



Association Representative Council Meeting

November 11, 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 11 | ● 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*



CTA AR Meeting – In Person and Virtual

October 21, 2024 5:00pm

- ❖ President's Welcome and Land Acknowledgement
- ❖ Approval of Agenda and Approval of Minutes- a motion to approve the agenda by Donald Tillman and second by Gretchen Robinson, motion passed
- ❖ Approval of Minutes- A motion was made by Megan Oates to approve the minutes with correction, seconded by Jennifer Kebb, motion passed.
- ❖ **Treasurer's Report** – made by Ashley Modesto, motion made Gretchen Robinson, and seconded by Paul Scott, motion passed
- ❖ **President's Report-**
 - Elections- the floor was turned over to Megan Oates to discuss elections and run the voting process to elect members to the election committee
 - Impasse- President McCracken discussed what was won and lost during the impasse hearing. Maribel Rigsby, the Bargaining Chair, provided additional information and answered question.
 - Planning Time Class Action Grievance- still trying to settle with the district while CTA is moving to the next steps
 - ESE PD Course- Nov. 15th will be the next course
 - PERC Election- PERC has not scheduled an election
 - Events: "Get to Know Your Contract" October 30th, FEA training for ARs on October 24th
 - Top Recruiters- Recognized by Ashley Modesto
 - Loan Forgiveness- Channel 6 is interested in speaking with educators who have benefitted from the Loan Forgiveness program
 - Membership- Two density reports were provided to ARs, one to show what each site needs to get to 60%, and the other displays membership increase and loss, keeping CTA at 54%
 - There are phone banking and membership incentives available for recruitment efforts
- ❖ **Legislative Report-**
 - PALM cards with FPCE endorsements are being mailed to members and emailed
 - Sheryl Posey, the Government Relations Chair, spoke concerning phone banking
- ❖ **Committee Reports-** President McCracken appointed board members to various committees
- ❖ **Other Business-none**
 - Board and AR meeting dates were covered
- ❖ **Adjourn-** motion made to adjourn by Ashley Modesto, seconded by Megan Brown, motion passed.

OUR UNION VOICE

UNITING EMPOWERING ADVOCATING

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

November 4, 2024

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

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

ELECTION DAY TOMORROW!!!

PUBLIC EDUCATION IS ON THE BALLOT. LET YOUR VOICE BE HEARD!!!

PRESIDENT'S MESSAGE



Our fight for respect continues. Last week I shared concerns regarding micromanagement at the School Board meeting (video [HERE](#)). At this same Board meeting a fellow teacher and union member spoke eloquently about how teachers are treated. Several Board members thanked her for sharing and that it makes a difference when teachers show up to Board meetings. Thank you to all our members who have taken time this year to ensure your voices are heard!

We are hearing many complaints about the many walkthroughs happening. Our contract has language that limits excessive interruptions. Email us at orangecta@gmail.com so we can pursue this. We must vigorously defend our Contract!

Ratification ballots began arriving at members' homes last Thursday. Remember they **must be received at the PO Box before November 13** so be sure to vote and put it in the mail as soon as possible using the prepaid envelope. As a reminder, **CTA recommends a Yes vote.** See the Ratification information below for details on what a Yes and No vote would mean.

SALARY INCREASE RETROACTIVE PAY: Upon ratification, the salary increase with the retroactive pay will be included in the November 27 paycheck.

RETENTION SUPPLEMENT: We surveyed members of the bargaining unit and the majority wanted the retention supplement to occur in January so that more people would be eligible and because the amount would increase for some people. Upon ratification, the retention supplement will be included in the January 22, 2024 paycheck.

SELECT SUPPLEMENTS (ESE): Upon ratification, following the language in the agreement approved by the board the select supplements will be added to the regular paycheck like most of the supplements. These supplements will start being paid after the January 22nd check.

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.

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!!!**

See the contract info below regarding your rights on voting days. **Overall, more than 70 million people are expected to cast ballots in this election. As you prepare to cast your ballot, make a voting plan at this link provided by the League of Women Voters!**

In Solidarity,
Clinton McCracken, CTA President



RATIFICATION - CTA RECOMMENDS A YES VOTE

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 mailed ballots and they began arriving last week.

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:	0.20% PLUS +
Effective teachers:	1.50%(total increase: 1.70%)
Highly Effective teachers:	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

UPCOMING EVENTS

TEACHER LEADER PROGRAM: Seeking teachers interested in collaborating with colleagues on: Increasing an understanding of the major challenges facing the teaching profession, Improving leadership skills, Representing our profession as spokespersons, and Becoming members of an influential and supportive network of educators. This program will occur online one Saturday per month, 8:30am to 3:30pm from September to April. You can find the application [HERE](#).

PeopleOne Health - STAY STRESS FREE AROUND THE HOLIDAYS Nov. 21: Do you want to thrive this holiday season? Join PeopleOne Health wellness and behavioral health experts as they share practical strategies to manage the mental, emotional, physical and financial stressors that we all experience during the holidays. November 21st 4:30 pm. Everyone who registers will have a chance to win a \$100 Amazon gift card. Treat yourself this holiday season! Click [HERE](#) to register.



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 7 spots are still available [RSVP here](#).** This training is in person at the CTA office. Lunch and Snacks will be provided.

UNION PLUS WELLS FARGO MORTGAGE PROGRAM: Did you know Wells Fargo offers home financing and support to union members through Union Plus? Learn about home financing basics and special benefits available through the Union Plus Mortgage program, including hardship assistance by [registering for this workshop](#). You'll need to use the **Access Code UP117** to register for this event November 7th, 7pm.

TIME FOR CHANGE YOUTH CHALLENGE: First Book presents the Time for Change Youth Challenge, a chance for young people in First Book communities nationwide to share their bold ideas, get connected to other innovative kids, and tackle problems that matter to them. Application [HERE](#).

- **Students in grades K-12 who attend [First Book-eligible schools](#)** are invited to enter by submitting their idea and action plan to make an impact on an issue — large or small — that they care about through a secure online portal.
- **The student grand prize challenge winners will receive \$5,000** in seed funding to support taking action on their change-making idea! MANY more applicants will receive mini-grants of \$50 or more throughout the semester so they can get going!

[ANNOUNCEMENTS](#)

WALKTHROUGHS: We are looking into the many concerns we're hearing regarding frequent interruption of classes by OCPs personnel with walkthroughs. If you feel walkthroughs you've experienced have violated contract language, click [HERE](#) to share the frequency of interruptions, number of OCPs personnel included in the interruption, if the affected teachers had been notified in advance, and if any safety hazards were involved.

NATIONAL NATIVE AMERICAN HERITAGE MONTH: National Native American Heritage Month, observed each November, celebrates the rich histories, diverse cultures, and significant contributions of Native American communities. It's a time to honor the resilience, traditions, and achievements of Indigenous peoples, while also reflecting on their role in shaping the United States. Throughout the month, we recognize and learn about the heritage of Native Americans through storytelling, art, education, and events that highlight the depth and diversity of Indigenous cultures across the nation. Click [HERE](#) to access NEA resources. Don't miss a great opportunity to discover more by participating in the Together We Rise Series, this month focusing on Native American Heritage Month. [REGISTER](#) to reserve your spot, Nov 21 6-7:30pm. Other helpful resources:



- <https://www.bia.gov/NNAHM>
- <https://www.pbs.org/newshour/show/how-teachers-are-debunking-some-of-the-myths-of-thanksgiving#:~:text=School%20children%20in%20the%20U.S.,offensive%20to%20Native%20American%20communities>
- <https://www.si.edu/events/native-american-heritage-month>
- <https://www.ala.org/aasl/advocacy/promo/NativeAmerican>
- <https://www.neh.gov/news/neh-resources-native-american-heritage-month>
- <https://www.common sense.org/education/articles/free-learning-resources-for-native-american-heritage-month>

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](#).

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](#).

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 \$35 recruitment incentive for every person who joins from your calls! 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.

CONTRACT REMINDERS

FACILITATED PLANNING DAYS/IMPACT ARE NOT REQUIRED: The Curriculum and Digital Learning department is offering IMPACT and Facilitated Planning Day (secondary) sessions for the 2024-2025 school year. **These sessions are NOT required.** Please email us at orangecta@gmail.com if your administrator is requiring teachers to go to the sessions. *“Attendance at in-service activities off the school campus shall be voluntary except when attendance at such activities is necessary for the implementation of a required program.” - Article XV. F / P. 68*

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)*

APPEALS OF STUDENT LEARNING GROWTH (SLG) SCORES: After reviewing the summative evaluation score, a teacher has the right under the contract between the School Board of Orange County Florida and the Orange County Classroom Teachers Association to appeal the Student Learning Growth score, if the teacher believes that he/she did not receive the correct student data in their SLG evaluation score or if the calculation method was not performed correctly as confirmed by the Research department. If a teacher wishes to appeal his/her Student Learning Growth score, the teacher should complete the appeal survey by Wednesday, December 13, 2024. The appeal survey can be found [here](#). Teachers who have questions about Student Learning Growth should contact the Research department at slg@ocps.net.

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.

CTA MEMBER BENEFITS			
NEA MEMBER BENEFITS	CTA OPTIONAL BENEFITS	UNION PLUS	VOYAGE RETIREMENT SOLUTIONS
AFT MEMBER BENEFITS	WASHINGTON NATIONAL	UNION FIRST	SUNCOAST CREDIT UNION
NATIONAL UNIVERSITY	NTA LIFE	TICKETS AT WORK	CREATIVE BENEFITS
BMG MONEY	FACEBOOK MEMBERS GROUP	LIBERTY MUTUAL	HOTEL ENGINE

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

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/)



SEEKING EDUCATOR LEADERS OF TOMORROW

Have you ever seen a news report or talk show discuss issues around teaching and learning and thought to yourself or said to your colleagues, "Why don't they just ask a real educator about (you fill in the blank)?"



ORANGE COUNTY CLASSROOM TEACHERS ASSOCIATION 1020 WEBSTER AVE. ORLANDO 32804 407-298-0756

What is Educator Leaders?

Teacher Leaders is a union program designed to help prepare YOU to be that educator, facilitating discussion of the issues that affect our profession both here in Orange County and nationally.

Program Details

This program is open to all instructional personnel, including school social workers, psychologists, guidance counselors, and ESE support staff. The program will take place at the CTA office one Saturday per month, from 8:30 am to 3:30 pm, starting in October and ending in April. Modest stipends will be offered.

Applications are available online at <https://tinyurl.com/CTATLP2425>

OCCTA is seeking educators interested in collaborating with colleagues across Orange County, Florida and the nation on:

Increasing an understanding of the major challenges facing the teacher profession.

Improving leadership skills.

Representing our profession as spokespersons.

Becoming members of an influential and supportive network of educators.

Eastside

Get Together

RSVP HERE



**NOV. 8
3-6 PM**

- Members bring a non member and you both get an extra ticket to win prizes
- Instant cash for Recruiters!!
- New Member incentives!!

**MILLER'S
ALE HOUSE**

641 N. Alafaya Trail
Orlando, FL 32828
407-736-0333



**FOR MORE INFORMATION:
ORANGECTA@GMAIL.COM**



FOR MORE INFORMATION CONTACT MEGAN BROWN
ORANGECOUNTYTLP@GMAIL.COM

Full range of diagnostics and more:

- In-office lab for blood draws
- Rapid tests for acute conditions
- Flu shots and select vaccinations
- Provider consultations with 70+ specialists
- Physical therapy: As many visits as needed
- Imaging: X-ray, CT scan, MRI, ultrasound
- Cardiology testing: Nuclear and treadmill stress testing, echocardiograms, vascular ultrasounds
- Pulmonary testing: Pulmonary function testing, home sleep tests and more
- Durable medical equipment: Crutches, braces, splints, respiratory therapy (nebulizers, CPAP, oxygen), orthotics

Pediatric Services

Children aged 2+ years can receive all services listed. All Orlando locations accept pediatric patients.



The Best Care, Built for You

Get the primary care you deserve, when you need it. Fully sponsored by OCPS, at no cost to you.



Scan QR Code to learn more and enroll



For ENGLISH



For SPANISH



PROVIDER OF THE YEAR

Health Transformation Alliance
— 2023 —

One of the highest customer satisfaction ratings in the world

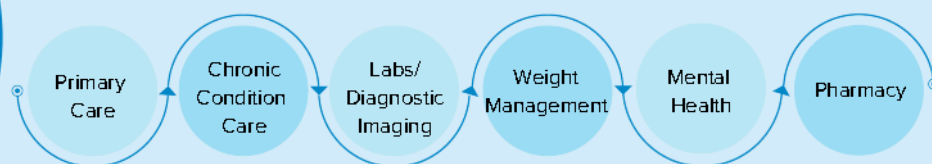
90+

BEST PRIMARY CARE PROVIDER

Health Value Awards
— 2024 —

With local health centers, top-rated doctors and healthcare professionals, and zero out-of-pocket costs, your health is our priority.

Our services cover your whole health - physical and mental.



This program is
Endorsed by OCCTA



PeopleOne Health is partnering with RosenCare to bring award-winning primary care and more to OCPS employees and their families.

The benefit is fully sponsored by OCPS, at no cost to you - no copays, deductibles, or coinsurance. Our care teams foster one-on-one connections and provide a full range of treatment and preventive services to keep you healthier.

What's included:

All OCPS employees on benefits and their eligible dependents can activate their membership at any time. Join 3,000+ OCPS colleagues who already enrolled and get access to all services listed and more:



The best in comprehensive primary care.

- General and sports physicals
- Wellness visits and support from a full care team
- Chronic condition care (eg diabetes, high cholesterol, high blood pressure)
- Access to pharmacists, dietitians and mental health specialists
- Over 200 generic prescription medications

The best when you are sick.

- Same or next-day appointments for urgent needs
- 24/7 provider on call for immediate help

Mental Health

- In person or telehealth talk therapy, single diagnostic consultation with psychiatrist



Meet Your Orlando Providers

Quality primary care available when
you need it. At no cost to you.



**PROVIDER OF
THE YEAR**

Health Transformation Alliance

— 2023 —

One of the highest customer
satisfaction ratings in the world



**BEST PRIMARY
CARE PROVIDER**

Health Value Awards

— 2024 —

ORLANDO DOWNTOWN SOUTH



Dr. Naeem Ahmed, DO, MPH

"To me, good medicine is about hearing my patients and walking alongside them toward better health."

Dr. Ahmed has been practicing medicine for nine years, with special interests in diabetes, weight management, and preventive care. He believes in learning from his patients' life experiences and strives to provide the kind of care he would want for himself. Dr. Ahmed is fluent in English, Urdu, and Hindi, allowing him to connect with patients from diverse backgrounds. Outside of work, he enjoys gardening, photography, traveling, and spending time with family and friends.



Dr. Raja Anand, MD

"I focus on treating the whole person, not just the disease. Listening to patients, addressing their concerns, and creating personalized treatment plans are central to my approach."

Dr. Anand earned a BS in Biomedical Sciences with a minor in Public Health from the University of South Florida. He later completed an MS in Medical Sciences at USF's Morsani College of Medicine and attended Wayne State University School of Medicine in Detroit, MI. Dr. Anand completed his family medicine residency at the Texas Institute for Graduate Medical Education and Research in San Antonio. His experience spans primary care, urgent care, and obesity medicine. Outside of work, Dr. Anand enjoys spending time with family, exploring Florida, reading, and trying new foods.

Note: Dr. Anand will relocate to Orlando Dr. Phillips when location opens.



Dr. Kevin Funk, MD

"I want to treat my members as I would want to be treated if I was sitting on the exam table".

Dr. Funk was born in Oxnard, CA at the Navy base. As a Navy child, he lived all over the U.S. and overseas. He specializes in family medicine and emergency medicine. Dr. Funk received his medical degree from the University of Oklahoma and his Board Certification in Family Medicine. He has had family practices in Oklahoma and Texas. Dr. Funk is married and has four children, who are now grown adults. In his free time, Dr. Funk enjoys flying his home-built plane, which he built together with his wife 24 years ago.



Dr. Jersy Napoleon, MD

"I feel privileged to work with members and have the time to truly get to know them and their health goals."

Dr. Napoleon brings over 12 years of experience to her practice, with dual residency training in Family Medicine and OB/GYN from Florida Hospital-Advent Health and Mt. Sinai in Queens. She is passionate about preventive care and addressing social determinants of health. Dr. Napoleon speaks English and Spanish, enhancing her ability to connect with patients. Outside of work, she enjoys exploring new foods, dancing bachata and merengue, and attending Broadway shows.

Note: Dr. Napoleon will relocate to Orlando Hoffner when location opens.

ORLANDO WEST



Dr. Sandra Laurencin, MD

"I believe that true health goes beyond treating symptoms—it's about understanding the whole person, fostering trust, and empowering patients to take charge of their well-being through lifestyle and preventive care."

Dr. Laurencin has 18 years of experience specializing in Lifestyle Medicine and Preventive Health. She is passionate about listening to her patients and building trusting relationships that promote whole-person care. Her specialty services include cryotherapy for skin lesions, biopsies, pediatric care, and well-woman examinations. Outside the office, Dr. Laurencin enjoys spending time with family, worship and meditation, group exercise classes, nature walks, and listening to music.



Evelyn Onyeji, DNP

"Every patient has a unique story, and I'm here to listen and help them along their path to wellness."

Evelyn is a dedicated Nurse Practitioner with 10 years of experience in the field. She is passionate about establishing meaningful relationships with her patients, believing that this connection is essential for effective care. Evelyn speaks both English and Igbo. In her free time, she enjoys reading and experimenting with new recipes that her kids will love. Evelyn is committed to supporting her patients on their health journeys and helping them achieve their wellness goals.

EXTENDED CARE TEAM



Stephanie Alvarado, Registered Dietitian

"I focus on helping my clients improve their diets to reach their health goals without being too strict. Education and support are key to making dietary changes easier."

Stephanie has diverse experience in healthcare, ranging from infectious disease to behavioral health. Passionate about the brain-digestive system connection and intuitive eating, she creates personalized nutrition plans that fit each member's needs. Stephanie enjoys cooking, inspired by her Puerto Rican and Caribbean roots. She is fluent in both English and Spanish.



Nicole De Leon, Behavioral Specialist

"My focus is on supporting my members and making sure they receive the care they need in a way that respects their unique backgrounds and needs."

Nicole has over 15 years of experience, dedicated to providing culturally inclusive care. Fluent in both English and Spanish, she focuses on supporting members and their families with compassionate, personalized care. Outside of work, Nicole enjoys soccer and beach time with her husband and three children.



Krutika Patel, Clinical Pharmacist

"I love making personal connections with my members, and being able to give them the care and attention they deserve is what drives me every day."

Krutika has been dedicated to improving her members' health and well-being as a pharmacist for over 6 years. She is committed to delivering attentive, one-on-one care to each member. Krutika is fluent in English, Gujarati, and Hindi. Outside of work, she enjoys dining out, traveling, and spending quality time with her family.

Scan QR Code to learn more and enroll



ENGLISH



SPANISH

SCHOOL	August 2024					10/21/2024				CHANGES SINCE AUGUST 2024				
	BARGAINING UNIT	MEMBERS	NON-MEMBERS	DENSITY	5% INCREASE OF AUG DENSITY	BARGAINING UNIT	MEMBERS	NON-MEMBERS	DENSITY	% CHANGE FROM AUG TO OCT	# MEMBERS INCREASED SINCE AUG	% NEEDED TO ACHIEVE 5% GOAL	# PPL NEEDED TO ACHIEVE 5% GOAL	ROUNDED # PPL NEEDED
ADULT & COMM EDUCATION	2	0	2	0.00%	5.00%	9	2	7	22.22%	22.22%	2	-17.22%	-1.55	-2
FRANGUS ELEM SCHOOL	37	18	19	48.65%	53.65%	34	23	11	67.65%	19.00%	5	-14.00%	-4.76	-5
CURRICULUM SERVICES	11	4	7	36.36%	41.36%	11	6	5	54.55%	18.19%	2	-13.19%	-1.45	-2
UNION PARK MIDDLE SCH	46	20	26	43.48%	48.48%	45	25	20	55.56%	12.08%	5	-7.08%	-3.18	-4
DR. PHILLIPS ELEM SCH	48	26	22	54.17%	59.17%	44	29	15	65.91%	11.74%	3	-6.74%	-2.97	-3
EAGLE CREEK ELEMENTARY	59	34	25	57.63%	62.63%	62	43	19	69.35%	11.72%	9	-6.72%	-4.17	-5
ORANGE TECH COLLEGE WESTSIDE CAMPUS	24	13	11	54.17%	59.17%	23	15	8	65.22%	11.05%	2	-6.05%	-1.39	-2
WATER SPRING ELEMENTARY	56	13	43	23.21%	28.21%	65	22	43	33.85%	10.64%	9	-5.64%	-3.66	-4
HAMLIN MS	59	27	32	45.76%	50.76%	59	33	26	55.93%	10.17%	6	-5.17%	-3.05	-4
INDEPENDENCE ELEMENTARY	59	41	18	69.49%	74.49%	59	47	12	79.66%	10.17%	6	-5.17%	-3.05	-4
COLUMBIA ELEM SCHOOL	37	16	21	43.24%	48.24%	36	19	17	52.78%	9.54%	3	-4.54%	-1.63	-2
CONWAY MIDDLE SCHOOL	53	40	13	75.47%	80.47%	51	43	8	84.31%	8.84%	3	-3.84%	-1.96	-2
COLLEGE PARK MIDDLE	49	17	32	34.69%	39.69%	51	22	29	43.14%	8.45%	5	-3.45%	-1.76	-2
ORANGE CENTER ELEM SCH	30	12	18	40.00%	45.00%	29	14	15	48.28%	8.28%	2	-3.28%	-0.95	-1
LEGACY MIDDLE	49	25	24	51.02%	56.02%	49	29	20	59.18%	8.16%	4	-3.16%	-1.55	-2
METROWEST ELEMENTARY	38	31	7	81.58%	86.58%	39	35	4	89.74%	8.16%	4	-3.16%	-1.23	-2
CASTLEVIEW ELEMENTARY	50	20	30	40.00%	45.00%	48	23	25	47.92%	7.92%	3	-2.92%	-1.40	-2
SOUTHWOOD ELEMENTARY	39	17	22	43.59%	48.59%	39	20	19	51.28%	7.69%	3	-2.69%	-1.05	-2
WINDY RIDGE K-8	85	45	40	52.94%	57.94%	86	52	34	60.47%	7.53%	7	-2.53%	-2.17	-3
ACCELERATION ACADEMY EAST	27	11	16	40.74%	45.74%	27	13	14	48.15%	7.41%	2	-2.41%	-0.65	-1
HILLCREST ELEM SCHOOL	37	23	14	62.16%	67.16%	36	25	11	69.44%	7.28%	2	-2.28%	-0.82	-1
SUNSHINE ELEMENTARY	63	27	36	42.86%	47.86%	66	33	33	50.00%	7.14%	6	-2.14%	-1.41	-2
BONNEVILLE ELEM SCHOOL	41	23	18	56.10%	61.10%	38	24	14	63.16%	7.06%	1	-2.06%	-0.78	-1
HORIZON WEST MIDDLE	81	39	42	48.15%	53.15%	82	45	37	54.88%	6.73%	6	-1.73%	-1.42	-2
BAY LAKE ELEMENTARY	44	13	31	29.55%	34.55%	47	17	30	36.17%	6.62%	4	-1.62%	-0.76	-1
MEADOW WOODS ELEMENTARY	52	34	18	65.38%	70.38%	50	36	14	72.00%	6.62%	2	-1.62%	-0.81	-1
ZELLWOOD ELEM SCHOOL	41	23	18	56.10%	61.10%	40	25	15	62.50%	6.40%	2	-1.40%	-0.56	-1
VOCATIONAL TECHNICAL EDUCATION	34	18	16	52.94%	57.94%	27	16	11	59.26%	6.32%	-2	-1.32%	-0.36	-1
ENGELWOOD ELEM SCHOOL	43	21	22	48.84%	53.84%	42	23	19	54.76%	5.92%	2	-0.92%	-0.39	-1
GOTHA MIDDLE SCHOOL	65	20	45	30.77%	35.77%	63	23	40	36.51%	5.74%	3	-0.74%	-0.46	-1
WINEGARD ELEM SCHOOL	53	20	33	37.74%	42.74%	53	23	30	43.40%	5.66%	3	-0.66%	-0.35	-1
WESTRIDGE MIDDLE SCHOOL	70	32	38	45.71%	50.71%	74	38	36	51.35%	5.64%	6	-0.64%	-0.47	-1
INNOVATION HIGH SCHOOL)	90	53	37	58.89%	63.89%	90	58	32	64.44%	5.55%	5	-0.55%	-0.50	-1
ODYSSEY MIDDLE SCHOOL	61	36	25	59.02%	64.02%	62	40	22	0.6452	5.50%	4	-0.50%	-0.31	-1
PINELOCH ELEM SCHOOL	60	45	15	75.00%	80.00%	61	49	12	80.33%	5.33%	4	-0.33%	-0.20	-1
POSITIVE PATHWAYS TRANSITION CENTER	51	34	17	66.67%	71.67%	50	36	14	72.00%	5.33%	2	-0.33%	-0.16	-1
SILVER PINES ACADEMY K-12 LEARNING CNTR	47	22	25	46.81%	51.81%	48	25	23	52.08%	5.27%	3	-0.27%	-0.13	-1
WESTBROOKE ELEM SCHOOL	38	15	23	39.47%	44.47%	38	17	21	44.74%	5.27%	2	-0.27%	-0.10	-1
SAND LAKE ELEMENTARY SCHOOL	54	13	41	24.07%	29.07%	55	16	39	29.09%	5.02%	3	-0.02%	-0.01	-1
LIBERTY MIDDLE SCHOOL	62	25	37	40.32%	45.32%	64	29	35	45.31%	4.99%	4	0.01%	0.00	1
ROCK SPRINGS ELEMENTARY	59	35	24	59.32%	64.32%	56	36	20	64.29%	4.97%	1	0.03%	0.02	1
ARBOR RIDGE K-8	65	36	29	55.38%	60.38%	68	41	27	60.29%	4.91%	5	0.09%	0.06	1
HAMLIN ELEMENTARY	41	8	33	19.51%	24.51%	41	10	31	24.39%	4.88%	2	0.12%	0.05	1
WESTPOINTE ELEMENTARY	53	39	14	73.58%	78.58%	51	40	11	78.43%	4.85%	1	0.15%	0.08	1
CLAY SPRINGS ELEMENTARY	48	17	31	35.42%	40.42%	45	18	27	40.00%	4.58%	1	0.42%	0.19	1
BAY MEADOWS ELEMENTARY	57	20	37	35.09%	40.09%	58	23	35	39.66%	4.57%	3	0.43%	0.25	1
THORNBROOKE ELEM	44	15	29	34.09%	39.09%	44	17	27	38.64%	4.55%	2	0.45%	0.20	1
LITTLE RIVER ELEMENTARY	33	15	18	45.45%	50.45%	32	16	16	50.00%	4.55%	1	0.45%	0.14	1
FREEDOM MIDDLE	76	49	27	64.47%	69.47%	74	51	23	68.92%	4.45%	2	0.55%	0.41	1
SOUTHWEST MIDDLE SCHOOL	83	47	36	56.63%	61.63%	82	50	32	60.98%	4.35%	3	0.65%	0.54	1

SCHOOL	August 2024					10/21/2024				CHANGES SINCE AUGUST 2024				
	BARGAINING UNIT	MEMBERS	NON-MEMBERS	DENSITY	5% INCREASE OF AUG DENSITY	BARGAINING UNIT	MEMBERS	NON-MEMBERS	DENSITY	% CHANGE FROM AUG TO OCT	# MEMBERS INCREASED SINCE AUG	% NEEDED TO ACHIEVE 5% GOAL	# PPL NEEDED TO ACHIEVE 5% GOAL	ROUNDED # PPL NEEDED
WALKER MIDDLE SCHOOL	55	27	28	49.09%	54.09%	60	32	28	53.33%	4.24%	5	0.76%	0.45	1
INNOVATION MIDDLE	72	44	28	61.11%	66.11%	72	47	25	65.28%	4.17%	3	0.83%	0.60	1
OAKSHIRE ELEMENTARY	34	19	15	55.88%	60.88%	35	21	14	60.00%	4.12%	2	0.88%	0.31	1
SHINGLE CREEK ELEMENTARY	49	33	16	67.35%	72.35%	49	35	14	71.43%	4.08%	2	0.92%	0.45	1
LAKE SYBELIA ELEM SCH	29	12	17	41.38%	46.38%	33	15	18	45.45%	4.07%	3	0.93%	0.31	1
MEADOW WOODS MIDDLE	62	30	32	48.39%	53.39%	61	32	29	52.46%	4.07%	2	0.93%	0.57	1
ROLLING HILLS ELEM SCH	46	18	28	39.13%	44.13%	44	19	25	43.18%	4.05%	1	0.95%	0.42	1
ROBINSWOOD MIDDLE SCHOOL	67	45	22	67.16%	72.16%	66	47	19	71.21%	4.05%	2	0.95%	0.63	1
LAKEVILLE ELEMENTARY	52	25	27	48.08%	53.08%	48	25	23	52.08%	4.00%	0	1.00%	0.48	1
WOLF LAKE ELEMENTARY SCHOOL	50	20	30	40.00%	45.00%	50	22	28	44.00%	4.00%	2	1.00%	0.50	1
UNION PARK ELEM SCH	38	18	20	47.37%	52.37%	37	19	18	51.35%	3.98%	1	1.02%	0.38	1
SUNRIDGE MS	76	43	33	56.58%	61.58%	76	46	30	60.53%	3.95%	3	1.05%	0.80	1
MILLENNIA ELEM SCHOOL	63	32	31	50.79%	55.79%	64	35	29	54.69%	3.90%	3	1.10%	0.71	1
PANTHER LAKE ELEMENTARY	47	7	40	14.89%	19.89%	48	9	39	18.75%	3.86%	2	1.14%	0.55	1
DISCOVERY MIDDLE SCHOOL	53	30	23	56.60%	61.60%	53	32	21	60.38%	3.78%	2	1.22%	0.65	1
SADLER ELEM SCHOOL	55	8	47	14.55%	19.55%	55	10	45	18.18%	3.63%	2	1.37%	0.75	1
LAKE WHITNEY ELEMENTARY	41	17	24	41.46%	46.46%	40	18	22	45.00%	3.54%	1	1.46%	0.58	1
ROBERTO CLEMENTE MIDDLE	57	38	19	66.67%	71.67%	57	40	17	70.18%	3.51%	2	1.49%	0.85	1
ORANGE TECH COLLEGE WINTER PARK CMP	40	23	17	57.50%	62.50%	41	25	16	60.98%	3.48%	2	1.52%	0.63	1
CYPRESS SPRINGS ELEMENTARY	54	29	25	53.70%	58.70%	49	28	21	57.14%	3.44%	-1	1.56%	0.76	1
ESE TRANSITIONS	43	29	14	67.44%	72.44%	41	29	12	70.73%	3.29%	0	1.71%	0.70	1
PIEDMONT LAKES MIDDLE SCHOOL	61	35	26	57.38%	62.38%	61	37	24	60.66%	3.28%	2	1.72%	1.05	2
ORLO VISTA ELEMENTARY	34	15	19	44.12%	49.12%	38	18	20	47.37%	3.25%	3	1.75%	0.67	1
ESE SUPPLEMENTAL SERVICES	33	17	16	51.52%	56.52%	42	23	19	54.76%	3.24%	6	1.76%	0.74	1
CONWAY ELEM SCH	45	19	26	42.22%	47.22%	44	20	24	45.45%	3.23%	1	1.77%	0.78	1
SOUTH CREEK MIDDLE SCHOOL	62	30	32	48.39%	53.39%	62	32	30	0.5161	3.22%	2	1.78%	1.10	2
PALM LAKE ELEM SCHOOL	42	27	15	64.29%	69.29%	40	27	13	67.50%	3.21%	0	1.79%	0.72	1
SUN BLAZE ELEMENTARY	81	44	37	54.32%	59.32%	80	46	34	57.50%	3.18%	2	1.82%	1.46	2
UNIVERSITY HIGH SCHOOL	128	77	51	60.16%	65.16%	128	81	47	63.28%	3.12%	4	1.88%	2.40	3
PINE HILLS ELEM SCHOOL	54	34	20	62.96%	67.96%	53	35	18	66.04%	3.08%	1	1.92%	1.02	2
ROCK LAKE ELEM SCHOOL	33	13	20	39.39%	44.39%	33	14	19	42.42%	3.03%	1	1.97%	0.65	1
CYPRESS CREEK HIGH	153	81	72	52.94%	57.94%	159	89	70	55.97%	3.03%	8	1.97%	3.12	4
LOCKHART MIDDLE SCH	53	29	24	54.72%	59.72%	52	30	22	57.69%	2.97%	1	2.03%	1.05	2
VISTA POINTE ELEMENTARY	40	33	7	82.50%	87.50%	41	35	6	85.37%	2.87%	2	2.13%	0.88	1
ESTEEM ACADEMY/HOSPITAL HOMEBOUND	72	23	49	31.94%	36.94%	72	25	47	34.72%	2.78%	2	2.22%	1.60	2
PINAR ELEM SCHOOL	31	17	14	54.84%	59.84%	33	19	14	57.58%	2.74%	2	2.26%	0.75	1
WATERFORD ELEMENTARY	37	15	22	40.54%	45.54%	37	16	21	43.24%	2.70%	1	2.30%	0.85	1
DILLARD ST ELEM SCH	37	29	8	78.38%	83.38%	37	30	7	81.08%	2.70%	1	2.30%	0.85	1
WEDGEFIELD K-8	70	27	43	38.57%	43.57%	68	28	40	41.18%	2.61%	1	2.39%	1.63	2
SCHOOL PSYCHOLOGISTS	105	67	38	63.81%	68.81%	104	69	35	66.35%	2.54%	2	2.46%	2.56	3
AUDUBON PARK K-8	95	34	61	35.79%	40.79%	94	36	58	38.30%	2.51%	2	2.49%	2.34	3
CATALINA ELEM SCHOOL	39	19	20	48.72%	53.72%	41	21	20	51.22%	2.50%	2	2.50%	1.03	2
VISTA LAKES ELEMENTARY SCHOOL	41	22	19	53.66%	58.66%	41	23	18	56.10%	2.44%	1	2.56%	1.05	2
LAKE BUENA VISTA HIGH	102	51	51	50.00%	55.00%	103	54	49	52.43%	2.43%	3	2.57%	2.65	3
ALT EDU - BETA/SIMON YOUTH FOUND/UNIVERSAL E	36	21	15	58.33%	63.33%	28	17	11	60.71%	2.38%	-4	2.62%	0.73	1
MOSS PARK ELEMENTARY SCHOOL	65	31	34	47.69%	52.69%	64	32	32	50.00%	2.31%	1	2.69%	1.72	2
HIAWASSEE ELEM SCHOOL	43	22	21	51.16%	56.16%	45	24	21	53.33%	2.17%	2	2.83%	1.27	2
MILLENNIA GARDENS ELEMENTARY	57	47	10	82.46%	87.46%	52	44	8	84.62%	2.16%	-3	2.84%	1.48	2
LANCASTER ELEM SCHOOL	46	23	23	50.00%	55.00%	48	25	23	52.08%	2.08%	2	2.92%	1.40	2

SCHOOL	August 2024					10/21/2024				CHANGES SINCE AUGUST 2024				
	BARGAINING UNIT	MEMBERS	NON-MEMBERS	DENSITY	5% INCREASE OF AUG DENSITY	BARGAINING UNIT	MEMBERS	NON-MEMBERS	DENSITY	% CHANGE FROM AUG TO OCT	# MEMBERS INCREASED SINCE AUG	% NEEDED TO ACHIEVE 5% GOAL	# PPL NEEDED TO ACHIEVE 5% GOAL	ROUNDED # PPL NEEDED
DREAM LAKE ELEM SCH	48	24	24	50.00%	55.00%	50	26	24	52.00%	2.00%	2	3.00%	1.50	2
OCOE HIGH SCHOOL	128	64	64	50.00%	55.00%	127	66	61	51.97%	1.97%	2	3.03%	3.85	4
LOVELL ELEM SCHOOL	51	30	21	58.82%	63.82%	51	31	20	60.78%	1.96%	1	3.04%	1.55	2
MOLLIE RAY ELEM SCHOOL	36	23	13	63.89%	68.89%	38	25	13	65.79%	1.90%	2	3.10%	1.18	2
WINDERMERE ELEM SCHOOL	37	11	26	29.73%	34.73%	38	12	26	31.58%	1.85%	1	3.15%	1.20	2
ORANGE TECH COLLEGE ORLANDO CAMPUS	57	24	33	42.11%	47.11%	57	25	32	43.86%	1.75%	1	3.25%	1.85	2
WATER SPRING MIDDLE	53	32	21	60.38%	65.38%	58	36	22	62.07%	1.69%	4	3.31%	1.92	2
LOCKHART ELEM SCHOOL	38	13	25	34.21%	39.21%	39	14	25	35.90%	1.69%	1	3.31%	1.29	2
HUNGERFORD ELEM SCHOOL	25	14	11	56.00%	61.00%	26	15	11	57.69%	1.69%	1	3.31%	0.86	1
APOPKA ELEM SCHOOL	60	38	22	63.33%	68.33%	60	39	21	65.00%	1.67%	1	3.33%	2.00	2
WASHINGTON SH ELEM SCH/PLC	27	21	6	77.78%	82.78%	34	27	7	79.41%	1.63%	6	3.37%	1.15	2
SUNRISE ELEMENTARY	42	28	14	66.67%	71.67%	41	28	13	68.29%	1.62%	0	3.38%	1.38	2
VILLAGE PARK ELEMENTARY	44	15	29	34.09%	39.09%	42	15	27	35.71%	1.62%	0	3.38%	1.42	2
COLONIAL HIGH SCHOOL	174	94	80	54.02%	59.02%	169	94	75	55.62%	1.60%	0	3.40%	5.74	6
PHILLIS WHEATLEY ELEMENTARY	27	15	12	55.56%	60.56%	28	16	12	57.14%	1.58%	1	3.42%	0.96	1
MAGNOLIA	31	23	8	74.19%	79.19%	33	25	8	75.76%	1.57%	2	3.43%	1.13	2
TILDENVILLE ELEM SCH	47	29	18	61.70%	66.70%	49	31	18	63.27%	1.57%	2	3.43%	1.68	2
LAKE GEM ELEMENTARY	46	29	17	63.04%	68.04%	48	31	17	64.58%	1.54%	2	3.46%	1.66	2
EXCEPTIONAL STUDENT EDUCATION	34	16	18	47.06%	52.06%	35	17	18	48.57%	1.51%	1	3.49%	1.22	2
WEST ORANGE HIGH SCHOOL	135	77	58	57.04%	62.04%	135	79	56	58.52%	1.48%	2	3.52%	4.75	5
RIVERSIDE ELEM SCHOOL	46	30	16	65.22%	70.22%	45	30	15	66.67%	1.45%	0	3.55%	1.60	2
WINTER PARK HIGH	171	87	84	50.88%	55.88%	172	90	82	52.33%	1.45%	3	3.55%	6.11	7
CAMELOT ELEMENTARY SCHOOL	44	26	18	59.09%	64.09%	43	26	17	60.47%	1.38%	0	3.62%	1.56	2
LAKE NONA MIDDLE	74	33	41	44.59%	49.59%	74	34	40	45.95%	1.36%	1	3.64%	2.70	3
LAKE COMO SCHOOL K-8	75	46	29	61.33%	66.33%	75	47	28	62.67%	1.34%	1	3.66%	2.75	3
MAXEY ELEM SCHOOL	40	18	22	45.00%	50.00%	41	19	22	46.34%	1.34%	1	3.66%	1.50	2
ORLANDO GIFTED ACADEMY	42	22	20	52.38%	57.38%	41	22	19	53.66%	1.28%	0	3.72%	1.53	2
MAITLAND MIDDLE SCH	44	24	20	54.55%	59.55%	43	24	19	55.81%	1.26%	0	3.74%	1.61	2
DEERWOOD ELEM. SCHOOL	43	11	32	25.58%	30.58%	41	11	30	26.83%	1.25%	0	3.75%	1.54	2
ANDOVER ELEMENTARY	46	20	26	43.48%	48.48%	47	21	26	44.68%	1.20%	1	3.80%	1.79	2
EVANS HIGH SCHOOL	131	56	75	42.75%	47.75%	132	58	74	43.94%	1.19%	2	3.81%	5.03	6
BROOKSHIRE ELEM SCH	49	21	28	42.86%	47.86%	50	22	28	44.00%	1.14%	1	3.86%	1.93	2
JOHN YOUNG ELEMENTARY	46	22	24	47.83%	52.83%	47	23	24	48.94%	1.11%	1	3.89%	1.83	2
ROSEMONT ELEMENTARY	45	22	23	48.89%	53.89%	44	22	22	50.00%	1.11%	0	3.89%	1.71	2
SHENANDOAH ELEM SCHOOL	35	13	22	37.14%	42.14%	34	13	21	38.24%	1.10%	0	3.90%	1.33	2
WOLF LAKE MIDDLE SCHOOL	70	47	23	67.14%	72.14%	69	47	22	68.12%	0.98%	0	4.02%	2.78	3
RIDGEWOOD PARK ELEMENTARY	36	23	13	63.89%	68.89%	37	24	13	64.86%	0.97%	1	4.03%	1.49	2
ESE POLICY & PROCEDURES	125	49	76	39.20%	44.20%	122	49	73	40.16%	0.96%	0	4.04%	4.92	5
STONE LAKES ES	48	27	21	56.25%	61.25%	49	28	21	57.14%	0.89%	1	4.11%	2.01	3
CARVER MIDDLE SCHOOL	55	28	27	50.91%	55.91%	56	29	27	51.79%	0.88%	1	4.12%	2.31	3
OAK HILL ELEMENTARY SCHOOL	36	19	17	52.78%	57.78%	41	22	19	53.66%	0.88%	3	4.12%	1.69	2
HUNTERS CREEK ELEMENTARY	58	28	30	48.28%	53.28%	59	29	30	49.15%	0.87%	1	4.13%	2.44	3
FORSYTH WOODS ELEMENTARY	45	28	17	62.22%	67.22%	46	29	17	63.04%	0.82%	1	4.18%	1.92	2
LAKE GEORGE ELEMENTARY	36	10	26	27.78%	32.78%	35	10	25	28.57%	0.79%	0	4.21%	1.47	2
NORTHLAKE PARK COMMUNITY ELEM	43	13	30	30.23%	35.23%	42	13	29	30.95%	0.72%	0	4.28%	1.80	2
WETHERBEE ELEMENTARY	66	29	37	43.94%	48.94%	65	29	36	44.62%	0.68%	0	4.32%	2.81	3
SUNRIDGE ES	44	33	11	75.00%	80.00%	45	34	11	75.56%	0.56%	1	4.44%	2.00	2
KELLY PARK SCHOOL K-8	75	43	32	57.33%	62.33%	76	44	32	57.89%	0.56%	1	4.44%	3.37	4
EDGEWATER HIGH SCHOOL	100	45	55	45.00%	50.00%	101	46	55	45.54%	0.54%	1	4.46%	4.50	5

SCHOOL	August 2024					10/21/2024				CHANGES SINCE AUGUST 2024				
	BARGAINING UNIT	MEMBERS	NON-MEMBERS	DENSITY	5% INCREASE OF AUG DENSITY	BARGAINING UNIT	MEMBERS	NON-MEMBERS	DENSITY	% CHANGE FROM AUG TO OCT	# MEMBERS INCREASED SINCE AUG	% NEEDED TO ACHIEVE 5% GOAL	# PPL NEEDED TO ACHIEVE 5% GOAL	ROUNDED # PPL NEEDED
ECCLESTON ELEM SCHOOL	31	26	5	83.87%	88.87%	32	27	5	84.38%	0.51%	1	4.49%	1.44	2
JONES HIGH SCHOOL	88	48	40	54.55%	59.55%	89	49	40	55.06%	0.51%	1	4.49%	4.00	4
DOMMERICH ELEM SCHOOL	42	8	34	19.05%	24.05%	41	8	33	19.51%	0.46%	0	4.54%	1.86	2
HORIZON HIGH	119	59	60	49.58%	54.58%	128	64	64	50.00%	0.42%	5	4.58%	5.86	6
OCVS VIRTUAL	249	119	130	47.79%	52.79%	251	121	130	48.21%	0.42%	2	4.58%	11.51	12
CASTLE CREEK ELEMENTARY SCHOOL	43	26	17	60.47%	65.47%	46	28	18	60.87%	0.40%	2	4.60%	2.12	3
SPRING LAKE ELEM SCH	31	20	11	64.52%	69.52%	37	24	13	64.86%	0.34%	4	4.66%	1.72	2
BLANKNER SCHOOL K-8	63	25	38	39.68%	44.68%	65	26	39	40.00%	0.32%	1	4.68%	3.04	4
WATERBRIDGE ELEMENTARY	38	17	21	44.74%	49.74%	40	18	22	45.00%	0.26%	1	4.74%	1.90	2
MEADOWBROOK MIDDLE SCHOOL	61	34	27	55.74%	60.74%	59	33	26	55.93%	0.19%	-1	4.81%	2.84	3
SOCIAL WORKERS	84	46	38	54.76%	59.76%	82	45	37	54.88%	0.12%	-1	4.88%	4.00	5
PALMETTO ELEM SCHOOL	65	32	33	49.23%	54.23%	73	36	37	49.32%	0.09%	4	4.91%	3.59	4
ADVANCED STUDIES	1	0	1	0.00%	5.00%	1	0	1	0.00%	0.00%	0	5.00%	0.05	1
ALOMA ELEM SCHOOL	38	24	14	63.16%	68.16%	38	24	14	63.16%	0.00%	0	5.00%	1.90	2
ALT EDU - PROJECT COMPASS	3	2	1	66.67%	71.67%	3	2	1	66.67%	0.00%	0	5.00%	0.15	1
ALT EDU - VILLAGE	3	0	3	0.00%	5.00%	3	0	3	0.00%	0.00%	0	5.00%	0.15	1
APOPKA MIDDLE SCHOOL	56	38	18	67.86%	72.86%	56	38	18	67.86%	0.00%	0	5.00%	2.80	3
AZALEA PARK ELEM SCH	41	32	9	78.05%	83.05%	41	32	9	78.05%	0.00%	0	5.00%	2.05	3
BALDWIN PARK ELEMENTARY	53	27	26	50.94%	55.94%	53	27	26	50.94%	0.00%	0	5.00%	2.65	3
BRIDGEWATER MIDDLE SCHOOL	72	40	32	55.56%	60.56%	72	40	32	55.56%	0.00%	0	5.00%	3.60	4
CHENEY ELEM SCHOOL	36	17	19	47.22%	52.22%	36	17	19	47.22%	0.00%	0	5.00%	1.80	2
CITRUS ELEMENTARY	39	21	18	53.85%	58.85%	39	21	18	53.85%	0.00%	0	5.00%	1.95	2
CTE VIRTUAL CENTER	5	3	2	60.00%	65.00%	5	3	2	60.00%	0.00%	0	5.00%	0.25	1
CURRICULUM & DIGITAL LEARNING	4	0	4	0.00%	5.00%	4	0	4	0.00%	0.00%	0	5.00%	0.20	1
DEVEREUX TREATMENT PROGRAM	7	5	2	71.43%	76.43%	7	5	2	71.43%	0.00%	0	5.00%	0.35	1
DOVER SHORES ELEM SCHOOL	32	16	16	50.00%	55.00%	32	16	16	50.00%	0.00%	0	5.00%	1.60	2
EARLY CHILDHOOD PROGRAMS	4	1	3	25.00%	30.00%	4	1	3	25.00%	0.00%	0	5.00%	0.20	1
ESE TRANSITION	23	9	14	39.13%	44.13%	23	9	14	39.13%	0.00%	0	5.00%	1.15	2
FEDERAL PROGRAMS	9	3	6	33.33%	38.33%	9	3	6	33.33%	0.00%	0	5.00%	0.45	1
HIDDEN OAKS ELEMENTARY	37	16	21	43.24%	48.24%	37	16	21	43.24%	0.00%	0	5.00%	1.85	2
KILLARNEY ELEM SCHOOL	29	11	18	37.93%	42.93%	29	11	18	37.93%	0.00%	0	5.00%	1.45	2
LAKEMONT ELEM SCHOOL	45	15	30	33.33%	38.33%	45	15	30	33.33%	0.00%	0	5.00%	2.25	3
MCCOY ELEM SCHOOL	39	16	23	41.03%	46.03%	39	16	23	41.03%	0.00%	0	5.00%	1.95	2
MINORITY ACHIEVEMENT OFFICE	5	5	0	100.00%	105.00%	4	4	0	100.00%	0.00%	-1	5.00%	0.20	1
OCOE ELEMENTARY SCHOOL	54	32	22	59.26%	64.26%	54	32	22	59.26%	0.00%	0	5.00%	2.70	3
PERSHING K-8	79	42	37	53.16%	58.16%	79	42	37	53.16%	0.00%	0	5.00%	3.95	4
RANDALL ACADEMY	5	2	3	40.00%	45.00%	5	2	3	40.00%	0.00%	0	5.00%	0.25	1
SCHOOL CHOICE SERVICES	5	2	3	40.00%	45.00%	5	2	3	40.00%	0.00%	0	5.00%	0.25	1
SCHOOL TRANSFORMATION OFFICE	12	5	7	41.67%	46.67%	12	5	7	41.67%	0.00%	0	5.00%	0.60	1
OCOE MIDDLE SCHOOL	68	36	32	52.94%	57.94%	70	37	33	52.86%	-0.08%	1	5.08%	3.56	4
TIMBER CREEK HIGH SCHOOL	170	102	68	60.00%	65.00%	169	101	68	59.76%	-0.24%	-1	5.24%	8.85	9
PRINCETON ELEM SCHOOL	36	16	20	44.44%	49.44%	34	15	19	44.12%	-0.32%	-1	5.32%	1.81	2
WEST CREEK ELEMENTARY	44	19	25	43.18%	48.18%	42	18	24	42.86%	-0.32%	-1	5.32%	2.24	3
FREEDOM HIGH SCHOOL	134	75	59	55.97%	60.97%	133	74	59	55.64%	-0.33%	-1	5.33%	7.09	8
WINDERMERE HIGH	165	89	76	53.94%	58.94%	166	89	77	53.61%	-0.33%	0	5.33%	8.84	9
SUNSET PARK ELEM SCHOOL	54	22	32	40.74%	45.74%	52	21	31	40.38%	-0.36%	-1	5.36%	2.78	3
LAKE NONA HIGH SCHOOL	141	73	68	51.77%	56.77%	144	74	70	51.39%	-0.38%	1	5.38%	7.75	8
WEST OAKS ELEMENTARY	34	20	14	58.82%	63.82%	36	21	15	58.33%	-0.49%	1	5.49%	1.98	2
OCPS ACADEMIC CENTER FOR EXCELLENCE	72	39	33	54.17%	59.17%	69	37	32	53.62%	-0.55%	-2	5.55%	3.83	4

SCHOOL	August 2024					10/21/2024				CHANGES SINCE AUGUST 2024				
	BARGAINING UNIT	MEMBERS	NON-MEMBERS	DENSITY	5% INCREASE OF AUG DENSITY	BARGAINING UNIT	MEMBERS	NON-MEMBERS	DENSITY	% CHANGE FROM AUG TO OCT	# MEMBERS INCREASED SINCE AUG	% NEEDED TO ACHIEVE 5% GOAL	# PPL NEEDED TO ACHIEVE 5% GOAL	ROUNDED # PPL NEEDED
VENTURA ELEMENTARY SCHOOL	47	30	17	63.83%	68.83%	49	31	18	63.27%	-0.56%	1	5.56%	2.73	3
AOPKA HIGH SCHOOL	163	84	79	51.53%	56.53%	163	83	80	50.92%	-0.61%	-1	5.61%	9.14	10
ESE INSTRUCTIONAL SUPPORT	179	86	93	48.04%	53.04%	188	89	99	47.34%	-0.70%	3	5.70%	10.72	11
OAK RIDGE HIGH SCHOOL	136	66	70	48.53%	53.53%	136	65	71	47.79%	-0.74%	-1	5.74%	7.80	8
KEENES CROSSING ELEM SCHOOL	69	31	38	44.93%	49.93%	68	30	38	44.12%	-0.81%	-1	5.81%	3.95	4
WEKIVA HIGH SCHOOL	126	63	63	50.00%	55.00%	124	61	63	49.19%	-0.81%	-2	5.81%	7.20	8
WYNDHAM LAKES ELEMENTARY SCHOOL	46	32	14	69.57%	74.57%	48	33	15	68.75%	-0.82%	1	5.82%	2.79	3
TIMBER SPRINGS MIDDLE	65	36	29	55.38%	60.38%	66	36	30	54.55%	-0.83%	0	5.83%	3.85	4
DR. PHILLIPS HIGH SCHOOL	149	71	78	47.65%	52.65%	156	73	83	46.79%	-0.86%	2	5.86%	9.13	10
ENDEAVOR ELEMENTARY	45	27	18	60.00%	65.00%	44	26	18	59.09%	-0.91%	-1	5.91%	2.60	3
ATWATER BAY ELEMENTARY	52	13	39	25.00%	30.00%	50	12	38	24.00%	-1.00%	-1	6.00%	3.00	3
TANGELO PARK ELEM SCH	33	12	21	36.36%	41.36%	34	12	22	35.29%	-1.07%	0	6.07%	2.06	3
MEMORIAL MIDDLE SCHOOL	61	20	41	32.79%	37.79%	57	18	39	31.58%	-1.21%	-2	6.21%	3.54	4
THREE POINTS ELEMENTARY SCHOOL	42	21	21	50.00%	55.00%	41	20	21	48.78%	-1.22%	-1	6.22%	2.55	3
TIMBER LAKES ELEM SCHOOL	42	21	21	50.00%	55.00%	41	20	21	48.78%	-1.22%	-1	6.22%	2.55	3
WHISPERING OAK ELEMENTARY	50	32	18	64.00%	69.00%	51	32	19	62.75%	-1.25%	0	6.25%	3.19	4
LAUREATE PARK ELEMENTARY	79	35	44	44.30%	49.30%	79	34	45	43.04%	-1.26%	-1	6.26%	4.95	5
CORNER LAKE MIDDLE	49	31	18	63.27%	68.27%	50	31	19	62.00%	-1.27%	0	6.27%	3.14	4
GLENRIDGE MIDDLE SCH	71	34	37	47.89%	52.89%	73	34	39	46.58%	-1.31%	0	6.31%	4.61	5
EAST RIVER HIGH SCHOOL	112	61	51	54.46%	59.46%	113	60	53	53.10%	-1.36%	-1	6.36%	7.19	8
CHICKASAW ELEM SCHOOL	44	25	19	56.82%	61.82%	47	26	21	55.32%	-1.50%	1	6.50%	3.06	4
LAWTON CHILES E.S.	41	14	27	34.15%	39.15%	40	13	27	32.50%	-1.65%	-1	6.65%	2.66	3
HOWARD MIDDLE SCHOOL	63	52	11	82.54%	87.54%	68	55	13	80.88%	-1.66%	3	6.66%	4.53	5
BOONE HIGH SCHOOL	146	91	55	62.33%	67.33%	144	87	57	60.42%	-1.91%	-4	6.91%	9.96	10
SUMMERLAKE ELEMENTARY	49	25	24	51.02%	56.02%	49	24	25	48.98%	-2.04%	-1	7.04%	3.45	4
IVEY LANE ELEM SCH	25	15	10	60.00%	65.00%	26	15	11	57.69%	-2.31%	0	7.31%	1.90	2
OLYMPIA HIGH SCHOOL	136	75	61	55.15%	60.15%	142	75	67	52.82%	-2.33%	0	7.33%	10.41	11
SALLY RIDE ELEM SCHOOL	33	14	19	42.42%	47.42%	35	14	21	40.00%	-2.42%	0	7.42%	2.60	3
LAKE WESTON ELEM SCH	35	6	29	17.14%	22.14%	34	5	29	14.71%	-2.43%	-1	7.43%	2.53	3
LUMINARY MIDDLE SCHOOL	41	16	25	39.02%	44.02%	41	15	26	36.59%	-2.43%	-1	7.43%	3.05	4
STONEWYCK ELEMENTARY	48	19	29	39.58%	44.58%	49	18	31	36.73%	-2.85%	-1	7.85%	3.84	4
RIVERDALE ELEMENTARY	44	34	10	77.27%	82.27%	43	32	11	74.42%	-2.85%	-2	7.85%	3.38	4
PRAIRIE LAKE ELEMENTARY (CLARCONA ES)	53	29	24	54.72%	59.72%	56	29	27	51.79%	-2.93%	0	7.93%	4.44	5
ACCELERATION ACADEMY WEST	33	15	18	45.45%	50.45%	33	14	19	42.42%	-3.03%	-1	8.03%	2.65	3
HUNTERS CREEK MIDDLE SCHOOL	66	26	40	39.39%	44.39%	66	24	42	36.36%	-3.03%	-2	8.03%	5.30	6
AVALON MIDDLE SCHOOL	51	24	27	47.06%	52.06%	50	22	28	44.00%	-3.06%	-2	8.06%	4.03	5
CHAIN OF LAKES MIDDLE SCHOOL	55	45	10	81.82%	86.82%	56	44	12	78.57%	-3.25%	-1	8.25%	4.62	5
PINEWOOD ELEMENTARY	42	28	14	66.67%	71.67%	41	26	15	63.41%	-3.26%	-2	8.26%	3.38	4
LAKE SILVER ELEM SCH	37	17	20	45.95%	50.95%	40	17	23	42.50%	-3.45%	0	8.45%	3.38	4
ALT EDU - JUVENILE DEFENDERS PROG/JUVENILE DET	19	6	13	31.58%	36.58%	18	5	13	0.2778	-3.80%	-1	8.80%	1.58	2
EAST LAKE ELEMENTARY	36	24	12	66.67%	71.67%	35	22	13	62.86%	-3.81%	-2	8.81%	3.08	4
AVALON ELEMENTARY SCHOOL	40	24	16	60.00%	65.00%	41	23	18	56.10%	-3.90%	-1	8.90%	3.65	4
ORANGE TECH COLLEGE MID FLORIDA CMP	88	49	39	55.68%	60.68%	95	49	46	51.58%	-4.10%	0	9.10%	8.65	9
MULTILINGUAL SERVICES	22	16	6	72.73%	77.73%	19	13	6	68.42%	-4.31%	-3	9.31%	1.77	2
LAKEVIEW MIDDLE SCHOOL	55	29	26	52.73%	57.73%	51	24	27	47.06%	-5.67%	-5	10.67%	5.44	6
EAGLES NEST ELEMENTARY	42	27	15	64.29%	69.29%	43	25	18	58.14%	-6.15%	-2	11.15%	4.79	5
FDLRS/FIN	9	6	3	66.67%	71.67%	10	6	4	60.00%	-6.67%	0	11.67%	1.17	2
STUDENT SERVICES	66	29	37	43.94%	48.94%	63	23	40	36.51%	-7.43%	-6	12.43%	7.83	8