

**MEMORANDUM OF UNDERSTANDING #15**  
**Sustainability Champion Recognition Program for 2023-24**  
**August 29, 2023**

The OCPS Office of Sustainability works to inspire action among staff and students to improve the environment, reduce district costs, and make a positive social impact in our community. The OCPS Sustainability Plan 2030 provides the overarching tool to organize and communicate the objectives, indicators and strategies necessary for the district to achieve its sustainability goals.

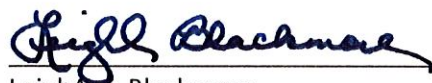
In an effort to reach these goals, the District established the Sustainability Champion Recognition Program. Employees nominate an individual or a team by submitting an application for recognition through a Google Form. The Sustainability Office evaluated the nominations and identified four (4) recipients for recognition as Sustainability Champions. Based on this evaluation, recipients will receive monetary awards as follows:

1st Place	\$3,000.00 *
2nd Place	\$2,000.00 *
3rd Place	\$1,000.00 *
4th Place	\$500.00 *

\* The amount noted will be reduced by the employer portion of the FICA and Medicare taxes. The remaining amount is considered a bonus and will be subject to employee taxes including Federal withholding, FICA and Medicare.

This MOU expires June 30, 2024.

For School Board of Orange County, Florida:



LeighAnn Blackmore  
Director, Labor Relations

For Orange Education Support Professionals  
Association:



Ronald Pollard  
President

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**CBLT Members:**

Angela Pallares	W. J. Hight
Yolanda Anderson	Clyde Mitchell
Maryn Colon	<del>K. D. Quist</del>
Glassnell Jean Charles	Annicea W. G.
Benaluna	Patricia
Theresa Hester Miles	J. H. G.
Ernest Gomboto	