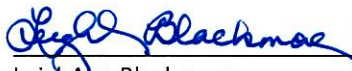


Settlement Agreement
Grievance No. C-25-023
School Handbooks

The Orange County Classroom Teachers Association (OCCTA) reviewed school handbooks from across the District and believes many handbooks contain contractual violations. The District and OCCTA met to discuss resolution of the above-referenced Grievance. In an effort to resolve the matter without the further time and expense of the grievance process, the parties agree as follows.

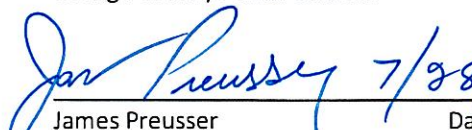
1. OCCTA will provide Labor Relations with the specific articles and sections of the CTA Contract they believe schools violated with respect to the school handbooks, no later than June 30, 2026.
2. Upon receipt of the articles and sections of the CTA Contract that they believe schools violated with respect to the school handbooks, the District will prepare a communication to be sent to all schools to ensure they review their school handbooks and ensure compliance with the identified provisions of the CTA Contract. The communication will state that the identified articles and sections shall be considered examples and shall not limit each school handbook's obligation to comply with all provisions of the CTA Contract.
3. In the event that OCCTA alleges the 2026-27 school handbooks contain contractual violations, OCCTA agrees to notify Labor Relations of the allegations.
4. Labor Relations will review the alleged violations and work with the school(s) to make any changes required to comply with the CTA Contract.
5. Labor Relations will meet with OCCTA to determine what, if any, remedy is necessary due to a contract violation.
6. Both parties agree this settlement agreement will not be used as precedent in any other matter involving the District and the Orange County Classroom Teachers Association (OCCTA).
7. Nothing in this Agreement shall waive, limit, or otherwise impair the Association's right to file a grievance for alleged future violations related to school handbooks.
8. These are the terms of the agreement and there are no other promises or conditions related to this matter.
9. This agreement is limited to the above pending matter and has no effect or bearing on any other pending matter between the Orange County School Board and OCCTA.

 7/28/2026
Date

LeighAnn Blackmore
Senior Director, Labor Relations
Orange County Public Schools

 7-22-26
Date

Clinton McCracken
President
Orange County Classroom
Teachers Association

 7/28/2026
Date

James Preusser
Senior Executive Director, Human Resources
Orange County Public Schools