



**Association Representative Council Meeting  
August 15, 2022**

**President's Welcome**

**Approval of Minutes**

**President's Report**

- Updates
- Membership
- Member Concerns

**Treasurer's Report**

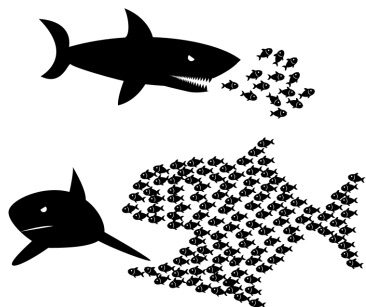
**Bargaining Update**

**Committee Reports**

**AR Updates**

**Recognitions**

**Adjourn**



**ORGANIZE!**

**2022-2023 AR Council Meeting Dates**

August 15  
September 12  
October 10  
November 14  
December 12  
January 9  
February 13  
March 20 (rescheduled due to Spring Break)  
April 10  
May 8

*Our Association Representatives are vital to the success of our amazing union. Thank you for all that you do everyday to support our members and this profession!*

# Our Union Voice

UNITING · EMPOWERING · ADVOCATING

Orange County Classroom Teachers Association Newsletter



August 15, 2022

Greetings fellow CTA members! I hope your school year is off to a good start. Thank you for all that you do as educators and as members of our union. There is strength and empowerment in our united efforts to advocate for a better future. You are the union. #CTAstrong #ReclaimOurFuture

-Clinton McCracken, OCCTA President

## Election 2022

Now more than ever it is critical that educators vote. We have seen a constant attack on public education from Tallahassee. There are more than 20 laws that now govern how teachers can be paid and yearly proposals to limit union rights. We've also seen many unnecessary culture war laws created that make our schools less safe for all students. We need pro-education lawmakers elected to turn things around. Vote like your job depends on it and encourage your family and friends to do the same. There are several critical OCPS School Board races as well. We must vote for candidates who support teachers and who aren't running on false flag extremist agendas. There are other candidates advocating for book bans, against what they refer to as "CRT", calling teachers "groomers", and advocating for limiting union rights. We encourage you to get involved and canvas for candidates who support teachers. The four candidates endorsed by CTA are:

Teresa Jacobs, Chair  
Heather Ashby, District 2

Angie Gallo, District 1  
Kila Murphey, District 3

As an affiliate of the Florida AFL-CIO, CTA supports the following endorsements: [CLICK HERE](#). You can also access the FEA Voter Toolkit [HERE](#). It is also critical to vote YES on the Orange County one mil referendum. This will continue to provide much needed funding for our schools. Saturday August 20th is EDUCATORS VOTE: DAY OF ACTION. Make a plan to do something this day to support pro-public ed candidates! Join other CTA members as we canvas for Representative Carlos Guillermo Smith or make a plan to canvas for a candidate in your district!

Special election newsletter distributed solely to the members of the Orange County Classroom Teachers Association.



CANVASSING FOR EDUCATION  
&  
TEACHERS' RIGHTS

SATURDAY, AUGUST 20TH 2022

CANVASS LOCATION @10 AM:

VALKYRIE DOUGHNUTS:

12226 Corporate Blvd, Orlando 32817

POST-CANVASS MEET-UP @1 PM:

LAZY MOON PIZZA

11551 University Blvd, Orlando 32817



Refer a  
Friend



## CTA Membership Growth

Now more than ever, union membership in public education is critical. Please consider sharing with your colleagues why you joined CTA. Our voices are amplified with each new member. And our colleagues who aren't members are missing out on important benefits ranging from representation, to affiliate benefits with AFT and NEA, to having a voice in the bargaining process and strengthening our position at the table. The more members we can bring into our union, the more we all benefit. Please share this QR code with a friend and encourage them to take a couple minutes to join today!

## CTA Office Building Open After Pandemic Closure

The new CTA Board has chosen to reopen the CTA office building to members again. Masks are no longer required.

## Bargaining / Ratification Update

**Regarding Contract and Salary Ratification:** *"While I am President we will never have a salary ratification during the summer again. I believe it is important for members of our bargaining unit to be able to talk to their colleagues while school is in session to understand what is proposed and weigh how they would like to vote. I also believe it is important that as many people as possible have the ability to vote and many people travel throughout the summer."* -Clinton McCracken, CTA President

During the month of July CTA pushed for a renewed MOU for Health and Safety to include 5 days of COVID leave. We originally proposed for this to go through the entire year but agreed to a District counter for it to expire Dec. 31 in order to avoid a prolonged fight and be able to offer this leave immediately. We will revisit this in November. We are also in the process of restructuring the Bargaining Team for the 22-23 school year, including training, workshops, and surveys for bargaining unit subgroups.



## "Don't Say Gay" (HB 1557) and "Stop WOKE" (HB 7) Implementation

Many members have asked for guidance regarding HB 1557 - the so-called "Parental Rights" bill or more commonly called "Don't Say Gay". Written guidance from OCPS, the Florida Education Association (FEA), and the Human Rights Campaign are all available on our website [HERE](#). Students also need to be taught our nation's full history. By learning the good and the bad, students can gain the knowledge they need to help create a better future. [This guide](#) created by FEA in partnership with AFT and NEA makes clear what your rights are and provides answers to frequently asked questions about teaching history in light of recent legislative attempts to censor the full truth of our nation's past.



## CTA Committee Openings

We are excited to share that we have membership openings in several CTA Standing and Ad Hoc Committees such as Membership/Organizing, Professional Development, Government Relations, Howard Fenner, Human and Civil Rights, Minority Affairs, Marion Cannon, and LGBTQ+ Caucus. We encourage you to be an active member of your union. Please consider volunteering to serve on any of these committees by clicking [HERE](#).

## Upcoming Events

**AFL-CIO Labor Day Picnic: Lake Eola.** All CTA members are also members of the AFL-CIO, a federation of union brothers and sisters working to provide better lives for all workers, members or not, through political and legislative action, grassroots mobilization and education. Each year we host a Labor Day picnic and invite all CTA members and their families to this free event. September 5th 11-2, Lake Eola plaza near World of Beer. Free catered barbeque is provided!

## Know Your Contract

CRMs are NOT required. The Lesson Plan agreement states that the use of CRMs is not required. Targeted, STO and Corrective Program schools cannot be required to use the CRMs either. From the Lesson Plan Agreement, "The OCSB acknowledges and agrees

that teachers are not required to use Curriculum Resources Materials ("CRMs") or any Lesson Plan Template." Keep in mind administrators have a right to question, consult, and direct when necessary. More info [HERE](#).



Article XIV Duty Day, B.3.b: "No teacher shall be assigned responsibility for students for more than three continuous hours." Class changes are not a break. It is important to discuss your concern within 20 days.

(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 Avenue, Orlando FL 32804 · 407-298-0756 · [www.orangecta.com](http://www.orangecta.com)



*Join the*

**CENTRAL FLORIDA**  
**AFL-CIO**

*for a*

# LABOR DAY PICNIC

*at Lake Eola Park*

on the corner of N. Eola Dr. and E. Central Blvd.

**MONDAY, SEPTEMBER 5**

**11:00 AM - 2:00 PM**

Listen to live music!

Meet our Union-endorsed candidates!

Enjoy free food and fun for the whole family!

Honor the history of the Labor Movement!





# TEACHER EXPERIENCE PENALTY!

- Parents want experienced teachers, but certain politicians have passed laws to punish experienced teachers and prevent them from getting the raises they deserve.
- There are 20+ laws in Florida dictating how teachers are paid including several that explicitly limit compensation for experienced teachers.
- The median salary for Florida's teachers is less now than it was in 2015-16, even without adjusting for inflation!
- When Florida politicians attack experienced teachers, students suffer as well. The Florida Department of Education estimates that there will be more than 9,000 teacher vacancies next school year. That translates to hundreds of thousands of students without a certified teacher!

To end the teacher experience penalty, **vote on or before Aug. 23 and be sure to vote for candidates who support public education.**



Scan this QR Code to see FEA's endorsed candidates.

# **JOIN YOUR UNION TODAY**

**ORANGECTA.COM**

**PUBLIC EDUCATION IS UNDER  
ATTACK. TAKE 2 MINUTES  
TODAY TO PROTECT YOURSELF  
AND YOUR CAREER.**



# **CTA**

Orange County Classroom Teachers Association  
FEA | NEA | AFT #7448



## OCCTA AR Leadership Incentive Checklist

**To receive the local dues reimbursement each year the Association Representative must complete following:**

\_\_\_ ARs will receive a refund of their local dues if they complete the following AR tasks and provide appropriate evidence by the May AR Meeting.

\_\_\_ Submit the official AR Election Form listing ARs, dated and signed by witnesses by October 1st.

\_\_\_ Hold all school/site committee elections (Faculty Advisory Committee, SAC teacher representative/s election, Budget Advisory Committee, and Placement Review Committee. Send in the list of names for each committee or representative by October 1st.

\_\_\_ Enroll 3 new CTA members and submit the copies of the membership applications with the AR listed as the recruiter.

\_\_\_ Submit a photo of the CTA Bulletin Board.

\_\_\_ Map the school to identify a CTA leadership team. Submit outline of leadership team by hallways, by grade level or by subject area.

\_\_\_ Attend 7 AR Council meetings (verified by sign-in-sheets/attendance records).

\_\_\_ Attend 1 AR training – July, October or after January (sign-in-sheets).

\_\_\_ Attend 1 School Board meeting and submit photo evidence.

\_\_\_ Hold 3 CTA leadership team meetings at the school or site (sign-in-sheets).

\_\_\_ Hold 10-minute meeting after each AR council meeting (sign-in-sheets).

\_\_\_ Attend 1 CTA-sponsored event other than the AR meetings, such as a summit, film screening, parade, conference, or a social event (sign-in sheets or photo).

## In-Person Early Voting

More and more voters are choosing to vote during early voting weeks. Voting early allows to you vote at a time that is convenient for you before election day. Early voting is currently open in every Florida county and will remain open until at least Saturday, Aug. 20.

If you live in Bradford, Broward, Charlotte, Duval, Hillsborough, Jefferson, Leon, Miami-Dade, Orange, Osceola, Palm Beach, Pinellas, Sarasota, or Taylor Counties, you can vote early through Sunday, August 21.

You can find early voting locations in your county by visiting your local Supervisor of Elections website which can be found here: <https://bit.ly/FL-elections-supervisors>

## Vote-By-Mail

If you have already voted by mail, thank you for performing one of the most important acts we can engage in as citizens! Be sure to follow up and check the status of your ballot to make sure it has been received and your signature is valid. To check the status of your ballot, visit

<https://bit.ly/VBM-status>

**If you have received a vote-by-mail ballot but have misplaced it or your dog ate it or have not yet mailed it in for any other reason, you can still vote by showing up at an early voting location or at your polling place on election day.**

If you have your vote-by-mail ballot completed and are ready to return it, you can do so by taking it to an early voting location. Because ballots must be received by 7 p.m. on election night, August 23, your ballot might arrive too late if you mail it in now.

To be sure your vote is counted, you can either vote in person or drop off your completed vote-by-mail ballot at an early voting site, your supervisor of elections office or on election day.

## In Person Voting, August 23

While many people take advantage of the opportunity to vote by mail or vote early, we know there are also a lot of people who like to vote on election day. Polls are open from 7 a.m.-7 p.m. local time. As long as you are in line by 7 p.m. you will be able to vote! You can find your voting location by visiting your county Supervisors of Elections office at <https://bit.ly/2022precinct>

At your designated polling location, you will be asked to provide a valid photo ID with signature. Any one of the following photo IDs will be accepted:

- Florida driver's license or ID card
- United States passport
- Debit or credit card
- Military identification
- Student identification
- Retirement center identification
- Neighborhood association identification
- Public assistance identification
- Veteran health identification card issued by the Department of Veterans Affairs
- License to carry a concealed weapon or firearm issued pursuant to s. 790.06
- Government employee identification card

**Join Team Carlos as we go door-to-door!**  
**Co-hosted with: Angie Gallo + CTA - August 20th 10am**



**RSVP HERE USING THE QR CODE**

Carlos Guillermo Smith has endorsed Angie Gallo for School Board District 1 and we are planning a joint canvassing event to get out the endorsement.

Angie Gallo was elected in 2018 and is serving her first term as an Orange County School Board Member for

District 1. Angie has been volunteering in Orange County for over 20 years. She served as PTA president at the elementary, middle, and high school levels and also sat on the Orange County Council of PTA/PTSA board of directors. In addition to PTA, Angie has served as School Advisory Committee (SAC) chair for East Lake Elementary and served on the SAC at Corner Lake Middle and East River High. She is also a graduate of the inaugural class (2010) of the OCPS Leadership Orange program. She currently serves on the Board of Directors for Florida PTA as the Educational Pathways Chair and is the Chief Advocate for the Alliance for Public Schools.

We will be walking neighborhoods and talking to voters door-to-door by the UCF campus promoting Carlos's record of putting people over politics while encouraging them to vote for and re-elect Carlos in November.

Volunteers will be asked to wear our blue TEAM CARLOS t-shirts or Angie Gallo t-shirts. We will provide Team Carlos t-shirts to those walking if they don't already have one.

Don't have canvassing experience? No worries! We will be hosting training at the start of each event.

Before coming to the event: We ask that you download the MiniVAN app on your phone. This allows you to get the walk list on your phone so we don't have to print as many. It will make everyone's life easier, especially when it comes to data entry.

Day of event:

- Wear your blue TEAM CARLOS t-shirts or Orlando YIMBY t-shirts. We will provide Team Carlos t-shirts to those walking if they don't already have one.
- We'll provide cold water and snacks
- Wear comfortable shoes. We will be out knocking doors for approximately 2 hours.
- Bring a well-charged smartphone or tablet. A portable charger or a battery pack
- Bring a friend!

LOCATION AND STREET ADDRESS:

- Valkyrie Doughnuts, 12226 Corporate Blvd, Orlando, FL 32817
- We're asking volunteers to please arrive at 10:00 AM

PARKING AND DIRECTIONS: We will be meeting in the store if there is space. Otherwise, we will be in the parking lot

POST-CANVASS MEETUP:

- Lazy Moon, 11551 University Blvd, Orlando, FL 32817
- We will meet up together at 1:00 PM after canvassing to meet and hear more from the candidates.

PHOTOS: We encourage everyone to take photos and selfies and tag our social media platforms to help us recruit more volunteers and build excitement around the campaign. Please use [#TeamCarlos](#) [#HD37](#) hashtags. Click here to post your photos to the Facebook event

WHAT IF I'VE NEVER CANVASSED BEFORE? No worries! We'll be hosting a brief training for everyone before they head out.

CAN I BRING ANOTHER FRIEND TO VOLUNTEER? Yes! Bring them along to help! We will be sending people out in teams so that everyone is safe and has someone to practice with.

GENERAL QUESTIONS?

Email [craig@carlosguillemosmith.com](mailto:craig@carlosguillemosmith.com) with any questions.



# Central Florida AFL-CIO

Your 2022 Union-endorsed candidates

## VAL DEMINGS

For United States Senator

## CHARLIE CRIST

For Florida Governor

### REPRESENTATIVE IN CONGRESS

- ✓ Congressional District 7.....Karen Green
- ✓ Congressional District 9.....Darren Soto
- ✓ Congressional District 10.....Maxwell Alejandro Frost

### STATE REPRESENTATIVE

- ✓ House District 37.....Carlos Guillermo-Smith
- ✓ House District 38.....Sarah Henry
- ✓ House District 39.....Tiffany Hughes
- ✓ House District 40.....LaVon Bracy Davis
- ✓ House District 41.....Travaris McCurdy
- ✓ House District 42.....Anna Eskamani
- ✓ House District 43.....Johanna Lopez
- ✓ House District 44.....Jennifer "Rita" Harris
- ✓ House District 45.....Allie Braswell
- ✓ House District 46.....Kristen Arrington
- ✓ House District 47.....Dan Marquith

### STATE SENATOR

- ✓ Senate District 10.....Joy Goff-Marcil
- ✓ Senate District 17.....Linda Stewart
- ✓ Senate District 25.....Victor Torres

A SPECIAL ELECTION  
NEWSLETTER FOR UNION  
MEMBERS AND THEIR FAMILIES

### ORANGE COUNTY BOARD OF COUNTY COMMISSION

- ✓ County Mayor.....Jerry L. Demings
- ✓ District 2.....Christine Moore
- ✓ District 4.....Maribel Gomez Cordero

### OSCEOLA COUNTY BOARD OF COUNTY COMMISSION

- ✓ District 4.....Cheryl Grieb

### CITY OF KISSIMMEE

- ✓ Commissioner District 2.....Angela Eady

### 9TH JUDICIAL CIRCUIT

- ✓ Group 9.....Fay Olga Pappas
- ✓ Group 14.....Michael Stewart
- ✓ Group 44.....Vincent Chiu

### ORANGE COUNTY JUDGESHIP

- ✓ Group 2.....Andrew Bain
- ✓ Group 8.....Michael Morris
- ✓ Group 9.....Amanda Bova
- ✓ Group 17.....Elizabeth Gibson

### ORANGE COUNTY SCHOOL BOARD

- ✓ School Board Chair.....Teresa Jacobs
- ✓ District 1.....Angie Gallo
- ✓ District 2.....Heather Ashby
- ✓ District 3.....Kila Murphey

### SEMINOLE COUNTY SCHOOL BOARD

- ✓ District 1.....Kristine Kraus
- ✓ District 5.....Autumn Garick

### ORANGE COUNTY REFERENDUM

- ✓ Vote YES on Transportation Tax Referendum

follow us on facebook and twitter!  
@CentralFLAFLCIO





**Clinton McCracken**  
**Orange CTA President**

**clinton.mccracken@floridaea.org**  
**Office: 407-298-0756**

**1020 Webster Avenue**  
**Orlando, Florida 32804**



**www.orangecta.com**  
**www.facebook.com/OCCTA7448**



# Together. A stronger voice.

The Florida Education Association (FEA) is proud to be your statewide union. Together with the **Orange County Classroom Teachers Association** we are Florida's strongest voice for teachers and quality public education. We invite you to join us and stand up for your students and your profession.

## **Together we're stronger.**

Acting alone we can only do so much, but when our members come together they can deliver real change.

### **HIGHER SALARIES**

We become educators to help kids thrive. We don't expect to get rich but shouldn't need two jobs either. We've won some salary increases but educators deserve better. With more members working together we'll have more power to win better pay increases.

### **IMPROVING OUR DAILY LIVES**

Members working together in the workplace to solve problems, address worksite issues big and small, and enforce the contract we bargain is the foundation of our strength as a union. We meet with administrators, school board members and politicians of both political parties to make sure our voices are heard and respected.

### **BENEFITS**

In addition to fighting for fair salaries and benefits, your union offers a range of discount programs that help educators stretch their hard-earned dollars.

# What does your union do?

Joining your local union can be a very personal demonstration of your commitment to your profession, your students, your colleagues and your future. With members like you working together, your union:

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## **Builds community.**

Your union is a professional network that brings together teachers like you who are looking to grow and thrive as educators. We are your colleagues and neighbors.

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## **Makes connections.**

Your local union and FEA provide valuable ways to communicate and collaborate with other committed educators from your community and from around the state. New and experienced educators work alongside and learn from one another, creating a new chapter in a rich history of teaching and learning.

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## **Speaks out for our students.**

In the classroom and in the Capitol, we work year-round to ensure their success. Your membership is a pathway to collective action.

The power of a union — of individuals working together for the greater good — has never been more clear. Our union members have been out in front: meeting the educational, emotional and

nutritional needs of our students; demanding safe conditions for Florida's students and educators; and fighting year-round for the funding and resources our students deserve.

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## **Empowers our members.**

We are the experts in education. Through worksite advocacy and coordinated statewide action our members have a powerful voice in the present and future of public education in Florida.

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## **Negotiates a contract.**

Each year members like you from your local union negotiate a contract — basically a rule book that everyone agrees to play by — with the school district. The contract covers nearly every part of our work lives — from wages to health insurance, performance pay to evaluations — and allows us to be our best for our students.

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## **Grows.**

Your local union and FEA are dynamic, grassroots organizations made up of more than 150,000

teachers and education staff professionals like you across Florida. As you grow as an educator, your union grows as your professional organization.

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## **Practices democracy.**

Your union starts with you. Each local union is run by and for its members who work together to make collective decisions about priorities and the future of their local.

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## **Helps members save money**

In addition to fighting for fair salaries and benefits, your union offers a range of discount programs that help educators stretch their hard-earned dollars. Through the buying power of our two national affiliates you are eligible for big discounts on insurance, home financing and everyday purchases.



**Learn more at  
FEAweb.org**



## Tamara Russell-Valdez

**Lake County Education Association member**

**4th Grade Teacher**

"My union has offered me so many different opportunities to learn and lead! Being with like-minded people reminds me that I am not alone in the work that I do. And I get to see every day that others are equally as passionate about education spaces becoming more equitable for teachers and students alike."



## Emily Gorentz

**Osceola County Education Association (OCEA) member**

**4th Grade ELA Teacher**

"Being active in my union has empowered me. Despite the difficulties facing public education, OCEA and FYRE (Florida's Young Remarkable Educators) have given me friends, mentors, and encouragement to keep going. I am now part of a team that speaks out at school board meetings and in Tallahassee. I know I am part of Florida's fight for a better future!"



## Eric Toussaint

**Gadsden County Classroom Teachers Association member**

**Agriculture Teacher and Athletic Director**

"At first I was hesitant to join my local union. But I've always had a passion to help people, so when a coworker showed me all the opportunities our union offered and asked me to join — I did. Being active has helped me grow as an educator, a leader, and as a person — and makes me feel welcomed, appreciated, and empowered as a teacher."

## Membership matters!

**Together we're fighting for good jobs, fair pay, safe working and learning conditions, and respect on the job.** We've all seen how standing together has been the key to keeping students and educators safe. But the 2018 decertification law still threatens to take away your union's ability to bargain a contract with the district and to advocate for your school, your students and your safety. **Join us today!**



# Orange County Classroom Teachers Association

1020 Webster Avenue, Orlando, FL 32804

Phone (407) 298-0756 FAX (407) 290-8799

**Be part of your Union and join your colleagues in protecting due process and promoting a quality public education for all students.**

Birth Date

Employee ID #

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## Union Activists Needed!

Check if you are interested in working for your union.

- ☐ Being a part of the school or worksite leadership team
- ☐ Membership and Organizing
- ☐ Government Relations
- ☐ Professional Development and Training
- ☐ Human and Civil Rights

FIRST

LAST

MI

NAME			
ADDRESS			
CITY, STATE			
PERSONAL E-MAIL			ZIP Code
PHONE # Home	CELL	Opt In for Text Messages Yes No	
WORK SITE	WORK #	WORK EMAIL	

Choose one method for payment of dues:

- ☐ **Payroll Deduction:** I authorize and request Orange County School Board to deduct Orange County Classroom Teachers Association dues and assessments from my bi-weekly pay, and to transmit the deducted amounts to the Association office. I understand the School Board will discontinue dues deduction upon 30 days' written notification to both the Association and Board. I understand that dues, assessments, contributions or gifts to the OCCTA are not tax deductible as charitable contributions for federal income tax purposes although a portion of the dues may be tax deductible under other provisions of the Internal Revenue Code.
- ☐ **Check:** I hereby agree to pay to the Association the dues and assessments described above and as may be prescribed by the Association and certified to the School Board for each year thereafter. **Check must be attached to application. It is your responsibility to call each year for possible change in dues amount. Cash payments must be paid the first working day of the new school year.**

**Important note: You must check your paycheck each year to be sure dues are being deducted from each paycheck. A break in service or other situations may cause your deductions to be suspended or stopped. Be proactive and check each paycheck.**

**\*\*Prior issues are not covered; you are a member as of our stamped received date. \*\***

Fax applications into the number above, make a personal copy, and send original to CTA by courier or by email.

[orangecta@gmail.com](mailto:orangecta@gmail.com)

X

Applicants Signature Required

Date

Print Recruiter Name/CTA Representative

## CTA 22 Payroll Deductions 2022/2023

Full Time Instructional \$30.80 per pay period  
Part Time Instructional \$15.40 per pay period

Form Received from: (please check one)	
AR	Website
Walk In	AFT/NEA
Event	Field Rep
Staff	Governance
Email	Other

# WHO IS THE BEST CHOICE FOR PUBLIC SCHOOLS?



## THE STATE OF PUBLIC EDUCATION WHILE RON DESANTIS HAS BEEN GOVERNOR



DeSantis has kept Rick Scott's legacy\* alive with his support of legislation that prevents experienced teachers from earning the pay they deserve.



On average, Florida teacher pay ranks 48th in the nation.



DeSantis pushed bonuses for some, rather than a real sustainable investment in fair pay for all teachers and staff.



In response to legislative attacks on education, teachers are fleeing Florida. This year there are more than 9,000 projected teacher vacancies, and fewer than 3,000 students completed a teacher education program. These numbers do not include the more than 5,000 support staff vacancies.



Florida ranks 44th in per-student expenditures.



Many experienced educators are forced to live with friends or family because of laws DeSantis supported that have kept them from receiving the raises they deserve and denied them access to affordable housing.



## THE STATE OF PUBLIC EDUCATION WHEN CHARLIE CRIST WAS GOVERNOR



Crist listened to educators and vetoed SB 6 - the original bill designed to cheat experienced teachers out of fair pay and create instability in schools by eliminating job security for highly effective teachers.



On average, Florida teacher pay ranked 36th in the nation.



Crist respects teachers' professionalism and rejected attempts to evaluate teachers on student test scores.



People were clamoring to be educators in Florida. Almost 8,500 students completed a teacher education program. There was not a teacher shortage.



Florida ranked 40th in per-student expenditures.



Crist believes every educator should be able to afford to live in the community where they work and is committed to investing in higher salaries for all educators while also tackling the housing crisis.

*\*In 2011, Rick Scott signed SB 736. The bill was virtually identical to SB 6 that Charlie Crist vetoed and began the decade-long legacy of the experienced teacher pay penalty in Florida that resulted in Florida falling to the bottom in the nation in terms of average teacher salary.*

Special Election newsletter distributed solely to the members of the Florida Education Association.