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Orange County Classroom Teachers Association



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Special Bargaining Unit Newsletter

May 28, 2024

PRESIDENT'S MESSAGE

Happy Summer! We're sending this newsletter to all bargaining unit members so you can see the kind of information we share with members throughout the year. I want to wish everyone a wonderful summer break and hope you find time for rest, fun, and things you love!



May 10th your CTA Bargaining Team put a package of proposals on the table. As you know, our goal is to complete bargaining before school starts and our proposals are based on member suggestions and the bargaining survey. These proposals are based on three pillars, "Investing in our Educators", "Supporting Our Families", and "Respecting our Educators."

While we made progress last year, there is more work to be done and salary is the top concern of our bargaining unit. The ever increasing workload and how teachers are treated are also important. I shared with the district that when respect is absent along with inadequate pay, people look for ways to leave. If we want to recruit and retain teachers we need to create better work environments and attractive benefits. One of our proposals is 12 weeks of paid parental leave. The school board spoke at the impasse hearing about how supportive they are of teachers and families so we are asking them to show us this support in their actions. We have also proposed 3 days of paid bereavement leave and several other proposals you can see below. However, bargaining is directly influenced by the engagement of our members. As you saw last year, when we stand together and participate in the process, we can achieve results because of our COLLECTIVE POWER. YOU can now help in this process.

1. Join CTA if you aren't yet a member and ask a friend to join if you are a member. The more members we have, the stronger we are at the table! tinyurl.com/joinmyunion
2. Click [HERE](#) to share your story about our proposals. When we personalize our issues the School Board can better understand why we need their support.
3. Click to [Show Your Support](#) for these negotiations.

Clinton McCracken, CTA President

CTA BARGAINING PROPOSALS

WE ARE WAITING TO HEAR THE DISTRICT'S RESPONSE. [YOU CAN HELP IN BARGAINING!](#)

INVEST IN OUR EDUCATORS

- SALARY INCREASES TO RECRUIT AND RETAIN EDUCATORS
 - 8.25% FOR HIGHLY EFFECTIVE (6% PLUS 2.25% ACROSS THE BOARD)
 - 6.75% FOR EFFECTIVE (4.5% PLUS 2.25% ACROSS THE BOARD)
- RECOGNIZING THE EXPERIENCE OF EDUCATORS BY MAKING THE YEARS OF EXPERIENCE SUPPLEMENT PERMANENT, AND ELIGIBILITY BASED ON ALL YEARS OF TEACHING EXPERIENCE (NOT JUST IN ORANGE COUNTY)
- EXTEND SELECT SUPPLEMENTS FOR LICENSED EDUCATORS



SUPPORT OUR FAMILIES

- 12 WEEKS PAID PARENTAL LEAVE
- PUMPING AND BREAST MILK STORAGE RIGHTS
- 3 DAYS PAID BEREAVEMENT LEAVE
- OPEN HOUSE ADJUSTMENT
- APRIL DAY OFF



RESPECT OUR EDUCATORS

- TEACHER INPUT REGARDING THE IMPLEMENTATION AND USE OF TECHNOLOGY IN SCHOOLS
- NO MEETINGS THE WEDNESDAY BEFORE REPORT CARDS/PROGRESS REPORTS ARE DUE
- REDUCING REQUIRED PAPERWORK TO MAKE TIME FOR TEACHING
- PROTECTIONS FOR ITINERANT STAFF
- A.R. PROTECTIONS SO THEY CAN HELP PROTECT TEACHERS AND OUR CONTRACT
- CREATES A LABOR MANAGEMENT PARTNERSHIP COMMITTEE TO ADDRESS OTHER WORKING CONDITION ISSUES SUCH AS WORKLOAD, CLASS SIZE, GRADING, SUPPLEMENTS, AFFORDABLE HOUSING FOR EDUCATORS, PLANNING TIME, ENHANCING ISSUES OF SCHOOL CULTURE AND ADMINISTRATION
- ADDING A FLEX DAY (CAN BE USED FOR RELIGIOUS/CULTURAL OBSERVANCES)



BARGAINING

ORLANDO SENTINEL OP ED: CTA President Clinton McCracken shared information about our bargaining pillars with the Central Florida community through [this guest column](#) in the Sentinel on Thursday, May 23rd. Bargaining success depends on the engagement of our bargaining unit AND our community.

CTA BARGAINING PILLARS ENDORSEMENT: These organizations and individuals have shared their support for our bargaining pillars. More endorsements will be added to our [website](#) as we receive them.

CONTRACT REMINDERS

EVALUATION APPEALS DEADLINE JUNE 17: Instructional personnel can appeal their evaluation if they believe a procedural error has been made. The appeal must be submitted by June 17. Contact maribel.rigsby@floridaaea.org if you want us to review your evaluation and see if there are any procedural mistakes. Click [HERE](#) to submit an appeal. We will reach out to you once we receive your form.

THREE SUMMER WORKDAYS: Members of our bargaining unit are allowed to work three days over the summer in exchange for the workdays during the school year. Principals do not schedule these days; teachers can go at any time during the summer as long as the school is open and the classroom is available. *"Instructional personnel shall be permitted to work up to three (3) days prior to preplanning to prepare their classroom. They shall check (✓) in and out upon arrival and departure from their work site. Instructional personnel may be excused for an equivalent number of workdays as identified at the end of each grading period, providing they have fulfilled all requirements for submitting grades."*

VOLUNTARY TRANSFER PERIOD: The voluntary transfer period for the 2024-2025 school year is open. The voluntary transfer period ends three weeks before pre planning for non-Title I schools and four weeks before pre planning for Title I schools. During the voluntary transfer period, the administrator does not need to release the teacher to go to another school.

UPCOMING EVENTS

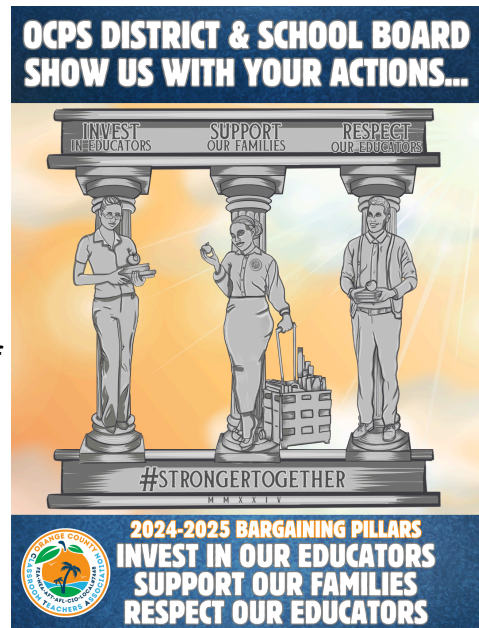
ST. AUGUSTINE BLACK HERITAGE TOUR: The A. Phillip Randolph Institute-Orlando Chapter is sponsoring a charter bus day trip tour to St. Augustine on June 1st. Parking is at the CTA Office at 1020 Webster Ave. 7 am departure. 10 am Ft. Mose Park, 11 am Lincolnville community tour, 12 pm lunch on your own, 2 pm Historic downtown shopping, 4 pm depart St. Augustine, Arrive CTA at 7 pm. Click [HERE](#).



ANNOUNCEMENTS

PULSE REMEMBRANCE MONTH: The OCPS School Board will once again issue a proclamation this evening regarding Pride month and Pulse Remembrance Month. We honor the 49 people who lost their lives in this tragedy. May we all make an effort this month and beyond to remember them with acts of love and kindness.

THANK YOU TO THE FOLLOWING ORGANIZATIONS / INDIVIDUALS FOR THEIR SUPPORT OF OUR BARGAINING PILLARS.



IMPORTANT! OPEN ENROLLMENT: As you know, enrollment for medical insurance is open through **June 6**. **This year your current medical plan WILL NOT roll over to the 2024-25 plan year. ALL employees must select an insurance plan or they will be moved to Plan D (Surefit) with employee only coverage (not family coverage).** For more information about open enrollment go to the benefits page on the [intranet](#), email Wellness@ocps.net or call 407-317-3245.



ENTITLEMENT GRANT: This grant was offered by FLDOE for districts to apply. It was limited by FLDOE to award some teachers but not all. While we believe all educators impact student success and all teachers should be properly compensated, this grant couldn't be altered to encompass more teachers and still be eligible for the FLDOE money. We had the option to either accept the proposal submitted by the district to receive the funds outlined by FLDOE, giving some educators additional money, or reject the state-approved grant, with no one receiving extra money. We will continue to advocate in Tallahassee for more funding for public education so all educators are paid a proper professional wage. We also continue to fight through bargaining so educators don't need second or third jobs to pay their bills. All members of our bargaining unit have a positive impact on the success of OCPS students. **Be cautious of disinformation that has no other purpose than to divide us.** We know we are stronger when we stand together.



Open enrollment info session at CTA office



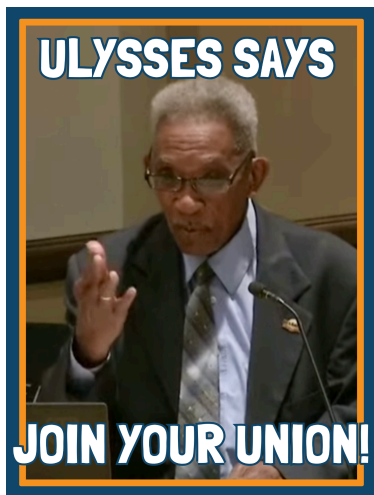
CTA Board Retreat Setting Goals for 24-25

PEOPLEONE HEALTH: This is a benefit for employees who are enrolled in an OCPS medical insurance plan. During this open enrollment period, OCPS gives you an opportunity to enhance your plan with an award-winning primary care benefit and so much more, all at no cost to you! Visit more.peopleonehealth.com/ocps to learn about PeopleOne Health benefits and enroll.

"BMG MONEY" LOAN-AT-WORK PROGRAM AVAILABLE: CTA President Clinton McCracken proposed to Dr. Vazquez for the District to add this program for teachers who find themselves in a financial pinch to redirect people away from predatory payday lenders. For those who need it, you can apply regardless of your credit score. Payments are made through 6-24 months of payroll deductions (not summer) and loans range from \$500-\$5,000. For questions, call 800-316-8507 or go to app.bmgmoney.com/signup and type "Orange County Public Schools" for employer name.

SHARE YOUR UNION!: Many people now see the power we have by contributing, joining, and engaging in our Union. We have many nonmembers missing out on a chance to amplify their voices and help make us even stronger at the bargaining table. But most people only join after a friend/coworker asks them. Ask someone today to join! tinyurl.com/joinmyunion. Our goal is to welcome one new member from each school this summer.

CONGRATS ASSOCIATION REPRESENTATIVES! ARs are a critical component of our union success. They help members with contract questions/enforcement, build membership, and attend monthly AR meetings to get information to share with members. ARs were just re-elected across the district (every two years). Congratulations to all re-elected and newly elected ARs! All schools should have elected their AR(s). Reach out to the CTA office if not so we can assist you as an AR helps form the FAC in the fall. An onboarding email will be sent soon to new ARs and an AR Retreat is being planned.



CTA SPOTLIGHT - HONORED CTA RETIREE MR. ULYSSES FLOYD: Many members of our bargaining unit may not have had the fortune to meet Mr. Ulysses Floyd so I wanted to share a little about him. Mr. Floyd was part of the 1968 statewide teacher walkout in Florida, the first of its kind in the U.S. He was the first black CTA President and it was in 1974 under his presidency when Florida teachers won the right to collective bargaining. He is a legend across the country and we are thankful for all that he has done and honored to have his continued guidance today. I invited him to speak during our CTA comments at a recent School Board meeting and last year was his 50th year attending the NEA national convention. He continues to attend our CTA Board and AR meetings each month. At 95 years old Mr. Floyd speaks from a wealth of experience and from a lifetime as a unionist and teacher advocate.



Mr. Floyd speaks passionately about the importance of belonging to your union and about what can be accomplished when people stand up together in solidarity. He knows from experience what is possible when people stand strong together and amplify their voices through their union. Not a member of CTA? He says you should join today at tinyurl.com/joinmyunion.
-Clinton McCracken



THANK YOU to our generous community partners for taking care of teachers during Teacher Appreciation Week! Special thanks to [Kelly's Homemade Ice Cream](#)! 2,435 teachers enjoyed this free treat! Also thank you to [Jeff's Bagel Run](#) for providing delicious bagels and [Sam Flax](#) for their generous gifts. Their contributions and others made our educators feel appreciated. Let's continue to support these wonderful businesses that give back to our community.

STAY IN TOUCH

CTA SUMMER COMMUNICATION: We will send a few emails and texts to members over the summer to keep you updated on the bargaining progress. While we don't want to interrupt your summer break unnecessarily, setting a goal to complete negotiations by the start of school means that we need your help over the summer. The power of our union lies within our membership and when you are engaged in the bargaining process we are more likely to achieve our bargaining goals.

CTA SUMMER OFFICE HOURS: The CTA physical office will be closed on Fridays during the same weeks the District offices will be closed on Fridays. However, CTA staff will work remotely on those Fridays so members who need assistance may still reach CTA via phone or email. Office Hours will be 8am-5pm.

CTA FACEBOOK GROUP: [Click](#) to join the CTA Facebook group. This is the only official CTA FB Group. "Like" CTA's public FB Page [HERE](#) so posts show up in your feed and follow Instagram [@orangecta](#).



The Contract, Lesson Plan Agreement, MOUs, Evaluation Info, Supplement Handbook, and more are available [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

