



Association Representative Council Meeting

October 21, 2024, 5:00 pm In Person and Virtual

- President's Welcome
- Land Acknowledgment
- Guest Presentation
- Approval of Agenda
- Approval of Minutes
- President's Report
- Treasurer's Report
- Committee Reports
- Member Concerns/Advocacy
- OTHER CONCERNS?
- Adjourn

Why I am sticking with my union...

- We are a union of thousands standing in support of each other through challenging and difficult work
- We are a united front standing in solidarity to improve our working conditions, salary, and benefits
- As a union member our voice is amplified
- CTA is the bargaining agent for OCPS Instructional personnel. We are stronger at the table when you join us.
- CTA members help each other ensure compliance with our contractual rights
- CTA members advocate for each other
- CTA staff provides guidance, representation, or counsel to members when needed
- CTA/FEA/AFT/NEA offers free Professional Development to members
- Being a member gives access to leadership opportunities through FEA/AFT/NEA
- FEA/AFT/NEA provide financial assistance to CTA for various initiatives
- As a member we are entitled to legal representation regarding our employment rights at OCPS, against unfair accusations investigated by the state (DCF), and in protecting our state teaching certificate.
- We receive exclusive discounts for hundreds of items and services through arrangements with FEA/AFT/NEA provided by companies who encourage and support unions and union membership.

AR Meetings 2024-2025

- | | |
|-----------------------------------|----------|
| ● Aug 1 (One week early) | ● Jan 13 |
| ● Sept 9 | ● Feb 10 |
| ● Oct 21 | ● Mar 10 |
| ● Nov 13 (Nov 11 is Veterans Day) | ● Apr 14 |
| ● Dec 9 | ● May 12 |

*"If there is no struggle there is no progress. Those who profess to favor freedom and yet deprecate agitation are men who want crops without plowing up the ground; they want rain without thunder and lightning. They want the ocean without the awful roar of its many waters. This struggle may be a moral one, or it may be a physical one, and it may be both moral and physical, but it must be a struggle. **Power concedes nothing without a demand. It never did and it never will.**" -Frederick Douglass*

OCCTA AR MEETING

MINUTES

09/09/24

Approval of Agenda- A motion was made by Sandy Thuringer, and seconded by Sean Mundyshine, motion passed.

Approval of Minutes- motion made by Sandy Thuringer, and seconded by Donald Tillman to approve the minutes. Motion passed

The floor was turned over to Sunshine Insurance Group for a presentation to ARs unleashing the new benefits that are being offered to Union members ONLY. The benefits enrollment opens September 24, 2024.

Membership Density- membership density is 53%, goal is 5% per site, Ars received cards for potentials members who are interested in having a conversation about joining, CTA staff will speak with them when visiting sites.

PRESIDENTS REPORT

CTA will be posting “wins” of local sites where contract violations were submitted and CTA rectified the issue.

President McCracken mentioned concerning the class action grievance that was filed on the behalf of all members concerning the loss of planning time across the district. President McCracken is looking for volunteers to be witnesses or submit evidence. “Button Stick Day Campaign” and flyer concerning protecting planning time will occur on Wednesday, 08/11 or Thursday, 08/12 (depending on the site), ARs will have a chance to provide feedback on how the event/campaign went at the school.

President McCracken highlighted the need for ARs

Paid phone banking opportunities are available, for \$25 an hour on Wednesdays and Thursdays from 3 PM-6M, this includes the recruitment incentives as well.

FCPE Anne Douglas, schoolboard race district IV

Professional Development: October 18th and November 15th for UD professional development

Trainings AFT- Mapping & Assessment, September 25th @ 6:30PM and “Organizing with member Benefits” on October 24th 6:30 PM.

President Clinton McCracken recognized the top 3 recruiters in CTA for membership.

Treasurer's Report- Treasurer's Report was given by President McCracken, a motion was made by Gretchen Robinson and seconded by Sandy Thuringer to approve the Treasurer's Report. The motion was passed and the report was sent to audit.

Committee Reports

Elections Chair- Meghan Oates, appointed to be chair of Elections Committee

Government Relations- Sheryl Posey provided updates

Meeting was adjourned.

OUR UNION VOICE

UNITING EMPOWERING ADVOCATING

Digital Version: [OrangeCTA.com](https://www.OrangeCTA.com)

October 21, 2024

TOO LONG; DIDN'T READ? DON'T MISS THE ITEMS IN RED!

(Special election newsletter to the restricted class of OCCTA members.)

PRESIDENT'S MESSAGE**Thank You**

As many of you know, last week's impasse hearing brought its share of frustrations, but we also achieved some meaningful wins in this round of bargaining. Thank you to everyone who played a part in this process—our bargaining team, the witnesses who testified, and all of our members who wore red, signed petitions, wrote to the school board, attended bargaining meetings, and engaged with the community about the challenges OCPS educators face every day. Your dedication made a difference!

**What We Won**

Upon ratification, we will have pumping protections in the contract so issues can be grieved and resolved quickly, three days paid bereavement leave (retroactive to the beginning of this school year), all advanced degrees covered, October day moved to April (next year), Remote work clarification, Labor Management Committee to discuss and address paperwork reduction and other concerns, continuation of retention supplements (not permanent but it does count toward retirement), and a commitment from the board for parental leave next year.

What We Lost

The school board ruled in favor of the district salary proposal of 2.25% for highly effective and 1.7% for effective (permanent raise). They also voted to remove Evaluation Rights in the contract (Castor Dentel / Gallo voted against this). I've directed our legal team to complete a lawsuit against the school board that we will likely file this week.

Fight On

Even when the Superintendent stands against teachers, and even when most of the school board voted to gut our critical evaluation article, our resolve remains unshaken. We are unwavering in our commitment to fight for the rights and dignity of educators, knowing that each setback only fuels our determination and brings us closer to future victories. The struggle may be tough, but together, we will push forward to ensure our voices are heard. Together, we will continue to fight for justice, equity, and a better tomorrow for all of us.

**Share your Union**

Now is the time to build our membership—one conversation at a time. It's also a time to VOTE because it is true that part of the problem lies in Tallahassee. And it's a time to educate our community about a Superintendent more focused on micromanagement than the well-being of her teachers. We are not backing down. We are moving forward—stronger, louder, and more determined than ever. Together, we fight on!!!

In Solidarity,
Clinton McCracken, CTA President

RATIFICATION

Now that the school board has made a decision on all items remaining at impasse, a ratification vote by all members of the bargaining unit will take place. CTA will be mailing ballots to your home once we have all the necessary information from the district.

A "Yes" vote means all of the below items (School Board resolutions *and tentative* agreements) will be a part of the collective bargaining agreement. Because of Florida law, a "No" vote means we would lose all of the terms that the parties did agree to (tentative agreements highlighted below), but the School Board resolutions would still take effect.

SCHOOL BOARD RESOLUTIONS OF THE ISSUES AT IMPASSE - HIGHLIGHTS:

- **2024-2025 Wage Increases**

Permanent	Cost-of-Living Adjustment: Effective teachers: Highly Effective teachers:	0.20% PLUS + 1.50%(total increase: 1.70%) 2.05% (total increase: 2.25%)
	Starting salary:	Increased by 0.20%
	Advanced Degree Supplement:	Increased by 0.20%

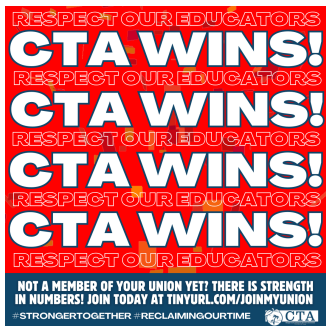
- **Supplements**

- Extends the retention supplement through at least the 2024-2025 school year.
- Extends select supplements ranging from \$1,500 - \$8,000 for ESE teachers, speech language pathologists, audiologists, and licensed clinical social workers, mental health counselors, and registered nurses, through at least the 2024-2025 school year.

- **Evaluations** - Eliminates provisions regarding the evaluation system
- **Bereavement leave** - Provides 3-days of district paid bereavement leave (previously agreed to by the parties)
- **Adds pumping protections** for nursing mothers to the contract.

TENTATIVE AGREEMENTS - HIGHLIGHTS:

- **Expands advanced degree supplement eligibility** to include all advanced degrees
- **Changes professional day** from October to April
- **Provides that a non-classroom teacher may work remotely on days when they do not have students assigned**
- **Establishes a Labor Management Partnership Committee**



CTA WINS!: OCPS flagrantly violated Article IX of our Contract, requiring involuntary transfers be governed by seniority. **OCPS took the issue to arbitration and lost.** The arbitrator rejected ALL of the District's arguments, including its argument that the parties had a past practice that somehow superseded the clear language of our Contract. He found there was no contrary past practice, and even if there was such a practice, it could not supersede the Contract. Thank you to our members who were willing to file this grievance!

Not satisfied with the arbitrator's award, the District moved to vacate the award in Orange County circuit court. **The judge has now REJECTED ALL of the District's arguments and confirmed the arbitrator's award.** We have encouraged Superintendent Vazquez to

reconsider the anti-teacher path she is on. This is another reason to make sure you know your Contract and that we do all that we can to protect it! The best way is to not only be a member but also make sure that all of your colleagues are members. Take a moment to share with a colleague what being a CTA member means to you!

EVALUATION MANUAL: We believe the district and school board have improperly applied state statute in gutting our evaluation article and will be filing a lawsuit. In the meantime, the district has moved evaluation language to the Evaluation Manual [HERE](#). The evaluation manual is grievable.

UPCOMING EVENTS

KNOW YOUR CONTRACT: Enforcement of the contract is the responsibility of all of us. Knowing your contract and enforcing it is the most powerful way to send a clear message that we are standing together and we will not be intimidated when fighting for our rights. Join us on October 30 at 5 pm to learn more about the contract that provides you with rights and better working conditions. Click [HERE](#) to register.

TOGETHER WE RISE VIRTUAL SERIES OCT. 24: The Together We Rise Virtual Series will continue this month with a focus on Disabled Employee Awareness Month. More details will be coming soon, but you can go ahead and register now. October 24th 6:00 - 7:30 pm. Register [HERE](#).

SCHOOL DENSITY GOAL BY DECEMBER: Our Union grows when people TALK to a colleague about joining. People sometimes see what the Union accomplishes and are excited about it, but don't join unless someone ASKS

them. **Our goal is for each school to increase 5% by Winter Break. For many schools this means two or three new members. Will you help strengthen your Union and talk to someone about why you are a member?** It is time for nonmembers who are on the sidelines to become part of the solution to make things better and help contribute to our collective effort.

ESE PROFESSIONAL DEVELOPMENT NOVEMBER 15, 8AM- 3PM PAID TDY DAY! Earn up to 6 in-service points! UDL Everyone Learns Differently: Are you looking for ways to design lessons that meet students where they are in the learning process? Anticipate and reduce barriers for students to achieve rigorous goals? Use students' strengths and interests to drive instruction? This interactive module is based on the Center for Applied Special Technology (CAST) Universal Design for Learning Framework and Guidelines. Participants will build an understanding of neuroscience as a foundation for educating the whole child and designing instruction to best meet the needs of diverse learners. **Only 8 spots are still available** [RSVP here](#). This training is in person at the CTA office. Lunch and Snacks will be provided.

PeopleOne Health - SPARK YOUR WEIGHT MANAGEMENT JOURNEY OCT. 23: Whether your goal is to lose weight or maintain a healthy balance, PeopleOne Health has got you covered. Join our panel of industry experts as they share their unique insights and proven strategies to help you achieve your weight goals. This is an encore presentation of our spring webinar due to high demand! October 23rd 4:30 pm. Click [HERE](#) to register.

ANNOUNCEMENTS

VOTER GUIDE/VOTING INFORMATION: FEA's election website contains fliers on Amendment 1 as well as the U.S. Senate and presidential races. <https://feaweb.org/member-center/voter-toolkit/>. CTA-endorsed candidates are also available [HERE](#).

EARLY VOTING INFORMATION: Early voting started today and runs through November 3rd! As long as you're an eligible registered voter in Orange County, you can vote in any Early Voting site they have open. Voting locations [HERE](#). For other counties, check with [your local election officials](#) for possible additional early voting dates and a complete list of early voting sites in your county.

GET OUT THE VOTE CTA MEMBER PHONE BANKING: We need YOUR help to Get Out the Vote! CTA needs volunteers who are willing to make phone calls **from the comfort of their own homes** to inspire our educators to get to the polls! Our voices matter! Are you willing to give as little as 15 minutes of your time to help elect pro public education candidates? Complete this [form](#). Our phone calls start today!

CTA MEMBER BENEFITS: Your benefits are an important part of your overall Orange County Classroom Teachers Association membership. CTA is pleased to offer a broad range of valuable benefits to protect your health, your family, and your way of life. The optional members-only benefits include pet insurance, disability, critical illness, cosmetics, and wellness, among others. Click [HERE](#) for more information.

NEA ADVANTAGE LOAN FOR MEMBERS IMPACTED BY HURRICANES: In the aftermath of Helene and Milton, some may find themselves in urgent need of financial support. BMG Money is ready to assist by offering a straightforward emergency loan solution for our members. You can find more information on these emergency loans [here](#).

LGBTQ+ AWARENESS AND HISTORY MONTH: October is LGBTQ+ History Month. We know that you may have questions and concerns about your rights and the rights of your students as a result of recent legislation. Together with the NEA and AFT, FEA has created a guide on what you need to know about Florida laws on classroom instruction on sexual orientation and gender identity. You can find the guide here. [FEA LGBTQ+ Resource Guide](#)

GETTING INVOLVED WITH CTA: Connect with fellow Union members! Click [HERE](#) to join a committee such as Florida's Young Remarkable Educators (FYRE) Caucus, LGBTQ+ Caucus, Black Caucus, Hispanic Caucus, Women's Caucus, Republican Caucus, Democratic Caucus, Military Veterans Caucus, Marion Cannon Scholarship Committee, Howard Fenner Scholarship Committee, and Government Relations.

CTA MEMBERSHIP DRIVE: All members will receive \$35 for every new member they recruit. All NEW members will receive \$35 when they are fully connected for dues payments. **Our goal is to increase membership density at each school by 5% which will put us over 60%.**



CTA PHONE BANKING TO INCREASE MEMBERSHIP: Interested in calling potential members to talk about everything we are standing together and fighting for and asking them to join? \$25/hour plus you receive the recruitment incentive for anyone who joins! Email orangecta@gmail.com for more information.

PEOPLEONE HEALTH: OCPS teachers and their families can now access comprehensive physical and mental health services - at no cost, it's fully sponsored by OCPS. If you are enrolled in OCPS benefits, you can activate your PeopleOne Health membership to get unlimited access to dedicated doctors and medical experts for all your prevention, treatment, and wellness needs, all at local health centers near you. Click [HERE](#) to watch a video with more information. Click [HERE](#) to learn more and enroll at no cost.

2024 PRIDE PARADE: We had a great turnout for the Pride Parade on Saturday! Our float was met with overwhelming cheers of joy from the crowd, with many shouting proudly that they are teachers—the joy on their faces was unforgettable. It's clear how much it means to people that our educators stand up for everyone. This year's parade in downtown Orlando drew over 200,000 attendees, and we were honored to be part of such an inspiring celebration!

STUDENT DEBT CANCELLATION INQUIRY: News 6 WKMG is looking to connect with a public servant benefitting from President Biden approving another \$4.7 billion in student debt cancellation for over 60,000 public service workers. They are looking for a local voice to talk about how this will affect their finances and livelihood. Please contact us at orangecta@gmail.com if you are interested.

CONTRACT REMINDERS

General Election - Tuesday, November 5, 2024: Teachers can leave with the students the day of the election to go and vote. *"On election days, employees whose duty day usually begins 45 minutes or more before the student day who wish to vote before the duty day begins, may opt for reporting to work 15 minutes before the student day. In the alternative, employees may leave at the end of the student day for purposes of voting."* - Article XIV.I (P. 65)

October 30, 2024 - Fifth Wednesday: October 30 is the fifth Wednesday of the month, so teachers have uninterrupted planning time after the student day ends. Administrators cannot schedule meetings, PLCs, or other activities during this time. *"During the contract year, whenever a fifth Wednesday of the month falls on a duty day, teachers will receive an uninterrupted planning period after student contact time. No meetings, workshops or professional development will be scheduled during this time."* - Article XIV.V (P. 67)

Deliberate Practice Score: The scoring system for Deliberate Practice changed this year. CTA recommends teachers monitor the scoring of the element. If the element is not scored at the end of the year there is the possibility teachers will receive a 0. *"If the element is not observed during this mutually scheduled observation and it was not applicable, the administrator will rate the element as "Not Applicable". This will default to a Deliberate Practice score of "0".*
"- Evaluation Manual (P. 17)

Evaluation - Category 2A teachers: The deadline for category 2A teachers to have the first evaluative observation done is November 15. There should be a coaching observation done before an evaluative observation is entered in iobservation. *"Category 2A teachers shall have at least one observation (formal or informal) documented by November 15 and a second observation (formal or informal) documented by March 1."* - Evaluation Manual (P. 15)

FREE CTA MEMBER T-SHIRT: Click [HERE](#) to order your T-Shirt if you haven't yet received one.

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



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

See past CTA Newsletters [HERE](#)





Dear Leader:

We are happy to announce that Union First™ will be our new partner to provide employee assistance services to members and their families, effective immediately.

What is Union First?

Union First™ is a union employee assistance service that provides behavioral health services to union members and their families, all while providing job protection services. Union First™ will be a new member benefit under our state program.

What benefits does Union First provide?

Whether you are struggling with ***addiction, depression, alcoholism or trauma***, Union First™ is here to provide job protection and behavioral health services. Call and chat support is available 24/7 via their site - **unionfirst.net**. Their program is built upon the premise that ***“your job, health, and family all come first.”***

All communications with Union First™ are 100% confidential. Their dedicated professionals serve more than 250,000 union members around the country, and they have a 100% success rate.

The Florida Education Association (FEA) is doing everything we can to raise awareness of Union First's™ services, as they provide an invaluable service, securing access to care for our members all while protecting their jobs.

Union First™ services include: placement, case management, advocacy, training, and telehealth, while working in close collaboration with FEA to protect members' jobs.

To learn more, you can visit **www.unionfirst.net** or call their **24/7 confidential hotline at 1-855-215-2023**.

In Solidarity,

Andrew Spar

President

Florida Education Association



It's our job to protect yours

Union First

(855) 215-2023
info@unionfirst.net
www.unionfirst.net

Dear Union Leaders and Members,

There is a question I am asked almost every time I present our program:

“Why should I use **Union First EAP** when my district already provides an EAP service?”

With Union First you and your members get individualized care to include personal case management. You have a local Union First representative to ensure treatment and all district notifications are timely and appropriate. Our clinicians evaluate your member's condition and ensure they get the appropriate amount of treatment they need regardless of the number of “free” visits allowed by your insurance. A certified professional determines the number of days needed for treatment and all the days are covered by your insurance (within your coverage of course, which may include co-payments).

In addition, if you or one of your members is receiving treatment as a result of behavior that has led to possible disciplinary action from the district, Union First has a job protection component and works with your president and staff to ensure all laws and rights are honored. Once the doctor recommended treatment is successfully completed, a “fit for duty” letter is provided adding another layer of advocacy.

The Employee Assistance Program offered through your district does NOT work to “protect” jobs nor do they provide personalized care. They simply ensure that your member is using an In-Network provider and then offer a specific number of free visits (depending on the number negotiated through your insurance committee which differs in each county).

So I ask you, why would you NOT use your union provided EAP? This is a valuable benefit for you, your members and their immediate family. There is no additional charge associated with this benefit unless your member needs our Job Protection component.

Please email, text or call me anytime if you have any questions or if you have a member in need of our services.

Yours In Unity,

Sandra

Sandra Armstrong
Outreach Coordinator
C (352) 266-2295
sarmstrong@unionfirst.net
www.unionfirst.net



855-215-2023

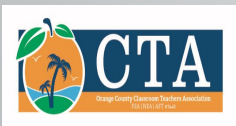
ATTENTION UNION MEMBERS!

Are you struggling with
alcohol, depression,
drugs or trauma?



**Job Protection +
Behavioral Health
= Union First**

- Job Protection
- 100% Confidential
- 24/7 Call + Chat Support
- Dedicated Professionals
- Customized Treatment Plans



Call 1-855-215-2023 or visit unionfirst.net

LEARN ABOUT THE

NEW BENEFIT OFFERING

- Unique offerings such as disability, critical illness, pet insurance, permanent whole life and cosmetics and wellness
- Options for guaranteed issue
- Exclusive group rated premium for members
- How to enroll or connect with a Benefit Counselor

GO TO: [HTTPS://EP6IX.COM/OCTA/](https://EP6IX.COM/OCTA/)



ATTENTION UNION MEMBERS!

Are you struggling with alcohol, depression, drugs or trauma?



Job Protection + Behavioral Health = Union First

- Job Protection
- 100% Confidential
- 24/7 Call + Chat Support
- Dedicated Professionals
- Customized Treatment Plans



Call 1-855-215-2023 or visit unionfirst.net

PUBLIC EDUCATION IS ON THE BALLOT. MAKE A PLAN TO VOTE!

AS AN AFFILIATE OF FLORIDA AFL-CIO, CTA SUPPORTS THE FOLLOWING ENDORSEMENTS:

Orange County School Board

SB District 4: Anne Douglas

YES FOR 1/2 CENT SALES TAX RENEWAL

for school facilities construction, improvement, land acquisition, and technology implementation.

IMPORTANT DATES

REGISTRATION DEADLINE

OCTOBER 7, 2024

EARLY VOTING

OCTOBER 21, 2024 –
NOVEMBER 3, 2024
8 AM – 8 PM

ELECTION DAY

NOVEMBER 5, 2024

VOTE BY MAIL REQUEST

OCTOBER 24 @ 5PM

VOTE BY MAIL RETURN

NOVEMBER 5 @ 7PM



Special Election Newsletter solely to Members of the Orange County CTA

PRESIDENT/VP

Kamala Harris/Tim Walz

2024 FLORIDA BALLOT MEASURES

Amendment 1: Oppose

US SENATE:

Debbie Mucarsel-Powell

US CONGRESS

FL District 9: Darren Soto

FL District 10: Maxwell Alejandro Frost

FLORIDA SENATE DISTRICTS

SD 15: Geraldine Thompson

SD 25: Kristen Arrington

FLORIDA HOUSE DISTRICTS

HD 35: Tom Keen

HD 37: Nate Douglas

HD 38: Sarah Henry

HD 39: Marsha Summersill

HD 40: LaVon Bracy Davis

HD 42: Anna Eskamani

HD 43: Johanna Lopez

HD 45: Leonard Spencer

HD 46: Jose Alvarez

HD 47: Maria Revelles

ORANGE COUNTY BOARD OF COUNTY COMMISSION

District 1: Nicole Wilson

District 3: Mayra Uribe

District 5: Kelly Semrad

SUPERVISOR OF ELECTIONS

Karen Castor Dentel

FALL VIRTUAL EVENTS

We will dive into topics to support your health and wellness, presented by our physicians and the extended care team. Each event will feature industry-leading experts, exclusive resources and giveaways.

Spark Your Weight Management Journey

Thursday, October 23rd

4:30 PM ET

[SAVE MY SPOT](#)

Thursday, October 30th

12:00 PM ET

[SAVE MY SPOT](#)

Stay Stress Free Around the Holidays

Thursday, November 21st

12:00 PM ET

[SAVE MY SPOT](#)

4:30 PM ET

[SAVE MY SPOT](#)

Not sure if you can attend? Register anyway to receive a recording.



10 Minute Meeting Tentative Agreements And Ratification

October 2024

Contact us: orangecta@gmail.com
407-298-0756

RATIFICATION

Now that the school board has made a decision on all items remaining at impasse, a ratification vote by all members of the bargaining unit will take place. CTA will be mailing ballots to your home once we have all the necessary information from the district. **CTA recommends a YES vote.**

A “Yes” vote means all of the below items (School Board resolutions *and tentative agreements*) will be a part of the collective bargaining agreement. Because of Florida law, **a “No” vote** means we would lose all of the terms that the parties did agree to (tentative agreements highlighted below), but the School Board resolutions would still take effect.

SCHOOL BOARD RESOLUTIONS OF THE ISSUES AT IMPASSE - HIGHLIGHTS:

2024-2025 Wage Permanent Increase

Cost-of-Living Adjustment: Effective teachers: Highly Effective teachers:	0.20% PLUS + 1.50%(total increase: 1.70%) 2.05% (total increase: 2.25%)
Starting salary:	Increased by 0.20%
Advanced Degree Supplement:	Increased by 0.20%

Advanced Degree Supplement

Masters:	\$3,480	The supplement increase by 0.20%.
Specialists:	\$5,339	
Doctorate:	\$7,040	

- **Supplements**
 - Extends the retention supplement through at least the 2024-2025 school year.
 - Extends select supplements ranging from \$1,500 - \$8,000 for ESE teachers, speech language pathologists, audiologists, and licensed clinical social workers, mental health counselors, and registered nurses, through at least the 2024-2025 school year.
- **Evaluations** - Eliminates provisions regarding the evaluation system
- **Bereavement leave** - Provides 3-days of district paid bereavement leave (previously agreed to by the parties)
- **Adds pumping protections** for nursing mothers to the contract.

OTHER TENTATIVE AGREEMENTS - HIGHLIGHTS:

- Expands advanced degree supplement eligibility to include all advanced degrees
 - Changes professional day from October to April
 - Provides that a non-classroom teacher may work remotely on days when they do not have students assigned
 - Establishes a Labor Management Partnership Committee
-

More information about ballot delivery via mail, the deadline for voting and ballot counting, and payment date details upon ratification will be sent at a later time.



All members will receive **\$35** for every new member they recruit. All NEW members will receive **\$35** when they are fully connected for dues payments.

Paid phone banking (\$25/hour) on Wednesdays/Thursdays to call nonmembers. Plus you receive \$35 for every member you sign up! Email orangecta@gmail.com if interested.

GOAL: increase membership density at each school by 5% which will put us over 60%.

MEMBERSHIP APPLICATION →



NOT A MEMBER?

USE THE QR CODE TO SIGN UP.

IF YOU ARE AT AN OCPS WORKSITE PLEASE TURN OFF YOUR WIFI.



DUES FAQs THIS QR CODE IS IN CASE YOU NEED TO RETURN TO YOUR EDUES PORTAL AFTER YOU JOIN

Q: What are Edues?:

A: ACH withdrawals that come out of your checking account the same day you are paid from OCPS.

Q: When will my dues be deducted?

A: Your ACH withdrawal will initiate the same night as your paycheck. You will receive an email from FEA the evening before letting you know the ACH withdrawal has been initiated.

Q: How much are dues?

A: Dues are \$30.80 bi-weekly.

Q: Are dues deducted during the summer?

A: No. Deductions start on August 21, 2024 and end on June 11, 2025

Q: Are there other ways to pay my dues?

A: Yes, CTA accepts checks, money order, or credit card/debit card payment over the phone. When dues are paid this way they can be paid in full (\$677.60) by August 31, 2024 or they can be split into 2 payments of \$338.80. One due by August 31, 2024 and the other due by January 31, 2025. There is a processing fee with Credit and Debit Card payments.

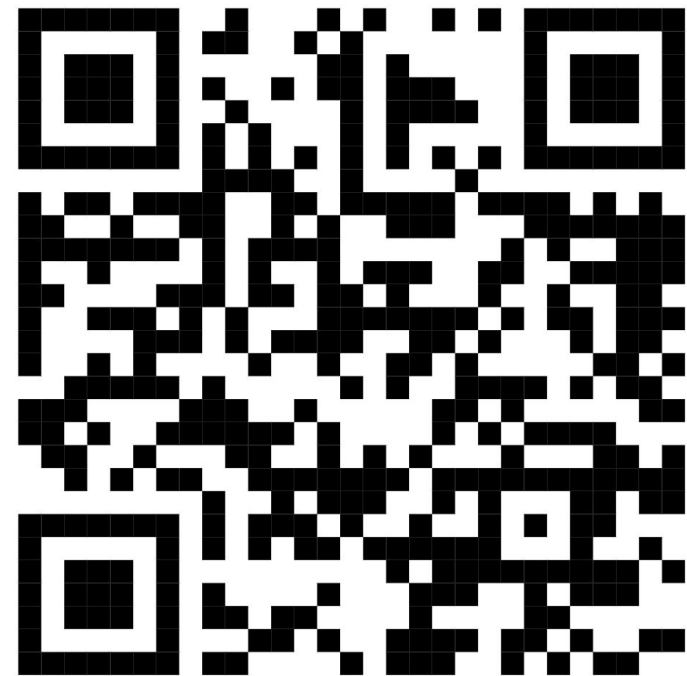
Q: What if I need to change my banking information?

A: Scan the QR code and you will be directed to your Edues portal and can update your banking information from there.



EVALUATION MANUAL

We believe the district and school board have improperly applied state statute in gutting our evaluation article and we will be filing a lawsuit. In the meantime, the district has moved evaluation language to the Evaluation Manual. The evaluation manual is grievable. Scan the QR code to access the 2024-2025 Evaluation Manual.



OPTIONAL MEMBERS-ONLY BENEFITS

Your benefits are an important part of your overall Orange County Classroom Teachers Association membership. CTA is pleased to offer a broad range of valuable benefits to protect your health, your family, and your way of life. The optional members-only benefits include pet insurance, disability, critical illness, cosmetics, and wellness, among others.



...MassMutual

Whole Life Insurance

-  **GUARANTEE ISSUE**
Requires no medical questions or exam in order to qualify.
-  **ACCESS TO CASH**
When you need it, for whatever you may need, without penalty. (Based upon your accumulated cash value).
-  **CASH VALUE**
Accumulation along with industry leading dividend performance.
-  **PERMANENT & PORTABLE**
Permanent coverage that allows you to lock in at a rate for the life of the coverage. Portable means you can take it with you if you leave or retire.

Aflac

Supplemental Insurance

-  **DISABILITY INSURANCE**
Protect your way of life by providing a benefit for a covered disability.
-  **ACCIDENT INSURANCE**
Provides benefits directly to you to use however you like from medical costs to everyday expenses.
-  **HOSPITAL INDEMNITY INSURANCE**
It's coverage that can help protect what you've worked so hard to build.
-  **CRITICAL ILLNESS**
You can concentrate on what's most important your treatment, care and recovery.

Lifestyle Benefits

-  Elective & Cosmetic Benefits
-  Pet Insurance
-  Legal protection
-  Identity Theft protection

Use the landing page to learn more, find pricing, find call center info and schedule a consult! 

PEOPLEONE HEALTH

OCPS teachers and their families can now access comprehensive physical and mental health services - at no cost, it's fully sponsored by OCPS. If you are enrolled in OCPS benefits, you can activate your PeopleOne Health membership to get unlimited access to dedicated doctors and medical experts for all your prevention, treatment, and wellness needs, all at local health centers near you. You can reach out to your member success specialist at 937-552-5270 or via email at membersuccess@peopleonehealth.com



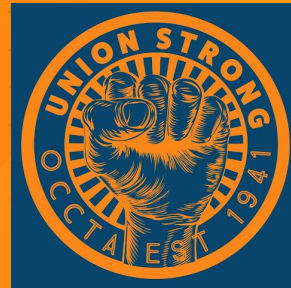
Official CTA Members Only Facebook Group:

“CTA Members Stronger Together”

CTA created a private Facebook Group to provide another method for sharing information and another benefit of membership. Rules for belonging to this group are posted to maintain a helpful and supportive experience. Our goal is to provide a supportive community where members can collaborate and stay informed on important issues impacting educators and students in OCPS. This is the only official CTA FB group.



Contact us:
orangecta@gmail.com
407-298-0756



ELEMENTARY	AUG	SEP	OCT
METROWEST ES	81.58%	87.50%	89.74%
VISTA POINTE ES	82.50%	85.37%	85.37%
MILLENNIA GARDENS ES	82.46%	85.71%	84.62%
ECCLESTON ES	83.87%	87.10%	84.38%
DILLARD ST ES	78.38%	81.08%	81.08%
PINELOCH ES	75.00%	77.97%	80.33%
INDEPENDENCE ES	69.49%	76.27%	79.66%
WASHINGTON SHORES ES	77.78%	79.00%	79.41%
WESTPOINTE ES	73.58%	75.47%	78.43%
AZALEA PARK ES	78.05%	78.05%	78.05%
SUNRIDGE ES	75.00%	75.56%	75.56%
RIVERDALE ES	77.27%	77.27%	74.42%
MEADOW WOODS ES	65.38%	73.08%	72.00%
SHINGLE CREEK ES	67.35%	73.47%	71.43%
HILLCREST ES	62.16%	69.44%	69.44%
EAGLE CREEK ES	57.63%	65.57%	69.35%
WYNDHAM LAKES ES	69.57%	69.57%	68.75%
SUNRISE ES	66.67%	66.67%	68.29%
FRANGUS ES	48.65%	66.67%	67.65%
PALM LAKE ES	64.29%	65.85%	67.50%
RIVERSIDE ES	65.22%	68.89%	66.67%
PINE HILLS ES	62.96%	66.04%	66.04%
DR. PHILLIPS ES	54.17%	65.96%	65.91%
MOLLIE RAY ES	63.89%	68.42%	65.79%
APOPKA ES	63.33%	65.00%	65.00%
RIDGEWOOD PARK ES	63.89%	63.89%	64.86%
SPRING LAKE ES	64.52%	62.86%	64.86%
LAKE GEM ES	63.04%	66.67%	64.58%

ELEMENTARY	AUG	SEP	OCT
ROCK SPRINGS ES	59.32%	66.10%	64.29%
PINEWOOD ES	66.67%	65.12%	63.41%
TILDENVILLE ES	61.70%	60.42%	63.27%
VENTURA ES	63.83%	64.58%	63.27%
BONNEVILLE ES	56.10%	60.98%	63.16%
ALOMA ES	63.16%	64.86%	63.16%
FORSYTH WOODS ES	62.22%	64.44%	63.04%
EAST LAKE ES	66.67%	66.67%	62.86%
WHISPERING OAK ES	64.00%	62.75%	62.75%
ZELLWOOD ES	56.10%	62.50%	62.50%
CASTLE CREEK ES	60.47%	62.79%	60.87%
LOVELL ES	58.82%	57.69%	60.78%
CAMELOT ES	59.09%	60.47%	60.47%
OAKSHIRE ES	55.88%	58.82%	60.00%
OCOEE ES	59.26%	61.11%	59.26%
ENDEAVOR ES	60.00%	61.36%	59.09%
WEST OAKS ES	58.82%	61.76%	58.33%
EAGLES NEST ES	64.29%	63.41%	58.14%
HUNGERFORD ES	56.00%	60.00%	57.69%
IVEY LANE ES	60.00%	60.00%	57.69%
PINAR ES	54.84%	54.55%	57.58%
SUN BLAZE ES	54.32%	58.54%	57.50%
CYPRESS SPRINGS ES	53.70%	55.56%	57.14%
PHILLIS WHEATLEY ES	55.56%	57.14%	57.14%
STONE LAKES ES	56.25%	55.10%	57.14%
VISTA LAKES ES	53.66%	56.10%	56.10%
AVALON ES	60.00%	60.00%	56.10%
CHICKASAW ES	56.82%	54.35%	55.32%

ELEMENTARY	AUG	SEP	OCT
ENGELWOOD ES	48.84%	52.38%	54.76%
MILLENNIA ES	50.79%	53.97%	54.69%
CITRUS ES	53.85%	53.85%	53.85%
ORLANDO GIFTED ACADEMY	52.38%	54.76%	53.66%
OAK HILL ES	52.78%	57.89%	53.66%
HIAWASSEE ES	51.16%	54.55%	53.33%
COLUMBIA ES	43.24%	52.78%	52.78%
LAKEVILLE ES	48.08%	50.00%	52.08%
LANCASTER ES	50.00%	55.56%	52.08%
DREAM LAKE ES	50.00%	52.08%	52.00%
PRAIRIE LAKE ES (CLARCONA ES)	54.72%	54.72%	51.79%
UNION PARK ES	47.37%	50.00%	51.35%
SOUTHWOOD ES	43.59%	51.28%	51.28%
CATALINA ES	48.72%	50.00%	51.22%
BALDWIN PARK ES	50.94%	49.06%	50.94%
SUNSHINE ES	42.86%	47.76%	50.00%
LITTLE RIVER ES	45.45%	51.52%	50.00%
MOSS PARK ES	47.69%	48.44%	50.00%
ROSEMONT ES	48.89%	48.89%	50.00%
DOVER SHORES ES	50.00%	50.00%	50.00%
PALMETTO ES	49.23%	49.23%	49.32%
HUNTERS CREEK ES	48.28%	49.12%	49.15%
SUMMERLAKE ES	51.02%	50.98%	48.98%
JOHN YOUNG ES	47.83%	51.11%	48.94%
TIMBER LAKES ES	50.00%	51.22%	48.78%
THREE POINTS ES	50.00%	50.00%	48.78%
ORANGE CENTER ES	40.00%	43.33%	48.28%
CASTLEVIEW ES	40.00%	44.90%	47.92%

ELEMENTARY	AUG	SEP	OCT
ORLO VISTA ES	44.12%	45.95%	47.37%
CHENEY ES	47.22%	48.57%	47.22%
MAXEY ES	45.00%	47.50%	46.34%
LAKE SYBELIA ES	41.38%	48.39%	45.45%
CONWAY ES	42.22%	45.45%	45.45%
LAKE WHITNEY ES	41.46%	46.34%	45.00%
WATERBRIDGE ES	44.74%	45.00%	45.00%
WESTBROOKE ES	39.47%	44.74%	44.74%
ANDOVER ES	43.48%	45.65%	44.68%
WETHERBEE ES	43.94%	45.31%	44.62%
PRINCETON ES	44.44%	44.44%	44.12%
KEENES CROSSING ES	44.93%	44.93%	44.12%
WOLF LAKE ES	40.00%	42.00%	44.00%
BROOKSHIRE ES	42.86%	42.86%	44.00%
WINEGARD ES	37.74%	42.59%	43.40%
WATERFORD ES	40.54%	45.95%	43.24%
HIDDEN OAKS ES	43.24%	43.24%	43.24%
ROLLING HILLS ES	39.13%	40.00%	43.18%
LAUREATE PARK ES	44.30%	43.75%	43.04%
WEST CREEK ES	43.18%	44.19%	42.86%
LAKE SILVER ES	45.95%	43.59%	42.50%
ROCK LAKE ES	39.39%	42.42%	42.42%
MCCOY ES	41.03%	41.03%	41.03%
SUNSET PARK ES	40.74%	38.89%	40.38%
CLAY SPRINGS ES	35.42%	38.30%	40.00%
SALLY RIDE ES	42.42%	40.00%	40.00%
BAY MEADOWS ES	35.09%	36.84%	39.66%
THORNEBROOKE ES	34.09%	38.64%	38.64%

ELEMENTARY	AUG	SEP	OCT
SHENANDOAH ES	37.14%	40.00%	38.24%
KILLARNEY ES	37.93%	39.29%	37.93%
STONEWYCK ES	39.58%	38.78%	36.73%
BAY LAKE ES	29.55%	36.36%	36.17%
LOCKHART ES	34.21%	36.84%	35.90%
VILLAGE PARK ES	34.09%	34.09%	35.71%
TANGELO PARK ES	36.36%	35.29%	35.29%
WATER SPRING ES	23.21%	25.86%	33.85%
LAKEMONT ES	33.33%	30.43%	33.33%
LAWTON CHILES ES	34.15%	32.50%	32.50%
WINDERMERE ES	29.73%	32.43%	31.58%
NORTHLAKE PARK COMM ES	30.23%	30.95%	30.95%
SAND LAKE ES	24.07%	25.93%	29.09%
LAKE GEORGE ES	27.78%	28.57%	28.57%
DEERWOOD ES	25.58%	26.19%	26.83%
HAMLIN ES	19.51%	21.95%	24.39%
ATWATER BAY ES	25.00%	25.00%	24.00%
DOMMERICH ES	19.05%	19.51%	19.51%
PANTHER LAKE ES	14.89%	19.57%	18.75%
SADLER ES	14.55%	16.36%	18.18%
LAKE WESTON ES	17.14%	20.00%	14.71%

K-8 & MIDDLE	AUG	SEP	OCT
CONWAY MS	75.47%	84.62%	84.31%
HOWARD MS	82.54%	81.82%	80.88%
CHAIN OF LAKES MS	81.82%	83.64%	78.57%
ROBINSWOOD MS	67.16%	72.73%	71.21%
ROBERTO CLEMENTE MS	66.67%	68.42%	70.18%
FREEDOM MS	64.47%	68.83%	68.92%
WOLF LAKE MS	67.14%	66.67%	68.12%
APOPKA MS	67.86%	70.37%	67.86%
INNOVATION MS	61.11%	64.38%	65.28%
ODYSSEY MS	59.02%	64.52%	64.52%
LAKE COMO K-8	61.33%	62.67%	62.67%
WATER SPRING MS	60.38%	64.81%	62.07%
CORNER LAKE MS	63.27%	62.00%	62.00%
SOUTHWEST MS	56.63%	57.65%	60.98%
PIEDMONT LAKES MS	57.38%	60.00%	60.66%
SUNRIDGE MS	56.58%	57.89%	60.53%
WINDY RIDGE K-8	52.94%	57.65%	60.47%
DISCOVERY MS	56.60%	56.60%	60.38%
ARBOR RIDGE K-8	55.38%	60.29%	60.29%
LEGACY MS	51.02%	57.14%	59.18%
KELLY PARK K-8	57.33%	58.67%	57.89%

LOCKHART MS	54.72%	54.72%	57.69%
MEADOWBROOK MS	55.74%	57.38%	55.93%
HAMLIN MS	45.76%	50.88%	55.93%
MAITLAND MS	54.55%	54.35%	55.81%
BRIDGEWATER MS	55.56%	54.93%	55.56%
UNION PARK MS	43.48%	50.00%	55.56%
HORIZON WEST MS	48.15%	53.09%	54.88%
TIMBER SPRINGS MS	55.38%	55.22%	54.55%
OCPS ACADEMIC CTR FOR EXCELLENCE	54.17%	53.52%	53.62%
WALKER MS	49.09%	50.00%	53.33%
PERSHING K-8	53.16%	54.43%	53.16%
OCOEE MS	52.94%	53.62%	52.86%
MEADOW WOODS MS	48.39%	51.61%	52.46%
SILVER PINES ACADEMY K-12 LEARNING CTR	46.81%	47.92%	52.08%
CARVER MS	50.91%	50.00%	51.79%
SOUTH CREEK MS	48.39%	52.46%	51.61%
WESTRIDGE MS	45.71%	52.11%	51.35%
LAKEVIEW MS	52.73%	53.70%	47.06%
GLENRIDGE MS	47.89%	48.57%	46.58%
LAKE NONA MS	44.59%	45.21%	45.95%
LIBERTY MS	40.32%	46.03%	45.31%
AVALON MS	47.06%	46.15%	44.00%

COLLEGE PARK MS	34.69%	38.00%	43.14%
WEDGEFIELD K-8	38.57%	40.58%	41.18%
BLANKNER K-8	39.68%	42.19%	40.00%
AUDUBON PARK K-8	35.79%	37.50%	38.30%
LUMINARY MS	39.02%	38.10%	36.59%
GOTHA MS	30.77%	35.48%	36.51%
HUNTERS CREEK MS	39.39%	39.39%	36.36%
MEMORIAL MS	32.79%	31.67%	31.58%

	AUG	SEP	OCT
INNOVATION HS	58.89%	64.44%	64.44%
UNIVERSITY HS	60.16%	63.20%	63.28%
BOONE HS	62.33%	62.07%	60.42%
TIMBER CREEK HS	60.00%	61.40%	59.76%
WEST ORANGE HS	57.04%	58.21%	58.52%
CYPRESS CREEK HS	52.94%	55.06%	55.97%
FREEDOM HS	55.97%	55.64%	55.64%
COLONIAL HS	54.02%	54.97%	55.62%
JONES HS	54.55%	56.32%	55.06%
WINDERMERE HS	53.94%	54.60%	53.61%
EAST RIVER HS	54.46%	55.36%	53.10%
OLYMPIA HS	55.15%	54.23%	52.82%
LAKE BUENA VISTA HS	50.00%	56.86%	52.43%
WINTER PARK HS	50.88%	52.05%	52.33%
OCOEE HS	50.00%	52.38%	51.97%
LAKE NONA HS	51.77%	51.05%	51.39%
APOPKA HS	51.53%	51.53%	50.92%
HORIZON HS	49.58%	51.16%	50.00%
WEKIVA HS	50.00%	50.40%	49.19%
OAK RIDGE HS	48.53%	49.26%	47.79%
DR. PHILLIPS HS	47.65%	47.37%	46.79%
EDGEWATER HS	45.00%	47.06%	45.54%
EVANS HS	42.75%	43.28%	43.94%

	AUG	SEP	OCT
MINORITY ACHIEVEMENT OFFICE	100.00%	100.00%	100.00%
MAGNOLIA	74.19%	75.00%	75.76%
POSITIVE PATHWAYS TRANSITION CTR	66.67%	71.43%	72.00%
DEVEREUX TREATMENT PROGRAM	71.43%	71.43%	71.43%
ESE TRANSITIONS	67.44%	69.05%	70.73%
MULTILINGUAL SERVICES	72.73%	68.18%	68.42%
ALTERNATIVE EDUCATION PROJECT COMPASS	66.67%	66.67%	66.67%
PSYCHOLOGISTS	63.81%	66.02%	66.35%
ORANGE TECH COLLEGE WESTSIDE CAMPUS	54.17%	65.22%	65.22%
ORANGE TECH COLLEGE WINTER PARK CAMPUS	57.50%	60.98%	60.98%
ALTERNATIVE EDUCATION BETA/SYA/UNIV. ED CTR	58.33%	58.33%	60.71%
FDLRS/FIN	66.67%	60.00%	60.00%
CTE VIRTUAL CTR	60.00%	60.00%	60.00%
VOCATIONAL TECH ED	52.94%	59.26%	59.26%
SOCIAL WORKERS	54.76%	54.12%	54.88%
ESE SUPPLEMENTAL SERVICES	51.52%	54.29%	54.76%
CURRICULUM SERVICES	36.36%	36.36%	54.55%
ORANGE TECH COLLEGE MID FLORIDA CAMPUS	55.68%	53.68%	51.58%
EXCEPTIONAL STUDENT EDUC	47.06%	47.06%	48.57%
OCVS VIRTUAL	47.79%	48.40%	48.21%
ACCELERATION ACAD EAST	40.74%	40.74%	48.15%

ESE INSTRUCT. SUPPORT	48.04%	48.37%	47.34%
ORANGE TECH COLLEGE ORLANDO CAMPUS	42.11%	40.35%	43.86%
ACCELERATION ACAD WEST	45.45%	45.45%	42.42%
TRANSFORMATION OFFICE	41.67%	41.67%	41.67%
ESE POLICY & PROCEDURES	39.20%	40.50%	40.16%
RANDALL ACADEMY	40.00%	40.00%	40.00%
CHOICE SERVICES	40.00%	40.00%	40.00%
ESE TRANSITION	39.13%	39.13%	39.13%
STUDENT SERVICES	43.94%	38.81%	36.51%
ESTEEM ACADEMY/ HOSPITAL HOMEBOUND	54.21%	32.39%	34.72%
FEDERAL PROGRAMS	33.33%	33.33%	33.33%
ALTERNATIVE EDUCATION JUV. DEFENDERS PROG/DETENTION	31.58%	27.77%	27.78%
EARLY CHILDHOOD PROGRAMS	25.00%	25.00%	25.00%
ADULT & COMM EDUC	0.00%	22.22%	22.22%
ADVANCED STUDIES	0.00%	0.00%	0.00%
ALTERNATIVE EDUCATION VILLAGE	0.00%	0.00%	0.00%
CURRICULUM & DIGITAL LEARNING	0.00%	0.00%	0.00%

SCHOOL	10/21/2024				CHANGES SINCE AUGUST 2024				
	BARGAINING UNIT	MEMBERS	NON-MEMBERS	DENSITY	% CHANGE	# MEMBERS INCREASED	% NEEDED TO ACHIEVE 5% GOAL	# PPL NEEDED TO ACHIEVE 5% GOAL	ROUNDED # PPL NEEDED
ACCELERATION ACADEMY EAST	27	13	14	48.15%	7.41%	2	-2.41%	-0.65	-1
ACCELERATION ACADEMY WEST	33	14	19	42.42%	-3.03%	-1	8.03%	2.65	3
ADULT & COMM EDUCATION	9	2	7	22.22%	22.22%	2	-17.22%	-1.55	-2
ADVANCED STUDIES	1	0	1	0.00%	0.00%	0	5.00%	0.05	1
ALOMA ELEM SCHOOL	38	24	14	63.16%	0.00%	0	5.00%	1.90	2
ALT EDU - BETA/SIMON YOUTH FOUN/UNIVERSAL ED. CENTR	28	17	11	60.71%	2.38%	-4	2.62%	0.73	1
ALT EDU - JUVENILE DEFENDERS PROG/JUVENILE DETENTION	18	5	13	0.2778	-3.80%	-1	8.80%	1.58	2
ALT EDU - PROJECT COMPASS	3	2	1	66.67%	0.00%	0	5.00%	0.15	1
ALT EDU - VILLAGE	3	0	3	0.00%	0.00%	0	5.00%	0.15	1
ANDOVER ELEMENTARY	47	21	26	44.68%	1.20%	1	3.80%	1.79	2
APOPKA ELEM SCHOOL	60	39	21	65.00%	1.67%	1	3.33%	2.00	2
APOPKA HIGH SCHOOL	163	83	80	50.92%	-0.61%	-1	5.61%	9.14	10
APOPKA MIDDLE SCHOOL	56	38	18	67.86%	0.00%	0	5.00%	2.80	3
ARBOR RIDGE K-8	68	41	27	60.29%	4.91%	5	0.09%	0.06	1
ATWATER BAY ELEMENTARY	50	12	38	24.00%	-1.00%	-1	6.00%	3.00	3
AUDUBON PARK K-8	94	36	58	38.30%	2.51%	2	2.49%	2.34	3
AVALON ELEMENTARY SCHOOL	41	23	18	56.10%	-3.90%	-1	8.90%	3.65	4
AVALON MIDDLE SCHOOL	50	22	28	44.00%	-3.06%	-2	8.06%	4.03	5
AZALEA PARK ELEM SCH	41	32	9	78.05%	0.00%	0	5.00%	2.05	3
BALDWIN PARK ELEMENTARY	53	27	26	50.94%	0.00%	0	5.00%	2.65	3
BAY LAKE ELEMENTARY	47	17	30	36.17%	6.62%	4	-1.62%	-0.76	-1
BAY MEADOWS ELEMENTARY	58	23	35	39.66%	4.57%	3	0.43%	0.25	1
BLANKNER ELEM SCHOOL	65	26	39	40.00%	0.32%	1	4.68%	3.04	4
BONNEVILLE ELEM SCHOOL	38	24	14	63.16%	7.06%	1	-2.06%	-0.78	-1
BOONE HIGH SCHOOL	144	87	57	60.42%	-1.91%	-4	6.91%	9.96	10
BRIDGEWATER MIDDLE SCHOOL	72	40	32	55.56%	0.00%	0	5.00%	3.60	4
BROOKSHIRE ELEM SCH	50	22	28	44.00%	1.14%	1	3.86%	1.93	2
CAMELOT ELEMENTARY SCHOOL	43	26	17	60.47%	1.38%	0	3.62%	1.56	2
CARVER MIDDLE SCHOOL	56	29	27	51.79%	0.88%	1	4.12%	2.31	3
CASTLE CREEK ELEMENTARY SCHOOL	46	28	18	60.87%	0.40%	2	4.60%	2.12	3
CASTLEVIEW ELEMENTARY	48	23	25	47.92%	7.92%	3	-2.92%	-1.40	-2
CATALINA ELEM SCHOOL	41	21	20	51.22%	2.50%	2	2.50%	1.03	2
CHAIN OF LAKES MIDDLE SCHOOL	56	44	12	78.57%	-3.25%	-1	8.25%	4.62	5
CHENEY ELEM SCHOOL	36	17	19	47.22%	0.00%	0	5.00%	1.80	2

SCHOOL	10/21/2024				CHANGES SINCE AUGUST 2024				
	BARGAINING UNIT	MEMBERS	NON-MEMBERS	DENSITY	% CHANGE	# MEMBERS INCREASED	% NEEDED TO ACHIEVE 5% GOAL	# PPL NEEDED TO ACHIEVE 5% GOAL	ROUNDED # PPL NEEDED
CHICKASAW ELEM SCHOOL	47	26	21	55.32%	-1.50%	1	6.50%	3.06	4
CITRUS ELEMENTARY	39	21	18	53.85%	0.00%	0	5.00%	1.95	2
CLAY SPRINGS ELEMENTARY	45	18	27	40.00%	4.58%	1	0.42%	0.19	1
COLLEGE PARK MIDDLE	51	22	29	43.14%	8.45%	5	-3.45%	-1.76	-2
COLONIAL HIGH SCHOOL	169	94	75	55.62%	1.60%	0	3.40%	5.74	6
COLUMBIA ELEM SCHOOL	36	19	17	52.78%	9.54%	3	-4.54%	-1.63	-2
CONWAY ELEM SCH	44	20	24	45.45%	3.23%	1	1.77%	0.78	1
CONWAY MIDDLE SCHOOL	51	43	8	84.31%	8.84%	3	-3.84%	-1.96	-2
CORNER LAKE MIDDLE	50	31	19	62.00%	-1.27%	0	6.27%	3.14	4
CTE VIRTUAL CENTER	5	3	2	60.00%	0.00%	0	5.00%	0.25	1
CURRICULUM & DIGITAL LEARNING	4	0	4	0.00%	0.00%	0	5.00%	0.20	1
CURRICULUM SERVICES	11	6	5	54.55%	18.19%	2	-13.19%	-1.45	-2
CYPRESS CREEK HIGH	159	89	70	55.97%	3.03%	8	1.97%	3.12	4
CYPRESS SPRINGS ELEMENTARY	49	28	21	57.14%	3.44%	-1	1.56%	0.76	1
DEERWOOD ELEM. SCHOOL	41	11	30	26.83%	1.25%	0	3.75%	1.54	2
DEVEREUX TREATMENT PROGRAM	7	5	2	71.43%	0.00%	0	5.00%	0.35	1
DILLARD ST ELEM SCH	37	30	7	81.08%	2.70%	1	2.30%	0.85	1
DISCOVERY MIDDLE SCHOOL	53	32	21	60.38%	3.78%	2	1.22%	0.65	1
DOMMERICH ELEM SCHOOL	41	8	33	19.51%	0.46%	0	4.54%	1.86	2
DOVER SHORES ELEM SCHOOL	32	16	16	50.00%	0.00%	0	5.00%	1.60	2
DR. PHILLIPS ELEM SCH	44	29	15	65.91%	11.74%	3	-6.74%	-2.97	-3
DR. PHILLIPS HIGH SCHOOL	156	73	83	46.79%	-0.86%	2	5.86%	9.13	10
DREAM LAKE ELEM SCH	50	26	24	52.00%	2.00%	2	3.00%	1.50	2
EAGLE CREEK ELEMENTARY	62	43	19	69.35%	11.72%	9	-6.72%	-4.17	-5
EAGLES NEST ELEMENTARY	43	25	18	58.14%	-6.15%	-2	11.15%	4.79	5
EARLY CHILDHOOD PROGRAMS	4	1	3	25.00%	0.00%	0	5.00%	0.20	1
EAST LAKE ELEMENTARY	35	22	13	62.86%	-3.81%	-2	8.81%	3.08	4
EAST RIVER HIGH SCHOOL	113	60	53	53.10%	-1.36%	-1	6.36%	7.19	8
ECCLESTON ELEM SCHOOL	32	27	5	84.38%	0.51%	1	4.49%	1.44	2
EDGEWATER HIGH SCHOOL	101	46	55	45.54%	0.54%	1	4.46%	4.50	5
ENDEAVOR ELEMENTARY	44	26	18	59.09%	-0.91%	-1	5.91%	2.60	3
ENGELWOOD ELEM SCHOOL	42	23	19	54.76%	5.92%	2	-0.92%	-0.39	-1
ESE INSTRUCTIONAL SUPPORT	188	89	99	47.34%	-0.70%	3	5.70%	10.72	11
ESE POLICY & PROCEDURES	122	49	73	40.16%	0.96%	0	4.04%	4.92	5

SCHOOL	10/21/2024				CHANGES SINCE AUGUST 2024				
	BARGAINING UNIT	MEMBERS	NON-MEMBERS	DENSITY	% CHANGE	# MEMBERS INCREASED	% NEEDED TO ACHIEVE 5% GOAL	# PPL NEEDED TO ACHIEVE 5% GOAL	ROUNDED # PPL NEEDED
ESE SUPPLEMENTAL SERVICES	42	23	19	54.76%	3.24%	6	1.76%	0.74	1
ESE TRANSITION	23	9	14	39.13%	0.00%	0	5.00%	1.15	2
ESE TRANSITIONS	41	29	12	70.73%	3.29%	0	1.71%	0.70	1
ESTEEM ACADEMY/HOSPITAL HOMEBOUND	72	25	47	34.72%	2.78%	2	2.22%	1.60	2
EVANS HIGH SCHOOL	132	58	74	43.94%	1.19%	2	3.81%	5.03	6
EXCEPTIONAL STUDENT EDUCATION	35	17	18	48.57%	1.51%	1	3.49%	1.22	2
FDLRS/FIN	10	6	4	60.00%	-6.67%	0	11.67%	1.17	2
FEDERAL PROGRAMS	9	3	6	33.33%	0.00%	0	5.00%	0.45	1
FORSYTH WOODS ELEMENTARY	46	29	17	63.04%	0.82%	1	4.18%	1.92	2
FRANGUS ELEM SCHOOL	34	23	11	67.65%	19.00%	5	-14.00%	-4.76	-5
FREEDOM HIGH SCHOOL	133	74	59	55.64%	-0.33%	-1	5.33%	7.09	8
FREEDOM MIDDLE	74	51	23	68.92%	4.45%	2	0.55%	0.41	1
GLENRIDGE MIDDLE SCH	73	34	39	46.58%	-1.31%	0	6.31%	4.61	5
GOTHA MIDDLE SCHOOL	63	23	40	36.51%	5.74%	3	-0.74%	-0.46	-1
HAMLIN ELEMENTARY	41	10	31	24.39%	4.88%	2	0.12%	0.05	1
HAMLIN MS	59	33	26	55.93%	10.17%	6	-5.17%	-3.05	-4
HIAWASSEE ELEM SCHOOL	45	24	21	53.33%	2.17%	2	2.83%	1.27	2
HIDDEN OAKS ELEMENTARY	37	16	21	43.24%	0.00%	0	5.00%	1.85	2
HILLCREST ELEM SCHOOL	36	25	11	69.44%	7.28%	2	-2.28%	-0.82	-1
HORIZON HIGH	128	64	64	50.00%	0.42%	5	4.58%	5.86	6
HORIZON WEST MIDDLE	82	45	37	54.88%	6.73%	6	-1.73%	-1.42	-2
HOWARD MIDDLE SCHOOL	68	55	13	80.88%	-1.66%	3	6.66%	4.53	5
HUNGERFORD ELEM SCHOOL	26	15	11	57.69%	1.69%	1	3.31%	0.86	1
HUNTERS CREEK ELEMENTARY	59	29	30	49.15%	0.87%	1	4.13%	2.44	3
HUNTERS CREEK MIDDLE SCHOOL	66	24	42	36.36%	-3.03%	-2	8.03%	5.30	6
INDEPENDENCE ELEMENTARY	59	47	12	79.66%	10.17%	6	-5.17%	-3.05	-4
INNOVATION HIGH SCHOOL	90	58	32	64.44%	5.55%	5	-0.55%	-0.50	-1
INNOVATION MIDDLE	72	47	25	65.28%	4.17%	3	0.83%	0.60	1
IVEY LANE ELEM SCH	26	15	11	57.69%	-2.31%	0	7.31%	1.90	2
JOHN YOUNG ELEMENTARY	47	23	24	48.94%	1.11%	1	3.89%	1.83	2
JONES HIGH SCHOOL	89	49	40	55.06%	0.51%	1	4.49%	4.00	4
KEENES CROSSING ELEM SCHOOL	68	30	38	44.12%	-0.81%	-1	5.81%	3.95	4
KELLY PARK SCHOOL	76	44	32	57.89%	0.56%	1	4.44%	3.37	4
KILLARNEY ELEM SCHOOL	29	11	18	37.93%	0.00%	0	5.00%	1.45	2

SCHOOL	10/21/2024				CHANGES SINCE AUGUST 2024				
	BARGAINING UNIT	MEMBERS	NON-MEMBERS	DENSITY	% CHANGE	# MEMBERS INCREASED	% NEEDED TO ACHIEVE 5% GOAL	# PPL NEEDED TO ACHIEVE 5% GOAL	ROUNDED # PPL NEEDED
LAKE BUENA VISTA HIGH	103	54	49	52.43%	2.43%	3	2.57%	2.65	3
LAKE COMO ELEM SCHOOL	75	47	28	62.67%	1.34%	1	3.66%	2.75	3
LAKE GEM ELEMENTARY	48	31	17	64.58%	1.54%	2	3.46%	1.66	2
LAKE GEORGE ELEMENTARY	35	10	25	28.57%	0.79%	0	4.21%	1.47	2
LAKE NONA HIGH SCHOOL	144	74	70	51.39%	-0.38%	1	5.38%	7.75	8
LAKE NONA MIDDLE	74	34	40	45.95%	1.36%	1	3.64%	2.70	3
LAKE SILVER ELEM SCH	40	17	23	42.50%	-3.45%	0	8.45%	3.38	4
LAKE SYBELIA ELEM SCH	33	15	18	45.45%	4.07%	3	0.93%	0.31	1
LAKE WESTON ELEM SCH	34	5	29	14.71%	-2.43%	-1	7.43%	2.53	3
LAKE WHITNEY ELEMENTARY	40	18	22	45.00%	3.54%	1	1.46%	0.58	1
LAKEMONT ELEM SCHOOL	45	15	30	33.33%	0.00%	0	5.00%	2.25	3
LAKEVIEW MIDDLE SCHOOL	51	24	27	47.06%	-5.67%	-5	10.67%	5.44	6
LAKEVILLE ELEMENTARY	48	25	23	52.08%	4.00%	0	1.00%	0.48	1
LANCASTER ELEM SCHOOL	48	25	23	52.08%	2.08%	2	2.92%	1.40	2
LAUREATE PARK ELEMENTARY	79	34	45	43.04%	-1.26%	-1	6.26%	4.95	5
LAWTON CHILES E.S.	40	13	27	32.50%	-1.65%	-1	6.65%	2.66	3
LEGACY MIDDLE	49	29	20	59.18%	8.16%	4	-3.16%	-1.55	-2
LIBERTY MIDDLE SCHOOL	64	29	35	45.31%	4.99%	4	0.01%	0.00	1
LITTLE RIVER ELEMENTARY	32	16	16	50.00%	4.55%	1	0.45%	0.14	1
LOCKHART ELEM SCHOOL	39	14	25	35.90%	1.69%	1	3.31%	1.29	2
LOCKHART MIDDLE SCH	52	30	22	57.69%	2.97%	1	2.03%	1.05	2
LOVELL ELEM SCHOOL	51	31	20	60.78%	1.96%	1	3.04%	1.55	2
LUMINARY MIDDLE SCHOOL	41	15	26	36.59%	-2.43%	-1	7.43%	3.05	4
MAGNOLIA	33	25	8	75.76%	1.57%	2	3.43%	1.13	2
MAITLAND MIDDLE SCH	43	24	19	55.81%	1.26%	0	3.74%	1.61	2
MAXEY ELEM SCHOOL	41	19	22	46.34%	1.34%	1	3.66%	1.50	2
MCCOY ELEM SCHOOL	39	16	23	41.03%	0.00%	0	5.00%	1.95	2
MEADOW WOODS ELEMENTARY	50	36	14	72.00%	6.62%	2	-1.62%	-0.81	-1
MEADOW WOODS MIDDLE	61	32	29	52.46%	4.07%	2	0.93%	0.57	1
MEADOWBROOK MIDDLE SCHOOL	59	33	26	55.93%	0.19%	-1	4.81%	2.84	3
MEMORIAL MIDDLE SCHOOL	57	18	39	31.58%	-1.21%	-2	6.21%	3.54	4
METROWEST ELEMENTARY	39	35	4	89.74%	8.16%	4	-3.16%	-1.23	-2
MILLENNIA ELEM SCHOOL	64	35	29	54.69%	3.90%	3	1.10%	0.71	1
MILLENNIA GARDENS ELEMENTARY	52	44	8	84.62%	2.16%	-3	2.84%	1.48	2

SCHOOL	10/21/2024				CHANGES SINCE AUGUST 2024				
	BARGAINING UNIT	MEMBERS	NON-MEMBERS	DENSITY	% CHANGE	# MEMBERS INCREASED	% NEEDED TO ACHIEVE 5% GOAL	# PPL NEEDED TO ACHIEVE 5% GOAL	ROUNDED # PPL NEEDED
MINORITY ACHIEVEMENT OFFICE	4	4	0	100.00%	0.00%	-1	5.00%	0.20	1
MOLLIE RAY ELEM SCHOOL	38	25	13	65.79%	1.90%	2	3.10%	1.18	2
MOSS PARK ELEMENTARY SCHOOL	64	32	32	50.00%	2.31%	1	2.69%	1.72	2
MULTILINGUAL SERVICES	19	13	6	68.42%	-4.31%	-3	9.31%	1.77	2
NORTHLAKE PARK COMMUNITY ELEM	42	13	29	30.95%	0.72%	0	4.28%	1.80	2
OAK HILL ELEMENTARY SCHOOL	41	22	19	53.66%	0.88%	3	4.12%	1.69	2
OAK RIDGE HIGH SCHOOL	136	65	71	47.79%	-0.74%	-1	5.74%	7.80	8
OAKSHIRE ELEMENTARY	35	21	14	60.00%	4.12%	2	0.88%	0.31	1
OCOE ELEMENTARY SCHOOL	54	32	22	59.26%	0.00%	0	5.00%	2.70	3
OCOE HIGH SCHOOL	127	66	61	51.97%	1.97%	2	3.03%	3.85	4
OCOE MIDDLE SCHOOL	70	37	33	52.86%	-0.08%	1	5.08%	3.56	4
OCPS ACADEMIC CENTER FOR EXCELLENCE	69	37	32	53.62%	-0.55%	-2	5.55%	3.83	4
OCVS VIRTUAL	251	121	130	48.21%	0.42%	2	4.58%	11.51	12
ODYSSEY MIDDLE SCHOOL	62	40	22	0.6452	5.50%	4	-0.50%	-0.31	-1
OLYMPIA HIGH SCHOOL	142	75	67	52.82%	-2.33%	0	7.33%	10.41	11
ORANGE CENTER ELEM SCH	29	14	15	48.28%	8.28%	2	-3.28%	-0.95	-1
ORANGE TECH COLLEGE MID FLORIDA CMP	95	49	46	51.58%	-4.10%	0	9.10%	8.65	9
ORANGE TECH COLLEGE ORLANDO CAMPUS	57	25	32	43.86%	1.75%	1	3.25%	1.85	2
ORANGE TECH COLLEGE WESTSIDE CAMPUS	23	15	8	65.22%	11.05%	2	-6.05%	-1.39	-2
ORANGE TECH COLLEGE WINTER PARK CMP	41	25	16	60.98%	3.48%	2	1.52%	0.63	1
ORLANDO GIFTED ACADEMY	41	22	19	53.66%	1.28%	0	3.72%	1.53	2
ORLO VISTA ELEMENTARY	38	18	20	47.37%	3.25%	3	1.75%	0.67	1
PALM LAKE ELEM SCHOOL	40	27	13	67.50%	3.21%	0	1.79%	0.72	1
PALMETTO ELEM SCHOOL	73	36	37	49.32%	0.09%	4	4.91%	3.59	4
PANTHER LAKE ELEMENTARY	48	9	39	18.75%	3.86%	2	1.14%	0.55	1
PERSHING K-8	79	42	37	53.16%	0.00%	0	5.00%	3.95	4
PHILLIS WHEATLEY ELEMENTARY	28	16	12	57.14%	1.58%	1	3.42%	0.96	1
PIEDMONT LAKES MIDDLE SCHOOL	61	37	24	60.66%	3.28%	2	1.72%	1.05	2
PINAR ELEM SCHOOL	33	19	14	57.58%	2.74%	2	2.26%	0.75	1
PINE HILLS ELEM SCHOOL	53	35	18	66.04%	3.08%	1	1.92%	1.02	2
PINELOCH ELEM SCHOOL	61	49	12	80.33%	5.33%	4	-0.33%	-0.20	-1
PINEWOOD ELEMENTARY	41	26	15	63.41%	-3.26%	-2	8.26%	3.38	4
POSITIVE PATHWAYS TRANSITION CENTER	50	36	14	72.00%	5.33%	2	-0.33%	-0.16	-1
PRAIRIE LAKE ELEMENTARY (CLARCONA ES)	56	29	27	51.79%	-2.93%	0	7.93%	4.44	5

SCHOOL	10/21/2024				CHANGES SINCE AUGUST 2024				
	BARGAINING UNIT	MEMBERS	NON-MEMBERS	DENSITY	% CHANGE	# MEMBERS INCREASED	% NEEDED TO ACHIEVE 5% GOAL	# PPL NEEDED TO ACHIEVE 5% GOAL	ROUNDED # PPL NEEDED
PRINCETON ELEM SCHOOL	34	15	19	44.12%	-0.32%	-1	5.32%	1.81	2
RANDALL ACADEMY	5	2	3	40.00%	0.00%	0	5.00%	0.25	1
RIDGEWOOD PARK ELEMENTARY	37	24	13	64.86%	0.97%	1	4.03%	1.49	2
RIVERDALE ELEMENTARY	43	32	11	74.42%	-2.85%	-2	7.85%	3.38	4
RIVERSIDE ELEM SCHOOL	45	30	15	66.67%	1.45%	0	3.55%	1.60	2
ROBERTO CLEMENTE MIDDLE	57	40	17	70.18%	3.51%	2	1.49%	0.85	1
ROBINSWOOD MIDDLE SCHOOL	66	47	19	71.21%	4.05%	2	0.95%	0.63	1
ROCK LAKE ELEM SCHOOL	33	14	19	42.42%	3.03%	1	1.97%	0.65	1
ROCK SPRINGS ELEMENTARY	56	36	20	64.29%	4.97%	1	0.03%	0.02	1
ROLLING HILLS ELEM SCH	44	19	25	43.18%	4.05%	1	0.95%	0.42	1
ROSEMONT ELEMENTARY	44	22	22	50.00%	1.11%	0	3.89%	1.71	2
SADLER ELEM SCHOOL	55	10	45	18.18%	3.63%	2	1.37%	0.75	1
SALLY RIDE ELEM SCHOOL	35	14	21	40.00%	-2.42%	0	7.42%	2.60	3
SAND LAKE ELEMENTARY SCHOOL	55	16	39	29.09%	5.02%	3	-0.02%	-0.01	-1
SCHOOL CHOICE SERVICES	5	2	3	40.00%	0.00%	0	5.00%	0.25	1
SCHOOL PSYCHOLOGISTS	104	69	35	66.35%	2.54%	2	2.46%	2.56	3
SCHOOL TRANSFORMATION OFFICE	12	5	7	0.4167	0.00%	0	5.00%	0.60	1
SHENANDOAH ELEM SCHOOL	34	13	21	38.24%	1.10%	0	3.90%	1.33	2
SHINGLE CREEK ELEMENTARY	49	35	14	71.43%	4.08%	2	0.92%	0.45	1
SILVER PINES ACADEMY K-12 LEARNING CNTR	48	25	23	52.08%	5.27%	3	-0.27%	-0.13	-1
SOCIAL WORKERS	82	45	37	54.88%	0.12%	-1	4.88%	4.00	5
SOUTH CREEK MIDDLE SCHOOL	62	32	30	0.5161	3.22%	2	1.78%	1.10	2
SOUTHWEST MIDDLE	82	50	32	60.98%	4.35%	3	0.65%	0.54	1
SOUTHWOOD ELEMENTARY	39	20	19	51.28%	7.69%	3	-2.69%	-1.05	-2
SPRING LAKE ELEM SCH	37	24	13	64.86%	0.34%	4	4.66%	1.72	2
STONE LAKES ES	49	28	21	57.14%	0.89%	1	4.11%	2.01	3
STONEWYCK ELEMENTARY	49	18	31	36.73%	-2.85%	-1	7.85%	3.84	4
STUDENT SERVICES	63	23	40	36.51%	-7.43%	-6	12.43%	7.83	8
SUMMERLAKE ELEMENTARY	49	24	25	48.98%	-2.04%	-1	7.04%	3.45	4
SUN BLAZE ELEMENTARY	80	46	34	57.50%	3.18%	2	1.82%	1.46	2
SUNRIDGE ES	45	34	11	75.56%	0.56%	1	4.44%	2.00	2
SUNRIDGE MS	76	46	30	60.53%	3.95%	3	1.05%	0.80	1
SUNRISE ELEMENTARY	41	28	13	68.29%	1.62%	0	3.38%	1.38	2
SUNSET PARK ELEM SCHOOL	52	21	31	40.38%	-0.36%	-1	5.36%	2.78	3

SCHOOL	10/21/2024				CHANGES SINCE AUGUST 2024				
	BARGAINING UNIT	MEMBERS	NON-MEMBERS	DENSITY	% CHANGE	# MEMBERS INCREASED	% NEEDED TO ACHIEVE 5% GOAL	# PPL NEEDED TO ACHIEVE 5% GOAL	ROUNDED # PPL NEEDED
SUNSHINE ELEMENTARY	66	33	33	50.00%	7.14%	6	-2.14%	-1.41	-2
TANGELO PARK ELEM SCH	34	12	22	35.29%	-1.07%	0	6.07%	2.06	3
THORNEBROOKE ELEM	44	17	27	38.64%	4.55%	2	0.45%	0.20	1
THREE POINTS ELEMENTARY SCHOOL	41	20	21	48.78%	-1.22%	-1	6.22%	2.55	3
TILDENVILLE ELEM SCH	49	31	18	63.27%	1.57%	2	3.43%	1.68	2
TIMBER CREEK HIGH SCHOOL	169	101	68	59.76%	-0.24%	-1	5.24%	8.85	9
TIMBER LAKES ELEM SCHOOL	41	20	21	48.78%	-1.22%	-1	6.22%	2.55	3
TIMBER SPRINGS MIDDLE	66	36	30	54.55%	-0.83%	0	5.83%	3.85	4
UNION PARK ELEM SCH	37	19	18	51.35%	3.98%	1	1.02%	0.38	1
UNION PARK MIDDLE SCH	45	25	20	55.56%	12.08%	5	-7.08%	-3.18	-4
UNIVERSITY HIGH SCHOOL	128	81	47	63.28%	3.12%	4	1.88%	2.40	3
VENTURA ELEMENTARY SCHOOL	49	31	18	63.27%	-0.56%	1	5.56%	2.73	3
VILLAGE PARK ELEMENTARY	42	15	27	35.71%	1.62%	0	3.38%	1.42	2
VISTA LAKES ELEMENTARY SCHOOL	41	23	18	56.10%	2.44%	1	2.56%	1.05	2
VISTA POINTE ELEMENTARY	41	35	6	85.37%	2.87%	2	2.13%	0.88	1
VOCATIONAL TECHNICAL EDUCATION	27	16	11	59.26%	6.32%	-2	-1.32%	-0.36	-1
WALKER MIDDLE SCHOOL	60	32	28	53.33%	4.24%	5	0.76%	0.45	1
WASHINGTON SH ELEM SCH/PLC	34	27	7	79.41%	1.63%	6	3.37%	1.15	2
WATER SPRING ELEMENTARY	65	22	43	33.85%	10.64%	9	-5.64%	-3.66	-4
WATER SPRING MIDDLE	58	36	22	62.07%	1.69%	4	3.31%	1.92	2
WATERBRIDGE ELEMENTARY	40	18	22	45.00%	0.26%	1	4.74%	1.90	2
WATERFORD ELEMENTARY	37	16	21	43.24%	2.70%	1	2.30%	0.85	1
WEDGEFIELD K-8	68	28	40	41.18%	2.61%	1	2.39%	1.63	2
WEKIVA HIGH SCHOOL	124	61	63	49.19%	-0.81%	-2	5.81%	7.20	8
WEST CREEK ELEMENTARY	42	18	24	42.86%	-0.32%	-1	5.32%	2.24	3
WEST OAKS ELEMENTARY	36	21	15	58.33%	-0.49%	1	5.49%	1.98	2
WEST ORANGE HIGH SCHOOL	135	79	56	58.52%	1.48%	2	3.52%	4.75	5
WESTBROOKE ELEM SCHOOL	38	17	21	44.74%	5.27%	2	-0.27%	-0.10	-1
WESTPOINTE ELEMENTARY	51	40	11	78.43%	4.85%	1	0.15%	0.08	1
WESTRIDGE MIDDLE SCHOOL	74	38	36	51.35%	5.64%	6	-0.64%	-0.47	-1
WETHERBEE ELEMENTARY	65	29	36	44.62%	0.68%	0	4.32%	2.81	3
WHISPERING OAK ELEMENTARY	51	32	19	62.75%	-1.25%	0	6.25%	3.19	4
WINDERMERE ELEM SCHOOL	38	12	26	31.58%	1.85%	1	3.15%	1.20	2
WINDERMERE HIGH	166	89	77	53.61%	-0.33%	0	5.33%	8.84	9

SCHOOL	10/21/2024				CHANGES SINCE AUGUST 2024				
	BARGAINING UNIT	MEMBERS	NON-MEMBERS	DENSITY	% CHANGE	# MEMBERS INCREASED	% NEEDED TO ACHIEVE 5% GOAL	# PPL NEEDED TO ACHIEVE 5% GOAL	ROUNDED # PPL NEEDED
WINDY RIDGE K-8	86	52	34	60.47%	7.53%	7	-2.53%	-2.17	-3
WINEGARD ELEM SCHOOL	53	23	30	43.40%	5.66%	3	-0.66%	-0.35	-1
WINTER PARK HIGH	172	90	82	52.33%	1.45%	3	3.55%	6.11	7
WOLF LAKE ELEMENTARY SCHOOL	50	22	28	44.00%	4.00%	2	1.00%	0.50	1
WOLF LAKE MIDDLE SCHOOL	69	47	22	68.12%	0.98%	0	4.02%	2.78	3
WYNDHAM LAKES ELEMENTARY SCHOOL	48	33	15	68.75%	-0.82%	1	5.82%	2.79	3
ZELLWOOD ELEM SCHOOL	40	25	15	62.50%	6.40%	2	-1.40%	-0.56	-1
	13887	7403	6484	53.31%	1.76%	289	3.24%	450.10	451