

**NOTICE OF RATIFICATION ELECTION  
For 2025-2026 Reopener  
COLLECTIVE BARGAINING AGREEMENT  
Between the Orange County Classroom Teachers Association  
and the School Board of Orange County**

Dear Members of the Bargaining Unit:

Ratification ballots will be mailed out by Thursday, October 9, 2025, to your home address. Be sure to check your mailbox, vote and mail the ballot back as soon as possible.

**Ballots must be mailed back in the pre-paid envelope and received at the U.S. Post Office Box no later than 10:00 a.m. Wednesday, October 22, 2025.**

Ballots will be publicly counted at the CTA Office, 1020 Webster Avenue, Orlando, FL 32804, beginning at 11:00 a.m. on Wednesday, October 22, 2025. All members of the bargaining unit, regardless of their membership in the union, may observe the counting at the CTA Office at 1020 Webster Avenue, Orlando, FL 32804 or by zoom at this link:

<https://aft.zoom.us/j/92237684182?pwd=H9vqQ7AyBfEovtpTYSDBiAkRNh4Ju.1>

***All members of the bargaining unit are eligible to vote, regardless of union membership.***

**CTA RECOMMENDS A YES VOTE!**

***2025-2026 Tentative Collective Bargaining Agreement - HIGHLIGHTS:***

***Wage Increases (retroactive to the first duty day)***

- Performance Pay Salary Increases (Permanent, retroactive to the first duty day):
  - Highly Effective: 4.01%
  - Effective: 3.01%
- Compression Adjustment: \$2 million has been set aside to increase the minimum teacher salary to \$50,000 and to make compression adjustments based on years of experience, with increases at key intervals (up to \$70,000 for 32+ years of service).
- Advanced Degree Supplements: Increase by the same percentage as the entry teacher's salary increase
- Deferred Pay Option: Teachers will have the option to defer pay over 12 months

***Working Conditions***

- Unfounded Claims
  - If a student or parent complaint results in an unfounded Professional Standards investigation, the teacher may request the student's reassignment, which the administrator must arrange if an alternative placement is available or, if not, develop an alternative plan in compliance with state and federal law.
- Artificial Intelligence (AI)
  - At the start of each school year, teachers will receive a list of District-approved AI platforms (with updates and training provided as new tools are added), and educators will not be held responsible for student misuse of AI or for any responses generated by the program. If a teacher becomes aware of a student's misuse, he/she must take action.
- 30 Minute Lunch
  - Teachers will now have a guaranteed 30-minute lunch, with elementary teachers on Wednesdays receiving a minimum of 25 minutes to accommodate the early-release schedule.
- Last Wednesday
  - On the last Wednesday before the end of the school year, when students are in attendance, no meetings or professional development will be scheduled, so teachers can use the early release time for year-end activities.
- Sick Leave Donation
  - The sick leave donation requirement has been reduced, so recipients now only need a minimum balance of 4 sick days instead of 10 to be eligible.

**Please read the proposed agreement prior to casting your vote. The full agreement may be viewed on the OCCTA website at: <https://www.orangecta.com/wp-content/uploads/2025/10/2025-2026-Tentative-Agreements.pdf>. A copy of the proposed agreement is also available for inspection at the CTA office.**

## Ratification Voting FAQs for Ratification

**Q When will I receive a ballot?**

**A** Ballots will be mailed to your home address with pre-paid return envelopes by Thursday, October 9, 2025.

**Q What is the voting deadline?**

**A** Ballots must be received at the U.S. P.O. Box no later than 10:00 a.m. on Wednesday, October 22, 2025.

They may be sent in by mail in the pre-paid return envelope.

**Q Who can vote?**

**A** All members of the bargaining unit may vote, regardless of membership in the union.

**Q What if I am out of town and/or did not get my ballot in the mail, or if my ballot/return envelope are misplaced or spoiled?**

**A** If you know you will be out of town, did not receive a ballot, or your ballot/return envelope are misplaced or spoiled, you may pick up a ballot at the CTA Office during extended business hours which are Mon.- Fri. 7:00 a.m. – 6:30 p.m. If you pick up a ballot from the CTA Office, you will need to sign a form indicating that you picked up a ballot. If your ballot is spoiled, bring that ballot with you to the CTA Office to exchange it for a new ballot. You will then mail your ballot in the pre-paid envelope.

**Q What if I am on a ‘protected’ mailing list and the RBELC is my mailing address? (This applies to spouses of law enforcement personnel, etc.).**

**A** You may pick up a ballot at the CTA Office during extended business hours which are Mon.-Fri. 7:00 a.m. -6:30 p.m. If you pick up a ballot from the CTA Office, you will need to sign a form indicating that you picked up a ballot. You will then mail your ballot in the pre-paid envelope to the U.S. Post Office box.

**Q How do I send in my ballot?**

**A** You may mail your ballot through the U.S. Post Office using the pre-paid return envelope but be sure to allow time for the U.S. Postal Service to deliver it to the U.S. Post Office box. Be sure you print your employee number, name and address on your pre-paid return envelope. **If there are multiple family members living at the same address, each person should use their own envelope to return their ballot.** Ballots must be mailed in the pre-paid envelope and received at the U.S. P.O. Box by no later than 10:00 a.m. Wednesday, October 22, 2025.

**Q Can I return my ballot to the CTA office?**

**A** No. They may be sent in by mail in the pre-paid return envelope or dropped off at the post office. Ballots must be received at the U.S. Post Office box no later than 10:00 a.m. on Wednesday, October 22, 2025.

**Q Who will count the votes?**

**A** The CTA Elections Committee, along with volunteers, will count the votes.

**Q Where will the ballots be counted, and who can observe the count?**

**A** The ballots will be counted at the CTA Office, 1020 Webster Avenue, Orlando, FL 32804 beginning at 11:00 a.m. on Wednesday, October 22, 2025. All members of the bargaining unit, regardless of their membership in the union, may observe the counting at the CTA Office at 1020 Webster Avenue, Orlando, FL 32804 or at the following zoom link: <https://aft.zoom.us/j/92237684182?pwd=H9vqQ7AyBfEovtpTYSDBiaAkRNh4Ju.1>

**Q When will the final ratification vote count be announced?**

**A** The results will be announced immediately after the conclusion of vote counting and will be posted on the CTA website: <https://www.orangecta.com/>.