

OUR UNION VOICE

UNITING EMPOWERING ADVOCATING

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

May 5, 2025

READ TIME: 13 MINUTES. VIDEO VERSION [HERE](#).**TOO LONG; DIDN'T READ? DON'T MISS THE ITEMS IN RED!****PRESIDENT'S MESSAGE:****Happy Teacher Appreciation Week!**

This week is all about YOU — the educators who show up every day with heart, purpose, and an unwavering commitment to our students. Your passion, your resilience, and your dedication to building a better future are the backbone of our public schools.

Whether you're inspiring curiosity, calming chaos, offering support, or sparking joy in your classroom, you are making a difference — even when it doesn't always feel like it. You deserve appreciation every day, but this week we say it loud: **Thank you for everything you do.**

**PERC Recertification Election: Ballots Due May 14**

Time is running out to return your ballot! Ballots for the PERC recertification election were mailed out on April 16, and they must arrive by May 14 to be counted. We've seen OCPS educators across the county proudly



posting selfies mailing in their ballots — showing our strength, unity, and belief in the power of our union!

Why does turnout matter? Because we're heading into bargaining, and a strong voter turnout sends a clear message to the district: we are united, engaged, and ready to fight for a better contract and a better future. Let's keep the momentum going — and **let's see which school has the highest percentage of voter participation!**

Tell Lawmakers: Fund Public Education Now

The legislative session has been extended, and only the budget remains unfinished. Unfortunately, neither the House nor Senate proposals include meaningful increases in public education funding. **This extension gives us a chance to raise our voices.** Use the link [HERE](#) to contact legislators and urge them to prioritize Florida's students, educators, and public schools in the final state budget.

We're Here for You

If you need help, support, or have questions — we're just a call or email away. Reach out to the CTA office at 407-298-0756 or orangecta@gmail.com. We're always in your corner — and together, we're stronger.

In Solidarity,

Clinton McCracken, Orange CTA President



*****CLICK HERE*****

TO COMPLETE THE 11 QUESTION BARGAINING SURVEY! WILL YOUR SCHOOL WIN THE 4RIVERS CATERED LUNCH?

BARGAINING

IMPORTANT: Be sure your school has participated in the bargaining survey so your voices have been heard! **Click [HERE](#) to complete the bargaining survey. The school with the highest survey percentage gets a catered lunch!** Current top schools are: Ocoee ES, Hamlin MS, and East River HS.

As we head into negotiations, we must remember that we don't achieve results in bargaining from the 10 people at the table. **Bargaining involves ALL of us.** Every win we've ever achieved came from collective action and engagement, not just behind closed doors but through shared strength across every school in the district. When members stay informed, share updates, and speak up, we build the momentum that moves the community, the school board, and the district.

And that's especially important as we head into summer bargaining dates and many of you are spending much needed time with family and friends instead of thinking nonstop about work. Bargaining Dates: May 19, June 16, June 25, July 9, July 10, and July 16. Stay Updated. Check the bargaining section of our website and join our Facebook group. Let's show the district that we're paying attention, we're united, and we're ready.

CONTRACT REMINDER

2025 - 2026 ASSIGNMENTS: Teachers should receive their tentative assignments for the 2025 - 2026 school year by May 29. Assignments are tentative and can be changed. *"Teachers shall receive notice of their tentative teaching assignments on or before the first day of traditional calendar post-planning. It is expressly understood that such assignments are only tentative and may be changed for reasons relating to changes in school-wide or class enrollment, the addition or reduction of educational services at the school, changes in staffing, or vacancies."* - Article IX. Assignments and Transfers.C

UPCOMING EVENTS

RETIREEE LUNCHEON: Happy Retirement! We invite our retirees from the 24-25 school year to join us as we celebrate your years of service on Wednesday, June 18th! The luncheon time and location are still to be determined based on the number of RSVPs. RSVP [HERE](#).

JOB FAIR: On May 14 OCPS will be hosting a Teacher Virtual Job Fair. All members of our bargaining unit can sign for the job fair since the voluntary transfer period is open. Click [HERE](#) for information.

ANNOUNCEMENTS

NON-REAPPOINTMENTS: The district completely mishandled the non-reappointment process this year and CTA has been letting the community and media know as well as advocating to fix it. See reports here: [Orlando Weekly](#), [WESH 2](#), [FOX 35](#), and [Spectrum 13](#). In the past, teachers received information about the transfer fair along with their non-reappointment letters. This year, that didn't happen. Instead, teachers were left to go through an entire weekend with no guidance or information about next steps — creating unnecessary stress and confusion. As usual, CTA stepped in. We shared the transfer fair information with members via email on Friday— because you deserve to be informed. The district then asked us to remove our "post," even though they didn't send out their own transfer fair flyer until just one day before the event — making it difficult for impacted teachers to prepare, update resumes, or explore options.



CTA President Clinton McCracken sent [THIS](#) email on April 30 to the district and School Board addressing the issue directly, and also posted [THIS](#) message online explaining how these job cuts are a direct result of Florida's school voucher expansion. A second email making the request for another transfer fair was sent May 4th. He has been pushing for the district to host another transfer fair before positions are made available to the general public. **We encourage members who have been reappointed to stand in solidarity with our union siblings and email the board and ask for this.** We will continue to speak up and push for transparency, dignity, and better treatment for all OCPS educators. The district has now agreed that the non-reappointment letter itself needs to be revised.

CONGRATS!: Congrats to Independence Elementary School for having the highest percentage participation for the Pledge to Vote competition! They won a catered lunch from 4Rivers! Don't miss your chance for a lunch for your school with our Bargaining Survey competition that closes soon! East River HS is in the lead!

FSA/NUE SYNERGY: CTA has been pushing the district to work with NueSynergy (new FSA provider) to update their system to allow enrollees to use personal email addresses instead of having to use OCPS emails. This is now possible. Members are required to update their email and select their preferred communication, i.e., mail or phone. This update can be completed using the communication tab in either the app or online. The District is also working on a communication to inform enrollees about this update.

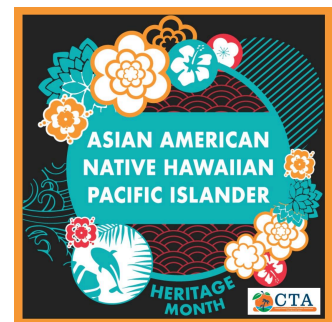
INSURANCE OPEN ENROLLMENT: The dental insurance contract is moving through a dispute process; therefore, the District will conduct an open enrollment for all insurance products except dental beginning Tuesday, May 6, 2025. Dental insurance open enrollment will commence at a later date once the dispute process completes and the School Board awards a contract to the successful bidder. Communication from the district regarding open enrollment will go out to all employees this week.

LABOR MANAGEMENT UPDATE: We have been advocating on behalf of members and below are several topics we are currently discussing.

- 12-month payment option
- Parent Square
- School Counselors
- Safer Area
- Worksites Summer Renovations / Construction: Ventura Elementary, Orlando Gifted Academy, Otech-Winter Park, Howard Middle, West Creek ES, and College Park MS. If your school is having renovations or construction done over the summer and it's not on the list please email us at orangecta@gmail.com.
- School Sign In process
- Work Order Tracking Form
- Meet the Teacher / Open House (MOU pilot)
- Maternity Leave
- Great Beginnings - CTA has advocated for and will now be offering one of the PD courses offered during the Teacher Induction Program
- Early Release possible switch to Fridays

LEGISLATIVE UPDATE:

Last Friday night at just after 10:30 p.m., the legislature recessed and extended session until June 6th. Only the budget and related bills remain. Our multi-year contract legislation for teachers, which unanimously passed the Senate 3 times, did not make it across the finish line with a House companion. While this is disappointing, we cannot forget that there were multiple anti union bills before us this session and unlike in past years, those also did not make it through. The current budget proposals would keep Florida at the bottom of the nation in average teacher pay. This is a direct cause of the teacher shortage which leads to ever-increasing class sizes. **Contact legislators and ask them to prioritize public ed funding.**



IN CASE YOU MISSED IT...

SCHOOL/WORKSITE BARGAINING LIAISONS: Last year, we expanded the bargaining process and added a Bargaining Committee. This is a separate group from the Bargaining Team, but both are critical. The Bargaining Team is a small group of 11 members who go to the table during negotiations. The Bargaining Committee is composed of ARs, representatives from several subgroups in our unit, and a new position called **Bargaining Liaisons**. We have invited each school to have a Bargaining Liaison to help provide input and help communicate bargaining updates with the AR at your school. This ensures all members know what is happening in the bargaining process and have opportunities to let their voices be heard. We are more likely to succeed in bargaining when members are engaged in the process. [Click HERE](#) to volunteer to be the Bargaining Liaison for your school!

NEW TITLE - CTA SPECIALIST: We have renamed our Field Reps as "CTA Support/Organizing Specialists", or "CTA Specialist" as a shortened version. People often referred to their "Rep" when sometimes talking about the Field Rep and sometimes when talking about Association Rep. We currently have three CTA Specialists so schools have begun to be divided among them with the remaining changes occurring over the summer.

LCLAA KNOW YOUR RIGHTS CARDS: Click [HERE](#) for Know Your Rights cards created by the Labor Council for Latin American Advancement.



MAY DAY (International Workers Day) ACTION MEETUP: CTA cosponsored this action meetup with Central Florida Jobs with Justice and OESPA to provide opportunities for members to take action on several community concerns via petitions, emails, and online engagement.

PUERTO RICAN PARADE: CTA members celebrated our diverse and wonderful culture with seven other Central Florida unions last Saturday. We love seeing the crowds dancing and cheering on our teachers!

CTA SOCIAL MEDIA: [Click](#) to join the CTA Members FB group (the only official CTA FB Group). "Like" CTA's public FB Page [HERE](#) to see posts in your feed. Follow Instagram, Threads, Bluesky @orangecta.

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](#).

See past CTA Newsletters [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



CTA RECERTIFICATION PERC ELECTION

**APRIL 16
THRU
MAY 14,
2025**

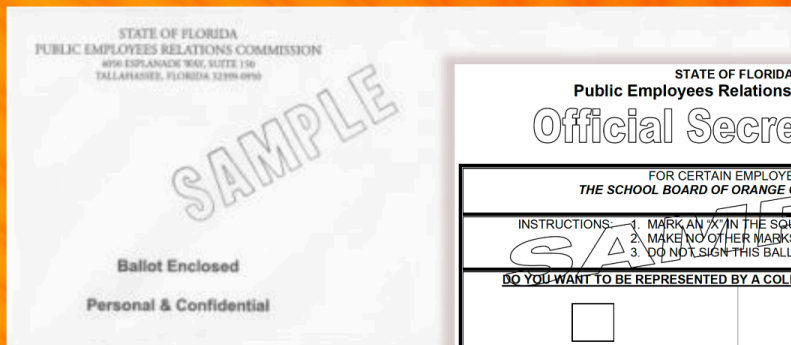
- ✓ **BALLOTS WILL BE MAILED TO HOME ADDRESSES APRIL 16**
- ✓ **BALLOTS MUST BE RECEIVED BY MAY 14 (NOT POSTMARKED)**
- ✓ **BALLOT COUNT TO KEEP CTA AND YOUR CONTRACT WILL BE ON MAY 14**



WWW.ORANGECTA.COM

WE ENCOURAGE ALL MEMBERS OF THE BARGAINING UNIT TO VOTE!

YES! LET YOUR VOICE BE HEARD!
**A YES VOTE MEANS CTA REMAINS
THE BARGAINING AGENT AND WE
KEEP OUR CONTRACT.**



STATE OF FLORIDA
Public Employees Relations Commission

Official Secret Ballot

FOR CERTAIN EMPLOYEES OF
THE SCHOOL BOARD OF ORANGE COUNTY, FLORIDA

INSTRUCTIONS: 1. MARK AN 'X' IN THE SQUARE OF YOUR CHOICE.
2. MAKE NO OTHER MARKS ON THIS BALLOT.
3. DO NOT SIGN THIS BALLOT.

DO YOU WANT TO BE REPRESENTED BY A COLLECTIVE BARGAINING AGENT?

<input type="checkbox"/>	<input type="checkbox"/>
Yes - Orange County Classroom Teachers Association, Inc.	No



**BALLOTS SHOULD BEGIN ARRIVING AT
YOUR HOME ADDRESS BY APRIL 18**
CALL CTA (407-298-0756) IF YOU DO NOT RECEIVE YOUR BALLOT

Click [HERE](#) for 2025 Teacher Appreciation Details!



2024-2025 HAPPY TEACHER APPRECIATION!

MAY 4-10



**FREE SINGLE
SCOOP**
SELECT LOCATIONS

MAY 5-10



WINE & SPIRITS
15% OFF

MAY 5-9



50% OFF DRINKS
3-7 PM

MAY 2025



**COMPLIMENTARY
SPA ADD-ON**
WITH PURCHASE OF MEMBERSHIP

ONGOING



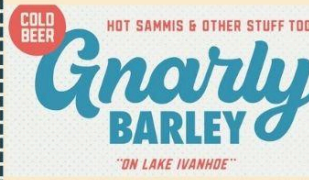
20% OFF

MAY-JUNE



20% OFF

MAY 5-9



15% OFF

MAY 2025



25% OFF

MAY 5-9



15% OFF

ONGOING



15% OFF

MAY 5-9



20% OFF

MAY 5-9



**BOGO
GREETING CARD**

ONGOING



**ONE FREE CLASS
AND \$99 FOR WHOLE SUMMER**

MAY 5-9



**"FREE AMIGO"
WITH ANY \$15 PURCHASE**

MAY 5-9



15% OFF

MAY 5-9



VIRGIN ISLAND THYME
CARIBBEAN GRILLE

10% OFF



**SCAN FOR
DETAILS**

CTA MEMBER DEALS AND DISCOUNTS

**NOT A MEMBER?
JOIN TODAY!**

