

**MEMORANDUM OF UNDERSTANDING BETWEEN
THE SCHOOL BOARD OF ORANGE COUNTY,
FLORIDA AND THE ORANGE COUNTY CLASSROOM
TEACHERS ASSOCIATION**

This Memorandum of Understanding is made on this ____ day of October 2020, by and between the School Board of Orange County, Florida (SBOC) and the Orange County Classroom Teachers Association (“OCCTA”), hereinafter collectively referred to as "the parties."

Purpose:

The purpose of this Memorandum of Understanding is to memorialize the parties’ agreement regarding bargaining unit salary increases for the 2020-2021 School Year.

Duration:

This memorandum shall commence effective from the date of ratification.

Scope:

WHEREAS, the parties came to an agreement regarding distributions of the Teacher Salary Increase Allocation Funds, as memorialized in the CBA and consistent with the requirements of HB 641 and Section 1011.62(18)(b), Florida Statutes, as follows:

1. Full-time members of the bargaining unit with a base salary of less than \$47,500, will receive an increase to their base salary to \$47,500.
2. Half-time members of the bargaining unit with a base salary of less than \$23,750, will receive an increase to their base salary to \$23,750.
3. All members of the bargaining unit, whose increase is less than 1.27 percent (1.27%) as outlined in 1 and 2 above, will receive an increase of the difference up to 1.27 percent (1.27%). No one will receive an increase less than 1.27 percent (1.27%).
4. All members of the bargaining unit, who did not receive an increase as outlined in 1 and 2 above, will receive an increase of 1.27 percent (1.27%).
5. **Prekindergarten teachers not funded by the Florida Education Finance Program (FEFP) are not included in the aforementioned provisions. Prekindergarten teachers not funded by the Florida Education Finance Program (FEFP) are not included in the aforementioned provisions.**

NOW, THEREFORE, it is further agreed as follows:

1. **All members of the bargaining unit whose percentage increase is less than any salary increase received by any other OCPS employee for the 2020-2021 School Year, or who did not receive any other type of additional remuneration of any kind received by any other OCPS employee for the 2020-2021 School Year, will receive an additional increase of the percentage difference and the same additional remuneration, at the same time as the other OCPS employee(s). This provision excludes promotional increases within OCPS and any other increases due to an internal position change.**
2. If the State provides an increase to OCPS funding for the 2020-2021 School Year, the parties will meet for the purpose of negotiating additional salary increases **for the bargaining unit; including prekindergarten teachers not funded by the Florida Education Finance Program (FEFP).**

ACKNOWLEDGEMENT, SIGNATURES AND DATES:

This Agreement may be executed in counterparts, and each counterpart will have the effect of an original. Electronic and facsimile copies will be considered originals for all purposes, including enforcement. This Agreement may not be amended except by a written agreement signed by the parties.

This represents the full and complete understanding of the parties as it relates to the subjects herein. As such, this MOU does not establish a precedent beyond the time period set forth herein.

This MOU expires June 30, 2021.

Dated this _____ of _____ 2020

For School Board of Orange County, Florida

For Orange County Classroom Teachers Association

James Preusser
Senior Executive Director, Human Resources

Wendy L. Doromal
President

