

# OUR UNION VOICE

UNITING                      EMPOWERING                      ADVOCATING

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BARGAINING UNIT EDITION

January 7, 2025

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

**CTA MEMBERS ARE FIGHTING FORWARD AND DEFENDING OUR CONTRACT.**  
**MEMBERS create a strong union by being engaged. YOU are the strength of YOUR Union.**

## PRESIDENT'S MESSAGE

Happy New Year! I hope you all had a wonderful winter break and were truly able to relax and recharge for this second half of the year. This is one of our three newsletters we send to all members of the bargaining unit. We typically send these newsletters to CTA members every other week with important updates, events, announcements, and contract reminders. I hope you'll find this edition informative and please feel free to reach out to us if you have questions.



I'm thrilled to share that we achieved a **HUGE VICTORY** for our teachers! We reached a settlement agreement on our class action grievance regarding uninterrupted daily planning time. Classroom teachers were being required to use their daily uninterrupted planning time for PLCs/Common Planning, which violates our contract. Planning time is YOUR time to do what you need—it cannot be taken for PD, IEPs, 504s, or other meetings, even during testing. Affected classroom teachers at non-corrective schools will receive 1 planning day and at corrective schools 1.5 planning days. These days are exclusively for your planning and cannot be used for other meetings or PD or have deliverables required. This time is being given to you for the planning time you lost. This settlement is separate from the K-2 ILI class action we also won. Affected K-2 teachers will also receive that time. Thank you to the many classroom teachers who came forward for these grievances. This is what our union is capable of when we stand together in solidarity and TAKE ACTION. The district will send a memo soon on how to schedule the planning day(s). If you're a non-classroom instructional staff member and your planning time has been violated, please contact CTA for support if you're a member.

Looking back, 2024 was a year of incredible progress for our union. Time and again our members stepped up to advocate/organize on issues, defend our contract, and talk to their peers about our accomplishments together, all of which strengthens our union. **Together, we:**

- **Defended academic freedom and daily uninterrupted planning time**
- **Won grievances ensuring CRMs are not required and added language clarifying this in the contract**
- **Negotiated for paid bereavement leave and all advanced degrees to be recognized**
- **Represented members in need**
- **Pumping rights and secured a commitment from the district/board to add parental leave in the near future**
- **Pursued legal action against the district regarding evaluations**
- **Grew our union - the fastest growth we've ever experienced**
- **And so much more!**

None of this happens without YOU—your emails, school board meeting attendance, wearing red and organizing awareness at your schools. Members are the Union, and they are the strength of any union. Click [HERE](#) to view what I shared for union comments at the last board meeting.

Looking ahead to this year, we'll continue to amplify our voices, defend our contract, advocate for respect across the district, and take bold action to ensure that all educators are recognized as the professionals they are and every student gets the education they deserve. On behalf of the CTA Board of Directors and CTA staff, we wish you a wonderful and inspiring 2025!

**In Solidarity,**  
**Clinton McCracken, CTA President**

**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 show up in your feed. Follow Instagram/Threads/Bluesky @orangecta.

LET'S CELEBRATE OUR WINS TOGETHER!

THURSDAYS WE WEAR

red & JEANS

AND TALK TO OTHERS ABOUT WHAT OUR UNION HAS ACCOMPLISHED

TEACHERS ARE ALLOWED TO WEAR JEANS TO WORK!  
IF YOU ARE TOLD OTHERWISE GIVE US A CALL! #SOLIDARITY

UPLOAD YOUR PICS TO OUR FACEBOOK GROUP  
FOR A CHANCE TO WIN A SPECIAL PRIZE!



## BARGAINING

**2025-2026 BARGAINING HAS BEGUN:** CTA keeps a bargaining suggestion form open for members of the bargaining unit to submit suggestions. The last day to submit suggestions for the 2025-2026 negotiations has been extended to January 13. The review process for the suggestions will then begin prior to ARs and Bargaining Committee input. Suggestions received after Jan. 13 will be considered for the 2026-2027 negotiations. Click [HERE](#) to submit a bargaining suggestion.

**AR BARGAINING WORKSHOP JAN 25:** As we prepare for the 25-26 negotiations, we are organizing a workshop for Association Reps to gather input to ensure bargaining unit members' voices are heard. The workshop will focus on the bargaining process, potential articles to open, topics to prioritize, and member involvement.

Date: January 25, Time: 9am-1pm, Location: CTA Office 1020 Webster Ave., Orlando, FL 32804. This workshop is limited to current ARs. Click [HERE](#) to register.

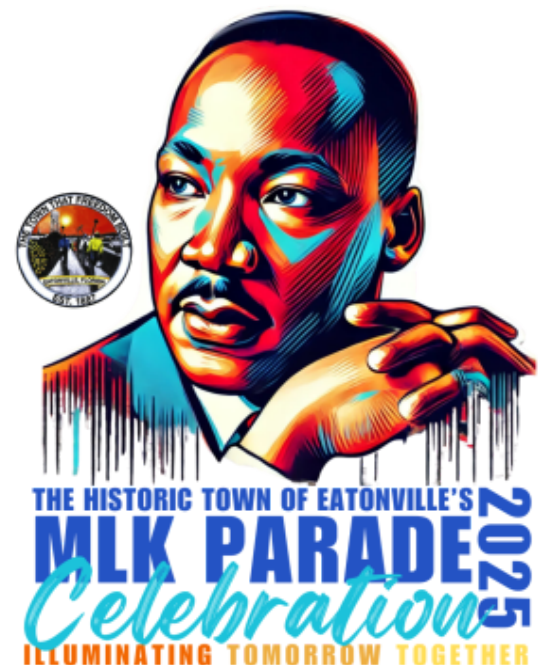
**2025-2026 BARGAINING COMMITTEE:** We are looking for members who want to be part of the 25-26 Bargaining Committee. This committee's purpose is to have representation from our different subgroups in the bargaining process to ensure all voices are heard. There are limited spaces available. Click [HERE](#) if you are interested in being part of the committee. The last day to submit your name for consideration will be Friday, January 10, 2025. Note that this is a separate group from our bargaining team, but both will be critical to our success in these next negotiations. Please email [maribel.rigsby@floridaea.org](mailto:maribel.rigsby@floridaea.org) if you have questions or comments.

## UPCOMING EVENTS

**2025 MLK DAY PARADE PARTICIPATION:** Join us as we honor the legacy of Dr. Martin Luther King Jr. at Eatonville's 48th Annual MLK Parade Celebration on Saturday, January 18, 2025, at 2:00 p.m. Please [RSVP here](#) if you'd like to walk with us in the parade!

**KNOW YOUR CONTRACT WORKSHOPS:** These workshops will be located in different parts of the county to accommodate members. Exact locations will be announced later. January 30 (Winter Garden area), February 27 (Eccleston area), and March 27 (East Colonial area). Click [HERE](#) to RSVP. (members only)

**CTA SOCIAL JAN 24:** Join us for our next Social on Friday, Jan. 24 from 3-6 pm in the Lake Nona area (Miller's Alehouse, 11955 Narcoossee Rd). RSVP [HERE](#). Upcoming Socials: Feb. 21 (Dr. Phillips area), April 4 (Apopka area).







**ESE PROFESSIONAL DEVELOPMENT: Finding Strengths - Supporting Students with Disabilities** Friday, Feb. 14, 8AM-3PM PAID TDY DAY! and Saturday, Feb. 15. Earn up to 10 in-service points! Participants will use the case-study method to develop appropriate accommodations and modifications to support student access to grade-level academic content. 19 spots remaining [RSVP here](#). This training is in person at the CTA office. Lunch/Snacks provided.

## **ANNOUNCEMENTS**

**RETENTION SUPPLEMENT PAYOUT:** Members of the bargaining unit overwhelmingly shared in a survey that the Retention Supplement should be paid in January so that as many as possible would become eligible for the highest amount. This supplement will be paid January 22nd.

RETENTION SUPPLEMENT					
5-9 YEARS	10-14 YEARS	15-19 YEARS	20-24 YEARS	25-29 YEARS	30+ YEARS
\$625	\$1,250	\$1,875	\$2,500	\$3,125	\$3,750

**SENATE BILL 136:** While we fight locally to ensure the district and school board provide adequate raises each year, what happens in Tallahassee also affects us. Senator Rodriguez has filed a bill that would go a long way in resolving some of the issues regarding teacher pay. You can read the bill [HERE](#) and the Orlando Sentinel story [HERE](#) where CTA President Clinton McCracken shared support for the bill. The legislative session doesn't officially begin until March and we expect SB136 to have a companion bill before then. Stay tuned on what YOU can do to advocate for this bill.



**BLACK HISTORY MONTH ART CONTEST:** The Minority Affairs and Human/Civil Rights Committees are honored to announce our annual Art Contest for OCPS students to celebrate Black History Month. Click [HERE](#). Submission deadline Jan. 17.

**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.

**HOWARD FENNER SCHOLARSHIP NOW OPEN:** We are thrilled to be able to offer this scholarship each year. A small portion of our member's dues are set aside for this

and to date CTA has given out over \$1 million in scholarship money for OCPS high school seniors. For those wishing to apply, please see the Howard Fenner application on the OCCTA website, [HERE](#). (members only)

**PEOPLEONE HEALTH OPTION:** In October 2023, CTA President Clinton McCracken met with local hotelier and philanthropist Harris



Rosen to discuss a wrap-around health service similar to what Mr. Rosen provided for Rosen Hotels employees. He explained how such a program could reduce healthcare costs while also improving the level of care teachers receive. Mr. Rosen also shared that any savings teachers help create should go toward their salaries. CTA is committed to working with the district to provide better healthcare options that will benefit employees. The union is helping provide information to members about this new option. We encourage you to take a close look at PeopleOne Health. Talk to someone who has signed up and you'll hear great things. **No copays, deductibles, or coinsurance (it is all fully covered by OCPS).** Click [HERE](#) to learn more and enroll at no cost.

## **CONTRACT REMINDERS**

**SECOND SEMESTER WEDNESDAY MEETINGS:** Principals were required to provide the second semester Wednesday meetings schedule by Dec. 20, 2024. Please let us know if you did not receive it. *"Beginning with the 2020-21 school year, a maximum of two (2) early release days per month shall be used at the sole discretion of the administrator. Remaining early release days shall be used for uninterrupted planning time after student contact time. Teachers will be provided a copy of the schedule during preplanning for the first semester and before winter break for the second semester."*-Article XV. D/P.68



**JANUARY 29 - FIFTH WEDNESDAY:** January 29 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)

**FACEBOOK GROUP VS. GRIEVANCE:** When the contract is violated, members should call the CTA office so we can support you in seeking a solution including discussions to stop the violation or filing a grievance if necessary. We can't help you from an anonymous post on Facebook but we can keep your name confidential when you call us.

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

### **CTA MEMBER BENEFITS - CLICK BELOW FOR MORE INFORMATION**

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

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](http://WWW.ORANGECTA.COM)  
[WWW.TINYURL.COM/JOINMYUNION](http://WWW.TINYURL.COM/JOINMYUNION)



See past CTA Newsletters [HERE](#)



### 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 (nebulzers, CPAP, oxygen), orthotics

### Pediatric Services

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

### Scan QR Code to learn more and enroll



For ENGLISH



For SPANISH



# 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.



#### PROVIDER OF THE YEAR

Health Transformation Alliance  
— 2023 —

One of the highest customer  
satisfaction ratings in the world

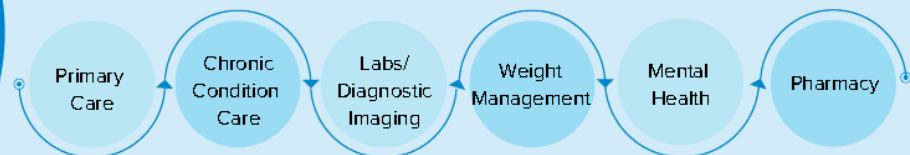
90+

#### 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

# ESE Professional Development

## Finding Strengths: Supporting Students with Disabilities

Participants will use the case-study method to develop appropriate accommodations and modifications to support student access to grade-level academic content.



TDY PAID  
LEAVE  
FEB. 14TH

6 <sup>in-service points</sup>

**FEBRUARY 14**

8 am to 3 pm

&

4 <sup>in-service points</sup>

**FEBRUARY 15**

8 am to 12 pm

CTA offices

1020 Webster Ave Orlando, FL 32804  
407-298-0756 [orangectapd@gmail.com](mailto:orangectapd@gmail.com)

February 15th free for members  
\$60 for non-members



REGISTER

 **Professional Learning**

