

# Our Union Voice

UNITING · EMPOWERING · ADVOCATING

Orange County Classroom Teachers Association Newsletter

[Previous Issues](#)



December 5, 2022



*As we approach our holiday break I want to thank you all for the amazing work you do every day in a career that has become more difficult every year. We are working for you nonstop with district leadership and the school board to make things better. Your voice in this process is important and we thank everyone who reaches out to us. We are stronger together and our unity makes a difference in this advocacy. Wishing you a holiday season filled with family, friends, love, laughter, and light!! - Clinton McCracken, CTA President*

**CTA Member Data Update!** We are in the process of ensuring we have a phone number and correct home email address for all members. We need accurate contact information so that you receive critical information. We ask every member to click [HERE](#) to confirm their information. We will also ask ARs to reach out at each worksite in the next few months.

**CTA Educators, Parents and Community Advocacy Team:** Click [HERE](#) to join. Are you a parent or have friends in the community who are advocates for public education but not OCPS employees? We want to provide an opportunity for our community to engage and help fight with us. Please see our [Facebook post](#) and share with your friends and colleagues.

**New CTA Republican and Democratic Caucuses:** Click [HERE](#) to join. An opportunity for politically like minded CTA members to network and advocate for pro public ed legislation. Current CTA membership is 56% Dem, 20% Rep, and 24% NPA. Let your varied political voices be heard and help legislators understand we have members with similar education concerns from all political persuasions.

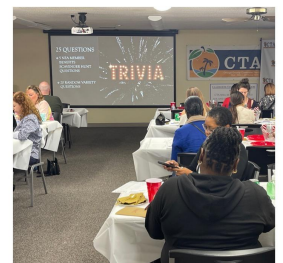
**Safety Committee Meeting:** This is a joint committee established by the contract. Members of OCCTA, OESPA, and OCPS employees met on 11/29/22. We discussed safety concerns, violence against employees by students, incident report forms, asbestos report, Air Conditioning and work orders, and Riverdale. Before the next meeting we expect to receive additional information about OCPS procedures on items presented and work on possible solutions. If you would like to share your anonymous story about any of the items or other safety issues not mentioned, please click [HERE](#).

**Health and Safety MOU:** The Health and Safety MOU is expiring 12/31. Due to the continued high rate of COVID positivity, OCCTA is advocating for the

District to extend the MOU to the end of the year.

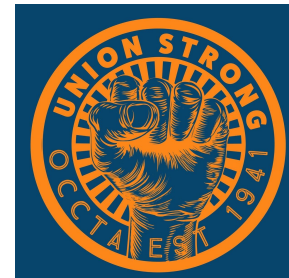
**Second Semester Calendar:** We created a calendar for the second semester that includes extended Wednesdays, Wednesdays to be used by Administrators, Wednesdays for planning, early release Wednesdays, Hurricane Nicole make up days and the Evaluation Timeline. Click [HERE](#) to view the calendar.

CTA members enjoy dinner and trivia benefits night





**Bargaining Survey:** Click [HERE](#). This survey includes important issues that CTA members have raised in emails, phone calls, and responses to the CTA bargaining suggestion form. In addition to salary, during the upcoming negotiations, each party is entitled to reopen the contract for the purpose of negotiating up to three other contract articles. Your responses to this survey will help the CTA bargaining team determine the issues that you consider most important and will ensure that your voice is heard. This week we will be reaching out to all members of our Bargaining Unit who requested a follow-up.



Officers at FEA Governance Board, strategizing to strengthen our collective union voices

**Evaluation Timeline:** The evaluation timeline for the first semester was modified after Hurricane Ian. The last day to request an additional informal observation for the first semester was moved from December 1st to December 6. To see the evaluation timeline click [HERE](#). Article X.C.3.b - *An additional Informal observation may be conducted each semester upon mutual agreement between the teacher and the evaluating administrator. The teacher must request the additional Informal observation for the first semester by December 1 and for the second semester by April 1.*

**Know Your Contract:** When an Administrator walks in the classroom to conduct an informal observation teachers can say: "Today is not a good day, can we please reschedule the observation". Article X.C.3.f - *An Informal observation may be rescheduled upon a teacher's request. No reasonable request shall be denied.*

### **School Board Meeting December 13 - Let Your Voice Be Heard**

Changes to Board Policy KB: Parent Involvement In Education are set to be

approved due to HB 241 ("Parents' Bill of Rights"). One of the changes establishes: "Any Board employee who encourages or coerces, or attempts to encourage or coerce, a minor child to withhold information from his

or her parent/legal guardian may be subject to disciplinary action". While changes are due to legislation it is important you let OCPS know that policy should not go further than legislation requires. Let your voice be heard! Meeting starts at 4:45 pm in the ELC.



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



**CTA Toys for Tots** - We are collecting new, unwrapped toys to donate to Toys for Tots for children of all ages. By donating a toy you can bring the gift of joy to an underprivileged child this holiday season!

Drop off at 1020 Webster Ave., 32804 between 8am-5pm M-F (offices closed 11/21-11/23). Or ask your Association Representative to bring with them to our next AR meeting December 12.

### **FEA Professional Development**

LGBTQ+ in Education: FEA and Equality Florida training includes current information on how to navigate the impact of HB 1557. Tuesday, Dec. 6th 5:30-6:45 pm. Register [HERE](#).

### **CTA Member Spotlight Nomination**

CTA will have a new segment of our newsletter celebrating members! Click [HERE](#) to nominate a colleague!

### **CTA Crisis Fund**

Members who are experiencing a financial crisis may email President McCracken at [orangecta@gmail.com](mailto:orangecta@gmail.com) to submit a request to the Crisis Fund Committee. Limited funds are available to assist our members in need.

### **CTA T Shirts**

For those who ordered a T Shirt, almost all shirts have now been delivered either by the courier or CTA Field Reps. Please email [orangecta@gmail.com](mailto:orangecta@gmail.com) or your Field Rep if you have not received yours.

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](http://www.orangecta.com)







JOIN THE  
**CENTRAL FLORIDA AFL-CIO**

FOR OUR ANNUAL

**Holiday  
Party**

**DECEMBER  
14**

UAW UNION HALL  
1825 W OAK RIDGE RD  
ORLANDO, FL 32809

**6-9 PM**



CELEBRATE 2022 WITH FOOD, DRINKS, AND FUN FOR THE WHOLE FAMILY!



WEAR YOUR UGLIEST SWEATER TO COMPETE IN AN UGLY SWEATER COMPETITION!

+ BRING AN UNWRAPPED GIFT FOR THE ORLANDO UNION RESCUE MISSION LCLAA TOY DRIVE!



**Association Representative Council Meeting  
December 12, 2022**

**President's Welcome**

**Approval of Agenda  
Approval of Minutes**

**President's Report**

- Updates
- Membership
- Other

**Treasurer's Report**

**Bargaining Update**

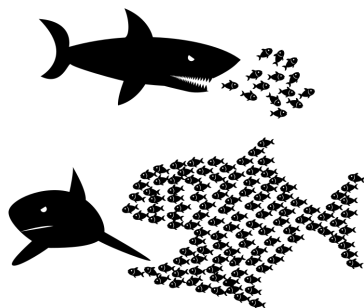
**Member Concerns/Advocacy**

- 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

NOVEMBER 14, 2022

MEETING CONVENED AT 5:03 PM

Submitted by: OCCTA Secretary Ladara Royal

OCCTA President Clinton McCracken opened with a welcome and addressed Hispanic Heritage Month and Native American Month. The President then welcomed Sandra Armstrong from Union First to discuss a new employee assistance benefit.

**Approval of Agenda:** Ulysees Floyd made the motion to accept the minutes, without any corrections. Donald Tillman made the second motion. All present voted, motion was passed.

**Approval of Minutes:** Sandy Thuringer made the motion to approve the minutes, and second by Ulysees Floyd. All present voted and the motion passed.

### President's Report

- A. FEA Delegation Assembly: The President would like to have more representatives at the FEA Delegation Assembly to represent OCCTA. The OCCTA Board is in discussion on incentives to increase interests.
- B. Events: The president discussed the success of the first social event. The next events are December 01, 2022 for the Thank You Dinner and the December 09, 2022 is the next OCCTA Social.
- C. Membership: OCCTA has a bargaining unit of 14, 235 with 53.05% membership density. The goal is to get to 60% which will be 8, 541 members. The aim is to have each worksite reach 60% membership.

**Treasurer's Report:** The Financial and Budget Reports were given by Ashley Modesto, Treasurer. The reports were viewed by members in attendance. A motion was made by Albert Davies and second by Meghan Oates, the motion was voted on by members, the motion passed.

**Membership Concerns & Advocacy Updates:** A 10-minute slideshow presentation was given concerning AR trainings, cultural celebrations, professional developments, and bargaining updates. A discussion was held about the top member concerns.

Motion to adjourn was made by Ulysees Floyd and second by Amy Modesto

Clinton McCracken, President

Maira Rivera, Vice President

Ladara Royal, Secretary

Ashley Modesto, Treasurer



# 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





# SESSION FOCUS

## Six Critical Priorities

**Strong public schools are the heartbeat of our communities.** From the joy and energy of an elementary school cafeteria at lunchtime, to the camaraderie of sharing a school bus ride, to Friday night football with the grandeur of a high school marching band — school is where childhood happens. Our public schools are where children's imaginations are sparked, where lifelong lessons are learned and where students gain the skills they need to thrive as they transition to adulthood. **Our public schools are the best places to inspire students' natural curiosity and their desire to learn.** When we work together, we can build the world-class education system that we dream of. By ensuring that resources are available, the Florida Legislature can demonstrate their commitment to providing every child the education they deserve, regardless of race, income or ZIP code.

1. **Pay** for all educators needs to be competitive with the top 10 states nationwide. From pre-kindergarten to graduate schools, students deserve a world-class education . This means they must have highly qualified and certified teachers and support staff. In order to retain the top educators in the field as well as recruit new educators to Florida, we must invest in raising educator salaries.
2. **Provide** qualified, experienced teachers the opportunity to earn long-term contracts so the best teachers stay in our schools and don't seek jobs elsewhere.
3. **Protect** academic freedom at Florida's colleges and universities by fighting to repeal the newly required intellectual viewpoint survey of higher education faculty and students.
4. **Enhance** the Florida Retirement System without burdening employees with additional costs.
5. **Prioritize** teacher-led assessments and learning over state-mandated standardized tests.
6. **Respect** the rights of people to make decisions locally. Those who know the names and faces of the students are best suited to make decisions regarding their education.



## Session Focus

Florida's students deserve to attend schools that are fully staffed with highly qualified and certified teachers; schools with small class sizes that allow for one-on-one attention; schools with full-time registered nurses, counselors and mental health professionals; schools that focus on real learning and authentic assessment; schools where students' unique needs are met and every student excels, no matter, their race, income, ZIP code or ability. Members of the Florida Education Association work hard to ensure **our public schools are places where students' imaginations can soar**, and each and every student is provided the tools and lessons to make their dreams come true.

Unfortunately, self-interested politicians have spent two decades attacking that vision. Rather than investing in schools as a place of world-class education for all students, they have schemed to divert public funding to their friends who profit from charter school corporations and from unaccountable private and religious schools. This diversion of funds has come at a significant cost. Low pay, failed bonus schemes and policies passed in Tallahassee that value student data more than students themselves have forced professional educators to seek employment elsewhere.

**Educators have had enough, and we are coming together and demanding better for our students, ourselves and our communities.** This legislative session we stand united to ensure lawmakers will live up to their mandate in the Florida Constitution that every student has a right to a "high quality system of free public schools." We are 150,000 members strong from Pensacola to the Keys, and we are speaking with one voice to say that, after two decades of disinvestment in public schools, we are ushering in a decade of progress.

## How You Can Take Action Today!

Visit the **FEA website** to learn more about session and sign up for **FEA Action Alert texts**.



2023 Legislative Session Updates  
[FEAweb.org/Session](https://FEAweb.org/Session)



FEA Action Alert Texts  
Text "edactivist" to 22394

## We are calling on lawmakers to:

- » **Expand** the financial investments in our schools and allocate sufficient funds to fairly compensate all school employees.
- » **Ensure** that students and educators are kept safe and learning progress continues as we recover from the pandemic.
- » **Help address** our educator shortage by allowing qualified, experienced teachers to earn multi-year contracts.
- » **Waive fees** for certification renewals, add-on certifications and certification tests for teachers and those in teacher preparation programs.
- » **Design and fund** pathways to teacher licensure for current education staff professionals at no cost to the educator.
- » **Allow** teachers who retire from FRS to return to work immediately rather than sit out for six months.
- » **Open** the extended DROP program to all educators.
- » **Fund** a full-day PreK program in "opportunity zones" of high poverty.
- » **Revise** statutes related to Required Local Effort to maintain current taxation rates.
- » **Provide** all schools the statutory flexibility granted to charter schools.
- » **Prioritize** teacher-led assessments and learning over mandated standardized tests.
- » **Respect** the rights of people to make decisions locally.
- » **Protect** academic freedom for all our students and teachers in K-12, state colleges and universities.



# 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:** January 18, 2023 @5 pm

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

**MUST RSVP BY JANUARY 13, 2023.  
DINNER WILL BE SERVED.**

Just Scan QR  
Code to Register!



If you missed the  
first training  
please join us this  
time around!

Presented by Membership Liaisons/Field Representatives:  
David Cintron, Lucrecia Coty-Florestal and La'Ebony Leggins





SCHOOL	GRADE LEVEL	REP	OCTOBER				NOVEMBER				DECEMBER				CHANGES TO DENSITY	Number of people needed to reach 60%	Number of people needed to reach 70%	Number of people needed to reach 80%
			BARGAINING	MEMBERS	NON-MEMBERS	DENSITY	BARGAINING UNIT	MEMBERS	NON-MEMBERS	DENSITY	BARGAINING	MEMBERS	NON-MEMBERS	DENSITY				
ACCELERATION ACADEMY EAST	OTHER	David	22	13	9	59.09%	22	13	9	59.09%	22	13	9	59.09%	0.00%	0.2	2.4	4.6
ACCELERATION ACADEMY WEST	OTHER	David	30	19	11	63.33%	30	19	11	63.33%	30	19	11	63.33%	0.00%	-1	2	5
ADULT & COMM EDUCATION	OTHER		2	1	1	50.00%	2	1	1	50.00%	2	1	1	50.00%	0.00%	0.2	0.4	0.6
ADVANCED STUDIES	OTHER		2	0	2	0.00%	2	0	2	0.00%	2	0	2	0.00%	0.00%	1.2	1.4	1.6
ALOMA ELEM SCHOOL	ELEMENTARY	Lucrecia	46	33	13	71.74%	46	33	13	71.74%	47	33	14	70.21%	-1.53%	-4.8	-0.1	4.6
ALT EDU - BETA	OTHER	David	22	12	10	54.55%	22	12	10	54.55%	20	12	8	60.00%	5.45%	0	2	4
ALT EDU - JUVENILE DEFENDER	OTHER	David	4	3	1	75.00%	4	3	1	75.00%	4	3	1	75.00%	0.00%	-0.6	-0.2	0.2
ALT EDU - PROJECT COMPASS	OTHER	David	6	5	1	83.33%	6	5	1	83.33%	6	5	1	83.33%	0.00%	-1.4	-0.8	-0.2
ALT EDU - VILLAGE	OTHER	David	3	1	2	33.33%	2	1	1	50.00%	2	1	1	50.00%	0.00%	0.2	0.4	0.6
ANDOVER ELEMENTARY	ELEMENTARY	La'Ebony	59	28	31	47.46%	59	28	31	47.46%	59	28	31	47.46%	0.00%	7.4	13.3	19.2
APOPKA ELEM SCHOOL	ELEMENTARY	David	64	42	22	65.63%	63	41	22	65.08%	64	41	23	64.06%	-1.02%	-2.6	3.8	10.2
APOPKA HIGH SCHOOL	HIGH	David	177	87	90	49.15%	177	88	89	49.72%	177	86	91	48.59%	-1.13%	20.2	37.9	55.6
APOPKA MIDDLE SCHOOL	MIDDLE	David	67	40	27	59.70%	67	41	26	61.19%	67	41	26	61.19%	0.00%	-0.8	5.9	12.6
ARBOR RIDGE K-8	K-8	Lucrecia	67	32	35	47.76%	68	32	36	47.06%	68	32	36	47.06%	0.00%	8.8	15.6	22.4
AUDUBON PARK K-8	K-8	David	99	39	60	39.39%	99	40	59	40.40%	99	40	59	40.40%	0.00%	19.4	29.3	39.2
AVALON ELEMENTARY SCHOOL	ELEMENTARY	Lucrecia	47	23	24	48.94%	47	23	24	48.94%	47	23	24	48.94%	0.00%	5.2	9.9	14.6
AVALON MIDDLE SCHOOL	MIDDLE	Lucrecia	59	18	41	30.51%	60	18	42	30.00%	60	18	42	30.00%	0.00%	18	24	30
AZALEA PARK ELEM SCH	ELEMENTARY	Lucrecia	45	33	12	73.33%	44	32	12	72.73%	45	33	12	73.33%	0.60%	-6	-1.5	3
BALDWIN PARK ELEMENTARY	ELEMENTARY	Lucrecia	60	28	32	46.67%	60	29	31	48.33%	60	29	31	48.33%	0.00%	7	13	19
BAY LAKE ELEMENTARY	ELEMENTARY	La'Ebony	49	19	30	38.78%	49	18	31	36.73%	49	19	30	38.78%	2.05%	10.4	15.3	20.2
BAY MEADOWS ELEMENTARY	ELEMENTARY	Lucrecia	50	25	25	50.00%	50	25	25	50.00%	50	25	25	50.00%	0.00%	5	10	15
BLANKNER SCHOOL K-8	K-8	La'Ebony	68	34	34	50.00%	68	33	35	48.53%	69	33	36	47.83%	-0.70%	8.4	15.3	22.2
BONNEVILLE ELEM SCHOOL	ELEMENTARY	Lucrecia	44	29	15	65.91%	45	30	15	66.67%	45	30	15	66.67%	0.00%	-3	1.5	6
BOONE HIGH SCHOOL	HIGH	David	159	98	61	61.64%	156	96	60	61.54%	157	96	61	61.15%	-0.39%	-1.8	13.9	29.6
BRIDGEWATER MIDDLE SCHOOL	MIDDLE	La'Ebony	69	34	35	49.28%	70	33	37	47.14%	71	33	38	46.48%	-0.66%	9.6	16.7	23.8
BROOKSHIRE ELEM SCH	ELEMENTARY	Lucrecia	46	22	24	47.83%	45	21	24	46.67%	47	22	25	46.81%	0.14%	6.2	10.9	15.6
CAMELOT ELEMENTARY SCHOOL	ELEMENTARY	Lucrecia	47	22	25	46.81%	47	22	25	46.81%	49	22	27	44.90%	-1.91%	7.4	12.3	17.2
CARVER MIDDLE SCHOOL	MIDDLE	La'Ebony	61	29	32	47.54%	61	32	29	52.46%	65	32	33	49.23%	-3.23%	7	13.5	20

SCHOOL	GRADE LEVEL	REP	OCTOBER				NOVEMBER				DECEMBER				CHANGES TO DENSITY	Number of people needed to reach 60%	Number of people needed to reach 70%	Number of people needed to reach 80%
			BARGAINING	MEMBERS	NON-MEMBERS	DENSITY	BARGAINING UNIT	MEMBERS	NON-MEMBERS	DENSITY	BARGAINING	MEMBERS	NON-MEMBERS	DENSITY				
CASTLE CREEK ELEMENTARY SCHOOL	ELEMENTARY	Lucrecia	44	28	16	63.64%	44	30	14	68.18%	45	32	13	71.11%	2.93%	-5	-0.5	4
CASTLEVIEW ELEMENTARY	ELEMENTARY	David	48	20	28	41.67%	49	20	29	40.82%	49	20	29	40.82%	0.00%	9.4	14.3	19.2
CATALINA ELEM SCHOOL	ELEMENTARY	La'Ebony	49	16	33	32.65%	58	19	39	32.76%	58	20	38	34.48%	1.72%	14.8	20.6	26.4
CHAIN OF LAKES MIDDLE SCHOOL	MIDDLE	La'Ebony	58	32	26	55.17%	60	35	25	58.33%	58	35	23	60.34%	2.01%	-0.2	5.6	11.4
CHENEY ELEM SCHOOL	ELEMENTARY	Lucrecia	36	15	21	41.67%	36	15	21	41.67%	34	15	19	44.12%	2.45%	5.4	8.8	12.2
CHICKASAW ELEM SCHOOL	ELEMENTARY	Lucrecia	44	21	23	47.73%	44	21	23	47.73%	44	21	23	47.73%	0.00%	5.4	9.8	14.2
CITRUS ELEMENTARY	ELEMENTARY	La'Ebony	45	27	18	60.00%	45	27	18	60.00%	45	27	18	60.00%	0.00%	0	4.5	9
CLAY SPRINGS ELEMENTARY	ELEMENTARY	David	54	22	32	40.74%	55	21	34	38.18%	55	21	34	38.18%	0.00%	12	17.5	23
COLLEGE PARK MIDDLE	MIDDLE	David	52	31	21	59.62%	50	29	21	58.00%	51	30	21	58.82%	0.82%	0.6	5.7	10.8
COLONIAL HIGH SCHOOL	HIGH	David	196	127	69	64.80%	198	127	71	64.14%	199	126	73	63.32%	-0.82%	-6.6	13.3	33.2
COLUMBIA ELEM SCHOOL	ELEMENTARY	Lucrecia	36	15	21	41.67%	36	15	21	41.67%	36	15	21	41.67%	0.00%	6.6	10.2	13.8
CONWAY ELEM SCH	ELEMENTARY	David	46	28	18	60.87%	47	29	18	61.70%	47	29	18	61.70%	0.00%	-0.8	3.9	8.6
CONWAY MIDDLE SCHOOL	MIDDLE	David	53	45	8	84.91%	54	45	9	83.33%	52	44	8	84.62%	1.29%	-12.8	-7.6	-2.4
CORNER LAKE MIDDLE	MIDDLE	Lucrecia	59	39	20	66.10%	58	39	19	67.24%	58	39	19	67.24%	0.00%	-4.2	1.6	7.4
CTE VIRTUAL CENTER	OTHER		2	1	1	50.00%	3	2	1	66.67%	3	2	1	66.67%	0.00%	-0.2	0.1	0.4
CURRICULUM & DIGITAL LEARNING	OTHER	David	5	3	2	60.00%	5	3	2	60.00%	5	3	2	60.00%	0.00%	0	0.5	1
CURRICULUM SERVICES	OTHER	David	10	4	6	40.00%	10	4	6	40.00%	10	4	6	40.00%	0.00%	2	3	4
CYPRESS CREEK HIGH	HIGH	La'Ebony	182	95	87	52.20%	180	94	86	52.22%	181	93	88	51.38%	-0.84%	15.6	33.7	51.8
CYPRESS SPRINGS ELEMENTARY	ELEMENTARY	Lucrecia	54	27	27	50.00%	54	28	26	51.85%	56	28	28	50.00%	-1.85%	5.6	11.2	16.8
DEERWOOD ELEM. SCHOOL	ELEMENTARY	Lucrecia	42	14	28	33.33%	42	14	28	33.33%	42	14	28	33.33%	0.00%	11.2	15.4	19.6
DEVEREUX TREATMENT PROGRAM	OTHER	David	7	4	3	57.14%	7	4	3	57.14%	7	4	3	57.14%	0.00%	0.2	0.9	1.6
DILLARD ST ELEM SCH	ELEMENTARY	La'Ebony	38	22	16	57.89%	38	22	16	57.89%	38	22	16	57.89%	0.00%	0.8	4.6	8.4
DISCOVERY MIDDLE SCHOOL	MIDDLE	Lucrecia	58	31	27	53.45%	59	31	28	52.54%	58	31	27	53.45%	0.91%	3.8	9.6	15.4
DOMMERICH ELEM SCHOOL	ELEMENTARY	Lucrecia	45	15	30	33.33%	45	15	30	33.33%	45	15	30	33.33%	0.00%	12	16.5	21
DOVER SHORES ELEM SCHOOL	ELEMENTARY	Lucrecia	34	22	12	64.71%	34	22	12	64.71%	34	22	12	64.71%	0.00%	-1.6	1.8	5.2
DR. PHILLIPS ELEM SCH	ELEMENTARY	David	56	24	32	42.86%	55	26	29	47.27%	55	26	29	47.27%	0.00%	7	12.5	18
DR. PHILLIPS HIGH SCHOOL	HIGH	David	159	89	70	55.97%	162	95	67	58.64%	167	95	72	56.89%	-1.75%	5.2	21.9	38.6
DREAM LAKE ELEM SCH	ELEMENTARY	David	55	32	23	58.18%	54	31	23	57.41%	54	31	23	57.41%	0.00%	1.4	6.8	12.2

SCHOOL	GRADE LEVEL	REP	OCTOBER				NOVEMBER				DECEMBER				CHANGES TO DENSITY	Number of people needed to reach 60%	Number of people needed to reach 70%	Number of people needed to reach 80%
			BARGAINING	MEMBERS	NON-MEMBERS	DENSITY	BARGAINING UNIT	MEMBERS	NON-MEMBERS	DENSITY	BARGAINING	MEMBERS	NON-MEMBERS	DENSITY				
EAGLE CREEK ELEMENTARY	ELEMENTARY	Lucrecia	59	34	25	57.63%	59	34	25	57.63%	60	34	26	56.67%	-0.96%	2	8	14
EAGLES NEST ELEMENTARY	ELEMENTARY	La'Ebony	44	21	23	47.73%	44	21	23	47.73%	44	20	24	45.45%	-2.28%	6.4	10.8	15.2
EARLY CHILDHOOD PROGRAMS	OTHER		3	2	1	66.67%	3	2	1	66.67%	3	2	1	66.67%	0.00%	-0.2	0.1	0.4
EAST LAKE ELEMENTARY	ELEMENTARY	Lucrecia	36	17	19	47.22%	36	16	20	44.44%	38	17	21	44.74%	0.30%	5.8	9.6	13.4
EAST RIVER HIGH SCHOOL	HIGH	Lucrecia	116	47	69	40.52%	118	48	70	40.68%	118	48	70	40.68%	0.00%	22.8	34.6	46.4
ECCLESTON ELEM SCHOOL	ELEMENTARY	David	39	28	11	71.79%	39	29	10	74.36%	39	30	9	76.92%	2.56%	-6.6	-2.7	1.2
EDGEWATER HIGH SCHOOL	HIGH	David	110	50	60	45.45%	121	52	59	46.85%	111	52	59	46.85%	0.00%	14.6	25.7	36.8
ENDEAVOR ELEMENTARY	ELEMENTARY	Lucrecia	46	22	24	47.83%	46	22	24	47.83%	47	22	25	46.81%	-1.02%	6.2	10.9	15.6
ENGELWOOD ELEM SCHOOL	ELEMENTARY	Lucrecia	51	28	23	54.90%	51	28	23	54.90%	52	28	24	53.85%	-1.05%	3.2	8.4	13.6
ESE HEALTH SERVICES	OTHER		5	5	0	100.00%	6	6	0	100.00%	6	6	0	100.00%	0.00%	-2.4	-1.8	-1.2
ESE INSTRUCTIONAL SUPPORT	OTHER	David	217	88	129	40.55%	217	87	130	40.09%	216	87	129	40.28%	0.19%	42.6	64.2	85.8
ESE POLICY & PROCEDURES	OTHER	David	21	8	13	38.10%	21	8	13	38.10%	21	8	13	38.10%	0.00%	4.6	6.7	8.8
ESE SUPPLEMENTAL SERVICES	OTHER	David	28	18	10	64.29%	30	20	10	66.67%	30	20	10	66.67%	0.00%	-2	1	4
ESE TRANSITION	OTHER	David	23	12	11	52.17%	23	12	11	52.17%	23	12	11	52.17%	0.00%	1.8	4.1	6.4
ESE TRANSITIONS	OTHER	David	42	26	16	61.90%	40	25	15	62.50%	40	25	15	62.50%	0.00%	-1	3	7
ESTEEM ACADEMY	OTHER	David	11	6	5	54.55%	11	6	5	54.55%	11	6	5	54.55%	0.00%	0.6	1.7	2.8
EVANS HIGH SCHOOL	HIGH	David	142	58	84	40.85%	142	60	82	42.25%	140	59	81	42.14%	-0.11%	25	39	53
EXCEPTIONAL STUDENT EDUCATION	OTHER	David	24	13	11	54.17%	24	13	11	54.17%	25	13	12	52.00%	-2.17%	2	4.5	7
FDLRS/FIN	OTHER		12	8	4	66.67%	11	8	3	72.73%	11	8	3	72.73%	0.00%	-1.4	-0.3	0.8
FEDERAL PROGRAMS	OTHER		11	3	8	27.27%	11	3	8	27.27%	11	2	9	18.18%	-9.09%	4.6	5.7	6.8
FORSYTH WOODS ELEMENTARY	ELEMENTARY	Lucrecia	48	34	14	70.83%	48	33	15	68.75%	49	34	15	69.39%	0.64%	-4.6	0.3	5.2
FRANGUS ELEM SCHOOL	ELEMENTARY	La'Ebony	34	23	11	67.65%	29	19	10	65.52%	28	20	8	71.43%	5.91%	-3.2	-0.4	2.4
FREEDOM HIGH SCHOOL	HIGH	Lucrecia	144	81	63	56.25%	142	80	62	56.34%	144	80	64	55.56%	-0.78%	6.4	20.8	35.2
FREEDOM MIDDLE	MIDDLE	La'Ebony	74	44	30	59.46%	75	44	31	58.67%	76	45	31	59.21%	0.54%	0.6	8.2	15.8
GLENRIDGE MIDDLE SCHOOL	MIDDLE	Lucrecia	80	43	37	53.75%	78	42	36	53.85%	76	42	34	55.26%	1.41%	3.6	11.2	18.8
GOTHA MIDDLE SCHOOL	MIDDLE	La'Ebony	65	28	37	43.08%	65	28	37	43.08%	65	28	37	43.08%	0.00%	11	17.5	24
HAMLIN ELEMENTARY	ELEMENTARY	La'Ebony	42	12	30	28.57%	42	12	30	28.57%	42	12	30	28.57%	0.00%	13.2	17.4	21.6
HAMLIN MS	MIDDLE	La'Ebony	44	17	27	38.64%	43	17	26	39.53%	42	17	25	40.48%	0.95%	8.2	12.4	16.6



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			BARGAINING	MEMBERS	NON-MEMBERS	DENSITY	BARGAINING UNIT	MEMBERS	NON-MEMBERS	DENSITY	BARGAINING	MEMBERS	NON-MEMBERS	DENSITY				
HIAWASSEE ELEM SCHOOL	ELEMENTARY	La'Ebony	44	27	17	61.36%	43	26	17	60.47%	45	28	17	62.22%	1.75%	-1	3.5	8
HIDDEN OAKS ELEMENTARY	ELEMENTARY	La'Ebony	35	10	25	28.57%	35	10	25	28.57%	34	10	24	29.41%	0.84%	10.4	13.8	17.2
HILLCREST ELEM SCHOOL	ELEMENTARY	David	33	10	23	30.30%	33	10	23	30.30%	35	10	25	28.57%	-1.73%	11	14.5	18
HORIZON HIGH	HIGH	La'Ebony	110	37	73	33.64%	109	37	72	33.94%	110	38	72	34.55%	0.61%	28	39	50
HORIZON WEST MIDDLE	MIDDLE	Lucrecia	76	32	44	42.11%	75	32	43	42.67%	78	32	46	41.03%	-1.64%	14.8	22.6	30.4
HOSPITAL HOMEBOUND	OTHER	David	66	31	35	46.97%	65	31	34	47.69%	65	31	34	47.69%	0.00%	8	14.5	21
HOWARD MIDDLE SCHOOL	MIDDLE	David	64	45	19	70.31%	65	45	20	69.23%	65	47	18	72.31%	3.08%	-8	-1.5	5
HUNGERFORD ELEM SCHOOL	ELEMENTARY	David	32	19	13	59.38%	32	19	13	59.38%	33	19	14	57.58%	-1.80%	0.8	4.1	7.4
HUNTERS CREEK ELEMENTARY	ELEMENTARY	Lucrecia	59	25	34	42.37%	60	27	33	45.00%	63	28	35	44.44%	-0.56%	9.8	16.1	22.4
HUNTERS CREEK MIDDLE SCHO	MIDDLE	Lucrecia	72	31	41	43.06%	72	30	42	41.67%	74	30	44	40.54%	-1.13%	14.4	21.8	29.2
INDEPENDENCE ELEMENTARY	ELEMENTARY	La'Ebony	54	23	31	42.59%	54	23	31	42.59%	57	24	33	42.11%	-0.48%	10.2	15.9	21.6
INNOVATION MIDDLE	MIDDLE	La'Ebony	86	49	37	56.98%	86	50	36	58.14%	85	51	34	60.00%	1.86%	0	8.5	17
IVEY LANE ELEM SCH	ELEMENTARY	La'Ebony	29	16	13	55.17%	29	16	13	55.17%	29	16	13	55.17%	0.00%	1.4	4.3	7.2
JOHN YOUNG ELEMENTARY	ELEMENTARY	La'Ebony	51	25	26	49.02%	51	25	26	49.02%	50	25	25	50.00%	0.98%	5	10	15
JONES HIGH SCHOOL	HIGH	David	91	56	35	61.54%	90	56	34	62.22%	92	57	35	61.96%	-0.26%	-1.8	7.4	16.6
JUVENILE DETENTION	OTHER	David	15	11	4	73.33%	16	11	5	68.75%	16	11	5	68.75%	0.00%	-1.4	0.2	1.8
KEENES CROSSING ELEM SCHO	ELEMENTARY	La'Ebony	67	37	30	55.22%	67	36	31	53.73%	67	37	30	55.22%	1.49%	3.2	9.9	16.6
KELLY PARK SCHOOL K-8	K-8	David	54	30	24	55.56%	54	30	24	55.56%	55	30	25	54.55%	-1.01%	3	8.5	14
KILLARNEY ELEM SCHOOL	ELEMENTARY	David	35	13	22	37.14%	35	13	22	37.14%	35	13	22	37.14%	0.00%	8	11.5	15
LAKE BUENA VISTA HIGH	HIGH	La'Ebony	99	47	52	47.47%	98	48	50	48.98%	100	49	51	49.00%	0.02%	11	21	31
LAKE COMO SCHOOL K-8	K-8	Lucrecia	73	47	26	64.38%	73	48	25	65.75%	73	48	25	65.75%	0.00%	-4.2	3.1	10.4
LAKE GEM ELEMENTARY	ELEMENTARY	David	49	38	11	77.55%	49	40	9	81.63%	51	41	10	80.39%	-1.24%	-10.4	-5.3	-0.2
LAKE GEORGE ELEMENTARY	ELEMENTARY	Lucrecia	42	24	18	57.14%	38	21	17	55.26%	40	22	18	55.00%	-0.26%	2	6	10
LAKE NONA HIGH SCHOOL	HIGH	David	205	100	105	48.78%	208	100	108	48.08%	208	100	108	48.08%	0.00%	24.8	45.6	66.4
LAKE NONA MIDDLE	MIDDLE	Lucrecia	103	49	54	47.57%	103	49	54	47.57%	101	49	52	48.51%	0.94%	11.6	21.7	31.8
LAKE SILVER ELEM SCH	ELEMENTARY	David	35	18	17	51.43%	34	18	16	52.94%	35	18	17	51.43%	-1.51%	3	6.5	10
LAKE SYBELIA ELEM SCH	ELEMENTARY	David	37	15	22	40.54%	37	15	22	40.54%	38	15	23	39.47%	-1.07%	7.8	11.6	15.4
LAKE WESTON ELEM SCH	ELEMENTARY	David	48	22	26	45.83%	48	21	27	43.75%	49	22	27	44.90%	1.15%	7.4	12.3	17.2

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			BARGAINING	MEMBERS	NON-MEMBERS	DENSITY	BARGAINING UNIT	MEMBERS	NON-MEMBERS	DENSITY	BARGAINING	MEMBERS	NON-MEMBERS	DENSITY				
LAKE WHITNEY ELEMENTARY	ELEMENTARY	La'Ebony	46	22	24	47.83%	44	22	22	50.00%	45	23	22	51.11%	1.11%	4	8.5	13
LAKEMONT ELEM SCHOOL	ELEMENTARY	Lucrecia	46	21	25	45.65%	48	21	27	43.75%	48	21	27	43.75%	0.00%	7.8	12.6	17.4
LAKEVIEW MIDDLE SCHOOL	MIDDLE	La'Ebony	58	28	30	48.28%	60	27	33	45.00%	60	27	33	45.00%	0.00%	9	15	21
LAKEVILLE ELEMENTARY	ELEMENTARY	David	44	18	26	40.91%	45	20	25	44.44%	43	20	23	46.51%	2.07%	5.8	10.1	14.4
LANCASTER ELEM SCHOOL	ELEMENTARY	Lucrecia	41	20	21	48.78%	40	20	20	50.00%	41	20	21	48.78%	-1.22%	4.6	8.7	12.8
LAUREATE PARK ELEMENTARY	ELEMENTARY	Lucrecia	75	30	45	40.00%	74	31	43	41.89%	74	31	43	41.89%	0.00%	13.4	20.8	28.2
LAWTON CHILES E.S.	ELEMENTARY	Lucrecia	50	22	28	44.00%	46	21	25	45.65%	45	21	24	46.67%	1.02%	6	10.5	15
LEGACY MIDDLE	MIDDLE	Lucrecia	51	29	22	56.86%	51	28	23	54.90%	52	29	23	55.77%	0.87%	2.2	7.4	12.6
LIBERTY MIDDLE SCHOOL	MIDDLE	Lucrecia	67	32	35	47.76%	67	32	35	47.76%	66	33	33	50.00%	2.24%	6.6	13.2	19.8
LITTLE RIVER ELEMENTARY	ELEMENTARY	Lucrecia	37	15	22	40.54%	37	15	22	40.54%	37	15	22	40.54%	0.00%	7.2	10.9	14.6
LOCKHART ELEM SCHOOL	ELEMENTARY	David	38	18	20	47.37%	39	18	21	46.15%	39	18	21	46.15%	0.00%	5.4	9.3	13.2
LOCKHART MIDDLE SCH	MIDDLE	David	53	20	33	37.74%	52	20	32	38.46%	51	20	31	39.22%	0.76%	10.6	15.7	20.8
LOVELL ELEM SCHOOL	ELEMENTARY	David	63	36	27	57.14%	63	37	26	58.73%	62	37	25	59.68%	0.95%	0.2	6.4	12.6
MAGNOLIA	OTHER	La'Ebony	33	15	18	45.45%	33	16	17	48.48%	33	16	17	48.48%	0.00%	3.8	7.1	10.4
MAITLAND MIDDLE SCH	MIDDLE	Lucrecia	52	24	28	46.15%	51	22	29	43.14%	51	22	29	43.14%	0.00%	8.6	13.7	18.8
MAXEY ELEM SCHOOL	ELEMENTARY	La'Ebony	39	28	11	71.79%	39	28	11	71.79%	39	28	11	71.79%	0.00%	-4.6	-0.7	3.2
MCCOY ELEM SCHOOL	ELEMENTARY	David	38	23	15	60.53%	38	23	15	60.53%	39	24	15	61.54%	1.01%	-0.6	3.3	7.2
MEADOW WOODS ELEMENTARY	ELEMENTARY	La'Ebony	49	31	18	63.27%	49	30	19	61.22%	51	31	20	60.78%	-0.44%	-0.4	4.7	9.8
MEADOW WOODS MIDDLE	MIDDLE	Lucrecia	56	37	19	66.07%	56	37	19	66.07%	59	38	21	64.41%	-1.66%	-2.6	3.3	9.2
MEADOWBROOK MIDDLE SCH	MIDDLE	David	66	36	30	54.55%	64	34	30	53.13%	65	34	31	52.31%	-0.82%	5	11.5	18
MEMORIAL MIDDLE SCHOOL	MIDDLE	David	62	23	39	37.10%	62	22	40	35.48%	63	22	41	34.92%	-0.56%	15.8	22.1	28.4
METROWEST ELEMENTARY	ELEMENTARY	La'Ebony	41	35	6	85.37%	41	35	6	85.37%	43	36	7	83.72%	-1.65%	-10.2	-5.9	-1.6
MILLENNIA ELEM SCHOOL	ELEMENTARY	Lucrecia	59	30	29	50.85%	59	30	29	50.85%	61	32	29	52.46%	1.61%	4.6	10.7	16.8
MILLENNIA GARDENS ELEMENTARY	ELEMENTARY	David	78	51	27	65.38%	79	52	27	65.82%	81	53	28	65.43%	-0.39%	-4.4	3.7	11.8
MINORITY ACHIEVEMENT OFFICE	OTHER	Lucrecia	11	8	3	72.73%	10	8	2	80.00%	11	9	2	81.82%	1.82%	-2.4	-1.3	-0.2
MOLLIE RAY ELEM SCHOOL	ELEMENTARY	La'Ebony	46	26	20	56.52%	44	24	20	54.55%	44	24	20	54.55%	0.00%	2.4	6.8	11.2
MOSS PARK ELEMENTARY SCHOOL	ELEMENTARY	La'Ebony	71	32	39	45.07%	71	31	40	43.66%	71	32	39	45.07%	1.41%	10.6	17.7	24.8
MULTILINGUAL SERVICES	OTHER	David	16	13	3	81.25%	16	13	3	81.25%	17	13	4	76.47%	-4.78%	-2.8	-1.1	0.6

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			BARGAINING	MEMBERS	NON-MEMBERS	DENSITY	BARGAINING UNIT	MEMBERS	NON-MEMBERS	DENSITY	BARGAINING	MEMBERS	NON-MEMBERS	DENSITY				
NORTHLAKE PARK COMMUNITY	ELEMENTARY	La'Ebony	47	15	32	31.91%	47	15	32	31.91%	47	15	32	31.91%	0.00%	13.2	17.9	22.6
OAK HILL ELEMENTARY SCHOOL	ELEMENTARY	La'Ebony	40	24	16	60.00%	40	24	16	60.00%	42	24	18	57.14%	-2.86%	1.2	5.4	9.6
OAK RIDGE HIGH SCHOOL	HIGH	Lucrecia	134	69	65	51.49%	135	68	67	50.37%	132	68	64	51.52%	1.15%	11.2	24.4	37.6
OAKSHIRE ELEMENTARY	ELEMENTARY	La'Ebony	36	25	11	69.44%	36	25	11	69.44%	35	25	10	71.43%	1.99%	-4	-0.5	3
OCOE ELEMENTARY SCHOOL	ELEMENTARY	La'Ebony	51	36	15	70.59%	51	35	16	68.63%	51	35	16	68.63%	0.00%	-4.4	0.7	5.8
OCOE HIGH SCHOOL	HIGH	La'Ebony	128	75	53	58.59%	126	72	54	57.14%	125	72	53	57.60%	0.46%	3	15.5	28
OCOE MIDDLE SCHOOL	MIDDLE	La'Ebony	75	43	32	57.33%	74	43	31	58.11%	74	42	32	56.76%	-1.35%	2.4	9.8	17.2
OCPS ACADEMIC CENTER FOR B	OTHER		91	59	32	64.84%	88	58	30	65.91%	88	58	30	65.91%	0.00%	-5.2	3.6	12.4
OCVS VIRTUAL FRANCHISE	OTHER	David	206	99	107	48.06%	205	99	106	48.29%	204	99	105	48.53%	0.24%	23.4	43.8	64.2
OCVS VIRTUAL INSTRUCTION C	OTHER	David	50	21	29	42.00%	50	21	29	42.00%	50	21	29	42.00%	0.00%	9	14	19
ODYSSEY MIDDLE SCHOOL	MIDDLE	La'Ebony	52	32	20	61.54%	50	31	19	62.00%	51	32	19	62.75%	0.75%	-1.4	3.7	8.8
OLYMPIA HIGH SCHOOL	HIGH	La'Ebony	147	61	86	41.50%	147	60	87	40.82%	150	61	89	40.67%	-0.15%	29	44	59
ORANGE CENTER ELEM SCH	ELEMENTARY	La'Ebony	30	16	14	53.33%	30	16	14	53.33%	30	16	14	53.33%	0.00%	2	5	8
ORANGE TECH COLLEGE MID FL	TECH	La'Ebony	77	36	41	46.75%	77	35	42	45.45%	76	35	41	46.05%	0.60%	10.6	18.2	25.8
ORANGE TECH COLLEGE ORLAN	TECH	Lucrecia	49	26	23	53.06%	47	25	22	53.19%	48	25	23	52.08%	-1.11%	3.8	8.6	13.4
ORANGE TECH COLLEGE WESTS	TECH	La'Ebony	27	15	12	55.56%	27	15	12	55.56%	26	15	11	57.69%	2.13%	0.6	3.2	5.8
ORANGE TECH COLLEGE WINT	TECH	Lucrecia	35	19	16	54.29%	35	19	16	54.29%	35	20	15	57.14%	2.85%	1	4.5	8
ORANGE YOUTH ACADEMY	OTHER	David	8	4	4	50.00%	8	4	4	50.00%	9	5	4	55.56%	5.56%	0.4	1.3	2.2
ORLANDO GIFTED ACADEMY	ELEMENTARY	David	36	24	12	66.67%	37	24	13	64.86%	39	24	15	61.54%	-3.32%	-0.6	3.3	7.2
ORLO VISTA ELEMENTARY	ELEMENTARY	La'Ebony	44	20	24	45.45%	44	20	24	45.45%	44	23	21	52.27%	6.82%	3.4	7.8	12.2
PALM LAKE ELEM SCHOOL	ELEMENTARY	La'Ebony	52	29	23	55.77%	52	29	23	55.77%	52	29	23	55.77%	0.00%	2.2	7.4	12.6
PALMETTO ELEM SCHOOL	ELEMENTARY	Lucrecia	65	32	33	49.23%	66	33	33	50.00%	65	35	30	53.85%	3.85%	4	10.5	17
PANTHER LAKE ELEMENTARY	ELEMENTARY	La'Ebony	39	12	27	30.77%	38	11	27	28.95%	40	11	29	27.50%	-1.45%	13	17	21
PERSHING K-8	K-8	Lucrecia	75	42	33	56.00%	77	43	34	55.84%	78	43	35	55.13%	-0.71%	3.8	11.6	19.4
PHILLIS WHEATLEY ELEMENTAR	ELEMENTARY	David	38	32	6	84.21%	37	31	6	83.78%	37	32	5	86.49%	2.71%	-9.8	-6.1	-2.4
PIEDMONT LAKES MIDDLE SCH	MIDDLE	David	75	42	33	56.00%	75	41	34	54.67%	75	42	33	56.00%	1.33%	3	10.5	18
PINAR ELEM SCHOOL	ELEMENTARY	Lucrecia	30	8	22	26.67%	31	9	22	29.03%	31	9	22	29.03%	0.00%	9.6	12.7	15.8
PINE HILLS ELEM SCHOOL	ELEMENTARY	La'Ebony	59	39	20	66.10%	57	37	20	64.91%	58	37	21	63.79%	-1.12%	-2.2	3.6	9.4



SCHOOL	GRADE LEVEL	REP	OCTOBER				NOVEMBER				DECEMBER				CHANGES TO DENSITY	Number of people needed to reach 60%	Number of people needed to reach 70%	Number of people needed to reach 80%
			BARGAINING	MEMBERS	NON-MEMBERS	DENSITY	BARGAINING UNIT	MEMBERS	NON-MEMBERS	DENSITY	BARGAINING	MEMBERS	NON-MEMBERS	DENSITY				
PINELOCH ELEM SCHOOL	ELEMENTARY	David	46	35	11	76.09%	52	40	12	76.92%	56	42	14	75.00%	-1.92%	-8.4	-2.8	2.8
PINEWOOD ELEMENTARY	ELEMENTARY	David	39	26	13	66.67%	38	25	13	65.79%	37	24	13	64.86%	-0.93%	-1.8	1.9	5.6
POSITIVE PATHWAYS TRANSITION	OTHER	David	36	21	15	58.33%	36	21	15	58.33%	36	21	15	58.33%	0.00%	0.6	4.2	7.8
PRAIRIE LAKE ELEMENTARY (CL)	ELEMENTARY	David	58	40	18	68.97%	59	40	19	67.80%	60	40	20	66.67%	-1.13%	-4	2	8
PRINCETON ELEM SCHOOL	ELEMENTARY	David	36	19	17	52.78%	38	21	17	55.26%	38	21	17	55.26%	0.00%	1.8	5.6	9.4
PSYCHOLOGICAL & SOCIAL SERVICES	OTHER	David	173	115	58	66.47%	172	113	59	65.70%	174	112	62	64.37%	-1.33%	-7.6	9.8	27.2
RANDALL ACADEMY	OTHER	David	4	1	3	25.00%	4	1	3	25.00%	4	1	3	25.00%	0.00%	1.4	1.8	2.2
RIDGEWOOD PARK ELEMENTARY	ELEMENTARY	David	38	20	18	52.63%	37	20	17	54.05%	38	21	17	55.26%	1.21%	1.8	5.6	9.4
RIVERDALE ELEMENTARY	ELEMENTARY	Lucrecia	49	38	11	77.55%	49	38	11	77.55%	50	38	12	76.00%	-1.55%	-8	-3	2
RIVERSIDE ELEM SCHOOL	ELEMENTARY	La'Ebony	41	22	19	53.66%	41	22	19	53.66%	41	22	19	53.66%	0.00%	2.6	6.7	10.8
ROBERTO CLEMENTE MIDDLE	MIDDLE	David	68	35	33	51.47%	68	35	33	51.47%	67	34	33	50.75%	-0.72%	6.2	12.9	19.6
ROBINSWOOD MIDDLE SCHOOL	MIDDLE	La'Ebony	69	51	18	73.91%	70	50	20	71.43%	72	57	15	79.17%	7.74%	-13.8	-6.6	0.6
ROCK LAKE ELEM SCHOOL	ELEMENTARY	La'Ebony	40	23	17	57.50%	40	23	17	57.50%	40	23	17	57.50%	0.00%	1	5	9
ROCK SPRINGS ELEMENTARY	ELEMENTARY	David	53	40	13	75.47%	54	38	16	70.37%	54	38	16	70.37%	0.00%	-5.6	-0.2	5.2
ROLLING HILLS ELEM SCH	ELEMENTARY	David	42	16	26	38.10%	42	18	24	42.86%	42	18	24	42.86%	0.00%	7.2	11.4	15.6
ROSEMONT ELEMENTARY	ELEMENTARY	David	50	38	12	76.00%	50	39	11	78.00%	50	39	11	78.00%	0.00%	-9	-4	1
SADLER ELEM SCHOOL	ELEMENTARY	La'Ebony	61	12	49	19.67%	61	12	49	19.67%	60	12	48	20.00%	0.33%	24	30	36
SALLY RIDE ELEM SCHOOL	ELEMENTARY	Lucrecia	33	12	21	36.36%	36	12	24	33.33%	37	12	25	32.43%	-0.90%	10.2	13.9	17.6
SAND LAKE ELEMENTARY SCHOOL	ELEMENTARY	La'Ebony	52	18	34	34.62%	54	18	36	33.33%	54	18	36	33.33%	0.00%	14.4	19.8	25.2
SCHOOL CHOICE SERVICES	OTHER		4	3	1	75.00%	4	3	1	75.00%	5	3	2	60.00%	-15.00%	0	0.5	1
SCHOOL TRANSFORMATION OF	OTHER	David	13	7	6	53.85%	9	6	3	66.67%	11	8	3	72.73%	6.06%	-1.4	-0.3	0.8
SHENANDOAH ELEM SCHOOL	ELEMENTARY	La'Ebony	39	19	20	48.72%	39	19	20	48.72%	39	19	20	48.72%	0.00%	4.4	8.3	12.2
SHINGLE CREEK ELEMENTARY	ELEMENTARY	Lucrecia	50	26	24	52.00%	50	26	24	52.00%	54	26	28	48.15%	-3.85%	6.4	11.8	17.2
SILVER PINES ACADEMY K-12 LE	K-8	David	48	20	28	41.67%	47	21	26	44.68%	47	21	26	44.68%	0.00%	7.2	11.9	16.6
SIMON YOUTH FOUND ACADEMY	OTHER	David	6	5	1	83.33%	6	5	1	83.33%	6	5	1	83.33%	0.00%	-1.4	-0.8	-0.2
SOUTH CREEK MIDDLE SCHOOL	MIDDLE	Lucrecia	69	39	30	56.52%	72	43	29	59.72%	72	42	30	58.33%	-1.39%	1.2	8.4	15.6
SOUTHWEST MIDDLE SCHOOL	MIDDLE	La'Ebony	79	43	36	54.43%	79	44	35	55.70%	77	44	33	57.14%	1.44%	2.2	9.9	17.6
SOUTHWOOD ELEMENTARY	ELEMENTARY	Lucrecia	39	16	23	41.03%	39	16	23	41.03%	39	16	23	41.03%	0.00%	7.4	11.3	15.2

SCHOOL	GRADE LEVEL	REP	OCTOBER				NOVEMBER				DECEMBER				CHANGES TO DENSITY	Number of people needed to reach 60%	Number of people needed to reach 70%	Number of people needed to reach 80%
			BARGAINING	MEMBERS	NON-MEMBERS	DENSITY	BARGAINING UNIT	MEMBERS	NON-MEMBERS	DENSITY	BARGAINING	MEMBERS	NON-MEMBERS	DENSITY				
SPRING LAKE ELEM SCH	ELEMENTARY	David	36	11	25	30.56%	37	12	25	32.43%	36	12	24	33.33%	0.90%	9.6	13.2	16.8
STONE LAKES ES	ELEMENTARY	Lucrecia	48	21	27	43.75%	48	21	27	43.75%	49	21	28	42.86%	-0.89%	8.4	13.3	18.2
STONEWYCK ELEMENTARY	ELEMENTARY	Lucrecia	40	25	15	62.50%	40	25	15	62.50%	41	25	16	60.98%	-1.52%	-0.4	3.7	7.8
STUDENT SERVICES	OTHER	David	67	28	39	41.79%	65	28	37	43.08%	65	28	37	43.08%	0.00%	11	17.5	24
SUMMERLAKE ELEMENTARY	ELEMENTARY	La'Ebony	54	22	32	40.74%	52	21	31	40.38%	52	21	31	40.38%	0.00%	10.2	15.4	20.6
SUN BLAZE ELEMENTARY	ELEMENTARY	David	71	29	42	40.85%	69	29	40	42.03%	69	28	41	40.58%	-1.45%	13.4	20.3	27.2
SUNRIDGE ES	ELEMENTARY	La'Ebony	48	30	18	62.50%	49	30	19	61.22%	47	30	17	63.83%	2.61%	-1.8	2.9	7.6
SUNRIDGE MS	MIDDLE	La'Ebony	75	45	30	60.00%	76	45	31	59.21%	76	45	31	59.21%	0.00%	0.6	8.2	15.8
SUNRISE ELEMENTARY	ELEMENTARY	Lucrecia	41	31	10	75.61%	41	32	9	78.05%	41	32	9	78.05%	0.00%	-7.4	-3.3	0.8
SUNSET PARK ELEM SCHOOL	ELEMENTARY	David	61	25	36	40.98%	60	26	34	43.33%	60	26	34	43.33%	0.00%	10	16	22
SUNSHINE ELEMENTARY	ELEMENTARY	La'Ebony	60	33	27	55.00%	59	33	26	55.93%	57	34	23	59.65%	3.72%	0.2	5.9	11.6
TANGELO PARK ELEM SCH	ELEMENTARY	David	42	18	24	42.86%	42	18	24	42.86%	42	18	24	42.86%	0.00%	7.2	11.4	15.6
THORNEBROOKE ELEM	ELEMENTARY	La'Ebony	45	19	26	42.22%	45	19	26	42.22%	45	19	26	42.22%	0.00%	8	12.5	17
THREE POINTS ELEMENTARY SCHOOL	ELEMENTARY	La'Ebony	41	22	19	53.66%	41	22	19	53.66%	41	22	19	53.66%	0.00%	2.6	6.7	10.8
TILDENVILLE ELEM SCH	ELEMENTARY	La'Ebony	44	25	19	56.82%	43	25	18	58.14%	43	25	18	58.14%	0.00%	0.8	5.1	9.4
TIMBER CREEK HIGH SCHOOL	HIGH	Lucrecia	196	123	73	62.76%	194	123	71	63.40%	194	123	71	63.40%	0.00%	-6.6	12.8	32.2
TIMBER LAKES ELEM SCHOOL	ELEMENTARY	Lucrecia	52	30	22	57.69%	52	30	22	57.69%	51	30	21	58.82%	1.13%	0.6	5.7	10.8
TIMBER SPRINGS MIDDLE	MIDDLE	Lucrecia	65	31	34	47.69%	65	31	34	47.69%	65	31	34	47.69%	0.00%	8	14.5	21
UNION PARK ELEM SCH	ELEMENTARY	Lucrecia	45	18	27	40.00%	43	17	26	39.53%	41	16	25	39.02%	-0.51%	8.6	12.7	16.8
UNION PARK MIDDLE SCH	MIDDLE	Lucrecia	58	32	26	55.17%	60	33	27	55.00%	59	33	26	55.93%	0.93%	2.4	8.3	14.2
UNIVERSAL EDUCATION CENTER	OTHER	La'Ebony	5	4	1	80.00%	5	4	1	80.00%	5	4	1	80.00%	0.00%	-1	-0.5	0
UNIVERSITY HIGH SCHOOL	HIGH	Lucrecia	141	93	48	65.96%	139	91	48	65.47%	138	92	46	66.67%	1.20%	-9.2	4.6	18.4
VENTURA ELEMENTARY SCHOOL	ELEMENTARY	Lucrecia	52	38	14	73.08%	51	38	13	74.51%	51	39	12	76.47%	1.96%	-8.4	-3.3	1.8
VILLAGE PARK ELEMENTARY	ELEMENTARY	La'Ebony	41	22	19	53.66%	41	22	19	53.66%	42	22	20	52.38%	-1.28%	3.2	7.4	11.6
VISTA LAKES ELEMENTARY SCHOOL	ELEMENTARY	Lucrecia	44	29	15	65.91%	43	28	15	65.12%	43	28	15	65.12%	0.00%	-2.2	2.1	6.4
VISTA POINTE ELEMENTARY	ELEMENTARY	Lucrecia	42	30	12	71.43%	41	30	11	73.17%	42	30	12	71.43%	-1.74%	-4.8	-0.6	3.6
VOCATIONAL TECHNICAL EDUCATION	OTHER		27	16	11	59.26%	26	15	11	57.69%	27	16	11	59.26%	1.57%	0.2	2.9	5.6
WALKER MIDDLE SCHOOL	MIDDLE	La'Ebony	60	35	25	58.33%	60	35	25	58.33%	62	36	26	58.06%	-0.27%	1.2	7.4	13.6

SCHOOL	GRADE LEVEL	REP	OCTOBER				NOVEMBER				DECEMBER				CHANGES TO DENSITY	Number of people needed to reach 60%	Number of people needed to reach 70%	Number of people needed to reach 80%
			BARGAINING	MEMBERS	NON-MEMBERS	DENSITY	BARGAINING UNIT	MEMBERS	NON-MEMBERS	DENSITY	BARGAINING	MEMBERS	NON-MEMBERS	DENSITY				
WASHINGTON SH ELEM SCH	ELEMENTARY	La'Ebony	29	18	11	62.07%	33	19	14	57.58%	34	23	11	67.65%	10.07%	-2.6	0.8	4.2
WASHINGTON SHORES PRIMAR	OTHER	La'Ebony	8	4	4	50.00%	8	4	4	50.00%	8	4	4	50.00%	0.00%	0.8	1.6	2.4
WATER SPRING ELEMENTARY	ELEMENTARY	La'Ebony	69	25	44	36.23%	70	24	46	34.29%	72	26	46	36.11%	1.82%	17.2	24.4	31.6
WATER SPRING MIDDLE	MIDDLE	La'Ebony	41	21	20	51.22%	40	21	19	52.50%	43	22	21	51.16%	-1.34%	3.8	8.1	12.4
WATERBRIDGE ELEMENTARY	ELEMENTARY	Lucrecia	39	27	12	69.23%	39	27	12	69.23%	39	27	12	69.23%	0.00%	-3.6	0.3	4.2
WATERFORD ELEMENTARY	ELEMENTARY	Lucrecia	41	25	16	60.98%	40	24	16	60.00%	41	25	16	60.98%	0.98%	-0.4	3.7	7.8
WEDGEFIELD K-8	K-8	Lucrecia	65	20	45	30.77%	64	20	44	31.25%	65	21	44	32.31%	1.06%	18	24.5	31
WEKIVA HIGH SCHOOL	HIGH	David	116	52	64	44.83%	116	51	65	43.97%	121	51	70	42.15%	-1.82%	21.6	33.7	45.8
WEST CREEK ELEMENTARY	ELEMENTARY	La'Ebony	48	17	31	35.42%	49	17	32	34.69%	49	17	32	34.69%	0.00%	12.4	17.3	22.2
WEST OAKS ELEMENTARY	ELEMENTARY	La'Ebony	44	33	11	75.00%	44	33	11	75.00%	44	33	11	75.00%	0.00%	-6.6	-2.2	2.2
WEST ORANGE HIGH SCHOOL	HIGH	La'Ebony	142	80	62	56.34%	140	79	61	56.43%	140	79	61	56.43%	0.00%	5	19	33
WESTBROOKE ELEM SCHOOL	ELEMENTARY	La'Ebony	35	10	25	28.57%	35	10	25	28.57%	35	10	25	28.57%	0.00%	11	14.5	18
WESTPOINTE ELEMENTARY	ELEMENTARY	La'Ebony	44	37	7	84.09%	45	37	8	82.22%	45	37	8	82.22%	0.00%	-10	-5.5	-1
WESTRIDGE MIDDLE SCHOOL	MIDDLE	David	80	30	50	37.50%	80	29	51	36.25%	81	31	50	38.27%	2.02%	17.6	25.7	33.8
WETHERBEE ELEMENTARY	ELEMENTARY	David	63	29	34	46.03%	64	31	33	48.44%	65	31	34	47.69%	-0.75%	8	14.5	21
WHISPERING OAK ELEMENTAR	ELEMENTARY	La'Ebony	57	45	12	78.95%	56	44	12	78.57%	57	45	12	78.95%	0.38%	-10.8	-5.1	0.6
WINDERMERE ELEM SCHOOL	ELEMENTARY	La'Ebony	45	11	34	24.44%	45	11	34	24.44%	45	11	34	24.44%	0.00%	16	20.5	25
WINDERMERE HIGH	HIGH	La'Ebony	165	88	77	53.33%	165	89	76	53.94%	164	87	77	53.05%	-0.89%	11.4	27.8	44.2
WINDY RIDGE K-8	K-8	David	85	50	35	58.82%	87	51	36	58.62%	87	51	36	58.62%	0.00%	1.2	9.9	18.6
WINEGARD ELEM SCHOOL	ELEMENTARY	Lucrecia	47	21	26	44.68%	47	22	25	46.81%	48	22	26	45.83%	-0.98%	6.8	11.6	16.4
WINTER PARK HIGH	HIGH	Lucrecia	184	111	73	60.33%	184	111	73	60.33%	184	111	73	60.33%	0.00%	-0.6	17.8	36.2
WOLF LAKE ELEMENTARY SCH	ELEMENTARY	David	52	21	31	40.38%	52	21	31	40.38%	52	20	32	38.46%	-1.92%	11.2	16.4	21.6
WOLF LAKE MIDDLE SCHOOL	MIDDLE	David	73	50	23	68.49%	73	50	23	68.49%	74	50	24	67.57%	-0.92%	-5.6	1.8	9.2
WYNDHAM LAKES ELEMENTAR	ELEMENTARY	David	47	34	13	72.34%	46	34	12	73.91%	45	34	11	75.56%	1.65%	-7	-2.5	2
ZELLWOOD ELEM SCHOOL	ELEMENTARY	David	41	21	20	51.22%	41	21	20	51.22%	41	21	20	51.22%	0.00%	3.6	7.7	11.8