

**MEMORANDUM OF UNDERSTANDING #12**  
**Bonus for Select Teachers in Self-Contained Classrooms**  
**and School-Based Staffing Specialists**  
**March 23, 2023**

This MOU is contingent on approval of the amendment to the District's ESSER application by the Florida Department of Education.

The parties recognizes the many challenges faced by instructional personnel assigned as a classroom teacher in the ASD (Autism Spectrum Disorder) and EBD (Emotional/Behavioral Disability) self-contained units. Among these challenges are the intensive instruction required and the ability to address behaviors exhibited by the students. We also recognize the many challenges faced by our school-based staffing specialists.

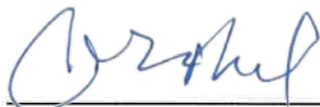
To address these challenges:

- any classroom teacher assigned to a self-contained unit with at least one student identified as ASD (Autism Spectrum Disorder) or EBD (Emotional/Behavioral Disability) will receive a one-time \$3,000 bonus.
- any school-based staffing specialist providing support to students with disabilities, including Gifted, will receive a one-time bonus as follows:
  - Caseloads with 225+ = \$5,000
  - Caseloads with 150 to 224 = \$3,000
  - Caseloads with 75 to 149 = \$2,000
  - Caseloads under 75 = \$1,000

All eligible instructional employees must have an active employment status on the date the bonus is paid, except those employees who retire between the date of execution of the memorandum of understanding and the date(s) of payout who otherwise are eligible to receive the bonus will be included. This bonus will be prorated for teachers who begin after the first day of attendance for students or who retire prior to the last day of attendance for students. The date of distribution to be determined within fifteen (15) days of execution of this MOU.

This MOU will expire June 30, 2023.

For School Board of Orange County, Florida:



Jeffrey E. Mandel  
Chief Negotiator

For Orange County Classroom Teachers  
Association:



Clinton McCracken  
President