



**Association Representative Council Meeting
November 14, 2022**

President's Welcome

**Approval of Agenda
Approval of Minutes**

President's Report

- Updates
- Membership
- Other

Treasurer's Report

Bargaining Update

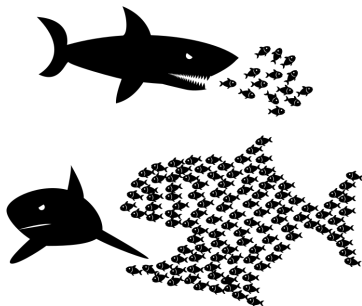
Member Concerns/Advocacy

- 10 Minute Meeting Slideshow

Committee Reports

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!*

Orange County Classroom Teachers Association Representatives Meeting

October 10, 2022

Meeting Convened at 5:00 PM

Submitted by: OCTTA Vice President Maira Rivera and Middle School Director Sarah Yelensky

OCCTA President Clinton McCracken opened with a welcome address explaining the reasoning as to why this AR meeting is being held completely virtual as the office is being used for donations that are coming in for Hurricane Ian Relief leaving minimal space for a meeting in person.

Approval of Minutes: Danielle Jewell made the motion to approve the minutes with the corrections. Daphne Lewis made the 2nd to the motion. Motion Passed. The correction made to the minutes from the September 12th meeting was to add the last names of the ARs who had approved and made a second to the minutes. Names were corrected to, Sandy Thuringer and Donald Tillman.

President's Report:

- Conversation was brought up regarding phone numbers of members being added to roster given to ARs. Farrah Hawkins made a motion to add the phone numbers on the member rosters that get sent to the ARs. There was a second by Brian Antoine. Discussion was held regarding concerns as to who would then have access to the phone numbers and what it would be used for. 26 were in favor of the motion. 32 were against the motion. Motion failed.
- Elections coming up November 8
- The last day to pick up your new CTA T-shirts at the CTA office will be Friday, October 14, 2022. They will be sent to members via courier service after that date
- The deadline to apply for Student Loan Forgiveness is October 31, 2022
- Our Bargaining Unit is currently 14,157. This is an increase from 13,898. Density is at 52.77% This is a decrease from last month at 53.91%. Member recruitment is critical
- Share the information with all members regarding the membership drive

Treasurer's Report:

The Financial Report and Budget were reviewed. Lisa Taylor made a motion to approve budget. Ulysses Floyd was second to the motion. Motion Passed.

Bargaining Update:

- MOU #5 is available on our CTA Website
- Deliberate Practice Plans due date has been extended to October 25, 2022 due to Hurricane Ian. December 29, 2022 is last day to request observation
- Next paycheck will be for the complete 9 days. You will not see a reduction due to Hurricane Ian

Miscellaneous:

- Slideshow for the 10 minute meeting will be sent to all ARs
- Wear Red for Ed CTA shirt on 10/25, 11/1, and 11/8
- Megan Oates chair of elections committee - Looking for volunteers to serve on the elections committee. This election cycle is for FEA and NEA, not officer elections; Volunteers for election committee – Donald Tillman, Selena Menchan, Karen Macey, Sarah Stokes
- HCR / Minority affairs committee - reminder of Hispanic Heritage Month and Pride Parade. Read acknowledgement of Hispanic members. RSVP to OCPS event at Colonial HS sponsored by School Board Member Johanna. Lopez

Member Concerns:

- Hazardous job – Hazard pension like first responders. McCracken suggested submitting the concern on the bargaining concern google form
- When we submit something for bargaining - are there updates to get notified or do members watch the newsletter for updates. Rigsby shared - she shares suggestions from members are acknowledged and will be shared with the bargaining team. When the bargaining team begins to work they will sort by working conditions or monetary compensation. Suggestions do not get discarded. Rigsby explained aspects to bargaining like compensation and 3 articles and how we are between contracts. Member would like to make a statement - works at Magnolia School - She will pick up papers to shred as part of their job training opportunities and earn pay. Randi Long (Apopka/Pine Hills/West Colonial)
- Can bargaining information be shared in powerpoint for ARs. Valuable for teachers to understand the bargaining process
- Email from a Principal to open classroom 10 minutes earlier to do morning meetings, changing arrival time and student contact time. McCracken will have field rep reach out to Shingle Creek ES - Member will email McCracken name so concern can be addressed
- Air conditioning not working in certain school and in portables for two weeks and needs solution. McCracken will have field rep reach out to Principal/school.

Recognitions:

Recognized members who have signed up two or more new members

Motion to adjourn at 6:17 PM made by Donald Tillman; Angel Butler second

Next Meeting Date: 11/14/2022

Clinton McCracken, President

Maira Rivera, Vice President

Ladara Royal, Secretary

Ashley Modesto, Treasurer

LAND ACKNOWLEDGEMENT

Orange County Classroom Teachers Association

We recognize that we are convening on the ancestral homeland of the Ais (Ah-Ees), Apalachee, Calusa (kah-LOO-sah), Timucua, and Tocobago tribes. The Seminole Tribe of Florida and the Miccosukee

(me-co-sue-key) Tribe of Indians of Florida are two

of three federally recognized Seminole nations, along with the Seminole Nation of Oklahoma people. We wish to pay our respects to the elders, past, present, and future citizens. We strive to hold space and value the perspectives that these nations share regarding their histories, cultures, and traditions.



Let us search our hearts for how we might build relationships with sovereign tribal nations to ensure access to inclusive spaces fostering innovation and collaboration. We have provided additional information for you to pursue this journey.

Additional Information:

<https://socialjusticebooks.org/>

<https://www.firstnations.org/knowledge-center/books/>

<https://americanindiansinchildrensliterature.blogspot.com/>

<https://nativeamericanheritagemonth.gov/>

<https://sharemylesson.com/collections/indigenous-peoples>



Make Up Days Frequently Asked Questions

1. Why do we have to make up the days?

Schools closed on Thursday and Friday, Nov. 10 and 11 as a result of Tropical Storm Nicole. Florida law requires school districts funded by the state to operate for a minimum term, and requires districts to make up any lost instructional time unless the state waives this requirement.

2. Will OCPS be asking the state to waive or alter the instructional time requirement?

The state did not approve requests to alter required instructional time for Hurricane Ian.

OCCTA is in communication with the district about requesting to waive the instructional time requirement for days lost due to Tropical Storm Nicole. While we don't know if the state will approve the request, we will continue to advocate for them to do so.

3. Why do some districts not have to make up for days lost due to storms?

No district receiving state funding can operate for less than the minimum term absent a waiver. Some district calendars *exceed* the state requirement on instructional minutes allowing them to meet the minimum term in spite of some days lost due to bad weather.

4. Why can't we add days to the end of the school year?

If the school year gets extended, the district would require teachers to work those extra days without compensation as they would be making up days that were already paid.

Nevertheless, along with survey results shared with the District, OCCTA will share member feedback regarding other make up alternatives.



Contact Us
orangecta@gmail.com
(407) 298 - 0756



Join Us!



Orange County Public Schools

Date: September 15, 2022
To: All Principals
From: Leigh Ann Bradshaw, Associate Superintendent
Professional Learning Department
Kimberly Gilbert, Senior Director
Federal Program
Recipients: All Principals, Executive Area Directors and Area Superintendents
Subject: ESSER Funded Voluntary Common Planning Days

Voluntary Common Planning Days – Instructional Personnel

All instructional personnel who work directly with students in the classroom and content coaches will be provided six **voluntary** common planning days or 36 hours funded through ESSER. Voluntary common planning is not required. Instructional staff and content coaches will work in conjunction with school leadership to determine when voluntary common planning will occur. The two voluntary common planning options available will be, during the instructional day with substitute coverage or on Saturdays. All voluntary common planning days must be completed by March 31, 2023. If voluntary common planning occurs during the instructional day, the cost of substitutes will be covered. Schools should choose from the KES drop down, Fund 4450400000 Grant F122500. Should voluntary common planning occur on Saturdays, teachers will be paid \$25 per hour. Total hours per day cannot exceed six hours with a minimum of two hours. Hours must be submitted in whole hour increments. Further guidance for secretary and/or bookkeepers will be provided via email by the ESSER budget team.

VOLUNTARY COMMON PLANNING DOCUMENTATION:

- ESSER is a federal grant, therefore, documentation is required for audit purposes
- Schools are required to track time to ensure instructional staff are afforded six days or 36 hours (increments) of 2 hours at a minimum
- Electronic time sheets must be certified by the principal
- Examples of documentation may include items such as agendas, outlines, lesson plans etc. as determined by those engaged in voluntary common planning

If you need additional information, contact your Area Superintendent or Principal Supervisor.



Date: November 3, 2022
To: All Principals
From: Dr. Leigh Ann Bradshaw, Associate Superintendent
Professional Learning Department
Kimberly Gilbert, Senior Director
Federal Programs
Recipients: Principal Supervisors, Principals, Assistant Principals, Teachers
Subject: Additional Planning Day

The Orange County Classroom Teachers Association requested that teachers receive an additional day of planning time due to the addition of extended Wednesdays. Although both parties believe in the benefits of individual and common planning, we can only offer additional common planning time at this moment, due to the accountability measures for ESSER. Therefore, in collaboration with OCCTA, the district has agreed to add 6 hours of common planning time funded by ESSER.

ESSER-funded common planning days are for instructional staff who work directly with students in the classroom and content coaches. Other instructional staff that principals wish to utilize as part of common planning will need to be paid with school funds.

This optional common planning time may be used during the workday with a substitute provided or on Saturdays with pay. If completed on a Saturday, total hours per day cannot exceed six with a minimum of two hours. Hours must be submitted in whole hour increments. No member of the instructional staff will be required to participate in optional planning time – such participation is strictly voluntary.

For more information please contact Kimberly Gilbert at Kimberly.Gilbert@ocps.net or Beth Wood at Mary.Wood@ocps.net.



Orange County Public Schools

Date: October 20, 2022
To: All Principals
From: Dr. Leigh Ann Bradshaw, Associate Superintendent
Professional Learning Department

Recipients: Instructional Staff, Evaluating Administrators
Subject: Best Practices and Posting Scales

Best practices based on research states that the standard and the targets should be visible in the classroom to help students know what they are expected to know and be able to do as it relates to the goals and objectives of the lesson.

However, the mandatory inclusion or reference of scales in lesson planning documents, instructional delivery, and/or posting in classrooms is not required for instructional personnel. Scales have not been developed for the Elementary & Secondary math (BEST) and Elementary & Secondary English Language Arts (BEST) CRMs. If teachers and/or PLCs decide that they would like to develop scales based on the learning targets or benchmarks and clarifications they can be developed at the school-level individually or within collaborative teams.

For more information or other concerns regarding the evaluation system, please reach out to Betsy Leis, Director of Evaluation Systems. Questions regarding the BEST Standards, please reach out to David Gorham, Director of Elementary Curriculum and Instruction, or Rebecca Ray, Director of Secondary Curriculum and Instruction.

Our Union Voice

UNITING · EMPOWERING · ADVOCATING

Orange County Classroom Teachers Association Newsletter

[Previous Issues](#)



November 7, 2022



This election is critical for teachers and public education. From increasing teacher pay to stopping attacks on unions and unnecessary culture wars, your vote can make a difference! You have a voice ... be sure they hear it loud and clear. -Clinton McCracken, CTA President

The General Election is tomorrow!

WEAR RED FOR ED and ensure every public ed supporter you know has **VOTED!** Text them, call them, drive them to the polls. **Your job is on the ballot.**

OCPS Updates

Bargaining: The Bargaining Suggestion Form is still open by clicking [HERE](#).

Evaluation: OCCTA proposed to reduce the number of required observations for the 2022-2023

school year, resulting in a MOU. Category 1 & 2B will have two formal and two informal observations (instead of 4). Category 2A will have one formal and 1 informal observation (instead of 2). Access MOU #7 [HERE](#).

Student Learning Growth Appeals: The SLG appeals window will be open from Tuesday, October 25, 2022 through Wednesday, December 14, 2022. Email slg@ocps.net if you would like information on how your score was calculated.

CTA Land Acknowledgment

We have shared the following Land Acknowledgement at our union meetings this year and as we celebrate November as Native American Heritage Month, we share this statement here and encourage everyone to check out these resource links.

<https://socialjusticebooks.org/>
<https://www.firstnations.org/knowledge-center/books/>
<https://americanindiansinchildrensliterature.blogspot.com/>
<https://nativeamericanheritagemonth.gov/>
<https://sharemylesson.com/collections/indigenous-peoples>



LAND ACKNOWLEDGMENT

We recognize that we are convening on the ancestral homeland of the Ais, Apalachee, Calusa, Timucua, and Tocobago tribes. The Seminole Tribe of Florida and the Miccosukee Tribe of Indians of Florida are two of three federally recognized Seminole nations, along with the Seminole Nation of Oklahoma people. We wish to pay our respects to the elders, past, present, and future citizens. We strive to hold space and value the perspectives that these nations share regarding their histories, cultures, and traditions. Let us search our hearts for how we might build relationships with sovereign tribal nations to ensure access to inclusive spaces fostering innovation and collaboration. We have provided additional information for you to pursue this journey.

Additional Planning Time

CTA requested that teachers receive an additional day of individual planning time due to extended Wednesdays. The District agreed to add 6 hours of planning time but it will be common planning instead of the requested individual planning due to the accountability measures for ESSER. This **optional** common planning time may be used during the work day with a substitute provided or on Saturdays with pay.

Reminder: All ESSER common planning time is available to be used during duty days with substitutes provided or on Saturdays with pay. These days are NOT restricted to Saturdays.

Performance Pay Increase

The 21-22 Summative Evaluation scores will be available Tuesday, Oct 25. This will include the Student Learning Growth score. We anticipate you will receive the performance pay salary adjustment in the November 9 check. This pay increase will be retroactive to the first duty day of the 22-23 school year.

Student Loan Relief Application

The Biden-Harris Administration is providing up to \$20,000 in student loan debt relief for eligible borrowers. Go to StudentAid.gov to apply. You won't need FSA ID, tax records or documents providing borrowers meet the income requirements for debt relief. You only need to provide your name, birth date, social security number, phone number and email address.

Free CTA T-Shirts

CTA shirts are now being dropped off and sent through the courier. You can still order a shirt by clicking [HERE](#).



CTA canvassing for pro-public ed candidates, engaging with our community through Trunk or Treat, and providing school supplies to Riverdale Elementary teachers!

Classroom Libraries

The Governor's appointed Board of Education voted to revoke teacher certifications for violating the Parental Rights in Education law ("Don't Say Gay") and require cataloging of all K-5 teacher classroom libraries. CTA has reached out to District leadership to discuss details. Questions remain but this may not be a requirement until later this school year. More info to come. Feel free to reach out to CTA if you have questions/concerns.



Your Union Benefits

The [FEA/Access card](#) delivers savings of up to 50% off at more than 350,000 premier shops, restaurants, hotels, retailers and more – across the country and even right in your own neighborhood!

CTA Membership Drive!



Consider sharing with your colleagues why you joined CTA. Our voices are amplified with each new member. Our colleagues who aren't members are missing out on important benefits ranging from representation during investigations to protect your certification, to affiliate benefits with AFT and NEA, to having a voice in the bargaining process and strengthening our position at the table.

The current member drive includes incentives! Recruiting 1-3 new members=\$5 (up to \$15), 4-6 new members=\$10 (up to \$30), 7+ new members=\$20 (no limit). In addition, all new members will receive a \$20 Wawa gift card!

First CTA Social a Success!

We are thrilled so many members and potential members were able to come out for fellowship and fun at our first CTA Social November 4th! CTA provided appetizers, gave away door prizes, and participants had a chance to chat about how things are going for them this school year. We will host more socials in the future in other parts of the county. (See photo page below).

Free Dinner/Trivia Night December 1st-Limited Reservations Available

CTA is hosting a free dinner and trivia night at the CTA office on December 1st, 5:30-7:30pm in coordination with our partners Creative Benefits, NEA Benefits. There are only 10 available seats remaining so [RSVP](#) today!

FEA Professional Development

Educators of Color Virtual Series: Join us as we celebrate Native American Heritage Month. Register online here: [Tuesday, Nov. 29th](#) 5:30-7:00 p.m.

Wellness Wednesday: The Holidays are right around the corner! Do you find yourself dreading the Holidays this year? This could be due to all the stress of planning or perhaps missing loved ones more during this time of year. Join the workshop to learn more about how to set boundaries and be intentional this Holiday season! Join online: [Wednesday, November 16](#), 5:00 p.m.

LGBTQ+ in Education: What You Need to Know: FEA in partnership with Equality Florida developed a training focused on meeting the needs of our most vulnerable students. We are offering a repeat of the September training with a few updates. This training will not only provide current information regarding the needs of LGBTQ+ students, but also provide accurate information for all educators on how to navigate the uncertain impact of HB 1557. As we engage in creating just and equitable schools for all students and educators, make plans to join us on Tuesday, Dec. 6th 5:30-6:45 pm. Register [HERE](#).



Know Your Contract

Election Day - Article XIV - Duty Day - I - Page 65 - "On election days, employees whose duty day usually begins 45 minutes or more before the student day who wish to vote before the duty day begins, may opt for reporting to work 15 minutes before the student day. In the alternative, employees may leave at the end of the student day for purposes of voting."

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 Avenue, Orlando FL 32804 · 407-298-0756 · www.orangecta.com

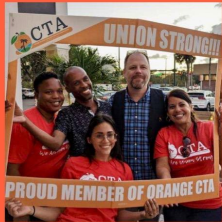


Recent school visits to share information, grow membership, and listen to member concerns



CTA SOCIAL

November 2022



Don't miss out on our
December 1st Social
Event! RSVP 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 #

--	--

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

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

New Member Drive

August 16, 2022-
January 31, 2023

MORE MEMBERS=MORE POWER
AT THE BARGAINING TABLE

**HELP GROW
OUR UNION TO
8,000 MEMBERS!**

1-3 new members = \$5.00 (up to \$15)
4-6 new members = \$10.00 (up to \$30)
7 + new members = \$20.00 (No Limit)

*You must include your name as the recruiter on each new member application in order to receive the incentive. Checks will be mailed in January 2023.

**RECRUITED
MEMBERS**

ALL NEW MEMBERS WILL RECEIVE
A \$20.00 WAWA GIFT CARD!

**THERE IS NO
UNION
WITHOUT
YOU IN IT!**



CTA

Orange County Classroom Teachers Association
FEA | NEA | AFT #7648





PUTTING CTA ON THE MAP

Just
bring a
map of
your
work
site!

School Mapping to Increase Membership

Learn how to identify and empower other on-site leaders to increase your school's membership. Map your school and check off an item from your AR Incentive Checklist.

(Remember AR's who complete Incentive Checklist are eligible for local dues reimbursement)

WHEN: November 30, 2022 @5 pm

WHERE: CTA OFFICE
1020 WEBSTER AVE. ORLANDO, FL 32804

**MUST RSVP BY NOVEMBER 28, 2022.
DINNER WILL BE SERVED.**

Just Scan QR
Code to Register!



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).

Presented by Membership Liaisons/Field Representatives:
David Cintron and La'Ebony Leggins



free DINNER NIGHT

THURSDAY, DECEMBER 1ST

5:30PM—7:30PM

ENTERTAINMENT

- TRIVIA
- PRIZES

Will be held at:

1020 Webster Avenue

Orlando, FL 32804

(407) 298-0756

This dinner serves as a Thank You to members, for all the work that you do. Seats are limited, please RSVP to (407) 298-0756, ASAP.

BROUGHT TO YOU BY



JOIN US AT THE NEXT

CTA HOLIDAY

Social

FRIDAY DECEMBER 9TH

3:00 PM - 6:30 PM

SIDEWARD BREWING

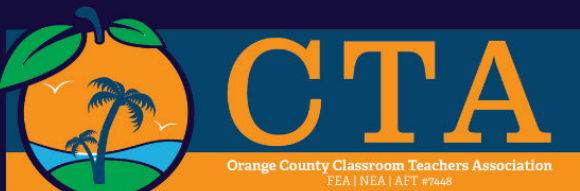
210 N BUMBY AVE SUITE C, ORLANDO, FL 32803

LIMITED APPETIZERS PROVIDED

RECEIVE A RAFFLE TICKET FOR
ATTENDING AND FOR EVERY
POTENTIAL MEMBER YOU BRING!

GIFT
BASKET
RAFFLE!

GIFT
CARD
RAFFLE!



RSVP
HERE:





CTA Board: Gretchen Robinson, Shane Johnson, Clinton McCracken, Colleen Fenton, Bonnie Cox, Ladara Royal, Daphne Lewis, Sarah Yelensky, Megan Brown, Amy Swederski, Amy Modesto, Katy Crichlow, Ashley Modesto, and Maira River (not pictured: Amy Trickey, Ulysses Floyd, Debra Dikes Kornhaus, Erika Altensee, Sheryl Posey)

CTA Staff: Joy Mullen, Lucrecia Coty-Florestal, Dr. Christina Phillips, David Cintron, Clinton McCracken, Maribel Rigsby, La'Ebony Leggins, Mabelle Torres, Angelina Sanchez



CTA

10 Minute Meeting

November 14, 2022

*We are here for you.
We are union strong!*

Contact us at
orangecta@gmail.com
or 407-298-0756



New Member Drive
August 16, 2022 - January 31, 2023

MORE MEMBERS=MORE POWER AT THE BARGAINING TABLE

HELP GROW OUR UNION TO 8,000 MEMBERS!

1-3 new members = \$5.00 (up to \$15)
4-6 new members = \$10.00 (up to \$30)
7 + new members = \$20.00 (No Limit)

*You must include your name as the recruiter on each new member application in order to receive the incentive. Checks will be mailed in January 2023.

RECRUITED MEMBERS
ALL NEW MEMBERS WILL RECEIVE A \$20.00 WAWA GIFT CARD!

THERE IS NO UNION WITHOUT YOU IN IT!

CTA
Orange County Classroom Teachers Association
Representing 8,000 Members



CTA's Membership Drive

- *Our membership drive has begun and will continue until January 31, 2023.
- *Help grow our union, spread the good news about CTA!!
- *All new members will receive a \$20 Wawa Gift Card!
- *Recruiters can earn anywhere from \$5 to \$20 for each new member that signs up!

METROWEST ELEMENTARY	85.37%
PHILLIS WHEATLEY ELEMENTARY	84.21%
WESTPOINTE ELEMENTARY	84.09%
LAKE GEM ELEMENTARY	81.63
WHISPERING OAK ELEMENTARY	78.57%
SUNRISE ELEMENTARY	78.05%
ROSEMONT ELEMENTARY	78.00%
RIVERDALE ELEMENTARY	77.55%
PINELOCH ELEMENTARY	76.92%
WEST OAKS ELEMENTARY	75.00%
VENTURA ELEMENTARY	74.51%
ECCLESTON ELEMENTARY	74.36%
WYNDHAM LAKES ELEMENTARY	73.91%
VISTA POINTE ELEMENTARY	73.17%
AZALEA PARK ELEMENTARY	72.73%
MAXEY ELEMENTARY	71.79%
ALOMA ELEMENTARY	71.74%
ROCK SPRINGS ELEMENTARY	70.37%
FORSYTH WOODS ELEMENTARY	70.83%
OAKSHIRE ELEMENTARY	69.44%
WATERBRIDGE ELEMENTARY	69.23%

FORSYTH WOODS ELEMENTARY	68.75%
OCOEE ELEMENTARY	68.63%
CASTLE CREEK ELEMENTARY	68.18%
PRAIRIE LAKE ELEMENTARY	67.80%
BONNEVILLE ELEMENTARY	66.67%
MILLENNIA ELEMENTARY	65.82%
PINEWOOD ELEMENTARY	65.79%
FRANGUS ELEMENTARY	65.52%
VISTA LAKES ELEMENTARY	65.12%
APOPKA ELEMENTARY	65.08%
PINE HILLS ELEMENTARY	64.91%
ORLANDO GIFTED ACADEMY	64.86%
DOVER SHORES ELEMENTARY	64.71%
STONEWYCK ELEMENTARY	62.50%
CONWAY ELEMENTARY	61.70%
SUNRIDGE ELEMENTARY	61.22%
MEADOW WOODS ELEMENTARY	61.22%
MCCOY ELEMENTARY	60.53%
HIAWASSEE ELEMENTARY	60.47%
CITRUS ELEMENTARY	60.00%

**Congrats to our
work sites with
densities over
60%!**

OAK HILL ELEMENTARY	60.00%
WATERFORD ELEMENTARY	60.00%

CONWAY MIDDLE SCHOOL	88.33%
ROBINSWOOD MIDDLE SCHOOL	71.43%
HOWARD MIDDLE SCHOOL	69.23%
WOLF LAKE MIDDLE SCHOOL	68.49%
CORNER LAKE MIDDLE SCHOOL	67.24%
MEADOW WOODS MIDDLE SCHOOL	66.07%
ODYSSEY MIDDLE SCHOOL	62.00%
APOPKA MIDDLE SCHOOL	61.19%
LAKE COMO SCHOOL K8	65.75%

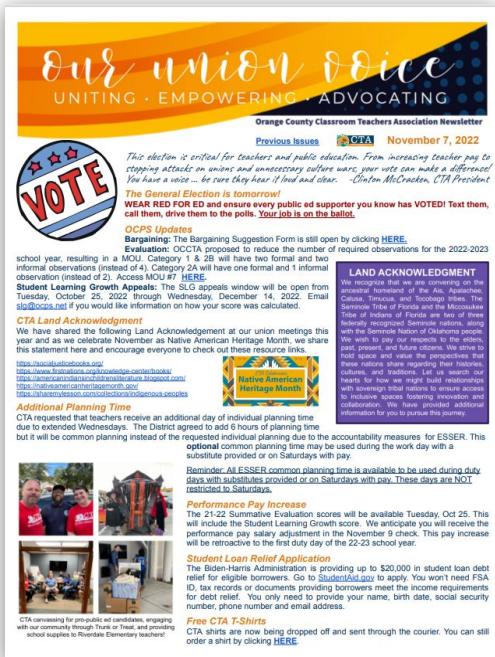
UNIVERSITY HIGH SCHOOL	65.47%
COLONIAL HIGH SCHOOL	64.14%
TIMBER CREEK HIGH SCHOOL	63.40%
JONES HIGH SCHOOL	62.22%
BOONE HIGH SCHOOL	61.54%
WINTER PARK HIGH SCHOOL	60.33%


ESE HEALTH SERVICES	100.00%
ALT EDU - PROJECT COMPASS	83.33%
SIMON YOUTH FOUND ACAD AT OUTLET MKTPLCE	83.33%
MULTILINGUAL SERVICES	81.25%
MINORITY ACHIEVEMENT OFFICE	80.00%
UNIVERSAL EDUCATION CENTER	80.00%
ALT EDU - JUVENILE DEFENDERS PROG	75.00%
SCHOOL CHOICE SERVICES	75.00%
FDLRS/FIN	72.73%
JUVENILE DETENTION	68.75%
CTE VIRTUAL CENTER	66.67%
SCHOOL TRANSFORMATION OFFICE	66.67%
ESE SUPPLEMENTAL SERVICES	66.67%
EARLY CHILDHOOD PROGRAMS	66.67%
OCPS ACADEMIC CENTER FOR EXCELLENCE	65.91%
PSYCHOLOGICAL & SOCIAL SERVICES	65.70%
ACCELERATION ACADEMY WEST	63.33%
ESE TRANSITIONS	62.50%
CURRICULUM & DIGITAL LEARNING	60.00%

**Congrats to
our work sites
with densities
over 60%!**

WE NEED _____ MEMBERS
TO REACH 60%

CTA Newsletter Highlights



- **Free Dinner/Trivia Night** 
 - When: Thursday, Dec. 1st from 5:30-7:30 pm
 - Where: CTA office
 - Limited reservations, [RSVP](#) today!
- **Celebrate Native American Heritage Month**
 - Educators of Color Virtual Series
 - When: Tuesday, Nov. 29th from 5:30-7:00 pm
 - [Register](#) today!
- **Student Learning Growth Appeals**
 - Now open from Oct. 25th to Dec. 14th
 - Email slg@ocps.net for more information
- **FREE CTA T-Shirts**
 - Order your t-shirt [here](#)!
 - Shirts will be dropped off or sent through the courier

Are you receiving our newsletters? Please update your home email to orangecta@gmail.com

Upcoming CTA Events

free DINNER NIGHT

THURSDAY, DECEMBER 1ST

5:30PM—7:30PM

ENTERTAINMENT

- TRIVIA
- PRIZES

Will be held at:

1020 Webster Avenue
Orlando, FL 32804
(407) 298-0756

This dinner serves as a Thank You to members,
for all the work that you do. Seats are limited,
please RSVP to (407) 298-0756, ASAP.

BROUGHT TO YOU BY



JOIN US AT THE NEXT

CTA HOLIDAY Social

FRIDAY, DECEMBER 9TH
3:00 PM - 6:30 PM
LOCATION TBA

CTA WILL PROVIDE LIMITED APPETIZERS

**GIFT BASKET & GIFT CARD RAFFLE - RECEIVE A
TICKET FOR ATTENDING, AND FOR EVERY
POTENTIAL MEMBER YOU BRING!**



CTA
Orange County Teachers Association, Florida Education Association

**RSVP
HERE:**





Date: November 3, 2022
To: All Principals
From: Dr. Leigh Ann Bradshaw, Associate Superintendent
Professional Learning Department
Kimberly Gilbert, Senior Director
Federal Programs
Recipients: Principal Supervisors, Principals, Assistant Principals, Teachers
Subject: Additional Planning Day

The Orange County Classroom Teachers Association requested that teachers receive an additional day of planning time due to the addition of extended Wednesdays. Although both parties believe in the benefits of individual and common planning, we can only offer additional common planning time at this moment, due to the accountability measures for ESSER. Therefore, in collaboration with OCCTA, the district has agreed to add 6 hours of common planning time funded by ESSER.

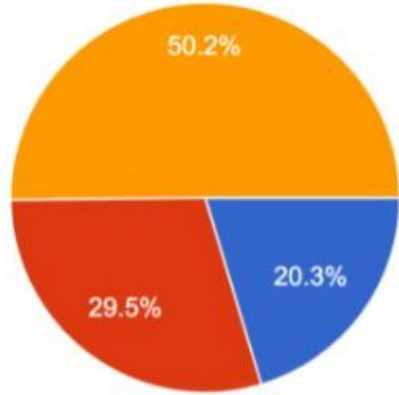
ESSER-funded common planning days are for instructional staff who work directly with students in the classroom and content coaches. Other instructional staff that principals wish to utilize as part of common planning will need to be paid with school funds.

This optional common planning time may be used during the workday with a substitute provided or on Saturdays with pay. If completed on a Saturday, total hours per day cannot exceed six with a minimum of two hours. Hours must be submitted in whole hour increments. No member of the instructional staff will be required to participate in optional planning time – such participation is strictly voluntary.

For more information please contact Kimberly Gilbert at Kimberly.Gilbert@ocps.net or Beth Wood at Mary.Wood@ocps.net.

Additional Planning Day

- OCCTA requested that teachers receive an additional day of planning time due to the addition of extended Wednesdays.
- Six hours of common planning were added to the existing 36 hours of planning funded through ESSER .
- Teams need to choose between the duty day with a sub or Saturday with pay. The teams will work the details of the schedule with the Administrators.



- Follow the calendar approved by the School Board. This option will follow the order established in the 2022-2023 Prioritized Severe Weather Make-Up...
- Use President's Day (February 20) as the first makeup day then use Thanksgiving week days.
- Due to the week of Thanksgiving being so close, use President's Day (February 20) as the first makeup day then use Spring Break days.

Make Up Days Update

- OCCTA has urged the District to request a waiver for the two make up days.
 - The Department of Education has said it would not consider waiver requests until all but the three planning days and all holidays, other than national and state holidays, are utilized.
 - The survey results indicate that 50.2% of the 5,781 respondents preferred using President's Day (February 20) as the first makeup day then using a Spring Break day after that.
 - OCCTA shared all the feedback we received with other suggested scenarios.
-