

OUR UNION VOICE

UNITING • EMPOWERING • ADVOCATING

Orange County Classroom Teachers Association



Digital Version at ORANGECTA.COM

Full Bargaining Unit Newsletter

January 8, 2024

President's Message: I want to wish you all a fantastic New Year! As we take a moment to look back on our accomplishments and the considerable challenges of the past year, let's use this time to realign our individual and collective goals, aiming for our most successful year ahead. CTA has been around since 1942 and we are on a path to be around for much longer. It's an honor to be working on your behalf to continually advocate for better working conditions, benefits, and pay. Our success depends on all of us. Thank you for all that you do to advocate, defend our contract, and share the benefits of contributing to our collective efforts in this Union. As a 23 year teacher here in OCPS, I know that this job has grown more difficult every year and CTA is here for you to improve it. Thank you for all that you do in this honorable profession. Here's to the impact you all continue to make in the lives of our students and our community!



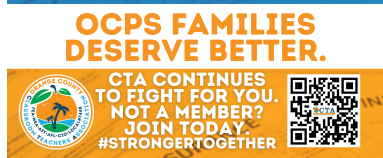
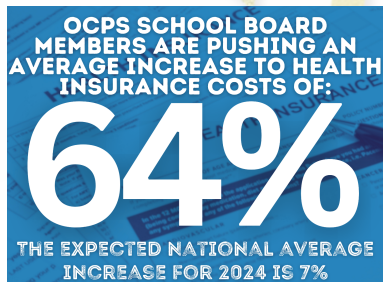
CTA members receive these newsletters every other week as well as periodic emails to keep updated on critical information with our contract, deadline reminders, and upcoming events and opportunities like our Professional Development program. This edition is being sent to the full bargaining unit.

Congrats to our last Newsletter Quiz winner Sandy Thuringer! The quiz for this newsletter opens at 4:15pm on 1/8/24. Be the first person to answer all questions correctly and win \$50! Click [HERE](#).

Clinton McCracken CTA President

Retention Supplement: The retention supplement will be paid on Jan. 17. Click [HERE](#) for more info

Impasse Update: The impasse hearing before the Magistrate took place Nov. 28/29 and now both sides must put their arguments in writing by January 15, 2024, and we expect a recommendation from the Magistrate near the end of January 2024. If either party rejects the Magistrate's recommendation, then the School Board will hold a public hearing and decide the disputed issues. The agreement will then be put to the members for a ratification vote. If the agreement is not ratified by the members, then the Board's decision on disputed issues is imposed. Click [HERE](#) to read all bargaining related updates.



Impasse Survey Results: The bargaining team is committed to ensuring our members' voices are heard. Four in Five educators say CTA should reject the district's proposal to increase health care costs by 64% on average, while 83% report that the proposed increases will have a negative impact on them and their families. This survey was sent to all members of our bargaining unit.

School Visits with School Board Members: On 12/6 CTA President Clinton McCracken visited two schools with board member Dr. Castor Dentel and on 12/12 he visited two other schools with board member Gallo. The visits are part of a request made by Clinton to follow-up on concerns expressed by members through the OCPS Schools and Leadership Feedback form. We thank the teachers

that took the time to speak with the board members and Clinton. Your voice matters and your concerns are being heard. We have scheduled school visits with all board members. CTA invites you to complete the [anonymous form](#) if you have a concern or a positive comment to share about your school or administrator.



Join Us: Our Union provides many benefits to members. From opportunities to stand in solidarity and advocate for this profession to bargaining for better wages and working conditions (and helping to contribute to the cost of negotiations), to legal protections, contract enforcement, professional development, and discounts, where would we be without CTA? Look no further than the current district insurance proposals. Without CTA they would have already been implemented. We must reach 60% membership density before March and we've made remarkable progress! We are currently only 8 percentage points away from where we were when

the legislature removed your access to payroll deduction! It is now up to each one of us to make this happen. **If CTA disappears, your Contract disappears.** The new member application is www.tinyurl.com/joinmyunion. The future of this Union depends on you.

Bargaining Suggestions: We're still bargaining for the current school year, but members can [share](#) suggestions for the 24-25 negotiations. Proposals with a cost are part of the same allocation that covers salary.

MLK Parade: Join CTA as we march in the Downtown Orlando MLK Parade this Saturday, Jan. 13! RSVP [HERE](#). Arrive at 9:30am. Wear your CTA MLK T-shirt! T-shirts available to the first 30 to arrive. Parade begins 10am.

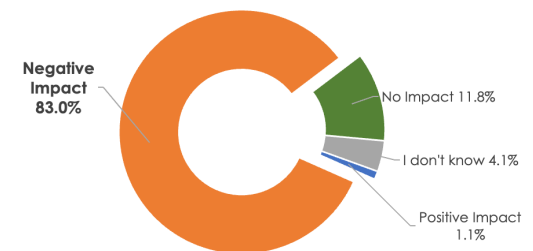
4 in 5 Educators Say CTA Should Reject the District's Proposal to Increase Healthcare Costs by 64% on Average

"Do you want your union to agree to the District's health insurance demands?"



More than 4 in 5 Educators Say the District's Proposal to Increase Health Insurance Costs by 64% on Average Would Have a Negative Impact on Them and Their Families

"What impact would the District's health insurance proposal have on you and/or your family?"





Evaluation Timeline: January 8 is the last day for non-evaluative Domain 4 observations to be completed for Category 2A and evaluative Domain 4 observations to be completed for Category 1 & 2B teachers. It is also the last day for midpoint evaluations to be completed for Category 1 & 2B teachers.



Top: CTA supporting schools each week with school visits
Bottom: CTA Retiree Monthly Potluck Meeting

New CTA PD UDL Course Available: Exciting News! The CTA PD program continues to expand with a new course ("Everyone Learns Differently") for up to 12 hours. CTA has advocated for the District to provide a TDY day to those who sign up for this course. Stay tuned for the official announcement/form! Each PD course is limited to 30 participants.

School Recognition Program: The Office of Funding and Financial Reporting for the Florida Department of Education (FDOE) provided information that the legislature appropriated \$200 million for the Florida School Recognition Program. If school staff and the School Advisory Council (SAC) cannot reach an agreement by Feb. 1, the awards must be equally distributed to all classroom teachers currently teaching in the school. Click [HERE](#) to read the district memo from Oct. 12, 2023.

OCPS LGBTQ+ Support Guide Updated: The district updated the Guide for Inclusive Support of All Students after CTA and community partner advocacy. It includes a change in allowing teachers to use student's preferred pronouns if parents request it. Click [HERE](#) to access the guide.

Black History Month Art Contest: Sponsored by CTA Minority Affairs and Human and Civil Rights Committees. Prizes: \$100 gift card to the winner in each category of Elementary, Middle, and High/CTE. Click [HERE](#) for more info.

Annual CTA Howard Fenner Scholarship Now Open!: To date CTA has given out over \$1 million in scholarship money for OCPS high school seniors. Application available [HERE](#).

Phone Banking: Thank you to those who have volunteered to phone bank! Members are calling nonmembers to share why they're a member and asking them to join at this critical time to protect our Contract. Multiple dates still available. Sign up with friends! RSVP [HERE](#). Food provided.

\$1,000 Grand Prize! We have a partner who is giving away \$1,000 to one lucky member! Recruit 5 or more members by March 1 to be eligible for this amazing drawing! Everyone who recruits 5 new members will also receive a \$50 gift card and \$10 for every additional member. Anyone you recruit during phone banking counts toward your five!

Wear your CTA shirt and ask one person to join us!
RED FOR ED
WEDNESDAYS
CTA SOLIDARITY
#STRONGERTOGETHER

Anti-LGBTQ+ Laws and Their Impact on Education / Jan 25, 2024 from 5:30-7:00 PM: Over the past few years there have been numerous shifts in Florida's laws, many that directly impact LGBTQ+ students, educators, and their families. This webinar provided by FEA and Equality Florida will feature guest speakers who will delve into recent changes in state laws and rules. We'll discuss best practices for educators working within this hostile climate and strategies for fostering inclusive/welcoming classroom environments. Click [HERE](#) to register.



Thank you everyone who contributed to the CTA Toy Drive!

FEA Reading K-12 Test Review / Jan 16, 17, 18, 19 from 5-8 PM: Until June, Florida legislation allows teachers to take and pass the K12 Reading exam to earn their reading endorsement (in lieu of the five reading competencies). This course offers a basic overview of the knowledge and skills for Reading instruction and application in all subject area classrooms while also reviewing the competencies covered in the FTCE K-12 Reading Exam. Sign up [HERE](#).

Get Involved: Don't miss out on opportunities to get involved with your fellow union members through the Republican Caucus 1/17 or Democratic Caucus 1/18. Email orangecta@gmail.com to sign up and for more info about FYRE (Florida Young Remarkable Educators), Human and Civil Rights, and Minority Affairs meetings.

School Board Meetings: Join other CTA members at upcoming [School Board](#) meetings wearing red! Hold our elected officials accountable to support our educators. 1/16, 1/30, 2/13, 2/27, 3/12, 4/2, 4/23, 5/14, 5/28, 6/11, 6/25, 7/9, 7/30

Free CTA Member T-Shirt: Click [HERE](#) to order your T-Shirt if you haven't yet received one. One shirt per member.

CTA Facebook Group: Click to join group. "Like" CTA's public FB Page [HERE](#), follow Instagram [HERE](#).

The Contract, Lesson Plan Agreement, MOUs, Evaluation Info, Supplement Handbook and more are available [HERE](#).
Our ongoing Bargaining Suggestion Form can be accessed [HERE](#).

CTA's mission is to empower and advocate for our members in order to ensure a quality public education for every student.

OCCTA - 1020 Webster Ave., Orlando, FL 32804 407-298-0756 www.orangecta.com

www.tinyurl.com/joinmyunion

