham Lakes ES
Orlo Vista ES	Eagles Nest ES, Ivey Lane ES, and Oak Hill ES
Union Park MS	Discovery MS, Glenridge MS, Legacy MS, Odyssey MS, and Roberto Clemente MS

EARLY TRANSFER PROCESS

CC/PSC Teachers

Beginning February 13, 2026, CC/PSC teachers will be able to interview and be selected for qualifying vacancies at the schools receiving the students from the consolidation schools as well as at the new schools scheduled to open for the 2026-27 school year. This will occur prior to the reappointment period and only include teachers from the consolidation schools and the feeder

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schools for the new schools. CC/PSC teachers will receive a list of available vacancies once available. CC/PSC teachers at the feeder schools will be able to apply to the new schools only.

This phase of the early transfer process will begin February 13, 2026, and conclude February 25, 2026. There will be no annual, probationary, or temporary contract teachers or external candidates hired during this phase of the early transfer process.

At the conclusion of this phase of the early transfer process outlined above, the District will place any remaining CC/PSC teachers from the consolidation schools into qualifying vacancies remaining at the receiving schools. Any CC/PSC teacher who does not receive a placement will be placed on the unassigned list and addressed during the reappointment process.

Annual Contract Teachers

Beginning March 2, 2026, and concluding March 13, 2026, after qualifying CC/PSC teachers are placed, if there are any available vacancies at the receiving schools, annual contract teachers at the consolidation schools will be able to interview and be selected for qualifying vacancies at the schools receiving the students from the consolidation schools as well as the new schools scheduled to open for the 2026-27 school year. Annual contract teachers at the feeder schools will be able to apply to the new schools only.

At the conclusion of this phase of the early transfer process for annual contract teachers outlined above, any annual contract teachers from the consolidation schools who are not selected for qualifying vacancies will receive a letter of nonreappointment.

Leaves of Absence

Teachers at the impacted schools who are on approved leaves of absence (e.g., maternity leave, medical leave, unpaid leave) at the time of closure/consolidation, and who indicated by the contractual deadline of March 16, 2026, of their intent to return for the 2026-27 school year, shall be included among “affected bargaining-unit members” and are entitled to the same protections as active teachers under this MOU.

The District shall provide written notice to such teachers stating their rights under this MOU.

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REAPPOINTMENT PROCESS

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.

Beginning May 12, 2026, the District will open a one-week voluntary transfer period for all non-reappointed annual contract teachers eligible for a position for the 2026-27 school year. Non-reappointed annual contract teachers will receive a list of vacancies once available. Probationary and temporary contract teachers are not eligible to participate during this voluntary transfer period.

Beginning May 19, 2026, the voluntary transfer period will open to all CC/PSC, annual, and probationary contract teachers eligible for a position during the 2026-27 school year. All bargaining unit members will receive a list of vacancies once available. The District will conduct a “transfer fair” during this voluntary transfer period. Temporary contract teachers are not eligible to participate during this voluntary transfer period.

OCCTA will receive information on all transfer fairs as soon as it becomes available, but no later than one week before each fair. In addition, OCCTA will receive the list(s) of vacancies when the list(s) are shared with members of the bargaining unit.

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The District will adjust the reappointment timeline to delay the start of the interviewing and extending offers to temporary contract teachers and external candidates until no later than 5 PM on May 27, 2026. The District will notify the Union if there is a need to allow early hiring of temporary contract teachers and external candidates.

ADDITIONAL SUPPORT

The District will provide up to three (3) paid days to teachers from the consolidation schools hired for the 2026-27 school to prepare their classroom prior to preplanning. These days are in addition to the days provided in Article XV.B.5. of the collective bargaining agreement.

In addition, the District will provide one (1) additional paid day for preplanning at the schools receiving students from the consolidation schools to assist with building school culture and climate.

Teachers at the consolidation schools will be permitted to store their classroom materials and personal items at their current school through June 30, 2026, if needed.

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
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For Orange County Classroom Teachers
Association:


Clinton McCracken
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