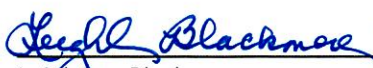


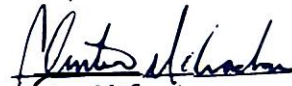
**Settlement Agreement
Grievance No. C-25-026
Testing Schedules**

The Orange County Classroom Teachers Association (OCCTA) received information from several schools where they believe teachers at the schools were denied their contractual individual, uninterrupted planning time and/or maximum time supervising students without a break. 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.

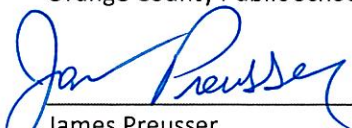
1. The District will gather sample testing schedules for PM1 testing by the end of pre-planning, for schools to utilize anytime testing exceeds one (1) class period and the school's daily bell schedule must be modified. The parties will collaboratively develop a schedule for review and distribution of sample testing schedules for all remaining testing that requires the modification of the school's daily bell schedule. The schedule will be drafted no later than the September, 2026, Labor Management Partnership Committee meeting.
2. The District agrees to share the sample testing schedules with OCCTA by August 20, 2026, for review and feedback prior to distribution to the schools. OCCTA will submit any feedback no later than August 25, 2026. If a school does not use the sample testing schedule, the school's proposed testing schedule shall be submitted to Labor Relations for approval prior to distribution to the school.
3. In the event that OCCTA alleges a school's schedule violates provisions of Article XIV, OCCTA agrees to notify Labor Relations of the allegations.
4. Labor Relations will timely review the alleged violations and work with the school(s) to make any changes necessary to comply with the CTA Contract.
5. Labor Relations will meet with OCCTA to determine what, if any, remedy is necessary due to a violation of Article XIV as identified in paragraph 3 above.
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 testing schedules.
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