



Association Representative Council Meeting

January 13, 2025, 5:00 pm Virtual Only

- 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*



Association Representative Council Meeting

December 9, 2024, 5:00 pm In Person and Virtual

- **President's Welcome-** President McCracken welcomed New ARs and Board Members
- **Land Acknowledgment**
- **Guest Presentation-** Presentation made by BMG Money, a vendor partner with CTA.
- **Approval of Agenda-** motion made by Debbie Newlan, seconded by Parm, motion passed
- **Approval of Minutes-** motion made by Paul Scott, and seconded Lisa Taylor, motioned passed
- **President's Report**
 - Membership- 54% density, goal for each school is to increase by 5%. President introduced school site assessments which will make school visits easier.
 - Purchase: Screen purchase for AR meetings
 - New incentive- AR of the Month
 - Newsletter- ARs will begin to receive the newsletter only at certain times to send out to CTA members at their local sites in hopes to increase read activity
 - Scholarships: Ulysees Floyd Scholarship is now ready and will be released.
 - Toy Drive initiative has started for members to donate toys
 - Class Action Lawsuits- President clarified the will for the class action suit for K-2 teachers in regards to planning time
 - Workshops- "Know Your Contract" (Jan. 30th, February 27th, March 27th)
 - Social (Jan 24th, Feb 21st, April 4th)
 - Black History Month Art Contest information is available, changes were made to make a separated category
 - Bargaining Update: January 25th meeting opened to Board members and ARs only to provide input on which 3 articles should be opened
 - PERC- no new news concerning the election
 - AR recognitions- Maira Rivera, Vice President, recognized ARs who were top recruiters, and top local sites who increased in membership
 - Red Denim Day this Thursday and next Thursday
 - Members engaged in a mini "Know Your Contract" session with Field Reps
 - December 13th is the deadline for administrators to send rest of the year Wednesday calendar
 - January 6th: instructional is still eligible to work remotely upon request, if he or she did not work the 3 days over the summer
 - Presentation: Voyage Retirement made a presentation concerning products for members

"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

- **Treasurer's Report-** presented by Ashley Modesto, Treasurer, a motion was made by Gretchen Robinson and seconded by Donald Tillman to approve the Treasurer's report and send to audit. Motion passed
- **Committee Reports**
- **Member Concerns/Advocacy-** members shared concerns, answered by Field Reps
- **Adjourn-** a motion with a second was made to adjourn at 6:39 PM with common consent

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OUR UNION VOICE

UNITING EMPOWERING ADVOCATING

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

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 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. Mr. Rosen explained how such a program could reduce healthcare costs, improve the level of care teachers receive, and save money overall. Mr. Rosen also shared that any savings teachers help create should go toward their salaries. We encourage you to take a close look at PeopleOne Health/RosenCare. Talk to someone who has used PeopleOne Health, 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 SCHEDULE: Principals were required to provide the schedule for the second semester Wednesday meetings by December 20, 2024. Please let us know if you did not receive the schedule. *“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

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](#).

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](#)



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.

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

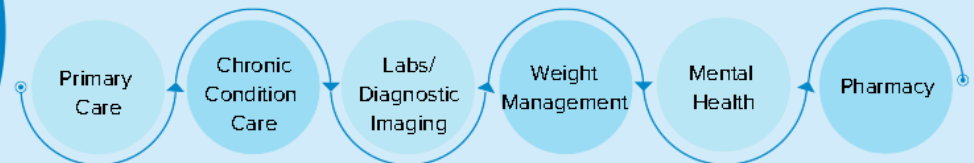
90+

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 ^{in-service points}

FEBRUARY 14

8 am to 3 pm

&

4 ^{in-service points}

FEBRUARY 15

8 am to 12 pm

CTA offices

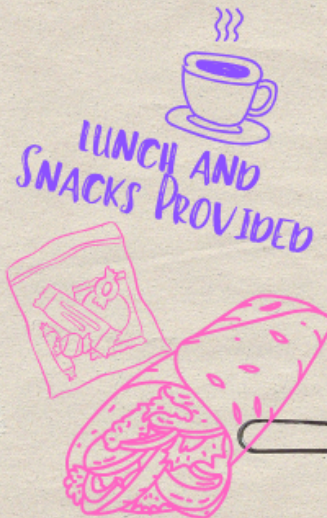
1020 Webster Ave Orlando, FL 32804
407-298-0756 orangectapd@gmail.com

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



REGISTER

 **Professional Learning**





CTA

10 Minute Meeting

January 2025

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



SETTLEMENT AGREEMENT

In April 2024, Members communicated to CTA that K-2 teachers were being required to use CRMs in connection with District Instructional Leadership Institute [ILI] Walkthroughs. Ahead of the walkthroughs, K-2 teachers were directed to use their PLC meeting to prepare to use the CRMs and be in lock step for the ILI walkthrough. This was a violation of our previous Contract and Lesson Plan Settlement Agreement. Affected K-2 teachers should contact CTA for more information on how to receive a planning day covered by the district. For grades 3-5 (or any grade), if something similar has occurred where you have been required to use the CRMs, contact the CTA office so we can proceed with a grievance for you as well. This K-2 grievance and its settlement should not be confused with the PLC/Uninterrupted Planning Time Class Action Grievance which is still moving forward. The PLC/Uninterrupted Planning Time Grievance covers all elementary, middle, and high school teachers. It is scheduled for arbitration, meanwhile CTA and the district are undergoing settlement discussions.

ONE OCPS

ELEMENTARY SCHOOLS

Date: January 9, 2025

To: Principals

From: LeighAnn Blackmore, Director, Labor Relations
Timothy A. Smith, Director, Labor Relations

Recipient: Elementary Principals, Elementary Assistant Principals

Subject: Settlement Agreement Addressing Use of CRMs for ILI Activities

Recently, the District entered into a Settlement Agreement as a result of alleged violations regarding the requirement of K-2 classroom teachers to use Curriculum Resource Materials (CRMs) related to activities in Spring 2024 for walkthroughs conducted in response to the Instructional Leadership Institute activities during the 2023-24 school year.

The settlement agreement provides all K-2 classroom teachers employed on April 16, 2024, or any date through November 19, 2024, and who remain employed through February 28, 2025, be provided with one (1) planning day to be used no later than February 28, 2025.

The additional allotment of planning time provided is one (1) full day of temporary leave duty (TDY) for K-2 classroom teachers at all elementary schools.

This additional planning time must be used no later than February 28, 2025, and requires mutual agreement with the administrator. This additional TDY planning time is to be remote work time unless the qualifying teacher requests to plan at school. Classroom teachers' requests to use their allotted TDY day/day and one-half, will not be unreasonably denied, and classroom teachers must be given the opportunity to use this planning time prior to the February 28, 2025, deadline. [Here is a list of eligible employees for this planning day.](#)

As a reminder, Article VII.A. states: "Teachers shall have freedom in the implementation of the adopted curriculum, including the right to select materials and engage in classroom discussions as they relate to the subject matter being taught and the level of the student. The administrator has the right and obligation to question, consult, and direct whenever necessary.

In exercising such freedom, teachers shall follow state standards. The District acknowledges and agrees that teachers are not required to use Curriculum Resource Materials (CRMs), or any similar document regardless of its name or any lesson plan template(s).

Great news! The district has sent the memo to principals letting them know classroom teachers can take a planning day as part of this settlement agreement. This day is to be done remotely (although you can go in if you choose to) and principals can't require extra deliverables. This is YOUR time. Be sure to schedule this and use it before Feb. 28! Thanks to all members who stepped up to defend our contract!

ALL SCHOOLS/DISTRICT DEPARTMENTS

Date: January 9, 2025
To: All Principals
From: LeighAnn Blackmore, Director, Labor Relations
Timothy A. Smith, Director, Labor Relations
Recipient: Principals, Elementary Assistant Principals
Subject: Settlement Agreement Addressing Planning Time

Recently, the District entered into a Settlement Agreement with the Classroom Teachers Association (CTA) as a result of alleged CTA Contract violations regarding the requirement of classroom teachers having daily, uninterrupted planning time. The timeframe of the alleged violations was in the beginning of this 2024-2025 school year.

The settlement agreement provides additional planning time to classroom teachers in elementary, middle, and high schools. Classroom teachers are current Orange County Public Schools (OCPS) classroom teachers who were actively teaching in an OCPS classroom between August 2, 2024, and December 12, 2024.

The additional allotment of planning time provided is one (1) full day of temporary leave duty (TDY) for classroom teachers at all elementary, middle, and high schools except for Corrective Program schools. The additional allotment of time provided for qualifying classroom teachers at Corrective Program schools is one and one-half (1 ½) days of TDY.

This additional planning time must be used no later than **February 28, 2025**, and requires mutual agreement with the administrator. This additional TDY planning time is to be remote work time unless the qualifying teacher requests to plan at school. Classroom teachers' requests to use their allotted TDY day/day and one-half, will not be unreasonably denied, and classroom teachers must be given the opportunity to use this planning time prior to the February 28, 2025, deadline.

A reminder of the CTA Contract language found at Article XIV.B.3.h. states: "Elementary teachers shall have an average daily planning time of 60 minutes, at least 45 of which shall be contiguous. Middle and high school teachers shall have a contiguous daily planning time equal to a student academic period or 50 minutes, whichever is less. The parties recognize that in some cases, contiguous planning time may need to be temporarily adjusted due to unanticipated circumstances."

PLANNING DAY - ZOOM Q&A

CTA WINS!
RESPECT OUR EDUCATORS



Join us to learn more about the Settlement Agreement, the planning time we won and ask any questions you might have.

Date: Thursday, January 16

Location: Zoom

Time: 5:00 pm

Scan the QR code to reister.

RESPECT OUR EDUCATORS **CTA WINS!**

**MEMBERS STOOD TOGETHER AND WON PLANNING TIME
BACK FOR THE TIME THAT WAS TAKEN FROM THEM!**

**WEAR RED
THURSDAY, 1/16
TO STAND IN
SOLIDARITY!**

**NOT A MEMBER OF YOUR UNION YET? THERE IS STRENGTH
IN NUMBERS! JOIN TODAY AT [TINYURL.COM/JOINMYUNION](https://tinyurl.com/joinmyunion)**

#STRONGERTOGETHER #RECLAIMINGOURTIME



This is a great time to share with our non members friends the benefits of our Union. Members stood together to achieve this win. Imagine what is possible if more of our colleagues join us. I invite you to wear red next Thursday in solidarity and to celebrate the strength of our union, and share with at least one nonmember why you're a member!

RETENTION SUPPLEMENT

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

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.

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)

Know Your Contract Workshops

Join us at one of our upcoming workshops!

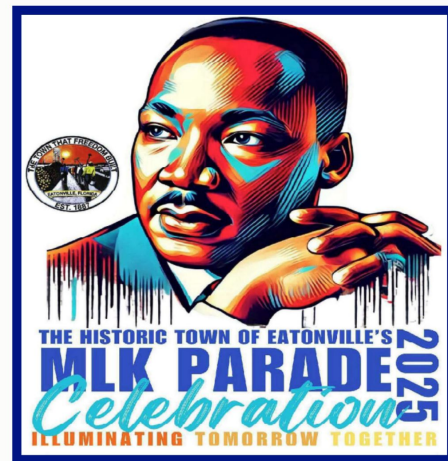
- Thursday, January 30th, 5:00 pm - West Orange HS
- Thursday, February 27th, 5:00 pm - Eccleston ES
- Thursday, March 27th, 5:00 pm - Colonial HS

Scan the QR code to RSVP



Eatonville's 48th Annual MLK Parade Celebration

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 scan below if you'd like to walk with us in the parade!



<https://www.townofeatonville.org/recreation/events/3816>

OCCTA will have a float in the parade!
Come join us!

Saturday, January 18, 2025

307 East Kennedy Boulevard Eatonville, FL 32751

Parade Start Time: 2:00 pm

Parade Line-Up (Staging) Begins: 12:00 pm

Exact Staging Location TBD

FOR MORE INFORMATION CONTACT
angelina.sanchez@floridaea.org
(407) 298-0756

WE WILL
BE JOINED
BY



CENTRAL
FLORIDA
JOBS WITH JUSTICE



ESE Professional Development

Finding Strengths: Supporting Students with Disabilities

Friday, Feb. 14, 8AM-3PM (PAID TDY DAY) and Saturday, Feb. 15, 8AM-12PM



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. This training is in person at the CTA office. Lunch/Snacks provided. Scan the QR code to register!

HOWARD FENNER SCHOLARSHIP NOW OPEN

“In 1966 Howard died at the age of 56. As a tribute to him, the school where he taught was suspended for his funeral. There were approximately 300 people in attendance at his funeral comprised of family, friends, cohorts and adoring students. . . . The entire school system in the Orlando area was shocked and saddened by Howard’s death, so much so that they started a scholarship fund in Howard’s name. The Orange County Classroom Teachers Association created The Howard Fenner Scholarship and presented the first scholarship to Susan Fenner for a four-year college scholarship. Every year since 1966 children of OCCTA members have received scholarships.”



DEADLINE: March 11, 2025 at 5:00 pm.



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.



Official CTA Members Only Facebook Group:

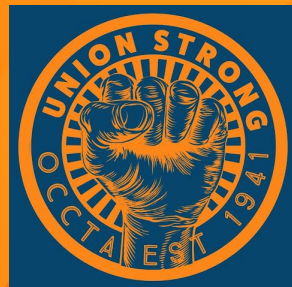
“CTA Members Stronger Together”

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



SCHOOL	August 2024					SCHOOL	12/31/2024				CHANGES SINCE AUGUST 2024				
	BARGAINING UNIT	MEMBERS	NON-MEMBERS	DENSITY	5% INCREASE OF AUC DENSITY		BARGAINING UNIT	MEMBERS	NON-MEMBERS	DENSITY	% CHANGE FROM AUG TO NOV	# MEMBERS INCREASED SINCE AUG	% NEEDED TO ACHIEVE 5% GOAL	# PPL NEEDED TO ACHIEVE 5% GOAL	ROUNDED # PPL NEEDED
ACCELERATION ACADEMY EAST	27	11	16	40.74%	45.74%	ACCELERATION ACADEMY EAST	27	13	14	48.15%	7.41%	2	-2.41%	-0.65	-1
ACCELERATION ACADEMY WEST	33	15	18	45.45%	50.45%	ACCELERATION ACADEMY WEST	33	13	20	39.39%	-6.06%	-2	11.06%	3.65	4
ADULT & COMM EDUCATION	2	0	2	0.00%	5.00%	ADULT & COMM EDUCATION	9	2	7	22.22%	22.22%	2	-17.22%	-1.55	-2
ADVANCED STUDIES	1	0	1	0.00%	5.00%	ADVANCED STUDIES	1	0	1	0.00%	0.00%	0	5.00%	0.05	1
ALOMA ELEM SCHOOL	38	24	14	63.16%	68.16%	ALOMA ELEM SCHOOL	39	25	14	64.10%	0.94%	1	4.06%	1.58	2
ALT EDU - BETA/SIMON YOUTH FOUND/UNIVERSAL ED. CENTR	36	21	15	58.33%	63.33%	ALT EDU - BETA/SIMON YOUTH FOUND/UNIVERSAL	35	21	14	60.00%	1.67%	0	3.33%	1.17	2
ALT EDU - JUVENILE DEFENDERS PROG/JUVENILE DETENTION	19	6	13	31.58%	36.58%	ALT EDU - JUVENILE DEFENDERS PROG/JUVENILE DE	18	5	13	27.78%	-3.80%	-1	8.80%	1.58	2
ALT EDU - PROJECT COMPASS	3	2	1	66.67%	71.67%	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%	5.00%	ALT EDU - VILLAGE	3	0	3	0.00%	0.00%	0	5.00%	0.15	1
ANDOVER ELEMENTARY	46	20	26	43.48%	48.48%	ANDOVER ELEMENTARY	47	20	27	42.55%	-0.93%	0	5.93%	2.79	3
APOPKA ELEM SCHOOL	60	38	22	63.33%	68.33%	APOPKA ELEM SCHOOL	60	41	19	68.33%	5.00%	3	0.00%	0.00	-1
APOPKA HIGH SCHOOL	163	84	79	51.53%	56.53%	APOPKA HIGH SCHOOL	161	82	79	50.93%	-0.60%	-2	5.60%	9.01	10
APOPKA MIDDLE SCHOOL	56	38	18	67.86%	72.86%	APOPKA MIDDLE SCHOOL	56	40	16	71.43%	3.57%	2	1.43%	0.80	1
ARBOR RIDGE K-8	65	36	29	55.38%	60.38%	ARBOR RIDGE K-8	67	41	26	61.19%	5.81%	5	-0.81%	-0.55	-1
ATWATER BAY ELEMENTARY	52	13	39	25.00%	30.00%	ATWATER BAY ELEMENTARY	50	12	38	24.00%	-1.00%	-1	6.00%	3.00	3
AUDUBON PARK K-8	95	34	61	35.79%	40.79%	AUDUBON PARK K-8	95	35	60	36.84%	1.05%	1	3.95%	3.75	4
AVALON ELEMENTARY SCHOOL	40	24	16	60.00%	65.00%	AVALON ELEMENTARY SCHOOL	41	24	17	58.54%	-1.46%	0	6.46%	2.65	3
AVALON MIDDLE SCHOOL	51	24	27	47.06%	52.06%	AVALON MIDDLE SCHOOL	51	23	28	45.10%	-1.96%	-1	6.96%	3.55	4
AZALEA PARK ELEM SCH	41	32	9	78.05%	83.05%	AZALEA PARK ELEM SCH	41	34	7	82.93%	4.88%	2	0.12%	0.05	1
BALDWIN PARK ELEMENTARY	53	27	26	50.94%	55.94%	BALDWIN PARK ELEMENTARY	53	27	26	50.94%	0.00%	0	5.00%	2.65	3
BAY LAKE ELEMENTARY	44	13	31	29.55%	34.55%	BAY LAKE ELEMENTARY	46	18	28	39.13%	9.58%	5	-4.58%	-2.11	-3
BAY MEADOWS ELEMENTARY	57	20	37	35.09%	40.09%	BAY MEADOWS ELEMENTARY	58	24	34	41.38%	6.29%	4	-1.29%	-0.75	-1
BLANKNER SCHOOL K-8	63	25	38	39.68%	44.68%	BLANKNER ELEM SCHOOL	65	27	38	41.54%	1.86%	2	3.14%	2.04	3
BONNEVILLE ELEM SCHOOL	41	23	18	56.10%	61.10%	BONNEVILLE ELEM SCHOOL	39	24	15	61.54%	5.44%	1	-0.44%	-0.17	-1
BOONE HIGH SCHOOL	146	91	55	62.33%	67.33%	BOONE HIGH SCHOOL	145	87	58	60.00%	-2.33%	-4	7.33%	10.63	11
BRIDGEWATER MIDDLE SCHOOL	72	40	32	55.56%	60.56%	BRIDGEWATER MIDDLE SCHOOL	72	40	32	55.56%	0.00%	0	5.00%	3.60	4
BROOKSHIRE ELEM SCH	49	21	28	42.86%	47.86%	BROOKSHIRE ELEM SCH	48	22	26	45.83%	2.97%	1	2.03%	0.97	1
CAMELOT ELEMENTARY SCHOOL	44	26	18	59.09%	64.09%	CAMELOT ELEMENTARY SCHOOL	44	26	18	59.09%	0.00%	0	5.00%	2.20	3
CARVER MIDDLE SCHOOL	55	28	27	50.91%	55.91%	CARVER MIDDLE SCHOOL	56	29	27	51.79%	0.88%	1	4.12%	2.31	3
CASTLE CREEK ELEMENTARY SCHOOL	43	26	17	60.47%	65.47%	CASTLE CREEK ELEMENTARY SCHOOL	46	29	17	63.04%	2.57%	3	2.43%	1.12	2
CASTLEVIEW ELEMENTARY	50	20	30	40.00%	45.00%	CASTLEVIEW ELEMENTARY	47	24	23	51.06%	11.06%	4	-6.06%	-2.85	-3
CATALINA ELEM SCHOOL	39	19	20	48.72%	53.72%	CATALINA ELEM SCHOOL	42	23	19	54.76%	6.04%	4	-1.04%	-0.44	-1
CHAIN OF LAKES MIDDLE SCHOOL	55	45	10	81.82%	86.82%	CHAIN OF LAKES MIDDLE SCHOOL	55	44	11	80.00%	-1.82%	-1	6.82%	3.75	4
CHENEY ELEM SCHOOL	36	17	19	47.22%	52.22%	CHENEY ELEM SCHOOL	36	17	19	47.22%	0.00%	0	5.00%	1.80	2
CHICKASAW ELEM SCHOOL	44	25	19	56.82%	61.82%	CHICKASAW ELEM SCHOOL	45	27	18	60.00%	3.18%	2	1.82%	0.82	1
CITRUS ELEMENTARY	39	21	18	53.85%	58.85%	CITRUS ELEMENTARY	39	21	18	53.85%	0.00%	0	5.00%	1.95	2
CLAY SPRINGS ELEMENTARY	48	17	31	35.42%	40.42%	CLAY SPRINGS ELEMENTARY	45	17	28	37.78%	2.36%	0	2.64%	1.19	2
COLLEGE PARK MIDDLE	49	17	32	34.69%	39.69%	COLLEGE PARK MIDDLE	53	22	31	41.51%	6.82%	5	-1.82%	-0.96	-1
COLONIAL HIGH SCHOOL	174	94	80	54.02%	59.02%	COLONIAL HIGH SCHOOL	169	95	74	56.21%	2.19%	1	2.81%	4.74	5
COLUMBIA ELEM SCHOOL	37	16	21	43.24%	48.24%	COLUMBIA ELEM SCHOOL	35	20	15	57.14%	13.90%	4	-8.90%	-3.12	-4
CONWAY ELEM SCH	45	19	26	42.22%	47.22%	CONWAY ELEM SCH	44	20	24	45.45%	3.23%	1	1.77%	0.78	1
CONWAY MIDDLE SCHOOL	53	40	13	75.47%	80.47%	CONWAY MIDDLE SCHOOL	51	42	9	82.35%	6.88%	2	-1.88%	-0.96	-1
CORNER LAKE MIDDLE	49	31	18	63.27%	68.27%	CORNER LAKE MIDDLE	50	31	19	62.00%	-1.27%	0	6.27%	3.14	4
CTE VIRTUAL CENTER	5	3	2	60.00%	65.00%	CTE VIRTUAL CENTER	6	3	3	50.00%	-10.00%	0	15.00%	0.90	1
CURRICULUM & DIGITAL LEARNING	4	0	4	0.00%	5.00%	CURRICULUM & DIGITAL LEARNING	4	0	4	0.00%	0.00%	0	5.00%	0.20	1
CURRICULUM SERVICES	11	4	7	36.36%	41.36%	CURRICULUM SERVICES	11	6	5	54.55%	18.19%	2	-13.19%	-1.45	-2
CYPRESS CREEK HIGH	153	81	72	52.94%	57.94%	CYPRESS CREEK HIGH	158	90	68	56.96%	4.02%	9	0.98%	1.55	2
CYPRESS SPRINGS ELEMENTARY	54	29	25	53.70%	58.70%	CYPRESS SPRINGS ELEMENTARY	49	28	21	57.14%	3.44%	-1	1.56%	0.76	1
DEERWOOD ELEM. SCHOOL	43	11	32	25.58%	30.58%	DEERWOOD ELEM. SCHOOL	41	12	29	29.27%	3.69%	1	1.31%	0.54	1
DEVEREUX TREATMENT PROGRAM	7	5	2	71.43%	76.43%	DEVEREUX TREATMENT PROGRAM	7	5	2	71.43%	0.00%	0	5.00%	0.35	1
DILLARD ST ELEM SCH	37	29	8	78.38%	83.38%	DILLARD ST ELEM SCH	37	30	7	81.08%	2.70%	1	2.30%	0.85	1
DISCOVERY MIDDLE SCHOOL	53	30	23	61.60%	61.60%	DISCOVERY MIDDLE SCHOOL	53	32	21	60.38%	3.78%	2	1.22%	0.65	1
DOMMERICH ELEM SCHOOL	42	8	34	19.05%	24.05%	DOMMERICH ELEM SCHOOL	42	8	34	19.05%	0.00%	0	5.00%	2.10	3
DOVER SHORES ELEM SCHOOL	32	16	16	50.00%	55.00%	DOVER SHORES ELEM SCHOOL	31	17	14	54.84%	4.84%	1	0.16%	0.05	1
DR. PHILLIPS ELEM SCH	48	26	22	54.17%	59.17%	DR. PHILLIPS ELEM SCH	44	30	14	68.18%	14.01%	4	-9.01%	-3.97	-4
DR. PHILLIPS HIGH SCHOOL	149	71	78	47.65%	52.65%	DR. PHILLIPS HIGH SCHOOL	154	72	82	46.75%	-0.90%	1	5.90%	9.08	10
DREAM LAKE ELEM SCH	48	24	24	50.00%	55.00%	DREAM LAKE ELEM SCH	51	25	26	49.02%	-0.98%	1	5.98%	3.05	4
EAGLE CREEK ELEMENTARY	59	34	25	57.63%	62.63%	EAGLE CREEK ELEMENTARY	62	44	18	70.97%	13.34%	10	-8.34%	-5.17	-6
EAGLES NEST ELEMENTARY	42	27	15	64.29%	69.29%	EAGLES NEST ELEMENTARY	44	24	20	54.55%	-9.74%	-3	14.74%	6.49	7
EARLY CHILDHOOD PROGRAMS	4	1	3	25.00%	30.00%	EARLY CHILDHOOD PROGRAMS	4	0	4	0.00%	-25.00%	-1	30.00%	1.20	2

SCHOOL	August 2024					SCHOOL	12/31/2024				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 NOV	# MEMBERS INCREASED SINCE AUG	% NEEDED TO ACHIEVE 5% GOAL	# PPL NEEDED TO ACHIEVE 5% GOAL	ROUNDED # PPL NEEDED
EAST LAKE ELEMENTARY	36	24	12	66.67%	71.67%	EAST LAKE ELEMENTARY	35	23	12	65.71%	-0.96%	-1	5.96%	2.08	3
EAST RIVER HIGH SCHOOL	112	61	51	54.46%	59.46%	EAST RIVER HIGH SCHOOL	111	56	55	50.45%	-4.01%	-5	9.01%	10.00	11
ECCLESTON ELEM SCHOOL	31	26	5	83.87%	88.87%	ECCLESTON ELEM SCHOOL	32	28	4	87.50%	3.63%	2	1.37%	0.44	1
EDGEWATER HIGH SCHOOL	100	45	55	45.00%	50.00%	EDGEWATER HIGH SCHOOL	104	47	57	45.19%	0.19%	2	4.81%	5.00	5
ENDEAVOR ELEMENTARY	45	27	18	60.00%	65.00%	ENDEAVOR ELEMENTARY	46	27	19	58.70%	-1.30%	0	6.30%	2.90	3
ENGELWOOD ELEM SCHOOL	43	21	22	48.84%	53.84%	ENGELWOOD ELEM SCHOOL	42	25	17	59.52%	10.68%	4	-5.68%	-2.39	-3
ESE INSTRUCTIONAL SUPPORT	179	86	93	48.04%	53.04%	ESE INSTRUCTIONAL SUPPORT	189	90	99	47.62%	-0.42%	4	5.42%	10.25	11
ESE POLICY & PROCEDURES	125	49	76	39.20%	44.20%	ESE POLICY & PROCEDURES	122	50	72	40.98%	1.78%	1	3.22%	3.92	4
ESE SUPPLEMENTAL SERVICES	33	17	16	51.52%	56.52%	ESE SUPPLEMENTAL SERVICES	41	22	19	53.66%	2.14%	5	2.86%	1.17	2
ESE TRANSITION	23	9	14	39.13%	44.13%	ESE TRANSITION	22	9	13	40.91%	1.78%	0	3.22%	0.71	1
ESE TRANSITIONS	43	29	14	67.44%	72.44%	ESE TRANSITIONS	42	30	12	71.43%	3.99%	1	1.01%	0.42	1
ESTEEM ACADEMY/HOSPITAL HOMEBOUND	72	23	49	31.94%	36.94%	ESTEEM ACADEMY/HOSPITAL HOMEBOUND	71	27	44	38.03%	6.09%	4	-1.09%	-0.77	-1
EVANS HIGH SCHOOL	131	56	75	42.75%	47.75%	EVANS HIGH SCHOOL	132	59	73	44.70%	1.95%	3	3.05%	4.03	5
EXCEPTIONAL STUDENT EDUCATION	34	16	18	47.06%	52.06%	EXCEPTIONAL STUDENT EDUCATION	37	18	19	48.65%	1.59%	2	3.41%	1.26	2
FDLRS/FIN	9	6	3	66.67%	71.67%	FDLRS/FIN	10	6	4	60.00%	-6.67%	0	11.67%	1.17	2
FEDERAL PROGRAMS	9	3	6	33.33%	38.33%	FEDERAL PROGRAMS	8	2	6	25.00%	-8.33%	-1	13.33%	1.07	2
FORSYTH WOODS ELEMENTARY	45	28	17	62.22%	67.22%	FORSYTH WOODS ELEMENTARY	46	29	17	63.04%	0.82%	1	4.18%	1.92	2
FRANGUS ELEM SCHOOL	37	18	19	48.65%	53.65%	FRANGUS ELEM SCHOOL	33	25	8	75.76%	27.11%	7	-22.11%	-7.30	-8
FREEDDM HIGH SCHOOL	134	75	59	55.97%	60.97%	FREEDDM HIGH SCHOOL	136	77	59	56.62%	0.65%	2	4.35%	5.92	6
FREEDOM MIDDLE	76	49	27	64.47%	69.47%	FREEDOM MIDDLE	74	51	23	68.92%	4.45%	2	0.55%	0.41	1
GLENRIDGE MIDDLE SCH	71	34	37	47.89%	52.89%	GLENRIDGE MIDDLE SCH	71	35	36	49.30%	1.41%	1	3.59%	2.55	3
GOtha MIDDLE SCHOOL	65	20	45	30.77%	35.77%	GOtha MIDDLE SCHOOL	64	21	43	32.81%	2.04%	1	2.96%	1.89	2
HAMLIN ELEMENTARY	41	8	33	19.51%	24.51%	HAMLIN ELEMENTARY	42	11	31	26.19%	6.68%	3	-1.68%	-0.71	-1
HAMLIN MS	59	27	32	45.76%	50.76%	HAMLIN MS	59	33	26	55.93%	10.17%	6	-5.17%	-3.05	-4
HIWASSEE ELEM SCHOOL	43	22	21	51.16%	56.16%	HIWASSEE ELEM SCHOOL	45	26	19	57.78%	6.62%	4	-1.62%	-0.73	-1
HIDDEN OAKS ELEMENTARY	37	16	21	43.24%	48.24%	HIDDEN OAKS ELEMENTARY	37	17	20	45.95%	2.71%	1	2.29%	0.85	1
HILLCREST ELEM SCHOOL	37	23	14	62.16%	67.16%	HILLCREST ELEM SCHOOL	37	24	13	64.86%	2.70%	1	2.30%	0.85	1
HORIZON HIGH	119	59	60	49.58%	54.58%	HORIZON HIGH	127	66	61	51.97%	2.39%	7	2.61%	3.32	4
HORIZON WEST MIDDLE	81	39	42	48.15%	53.15%	HORIZON WEST MIDDLE	83	45	38	54.22%	6.07%	6	-1.07%	-0.89	-1
HOWARD MIDDLE SCHOOL	63	52	11	82.54%	87.54%	HOWARD MIDDLE SCHOOL	69	54	15	78.26%	-4.28%	2	9.28%	6.40	7
HUNGERFORD ELEM SCHOOL	25	14	11	56.00%	61.00%	HUNGERFORD ELEM SCHOOL	26	14	12	53.85%	-2.15%	0	7.15%	1.86	2
HUNTERS CREEK ELEMENTARY	58	28	30	48.28%	53.28%	HUNTERS CREEK ELEMENTARY	59	29	30	49.15%	0.87%	1	4.13%	2.44	3
HUNTERS CREEK MIDDLE SCHOOL	66	26	40	39.39%	44.39%	HUNTERS CREEK MIDDLE SCHOOL	66	23	43	34.85%	-4.54%	-3	9.54%	6.30	7
INDEPENDENCE ELEMENTARY	59	41	18	69.49%	74.49%	INDEPENDENCE ELEMENTARY	59	47	12	79.66%	10.17%	6	-5.17%	-3.05	-4
INNOVATION HIGH SCHOOL)	90	53	37	58.89%	63.89%	INNOVATION HIGH SCHOOL	90	57	33	63.33%	4.44%	4	0.56%	0.50	1
INNOVATION MIDDLE	72	44	28	61.11%	66.11%	INNOVATION MIDDLE	73	48	25	65.75%	4.64%	4	0.36%	0.26	1
IVEY LANE ELEM SCH	25	15	10	60.00%	65.00%	IVEY LANE ELEM SCH	28	16	12	57.14%	-2.86%	1	7.86%	2.20	3
JOHN YOUNG ELEMENTARY	46	22	24	47.83%	52.83%	JOHN YOUNG ELEMENTARY	45	22	23	48.89%	1.06%	0	3.94%	1.77	2
JONES HIGH SCHOOL	88	48	40	54.55%	59.55%	JONES HIGH SCHOOL	88	50	38	56.82%	2.27%	2	2.73%	2.40	3
KEENES CROSSING ELEM SCHOOL	69	31	38	44.93%	49.93%	KEENES CROSSING ELEM SCHOOL	68	30	38	44.12%	-0.81%	-1	5.81%	3.95	4
KELLY PARK SCHOOL K-8	75	43	32	57.33%	62.33%	KELLY PARK SCHOOL	75	43	32	57.33%	0.00%	0	5.00%	3.75	4
KILLARNEY ELEM SCHOOL	29	11	18	37.93%	42.93%	KILLARNEY ELEM SCHOOL	30	11	19	36.67%	-1.26%	0	6.26%	1.88	2
LAKE BUENA VISTA HIGH	102	51	51	50.00%	55.00%	LAKE BUENA VISTA HIGH	104	55	49	52.88%	2.88%	4	2.12%	2.20	3
LAKE COMO SCHOOL K-8	75	46	29	61.33%	66.33%	LAKE COMO ELEM SCHOOL	75	47	28	62.67%	1.34%	1	3.66%	2.75	3
LAKE GEM ELEMENTARY	46	29	17	63.04%	68.04%	LAKE GEM ELEMENTARY	45	29	16	64.44%	1.40%	0	3.60%	1.62	2
LAKE GEORGE ELEMENTARY	36	10	26	27.78%	32.78%	LAKE GEORGE ELEMENTARY	35	10	25	28.57%	0.79%	0	4.21%	1.47	2
LAKE NONA HIGH SCHOOL	141	73	68	51.77%	56.77%	LAKE NONA HIGH SCHOOL	145	73	72	50.34%	-1.43%	0	6.43%	9.32	10
LAKE NONA MIDDLE	74	33	41	44.59%	49.59%	LAKE NONA MIDDLE	74	33	41	44.59%	0.00%	0	5.00%	3.70	4
LAKE SILVER ELEM SCH	37	17	20	45.95%	50.95%	LAKE SILVER ELEM SCH	39	18	21	46.15%	0.20%	1	4.80%	1.87	2
LAKE SYBELIA ELEM SCH	29	12	17	41.38%	46.38%	LAKE SYBELIA ELEM SCH	34	17	17	50.00%	8.62%	5	-3.62%	-1.23	-2
LAKE WESTON ELEM SCH	35	6	29	17.14%	22.14%	LAKE WESTON ELEM SCH	33	6	27	18.18%	1.04%	0	3.96%	1.31	2
LAKE WHITNEY ELEMENTARY	41	17	24	41.46%	46.46%	LAKE WHITNEY ELEMENTARY	41	19	22	46.34%	4.88%	2	0.12%	0.05	1
LAKEMONT ELEM SCHOOL	45	15	30	33.33%	38.33%	LAKEMONT ELEM SCHOOL	46	17	29	36.96%	3.63%	2	1.37%	0.63	1
LAKEVIEW MIDDLE SCHOOL	55	29	26	52.73%	57.73%	LAKEVIEW MIDDLE SCHOOL	51	26	25	50.98%	-1.75%	-3	6.75%	3.44	4
LAKEVILLE ELEMENTARY	52	25	27	48.08%	53.08%	LAKEVILLE ELEMENTARY	48	26	22	54.17%	6.09%	1	-1.09%	-0.52	-1
LANCASTER ELEM SCHOOL	46	23	23	50.00%	55.00%	LANCASTER ELEM SCHOOL	48	24	24	50.00%	0.00%	1	5.00%	2.40	3
LAUREATE PARK ELEMENTARY	79	35	44	44.30%	49.30%	LAUREATE PARK ELEMENTARY	78	33	45	42.31%	-1.99%	-2	6.99%	5.45	6
LAWTON CHILES E.S.	41	14	27	34.15%	39.15%	LAWTON CHILES E.S.	41	14	27	34.15%	0.00%	0	5.00%	2.05	3
LEGACY MIDDLE	49	25	24	51.02%	56.02%	LEGACY MIDDLE	48	29	19	60.42%	9.40%	4	-4.40%	-2.11	-3
LIBERTY MIDDLE SCHOOL	62	25	37	40.32%	45.32%	LIBERTY MIDDLE SCHOOL	65	30	35	46.15%	5.83%	5	-0.83%	-0.54	-1

SCHOOL	August 2024					SCHOOL	12/31/2024				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 NOV	# MEMBERS INCREASED SINCE AUG	% NEEDED TO ACHIEVE 5% GOAL	# PPL NEEDED TO ACHIEVE 5% GOAL	ROUNDED # PPL NEEDED
LITTLE RIVER ELEMENTARY	33	15	18	45.45%	50.45%	LITTLE RIVER ELEMENTARY	32	17	15	53.13%	7.68%	2	-2.68%	-0.86	-1
LOCKHART ELEM SCHOOL	38	13	25	34.21%	39.21%	LOCKHART ELEM SCHOOL	39	16	23	41.03%	6.82%	3	-1.82%	-0.71	-1
LOCKHART MIDDLE SCH	53	29	24	54.72%	59.72%	LOCKHART MIDDLE SCH	52	33	19	63.46%	8.74%	4	-3.74%	-1.95	-2
LOVELL ELEM SCHOOL	51	30	21	58.82%	63.82%	LOVELL ELEM SCHOOL	53	32	21	60.38%	1.56%	2	3.44%	1.82	2
LUMINARY MIDDLE SCHOOL	41	16	25	39.02%	44.02%	LUMINARY MIDDLE SCHOOL	41	17	24	41.46%	2.44%	1	2.56%	1.05	2
MAGNOLIA	31	23	8	74.19%	79.19%	MAGNOLIA	32	26	6	81.25%	7.06%	3	-2.06%	-0.66	-1
MAITLAND MIDDLE SCH	44	24	20	54.55%	59.55%	MAITLAND MIDDLE SCH	46	26	20	56.52%	1.97%	2	3.03%	1.39	2
MAXEY ELEM SCHOOL	40	18	22	45.00%	50.00%	MAXEY ELEM SCHOOL	41	20	21	48.78%	3.78%	2	1.22%	0.50	1
MCCOY ELEM SCHOOL	39	16	23	41.03%	46.03%	MCCOY ELEM SCHOOL	37	18	19	48.65%	7.62%	2	-2.62%	-0.97	-1
MEADOW WOODS ELEMENTARY	52	34	18	65.38%	70.38%	MEADOW WOODS ELEMENTARY	50	36	14	72.00%	6.62%	2	-1.62%	-0.81	-1
MEADOW WOODS MIDDLE	62	30	32	48.39%	53.39%	MEADOW WOODS MIDDLE	62	35	27	56.45%	8.06%	5	-3.06%	-1.90	-2
MEADOWBROOK MIDDLE SCHOOL	61	34	27	55.74%	60.74%	MEADOWBROOK MIDDLE SCHOOL	56	31	25	55.36%	-0.38%	-3	5.38%	3.01	4
MEMORIAL MIDDLE SCHOOL	61	20	41	32.79%	37.79%	MEMORIAL MIDDLE SCHOOL	58	21	37	36.21%	3.42%	1	1.58%	0.92	1
METROWEST ELEMENTARY	38	31	7	81.58%	86.58%	METROWEST ELEMENTARY	38	35	3	92.11%	10.53%	4	-5.53%	-2.10	-3
MILLENNIA ELEM SCHOOL	63	32	31	50.79%	55.79%	MILLENNIA ELEM SCHOOL	62	35	27	56.45%	5.66%	3	-0.66%	-0.41	-1
MILLENNIA GARDENS ELEMENTARY	57	47	10	82.46%	87.46%	MILLENNIA GARDENS ELEMENTARY	52	42	10	80.77%	-1.69%	-5	6.69%	3.48	4
MINORITY ACHIEVEMENT OFFICE	5	5	0	100.00%	105.00%	MINORITY ACHIEVEMENT OFFICE	5	5	0	100.00%	0.00%	0	5.00%	0.25	1
MOLLIE RAY ELEM SCHOOL	36	23	13	63.89%	68.89%	MOLLIE RAY ELEM SCHOOL	38	25	13	65.79%	1.90%	2	3.10%	1.18	2
MOSS PARK ELEMENTARY SCHOOL	65	31	34	47.69%	52.69%	MOSS PARK ELEMENTARY SCHOOL	63	32	31	50.79%	3.10%	1	1.90%	1.19	2
MULTILINGUAL SERVICES	22	16	6	72.73%	77.73%	MULTILINGUAL SERVICES	19	12	7	0.6316	-9.57%	-4	14.57%	2.77	3
NORTHLAKE PARK COMMUNITY ELEM	43	13	30	30.23%	35.23%	NORTHLAKE PARK COMMUNITY ELEM	41	14	27	34.15%	3.92%	1	1.08%	0.44	1
OAK HILL ELEMENTARY SCHOOL	36	19	17	52.78%	57.78%	OAK HILL ELEMENTARY SCHOOL	39	22	17	56.41%	3.63%	3	1.37%	0.53	1
OAK RIDGE HIGH SCHOOL	136	66	70	48.53%	53.53%	OAK RIDGE HIGH SCHOOL	136	68	68	50.00%	1.47%	2	3.53%	4.80	5
OAKSHIRE ELEMENTARY	34	19	15	55.88%	60.88%	OAKSHIRE ELEMENTARY	35	21	14	60.00%	4.12%	2	0.88%	0.31	1
OCOE ELEMENTARY SCHOOL	54	32	22	59.26%	64.26%	OCOE ELEMENTARY SCHOOL	54	33	21	61.11%	1.85%	1	3.15%	1.70	2
OCOE HIGH SCHOOL	128	64	64	50.00%	55.00%	OCOE HIGH SCHOOL	125	67	58	53.60%	3.60%	3	1.40%	1.75	2
OCOE MIDDLE SCHOOL	68	36	32	52.94%	57.94%	OCOE MIDDLE SCHOOL	70	38	32	54.29%	1.35%	2	3.65%	2.56	3
OCPS ACADEMIC CENTER FOR EXCELLENCE	72	39	33	54.17%	59.17%	OCPS ACADEMIC CENTER FOR EXCELLENCE	69	34	35	49.28%	-4.89%	-5	9.89%	6.83	7
OCVS VIRTUAL	249	119	130	47.79%	52.79%	OCVS VIRTUAL	249	115	134	46.18%	-1.61%	-4	6.61%	16.45	17
ODYSSEY MIDDLE SCHOOL	61	36	25	59.02%	64.02%	ODYSSEY MIDDLE SCHOOL	60	43	17	71.67%	12.65%	7	-7.65%	-4.59	-5
OLYMPIA HIGH SCHOOL	136	75	61	55.15%	60.15%	OLYMPIA HIGH SCHOOL	143	78	65	54.55%	-0.60%	3	5.60%	8.01	9
ORANGE CENTER ELEM SCH	30	12	18	40.00%	45.00%	ORANGE CENTER ELEM SCH	29	15	14	51.72%	11.72%	3	-6.72%	-1.95	-2
ORANGE TECH COLLEGE MID FLORIDA CMP	88	49	39	55.68%	60.68%	ORANGE TECH COLLEGE MID FLORIDA CMP	97	54	43	55.67%	-0.01%	5	5.01%	4.86	5
ORANGE TECH COLLEGE ORLANDO CAMPUS	57	24	33	42.11%	47.11%	ORANGE TECH COLLEGE ORLANDO CAMPUS	59	27	32	45.76%	3.65%	3	1.35%	0.79	1
ORANGE TECH COLLEGE WESTSIDE CAMPUS	24	13	11	54.17%	59.17%	ORANGE TECH COLLEGE WESTSIDE CAMPUS	22	14	8	63.64%	9.47%	1	-4.47%	-0.98	-1
ORANGE TECH COLLEGE WINTER PARK CMP	40	23	17	57.50%	62.50%	ORANGE TECH COLLEGE WINTER PARK CMP	41	26	15	63.41%	5.91%	3	-0.91%	-0.38	-1
ORLANDO GIFTED ACADEMY	42	22	20	52.38%	57.38%	ORLANDO GIFTED ACADEMY	40	22	18	55.00%	2.62%	0	2.38%	0.95	1
ORLO VISTA ELEMENTARY	34	15	19	44.12%	49.12%	ORLO VISTA ELEMENTARY	39	19	20	48.72%	4.60%	4	0.40%	0.16	1
PALM LAKE ELEM SCHOOL	42	27	15	64.29%	69.29%	PALM LAKE ELEM SCHOOL	41	27	14	65.85%	1.56%	0	3.44%	1.41	2
PALMETTO ELEM SCHOOL	65	32	33	49.23%	54.23%	PALMETTO ELEM SCHOOL	74	34	40	45.95%	-3.28%	2	8.28%	6.13	7
PANTHER LAKE ELEMENTARY	47	7	40	14.89%	19.89%	PANTHER LAKE ELEMENTARY	49	8	41	16.33%	1.44%	1	3.56%	1.75	2
PERSHING K-8	79	42	37	53.16%	58.16%	PERSHING K-8	78	40	38	51.28%	-1.88%	-2	6.88%	5.36	6
PHILLIS WHEATLEY ELEMENTARY	27	15	12	55.56%	60.56%	PHILLIS WHEATLEY ELEMENTARY	25	16	9	64.00%	8.44%	1	-3.44%	-0.86	-1
PIEDMONT LAKES MIDDLE SCHOOL	61	35	26	57.38%	62.38%	PIEDMONT LAKES MIDDLE SCHOOL	63	40	23	63.49%	6.11%	5	-1.11%	-0.70	-1
PINAR ELEM SCHOOL	31	17	14	54.84%	59.84%	PINAR ELEM SCHOOL	33	19	14	57.58%	2.74%	2	2.26%	0.75	1
PINE HILLS ELEM SCHOOL	54	34	20	62.96%	67.96%	PINE HILLS ELEM SCHOOL	52	36	16	69.23%	6.27%	2	-1.27%	-0.66	-1
PINELOCH ELEM SCHOOL	60	45	15	75.00%	80.00%	PINELOCH ELEM SCHOOL	59	46	13	77.97%	2.97%	1	2.03%	1.20	2
PINEWOOD ELEMENTARY	42	28	14	66.67%	71.67%	PINEWOOD ELEMENTARY	42	28	14	66.67%	0.00%	0	5.00%	2.10	3
POSITIVE PATHWAYS TRANSITION CENTER	51	34	17	66.67%	71.67%	POSITIVE PATHWAYS TRANSITION CENTER	50	34	16	68.00%	1.33%	0	3.67%	1.84	2
PRAIRIE LAKE ELEMENTARY (CLARCONA ES)	53	29	24	54.72%	59.72%	PRAIRIE LAKE ELEMENTARY (CLARCONA ES)	56	30	26	53.57%	-1.15%	1	6.15%	3.44	4
PRINCETON ELEM SCHOOL	36	16	20	44.44%	49.44%	PRINCETON ELEM SCHOOL	33	14	19	42.42%	-2.02%	-2	7.02%	2.32	3
RANDALL ACADEMY	5	2	3	40.00%	45.00%	RANDALL ACADEMY	5	2	3	40.00%	0.00%	0	5.00%	0.25	1
RIDGEWOOD PARK ELEMENTARY	36	23	13	63.89%	68.89%	RIDGEWOOD PARK ELEMENTARY	34	22	12	64.71%	0.82%	-1	4.18%	1.42	2
RIVERDALE ELEMENTARY	44	34	10	77.27%	82.27%	RIVERDALE ELEMENTARY	42	29	13	69.05%	-8.22%	-5	13.22%	5.55	6
RIVERSIDE ELEM SCHOOL	46	30	16	65.22%	70.22%	RIVERSIDE ELEM SCHOOL	45	30	15	66.67%	1.45%	0	3.55%	1.60	2
ROBERTO CLEMENTE MIDDLE	57	38	19	66.67%	71.67%	ROBERTO CLEMENTE MIDDLE	55	41	14	0.7455	7.88%	3	-2.88%	-1.58	-2
ROBINSWOOD MIDDLE SCHOOL	67	45	22	67.16%	72.16%	ROBINSWOOD MIDDLE SCHOOL	66	48	18	72.73%	5.57%	3	-0.57%	-0.37	-1
ROCK LAKE ELEM SCHOOL	33	13	20	39.39%	44.39%	ROCK LAKE ELEM SCHOOL	33	13	20	39.39%	0.00%	0	5.00%	1.65	2
ROCK SPRINGS ELEMENTARY	59	35	24	59.32%	64.32%	ROCK SPRINGS ELEMENTARY	56	35	21	62.50%	3.18%	0	1.82%	1.02	2
ROLLING HILLS ELEM SCH	46	18	28	39.13%	44.13%	ROLLING HILLS ELEM SCH	46	21	25	45.65%	6.52%	3	-1.52%	-0.70	-1

SCHOOL	August 2024					SCHOOL	12/31/2024				CHANGES SINCE AUGUST 2024				
	BARGAINING UNIT	MEMBERS	NON-MEMBERS	DENSITY	5% INCREASE OF AUC DENSITY		BARGAINING UNIT	MEMBERS	NON-MEMBERS	DENSITY	% CHANGE FROM AUG TO NOV	# MEMBERS INCREASED SINCE AUG	% NEEDED TO ACHIEVE 5% GOAL	# PPL NEEDED TO ACHIEVE 5% GOAL	ROUNDED # PPL NEEDED
ROSEMONT ELEMENTARY	45	22	23	48.89%	53.89%	ROSEMONT ELEMENTARY	45	23	22	51.11%	2.22%	1	2.78%	1.25	2
SADLER ELEM SCHOOL	55	8	47	14.55%	19.55%	SADLER ELEM SCHOOL	55	10	45	18.18%	3.63%	2	1.37%	0.75	1
SALLY RIDE ELEM SCHOOL	33	14	19	42.42%	47.42%	SALLY RIDE ELEM SCHOOL	35	14	21	40.00%	-2.42%	0	7.42%	2.60	3
SAND LAKE ELEMENTARY SCHOOL	54	13	41	24.07%	29.07%	SAND LAKE ELEMENTARY SCHOOL	55	15	40	27.27%	3.20%	2	1.80%	0.99	1
SCHOOL CHOICE SERVICES	5	2	3	40.00%	45.00%	SCHOOL CHOICE SERVICES	5	2	3	40.00%	0.00%	0	5.00%	0.25	1
SCHOOL PSYCHOLOGISTS	105	67	38	63.81%	68.81%	SCHOOL PSYCHOLOGISTS	106	69	37	65.09%	1.28%	2	3.72%	3.94	4
SCHOOL TRANSFORMATION OFFICE	12	5	7	41.67%	46.67%	SCHOOL TRANSFORMATION OFFICE	12	5	7	41.67%	0.00%	0	5.00%	0.60	1
SHENANDOAH ELEM SCHOOL	35	13	22	37.14%	42.14%	SHENANDOAH ELEM SCHOOL	33	14	19	42.42%	5.28%	1	-0.28%	-0.09	-1
SHINGLE CREEK ELEMENTARY	49	33	16	67.35%	72.35%	SHINGLE CREEK ELEMENTARY	48	37	11	77.08%	9.73%	4	-4.73%	-2.27	-3
SILVER PINES ACADEMY K-12 LEARNING CNTR	47	22	25	46.81%	51.81%	SILVER PINES ACADEMY K-12 LEARNING CNTR	48	24	24	50.00%	3.19%	2	1.81%	0.87	1
SOCIAL WORKERS	84	46	38	54.76%	59.76%	SOCIAL WORKERS	81	64	17	79.01%	24.25%	18	-19.25%	-15.59	-16
SOUTH CREEK MIDDLE SCHOOL	62	30	32	48.39%	53.39%	SOUTH CREEK MIDDLE SCHOOL	62	32	30	51.61%	3.22%	2	1.78%	1.10	2
SOUTHWEST MIDDLE SCHOOL	83	47	36	56.63%	61.63%	SOUTHWEST MIDDLE	81	52	29	64.20%	7.57%	5	-2.57%	-2.08	-3
SOUTHWOOD ELEMENTARY	39	17	22	43.59%	48.59%	SOUTHWOOD ELEMENTARY	39	19	20	48.72%	5.13%	2	-0.13%	-0.05	-1
SPRING LAKE ELEM SCH	31	20	11	64.52%	69.52%	SPRING LAKE ELEM SCH	37	22	15	59.46%	-5.06%	2	10.06%	3.72	4
STONE LAKES ES	48	27	21	56.25%	61.25%	STONE LAKES ES	48	28	20	58.33%	2.08%	1	2.92%	1.40	2
STONEWYCK ELEMENTARY	48	19	29	39.58%	44.58%	STONEWYCK ELEMENTARY	49	18	31	36.73%	-2.85%	-1	7.85%	3.84	4
STUDENT SERVICES	66	29	37	43.94%	48.94%	STUDENT SERVICES	63	24	39	38.10%	-5.84%	-5	10.84%	6.83	7
SUMMERLAKE ELEMENTARY	49	25	24	51.02%	56.02%	SUMMERLAKE ELEMENTARY	49	24	25	48.98%	-2.04%	-1	7.04%	3.45	4
SUN BLAZE ELEMENTARY	81	44	37	54.32%	59.32%	SUN BLAZE ELEMENTARY	76	46	30	60.53%	6.21%	2	-1.21%	-0.92	-1
SUNRIDGE ES	44	33	11	75.00%	80.00%	SUNRIDGE ES	45	35	10	77.78%	2.78%	2	2.22%	1.00	1
SUNRIDGE MS	76	43	33	56.58%	61.58%	SUNRIDGE MS	75	44	31	58.67%	2.09%	1	2.91%	2.19	3
SUNRISE ELEMENTARY	42	28	14	66.67%	71.67%	SUNRISE ELEMENTARY	41	29	12	70.73%	4.06%	1	0.94%	0.38	1
SUNSET PARK ELEM SCHOOL	54	22	32	40.74%	45.74%	SUNSET PARK ELEM SCHOOL	52	21	31	40.38%	-0.36%	-1	5.36%	2.78	3
SUNSHINE ELEMENTARY	63	27	36	42.86%	47.86%	SUNSHINE ELEMENTARY	64	32	32	50.00%	7.14%	5	-2.14%	-1.37	-2
TANGELO PARK ELEM SCH	33	12	21	36.36%	41.36%	TANGELO PARK ELEM SCH	36	11	25	30.56%	-5.80%	-1	10.80%	3.89	4
THORNEBROOKE ELEM	44	15	29	34.09%	39.09%	THORNEBROOKE ELEM	44	17	27	38.64%	4.55%	2	0.45%	0.20	1
THREE POINTS ELEMENTARY SCHOOL	42	21	21	50.00%	55.00%	THREE POINTS ELEMENTARY SCHOOL	41	20	21	48.78%	-1.22%	-1	6.22%	2.55	3
TILDENVILLE ELEM SCH	47	29	21	61.70%	66.70%	TILDENVILLE ELEM SCH	50	31	19	62.00%	0.30%	2	4.70%	2.35	3
TIMBER CREEK HIGH SCHOOL	170	102	68	60.00%	65.00%	TIMBER CREEK HIGH SCHOOL	169	102	67	60.36%	0.36%	0	4.64%	7.85	8
TIMBER LAKES ELEM SCHOOL	42	21	21	50.00%	55.00%	TIMBER LAKES ELEM SCHOOL	42	20	22	47.62%	-2.38%	-1	7.38%	3.10	4
TIMBER SPRINGS MIDDLE	65	36	29	55.38%	60.38%	TIMBER SPRINGS MIDDLE	64	34	30	53.13%	-2.25%	-2	7.25%	4.64	5
UNION PARK ELEM SCH	38	18	20	47.37%	52.37%	UNION PARK ELEM SCH	36	21	15	58.33%	10.96%	3	-5.96%	-2.15	-3
UNION PARK MIDDLE SCH	46	20	26	43.48%	48.48%	UNION PARK MIDDLE SCH	46	29	17	63.04%	19.56%	9	-14.56%	-6.70	-7
UNIVERSITY HIGH SCHOOL	128	77	51	60.16%	65.16%	UNIVERSITY HIGH SCHOOL	127	80	47	62.99%	2.83%	3	2.17%	2.75	3
VENTURA ELEMENTARY SCHOOL	47	30	17	63.83%	68.83%	VENTURA ELEMENTARY SCHOOL	48	32	16	66.67%	2.84%	2	2.16%	1.04	2
VILLAGE PARK ELEMENTARY	44	15	29	34.09%	39.09%	VILLAGE PARK ELEMENTARY	42	18	24	42.86%	8.77%	3	-3.77%	-1.58	-2
VISTA LAKES ELEMENTARY SCHOOL	41	22	19	53.66%	58.66%	VISTA LAKES ELEMENTARY SCHOOL	40	23	17	57.50%	3.84%	1	1.16%	0.46	1
VISTA POINTE ELEMENTARY	40	33	7	82.50%	87.50%	VISTA POINTE ELEMENTARY	41	34	7	82.93%	0.43%	1	4.57%	1.88	2
VOCATIONAL TECHNICAL EDUCATION	34	18	16	52.94%	57.94%	VOCATIONAL TECHNICAL EDUCATION	26	16	10	61.54%	8.60%	-2	-3.60%	-0.94	-1
WALKER MIDDLE SCHOOL	55	27	28	49.09%	54.09%	WALKER MIDDLE SCHOOL	60	34	26	56.67%	7.58%	7	-2.58%	-1.55	-2
WASHINGTON SH ELEM SCH/PLC	27	21	6	77.78%	82.78%	WASHINGTON SH ELEM SCH/PLC	86	50	36	58.14%	-19.64%	29	24.64%	21.19	22
WATER SPRING ELEMENTARY	56	13	43	23.21%	28.21%	WATER SPRING ELEMENTARY	66	23	43	34.85%	11.64%	10	-6.64%	-4.38	-5
WATER SPRING MIDDLE	53	32	21	60.38%	65.38%	WATER SPRING MIDDLE	58	37	21	63.79%	3.41%	5	1.59%	0.92	1
WATERBRIDGE ELEMENTARY	38	17	21	44.74%	49.74%	WATERBRIDGE ELEMENTARY	42	18	24	42.86%	-1.88%	1	6.88%	2.89	3
WATERFORD ELEMENTARY	37	22	40	54.54%	59.54%	WATERFORD ELEMENTARY	37	16	21	43.24%	2.70%	1	2.30%	0.85	1
WEDGEFIELD K-8	70	27	43	38.57%	43.57%	WEDGEFIELD K-8	69	27	42	39.13%	0.56%	0	4.44%	3.06	4
WEKIVA HIGH SCHOOL	126	63	63	50.00%	55.00%	WEKIVA HIGH SCHOOL	124	60	64	48.39%	-1.61%	-3	6.61%	8.20	9
WEST CREEK ELEMENTARY	44	19	25	43.18%	48.18%	WEST CREEK ELEMENTARY	42	18	24	42.86%	-0.32%	-1	5.32%	2.24	3
WEST OAKS ELEMENTARY	34	20	14	58.82%	63.82%	WEST OAKS ELEMENTARY	38	18	20	47.37%	-11.45%	-2	16.45%	6.25	7
WEST ORANGE HIGH SCHOOL	135	77	58	57.04%	62.04%	WEST ORANGE HIGH SCHOOL	135	81	54	60.00%	2.96%	4	2.04%	2.75	3
WESTBROOKE ELEM SCHOOL	38	15	23	39.47%	44.47%	WESTBROOKE ELEM SCHOOL	38	18	20	47.37%	7.90%	3	-2.90%	-1.10	-2
WESTPOINTE ELEMENTARY	53	39	14	73.58%	78.58%	WESTPOINTE ELEMENTARY	51	40	11	78.43%	4.85%	1	0.15%	0.08	1
WESTRIDGE MIDDLE SCHOOL	70	32	38	45.71%	50.71%	WESTRIDGE MIDDLE SCHOOL	72	35	37	48.61%	2.90%	3	2.10%	1.51	2
WETHERBEE ELEMENTARY	66	29	37	43.94%	48.94%	WETHERBEE ELEMENTARY	64	27	37	42.19%	-1.75%	-2	6.75%	4.32	5
WHISPERING OAK ELEMENTARY	50	32	18	64.00%	69.00%	WHISPERING OAK ELEMENTARY	51	32	19	62.75%	-1.25%	0	6.25%	3.19	4
WINDERMERE ELEM SCHOOL	37	11	26	29.73%	34.73%	WINDERMERE ELEM SCHOOL	38	12	26	31.58%	1.85%	1	3.15%	1.20	2
WINDERMERE HIGH	165	89	76	53.94%	58.94%	WINDERMERE HIGH	166	87	79	52.41%	-1.53%	-2	6.53%	10.84	11
WINDY RIDGE K-8	85	45	40	52.94%	57.94%	WINDY RIDGE K-8	86	49	37	56.98%	4.04%	4	0.96%	0.83	1
WINEGARD ELEM SCHOOL	53	20	33	37.74%	42.74%	WINEGARD ELEM SCHOOL	54	26	28	48.15%	10.41%	6	-5.41%	-2.92	-3

SCHOOL	August 2024					SCHOOL	12/31/2024				CHANGES SINCE AUGUST 2024				
	BARGAINING UNIT	MEMBERS	NON-MEMBERS	DENSITY	% INCREASE OF AUG DENSITY		BARGAINING UNIT	MEMBERS	NON-MEMBERS	DENSITY	% CHANGE FROM AUG TO NOV	# MEMBERS INCREASED SINCE AUG	% NEEDED TO ACHIEVE 5% GOAL	# PPL NEEDED TO ACHIEVE 5% GOAL	ROUNDED # PPL NEEDED
WINTER PARK HIGH	171	87	84	50.88%	55.88%	WINTER PARK HIGH	173	90	83	52.02%	1.14%	3	3.86%	6.67	7
WOLF LAKE ELEMENTARY SCHOOL	50	20	30	40.00%	45.00%	WOLF LAKE ELEMENTARY SCHOOL	51	23	28	45.10%	5.10%	3	-0.10%	-0.05	-1
WOLF LAKE MIDDLE SCHOOL	70	47	23	67.14%	72.14%	WOLF LAKE MIDDLE SCHOOL	69	46	23	66.67%	-0.47%	-1	5.47%	3.78	4
WYNDHAM LAKES ELEMENTARY SCHOOL	46	32	14	69.57%	74.57%	WYNDHAM LAKES ELEMENTARY SCHOOL	48	32	16	66.67%	-2.90%	0	7.90%	3.79	4
ZELLWOOD ELEM SCHOOL	41	23	18	56.10%	61.10%	ZELLWOOD ELEM SCHOOL	41	26	15	63.41%	7.31%	3	-2.31%	-0.95	-1

RESPECT OUR EDUCATORS

CTA WINS!

**MEMBERS STOOD TOGETHER AND WON PLANNING TIME
BACK FOR THE TIME THAT WAS TAKEN FROM THEM!**

**ALL K-2 CLASSROOM TEACHERS
EMPLOYED 4/16/24-11/19/24 CAN
SCHEDULE 1 TO 1 1/2 PLANNING DAYS
FROM NOW UNTIL THE END OF FEBRUARY,
2025. YOU MAY WORK FROM HOME AND
NO DELIVERABLES CAN BE REQUIRED.
WEAR RED JAN 16 TO CELEBRATE OUR UNION STRENGTH
AND INVITE ONE PERSON TO JOIN US!**

**NOT A MEMBER OF YOUR UNION YET? THERE IS STRENGTH
IN NUMBERS! JOIN TODAY AT [TINYURL.COM/JOINMYUNION](https://tinyurl.com/joinmyunion)**

#STRONGERTOGETHER #RECLAIMINGOURTIME



RESPECT OUR EDUCATORS **CTA WINS!**

**MEMBERS STOOD TOGETHER AND WON PLANNING TIME
BACK FOR THE TIME THAT WAS TAKEN FROM THEM!**

**ALL ELEMENTARY, MIDDLE, AND HIGH SCHOOL
CLASSROOM TEACHERS WHO WERE TEACHING
BETWEEN 8/2/24-12/12-24 CAN SCHEDULE 1 TO
1 1/2 PLANNING DAYS FROM NOW UNTIL THE
END OF FEBRUARY, 2025. YOU MAY WORK FROM
HOME AND NO DELIVERABLES CAN BE REQUIRED.**

SEE DETAILS IN THE MEMO SENT TO PRINCIPALS JAN 9, 2025

**NOT A MEMBER OF YOUR UNION YET? THERE IS STRENGTH
IN NUMBERS! JOIN TODAY AT [TINYURL.COM/JOINMYUNION](https://tinyurl.com/joinmyunion)**

#STRONGERTOGETHER #RECLAIMINGOURTIME

