



ORANGE CTA

COLLECTIVE BARGAINING AGREEMENT



IN DANGER



CTA Membership is at 53%

- >>> If membership rates stay below 60%, the entire CTA Teacher contract will disappear.
- >>> Teachers will not have any rights or backing from the Union. There will not be a Union!
- >>> The district will have full control and is not obligated to offer any incentives or rights to the employees.
- >>> Insurance premiums will be established at the District's discretion.
- >>> The grievance process will no longer exist because there will be no contract. Employees will have no recourse for management wrong doing.

Contract Article Highlights that will DISAPPEAR!

- II: NEGOTIATIONS PROCEDURES - **THIS WILL NO LONGER EXIST**
- X: EVALUATION PROTECTIONS AND APPEALS - **THIS WILL NO LONGER EXIST**
- XII.A.3: REPRESENTATION DURING DISCIPLINE MEETINGS - **THIS WILL NO LONGER EXIST**
- XIV.A: PAID DUTY FREE LUNCH - **THIS WILL NO LONGER EXIST**
- XIV.B.3.H: PROTECTED, SELF-DIRECTED PLANNING TIME - **THIS WILL NO LONGER EXIST**
- XIV.B.3.H: ADMIN CAN ONLY TAKE PLANNING TIME ONCE A WEEK - **THIS WILL NO LONGER EXIST**
- XIV.C: SUBSTITUTE AND SPLITTING CLASSES PROTECTION - **THIS WILL NO LONGER EXIST**
- XIV.H: ONLY ONE ACTIVITY REQUIRED AFTER DUTY DAY - **THIS WILL NO LONGER EXIST**
- XIV.T: FACULTY MEETINGS SHALL NOT EXCEED ONE HOUR PER WEEK - **THIS WILL NO LONGER EXIST**
- XIV.T: LIMIT MEETINGS DURING PREPLANNING - **THIS WILL NO LONGER EXIST**
- XV.D: ONLY TWO WEDNESDAY PER MONTH ARE TO BE USED BY THE ADMINISTRATOR - **THIS WILL NO LONGER EXIST**
- LESSON PLAN AGREEMENT- NO REQUIRED TEMPLATE, NOT TURNED IN WEEKLY - **THIS WILL NO LONGER EXIST**



CTA Facebook

**THERE WILL BE NO UNION TO FIGHT FOR BETTER
WAGES, HOURS & WORKING CONDITIONS**



Join Today



**Association Representative Council Meeting
February 13, 2023**

WEAR RED CTA SHIRT 2/14 - I AM CTA!

President's Welcome

Approval of Agenda Approval of Minutes

President's Report

- Updates
- Membership
- Other

Recognitions

Treasurer's Report

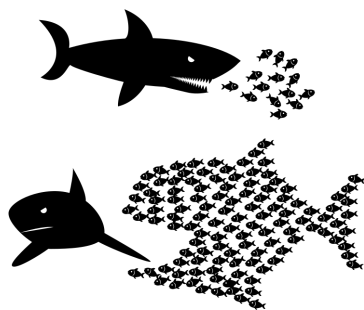
Bargaining Update

Committee Reports

Member Concerns/Advocacy

- 10 Minute Meeting Slideshow

Adjourn



ORGANIZE!

2022-2023 AR Council Meeting Dates

August 15
 September 12
 October 10
 November 14
 December 12
 January 9 (In Person Only)
 February 13
 March 20 (In Person Only, 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
February 6, 2023

Teachers unions are being targeted this legislative session and we need all members now more than ever to be an active part of their union and to build our membership. This union amplifies your individual voices into stronger and organized collective advocacy. - Clinton McCracken, CTA President

Proposed Dues Restriction and 60% Membership:

The Governor gave a speech Jan. 23 outlining his proposal to restrict Districts from deducting teachers union dues from paychecks and increase the membership requirement to 60%. All CTA members must share with their colleagues the importance of joining their Union. Your contract and the protections it offers will disappear if we don't reach 60%. The District will no longer be required to bargain and already spoke last week about the relief this will provide them in not having to bargain insurance changes. Your collective action can prevent this, by growing our Union to 60%.

I'm sticking
with my union!



Classroom Libraries: On Jan. 18 the Board of Education voted to extend the cataloging requirement to the secondary level. Although CTA, other locals across the state, and FEA pushed hard against this law, unfortunately it did pass. If teachers have a classroom library, they must comply and follow the directions given to catalog the books. However, many teachers are choosing to remove their classroom libraries altogether as the legal threats and the threats against certifications are very real. You can see the district memo [HERE](#). CTA will continue to advocate for removing this and other recent divisive laws. You can read President McCracken's Sentinel Editorial about this [HERE](#). Are you keeping your classroom library or are you packing it up? Let us know [HERE](#).

I AM CTA: Wear your CTA T-Shirts on 2/14. There are a lot of inaccurate things being said about teachers unions in Tallahassee. We know what we stand for and we will choose to be members regardless of the challenges thrown our way. Take a selfie with your CTA shirt with hashtags #ImStickingWithMyUnion #IamCTA and #WeAreUnionStrong. Post on your socials and in the comments of our Facebook post to be entered into a drawing for a gift basket! Let our community know who we are!

District Discipline Task Force: Thank you to everyone who came to the CTA Roundtable event to capture your concerns regarding student discipline. CTA will be representing you on the District Discipline Task Force and will share these concerns and suggestions. If you were unable to attend you may still submit your concerns [HERE](#).

Budget Proposed: The Governor has proposed an increase of 200 million for teacher salaries but this isn't enough for what our teachers need, especially our veteran teachers suffering from massive wage compression. According to FEA this adds less than \$20 per week for each teacher. We still don't have the details, but are encouraging lawmakers to put real money on the table to help our teachers.

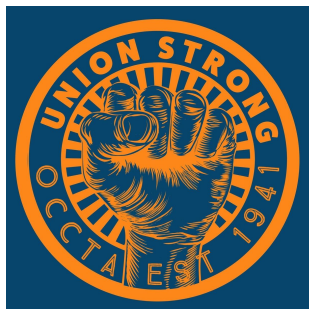
Title I PFE Modules: ESSA (Every Student Succeeds Act) requires for districts to "educate teachers, specialized instructional support personnel, principals, and other schools leaders, and other staff, with the assistance of parents, in the value and utility of contributions of parents, and in how to reach out to, communicate with, and work with parents as equal partners, implement and coordinate parent programs, and build ties between parents and the school. (section 1116(e)(3))". These modules were created to comply with this requirement. CTA requested clarification be sent that these modules do not need to be completed outside the duty day. You can read the memo sent to principals [HERE](#).



February Wednesdays: February 15 is the next extended Wednesday due to Hurricane Ian. February 22 is for teacher planning time and administrators cannot schedule meetings after student dismissal. This time is for teacher uninterrupted planning. Click [HERE](#), to see the second semester calendar. Click [HERE](#) to read MOU #10.

Mental Health Awareness Instruction: February 16 is the next scheduled Mental Health Awareness lesson. To offset the time required to be spent in preparation for this, High School teachers who deliver the session will be released with students on the day of their presentation and the Friday following their presentation. Middle School teachers will arrive at 9 am on the day of their presentation and the Friday following their presentation. Click [HERE](#) to read MOU #5.

2023 - 2024 Voluntary Transfer Timeline: On January 27 principals at selected schools began interviewing and extending offers only to CC/PSC teachers. Principals at these schools will be able to start interviewing and extending offers to Annual contract teachers on February 17. The voluntary transfer period for 23-24 for all schools begins on April 11. Please see the complete timeline [HERE](#).



FLDOE Updates:

Civics Seal of Excellence Endorsement Course - OCPS does not provide enrollment or monitor for completion of this program. More information can be found at <https://www.civicsexcellence.org/>.

40 - Hour Reading Course Requirement - Effective March 15, 2022 the State Board of Education approved Rule 6A-4.0051. The rule clarifies the required topics for earning (40) inservice points in reading instruction. The rule also creates changes to the requirements for the renewal of a Professional Certificate. Click [HERE](#) for information about the courses offered by OCPS to meet this requirement.

Military Veterans and First Responders Caucus: CTA has formed a new caucus for Military Veterans and Spouses of First Responders. Click [HERE](#) to join.

Orange Young Educators/Early Career Caucus: This group will meet to discuss issues related to young and/or early career educators. Join Vice President Maira Rivera for discussions and activities to support new educators in your career and union lives. Some may be eligible to participate in FEA FYRE (Florida's Young Remarkable Educators). Click [HERE](#) to join.

Marion Cannon and Howard Fenner Scholarships: CTA members may apply for the Marion Cannon scholarship to receive funding for Conference attendance for PD purposes. High School Seniors of CTA members may apply for the Howard Fenner Scholarship. For more information email orangecta@gmail.com.

Next CTA Happy Hour: CTA has hosted several Social Happy Hour events at local breweries and restaurants in various parts of the county. Come out and join us at Island Wing Company in the Hunter's Creek area on 2/24 from 3:00-6:00pm. Receive a raffle ticket for attending and for every potential member you bring. RSVP [HERE](#).



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.
OCCCTA · 1020 Webster Ave., Orlando FL 32804 · 407-298-0756 · www.orangecta.com



I'M AN ART TEACHER

I'M STICKING WITH MY UNION

I AM CTA



I'M AN INSTRUCTIONAL COACH

I'M STICKING WITH MY UNION

I AM CTA



I'm an ESE Teacher

I'm sticking with my union

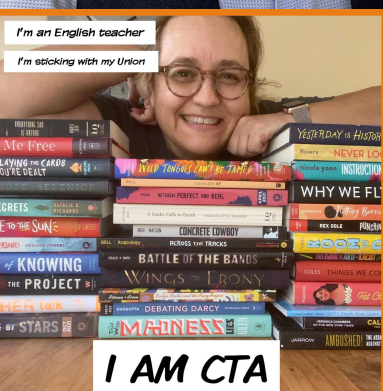
I AM CTA



I'M A DEAN

I'M STICKING WITH MY UNION

I AM CTA



I'm an English teacher
I'm sticking with my Union

I AM CTA

I AM STICKING WITH MY UNION



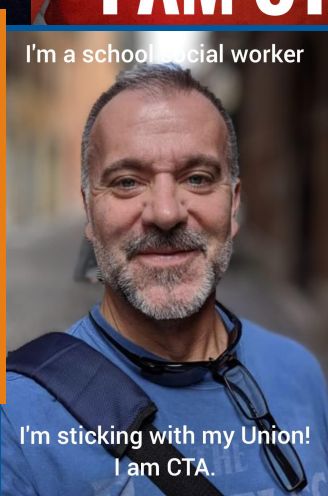
I am CTA

I am an ESE Resource Teacher



I'm sticking with my union

I AM CTA



I'm a school social worker

I'm sticking with my Union!
I am CTA.



I'm a 5th grade teacher.

I'm sticking with my #union.
I am CTA.

#IamCTA



I am an educator
I am sticking with my Union

I am CTA

#unionstrong



I am a dean

I am sticking with my Union.



I'M A MATH TEACHER

I'M STICKING WITH MY UNION

I AM CTA



I AM A REGISTERED NURSE
I'M STICKING WITH MY UNION

I AM CTA



I'M A COACH

I'M STICKING WITH MY UNION

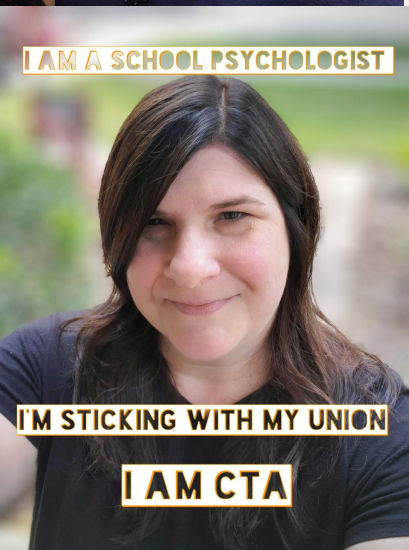
I AM CTA



I'M AN ART TEACHER

I'M STICKING WITH MY UNION

I AM CTA



I AM A SCHOOL PSYCHOLOGIST

I'M STICKING WITH MY UNION

I AM CTA



I'm an Art Teacher

I AM CTA.

I'M STICKING WITH MY UNION!



I'm a science teacher.

I'm sticking with my union.

I AM CTA

JOIN CTA

Florida

PUERTO RICAN PARADE

SATURDAY, APRIL 22ND
11:00 AM - 2:30 PM

Downtown Orlando, FL



**RSVP
HERE**





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

X

Applicants Signature Required

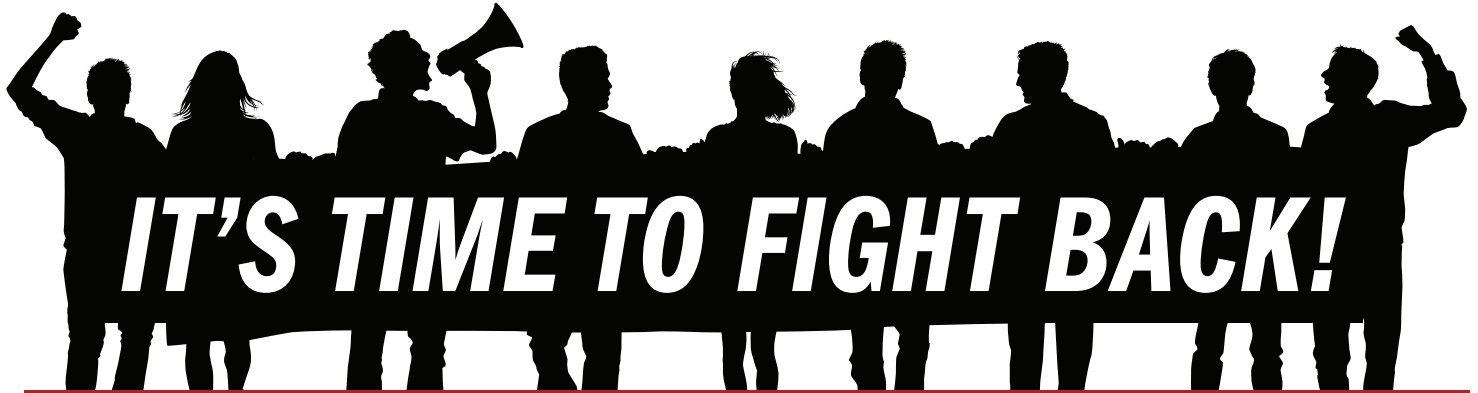
Date

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



IT'S TIME TO FIGHT BACK!

Florida has a \$20 billion budget surplus, but instead of using that money to help people like you...

Because our union speaks truth to power, Gov. DeSantis is now coming after us all.

Now is the time to stand with the 150,000 educators from the Panhandle to the Keys who are members of their local unions. Together, we will make a difference.

Ask your building representative how you can take control of your union membership today by enrolling in eDues!



Your rent and homeowners insurance has doubled



Your pay is among the lowest in the nation for educators and your retirement is under attack



Your students don't have the supplies they need



Your governor is playing politics instead of leading on the issues you care about

TOGETHER WE SAY, "I'M STICKING WITH

MY UNION!"

Join
Today!



NEW MEMBER

DRIVE



5 NEW MEMBERS BY MAY 31

**\$50 GIFT
CARD FOR
RECRUITING
5 NEW MEMBERS
BY 5/31**

**\$10 FOR
EACH
ADDITIONAL
MEMBER**

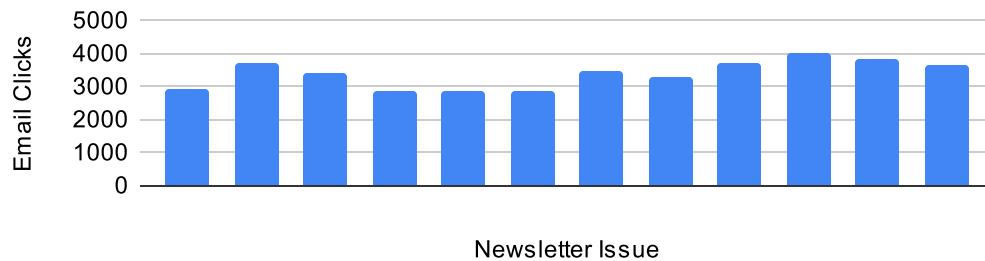
**\$20 WAWA
GIFT CARD
FOR THE NEW
MEMBER**



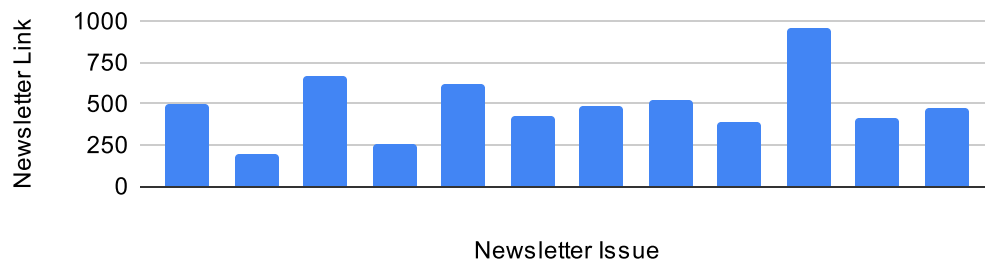
CTA Newsletter Click Rates 2022-2023

Newsletter Date	Email Opens	Email Clicks	Audience
07.25.22	2915	502	Members Only
08.15.22	3684	202	Members Only
09.12.22	3389	668	Members Only
09.26.22	2878	259	Members Only
10.10.22	2888	625	Members Only
10.24.22	2854	427	Members Only
11.07.22	3463	489	Members Only
11.21.22	3266	518	Members Only
12.05.22	3727	388	Members Only
01.03.23	4012	959	Full Bargaining Unit
01.17.23	3851	420	Members Only
02.06.23	3624	481	Members Only
02.20.23			Members Only
03.06.23			Members Only
03.20.23			Members Only
04.03.23			Members Only
04.17.23			Members Only
05.01.23			Members Only
05.15.23			Members Only
05.30.23			Full Bargaining Unit

CTA Newsletter Email Open Rates 22-23



CTA Newsletter Click Rates 22-23



CTA SOCIAL HOUR

FEBRUARY 24TH
3:00 PM - 6:00 PM

ISLAND WING COMPANY - HUNTER'S CREEK

2079 W TOWN CENTER BLVD, ORLANDO, FL 32837



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



LIMITED APPETIZERS PROVIDED

*1 DRINK TICKET PER ATTENDEE
WHILE QUANTITIES LAST*



**RSVP
HERE:**



	A	B	C	D	E	F	G	H	I	J	K	L	M	N
1			JANUARY				FEBRUARY				CHANGES TO DENSITY	Number of people needed to reach 60%	Number of people needed to reach 70%	Number of people needed to reach 80%
2	SCHOOL	GRADE LEVEL	BARGAINING UNIT	MEMBERS	NON-MEMBERS	DENSITY	BARGAINING UNIT	MEMBERS	NON-MEMBERS	DENSITY				
3	ALOMA ELEM SCHOOL	ELEMENTARY	47	33	14	70.21%	47	33	14	70.21%	0.00%	-4.8	-0.1	4.6
4	ANDOVER ELEMENTARY	ELEMENTARY	58	28	30	48.28%	59	28	31	47.46%	-0.82%	7.4	13.3	19.2
5	APOPKA ELEM SCHOOL	ELEMENTARY	65	42	23	64.62%	64	42	22	65.63%	1.01%	-3.6	2.8	9.2
6	AVALON ELEMENTARY SCHOOL	ELEMENTARY	46	23	23	50.00%	45	23	22	51.11%	1.11%	4	8.5	13
7	AZALEA PARK ELEM SCH	ELEMENTARY	45	33	12	73.33%	44	32	12	72.73%	-0.60%	-5.6	-1.2	3.2
8	BALDWIN PARK ELEMENTARY	ELEMENTARY	60	29	31	48.33%	60	29	31	48.33%	0.00%	7	13	19
9	BAY LAKE ELEMENTARY	ELEMENTARY	48	18	30	37.50%	47	19	28	40.43%	2.93%	9.2	13.9	18.6
10	BAY MEADOWS ELEMENTARY	ELEMENTARY	50	25	25	50.00%	49	23	26	46.94%	-3.06%	6.4	11.3	16.2
11	BONNEVILLE ELEM SCHOOL	ELEMENTARY	44	29	15	65.91%	44	29	15	65.91%	0.00%	-2.6	1.8	6.2
12	BROOKSHIRE ELEM SCH	ELEMENTARY	47	22	25	46.81%	45	21	24	46.67%	-0.14%	6	10.5	15
13	CAMELOT ELEMENTARY SCHOOL	ELEMENTARY	49	23	26	46.94%	49	23	26	46.94%	0.00%	6.4	11.3	16.2
14	CASTLE CREEK ELEMENTARY SCHOOL	ELEMENTARY	45	32	13	71.11%	46	31	15	67.39%	-3.72%	-3.4	1.2	5.8
15	CASTLEVIEW ELEMENTARY	ELEMENTARY	49	20	29	40.82%	48	19	29	39.58%	-1.24%	9.8	14.6	19.4
16	CATALINA ELEM SCHOOL	ELEMENTARY	58	22	36	37.93%	57	21	36	36.84%	-1.09%	13.2	18.9	24.6
17	CHENEY ELEM SCHOOL	ELEMENTARY	35	15	20	42.86%	35	15	20	42.86%	0.00%	6	9.5	13
18	CHICKASAW ELEM SCHOOL	ELEMENTARY	44	21	23	47.73%	44	21	23	47.73%	0.00%	5.4	9.8	14.2
19	CITRUS ELEMENTARY	ELEMENTARY	44	27	17	61.36%	44	28	16	63.64%	2.28%	-1.6	2.8	7.2
20	CLAY SPRINGS ELEMENTARY	ELEMENTARY	55	21	34	38.18%	55	21	34	38.18%	0.00%	12	17.5	23
21	COLUMBIA ELEM SCHOOL	ELEMENTARY	35	15	20	42.86%	35	15	20	42.86%	0.00%	6	9.5	13
22	CONWAY ELEM SCH	ELEMENTARY	48	29	19	60.42%	48	29	19	60.42%	0.00%	-0.2	4.6	9.4
23	CYPRESS SPRINGS ELEMENTARY	ELEMENTARY	58	28	30	48.28%	58	28	30	48.28%	0.00%	6.8	12.6	18.4
24	DEERWOOD ELEM. SCHOOL	ELEMENTARY	42	14	28	33.33%	42	13	29	30.95%	-2.38%	12.2	16.4	20.6
25	DILLARD ST ELEM SCH	ELEMENTARY	38	22	16	57.89%	38	22	16	57.89%	0.00%	0.8	4.6	8.4

	A	B	C	D	E	F	G	H	I	J	K	L	M	N
1			JANUARY				FEBRUARY				CHANGES TO DENSITY	Number of people needed to reach 60%	Number of people needed to reach 70%	Number of people needed to reach 80%
2	SCHOOL	GRADE LEVEL	BARGAINING UNIT	MEMBERS	NON-MEMBERS	DENSITY	BARGAINING UNIT	MEMBERS	NON-MEMBERS	DENSITY				
26	DOMMERICH ELEM SCHOOL	ELEMENTARY	44	14	30	31.82%	43	14	29	32.56%	0.74%	11.8	16.1	20.4
27	DOVER SHORES ELEM SCHOOL	ELEMENTARY	34	22	12	64.71%	32	20	12	62.50%	-2.21%	-0.8	2.4	5.6
28	DR. PHILLIPS ELEM SCH	ELEMENTARY	56	26	30	46.43%	57	26	31	45.61%	-0.82%	8.2	13.9	19.6
29	DREAM LAKE ELEM SCH	ELEMENTARY	54	31	23	57.41%	53	30	23	56.60%	-0.81%	1.8	7.1	12.4
30	EAGLE CREEK ELEMENTARY	ELEMENTARY	59	34	25	57.63%	59	36	23	61.02%	3.39%	-0.6	5.3	11.2
31	EAGLES NEST ELEMENTARY	ELEMENTARY	44	20	24	45.45%	43	21	22	48.84%	3.39%	4.8	9.1	13.4
32	EAST LAKE ELEMENTARY	ELEMENTARY	38	17	21	44.74%	36	18	18	50.00%	5.26%	3.6	7.2	10.8
33	ECCLESTON ELEM SCHOOL	ELEMENTARY	39	30	9	76.92%	39	30	9	76.92%	0.00%	-6.6	-2.7	1.2
34	ENDEAVOR ELEMENTARY	ELEMENTARY	48	22	26	45.83%	47	23	24	48.94%	3.11%	5.2	9.9	14.6
35	ENGELWOOD ELEM SCHOOL	ELEMENTARY	51	28	23	54.90%	50	28	22	56.00%	1.10%	2	7	12
36	FORSYTH WOODS ELEMENTARY	ELEMENTARY	50	34	16	68.00%	50	34	16	68.00%	0.00%	-4	1	6
37	FRANGUS ELEM SCHOOL	ELEMENTARY	28	20	8	71.43%	28	21	7	75.00%	3.57%	-4.2	-1.4	1.4
38	HAMLIN ELEMENTARY	ELEMENTARY	42	12	30	28.57%	42	12	30	28.57%	0.00%	13.2	17.4	21.6
39	HIAWASSEE ELEM SCHOOL	ELEMENTARY	46	30	16	65.22%	46	30	16	65.22%	0.00%	-2.4	2.2	6.8
40	HIDDEN OAKS ELEMENTARY	ELEMENTARY	34	11	23	32.35%	33	11	22	33.33%	0.98%	8.8	12.1	15.4
41	HILLCREST ELEM SCHOOL	ELEMENTARY	35	11	24	31.43%	35	15	20	42.86%	11.43%	6	9.5	13
42	HUNGERFORD ELEM SCHOOL	ELEMENTARY	33	19	14	57.58%	32	19	13	59.38%	1.80%	0.2	3.4	6.6
43	HUNTERS CREEK ELEMENTARY	ELEMENTARY	63	28	35	44.44%	60	28	32	46.67%	2.23%	8	14	20
44	INDEPENDENCE ELEMENTARY	ELEMENTARY	57	24	33	42.11%	56	25	31	44.64%	2.53%	8.6	14.2	19.8
45	IVEY LANE ELEM SCH	ELEMENTARY	28	13	15	46.43%	29	15	14	51.72%	5.29%	2.4	5.3	8.2
46	JOHN YOUNG ELEMENTARY	ELEMENTARY	50	25	25	50.00%	48	24	24	50.00%	0.00%	4.8	9.6	14.4
47	KEENES CROSSING ELEM SCHOOL	ELEMENTARY	65	35	30	53.85%	66	35	31	53.03%	-0.82%	4.6	11.2	17.8
48	KILLARNEY ELEM SCHOOL	ELEMENTARY	36	14	22	38.89%	36	14	22	38.89%	0.00%	7.6	11.2	14.8

	A	B	C	D	E	F	G	H	I	J	K	L	M	N
1			JANUARY				FEBRUARY				CHANGES TO DENSITY	Number of people needed to reach 60%	Number of people needed to reach 70%	Number of people needed to reach 80%
2	SCHOOL	GRADE LEVEL	BARGAINING UNIT	MEMBERS	NON-MEMBERS	DENSITY	BARGAINING UNIT	MEMBERS	NON-MEMBERS	DENSITY				
49	LAKE GEM ELEMENTARY	ELEMENTARY	53	41	12	77.36%	52	40	12	76.92%	-0.44%	-8.8	-3.6	1.6
50	LAKE GEORGE ELEMENTARY	ELEMENTARY	40	22	18	55.00%	41	22	19	53.66%	-1.34%	2.6	6.7	10.8
51	LAKE SILVER ELEM SCH	ELEMENTARY	34	17	17	50.00%	34	18	16	52.94%	2.94%	2.4	5.8	9.2
52	LAKE SYBELIA ELEM SCH	ELEMENTARY	37	15	22	40.54%	38	15	23	39.47%	-1.07%	7.8	11.6	15.4
53	LAKE WESTON ELEM SCH	ELEMENTARY	49	23	26	46.94%	47	22	25	46.81%	-0.13%	6.2	10.9	15.6
54	LAKE WHITNEY ELEMENTARY	ELEMENTARY	45	23	22	51.11%	45	23	22	51.11%	0.00%	4	8.5	13
55	LAKEMONT ELEM SCHOOL	ELEMENTARY	48	22	26	45.83%	47	21	26	44.68%	-1.15%	7.2	11.9	16.6
56	LAKEVILLE ELEMENTARY	ELEMENTARY	42	20	22	47.62%	42	20	22	47.62%	0.00%	5.2	9.4	13.6
57	LANCASTER ELEM SCHOOL	ELEMENTARY	41	20	21	48.78%	40	20	20	50.00%	1.22%	4	8	12
58	LAUREATE PARK ELEMENTARY	ELEMENTARY	74	31	43	41.89%	74	31	43	41.89%	0.00%	13.4	20.8	28.2
59	LAWTON CHILES E.S.	ELEMENTARY	47	23	24	48.94%	47	25	22	53.19%	4.25%	3.2	7.9	12.6
60	LITTLE RIVER ELEMENTARY	ELEMENTARY	37	15	22	40.54%	37	15	22	40.54%	0.00%	7.2	10.9	14.6
61	LOCKHART ELEM SCHOOL	ELEMENTARY	39	18	21	46.15%	39	18	21	46.15%	0.00%	5.4	9.3	13.2
62	LOVELL ELEM SCHOOL	ELEMENTARY	63	37	26	58.73%	63	38	25	60.32%	1.59%	-0.2	6.1	12.4
63	MAXEY ELEM SCHOOL	ELEMENTARY	40	28	12	70.00%	40	28	12	70.00%	0.00%	-4	0	4
64	MCCOY ELEM SCHOOL	ELEMENTARY	39	24	15	61.54%	38	24	14	63.16%	1.62%	-1.2	2.6	6.4
65	MEADOW WOODS ELEMENTARY	ELEMENTARY	51	31	20	60.78%	49	29	20	59.18%	-1.60%	0.4	5.3	10.2
66	METROWEST ELEMENTARY	ELEMENTARY	43	36	7	83.72%	42	36	6	85.71%	1.99%	-10.8	-6.6	-2.4
67	MILLENNIA ELEM SCHOOL	ELEMENTARY	62	35	27	56.45%	61	35	26	57.38%	0.93%	1.6	7.7	13.8
68	MILLENNIA GARDENS ELEMENTARY	ELEMENTARY	81	54	27	66.67%	79	53	26	67.09%	0.42%	-5.6	2.3	10.2
69	MOLLIE RAY ELEM SCHOOL	ELEMENTARY	43	23	20	53.49%	42	23	19	54.76%	1.27%	2.2	6.4	10.6
70	MOSS PARK ELEMENTARY SCHOOL	ELEMENTARY	71	32	39	45.07%	71	33	38	46.48%	1.41%	9.6	16.7	23.8
71	NORTHLAKE PARK COMMUNITY ELEM	ELEMENTARY	47	15	32	31.91%	47	15	32	31.91%	0.00%	13.2	17.9	22.6

	A	B	C	D	E	F	G	H	I	J	K	L	M	N
1			JANUARY				FEBRUARY				CHANGES TO DENSITY	Number of people needed to reach 60%	Number of people needed to reach 70%	Number of people needed to reach 80%
2	SCHOOL	GRADE LEVEL	BARGAINING UNIT	MEMBERS	NON-MEMBERS	DENSITY	BARGAINING UNIT	MEMBERS	NON-MEMBERS	DENSITY				
72	OAK HILL ELEMENTARY SCHOOL	ELEMENTARY	41	24	17	58.54%	41	24	17	58.54%	0.00%	0.6	4.7	8.8
73	OAKSHIRE ELEMENTARY	ELEMENTARY	35	23	12	65.71%	36	23	13	63.89%	-1.82%	-1.4	2.2	5.8
74	OCOEE ELEMENTARY SCHOOL	ELEMENTARY	51	35	16	68.63%	50	35	15	70.00%	1.37%	-5	0	5
75	ORANGE CENTER ELEM SCH	ELEMENTARY	31	16	15	51.61%	31	16	15	51.61%	0.00%	2.6	5.7	8.8
76	ORLANDO GIFTED ACADEMY	ELEMENTARY	39	24	15	61.54%	36	23	13	63.89%	2.35%	-1.4	2.2	5.8
77	ORLO VISTA ELEMENTARY	ELEMENTARY	45	24	21	53.33%	45	24	21	53.33%	0.00%	3	7.5	12
78	PALM LAKE ELEM SCHOOL	ELEMENTARY	52	31	21	59.62%	52	32	20	61.54%	1.92%	-0.8	4.4	9.6
79	PALMETTO ELEM SCHOOL	ELEMENTARY	67	35	32	52.24%	67	36	31	53.73%	1.49%	4.2	10.9	17.6
80	PANTHER LAKE ELEMENTARY	ELEMENTARY	40	11	29	27.50%	40	11	29	27.50%	0.00%	13	17	21
81	PHILLIS WHEATLEY ELEMENTARY	ELEMENTARY	36	32	4	88.89%	34	31	3	91.18%	2.29%	-10.6	-7.2	-3.8
82	PINAR ELEM SCHOOL	ELEMENTARY	31	9	22	29.03%	30	9	21	30.00%	0.97%	9	12	15
83	PINE HILLS ELEM SCHOOL	ELEMENTARY	60	38	22	63.33%	59	37	22	62.71%	-0.62%	-1.6	4.3	10.2
84	PINELOCH ELEM SCHOOL	ELEMENTARY	56	41	15	73.21%	57	43	14	75.44%	2.23%	-8.8	-3.1	2.6
85	PINEWOOD ELEMENTARY	ELEMENTARY	37	25	12	67.57%	36	25	11	69.44%	1.87%	-3.4	0.2	3.8
86	PRAIRIE LAKE ELEMENTARY (CLARCONA ES)	ELEMENTARY	59	41	18	69.49%	59	41	18	69.49%	0.00%	-5.6	0.3	6.2
87	PRINCETON ELEM SCHOOL	ELEMENTARY	38	22	16	57.89%	37	21	16	56.76%	-1.13%	1.2	4.9	8.6
88	RIDGEWOOD PARK ELEMENTARY	ELEMENTARY	38	21	17	55.26%	37	20	17	54.05%	-1.21%	2.2	5.9	9.6
89	RIVERDALE ELEMENTARY	ELEMENTARY	50	38	12	76.00%	50	38	12	76.00%	0.00%	-8	-3	2
90	RIVERSIDE ELEM SCHOOL	ELEMENTARY	41	22	19	53.66%	41	22	19	53.66%	0.00%	2.6	6.7	10.8
91	ROCK LAKE ELEM SCHOOL	ELEMENTARY	40	23	17	57.50%	40	24	16	60.00%	2.50%	0	4	8
92	ROCK SPRINGS ELEMENTARY	ELEMENTARY	53	38	15	71.70%	52	37	15	71.15%	-0.55%	-5.8	-0.6	4.6
93	ROLLING HILLS ELEM SCH	ELEMENTARY	41	18	23	43.90%	41	18	23	43.90%	0.00%	6.6	10.7	14.8
94	ROSEMONT ELEMENTARY	ELEMENTARY	50	39	11	78.00%	50	39	11	78.00%	0.00%	-9	-4	1

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1			JANUARY				FEBRUARY				CHANGES TO DENSITY	Number of people needed to reach 60%	Number of people needed to reach 70%	Number of people needed to reach 80%
2	SCHOOL	GRADE LEVEL	BARGAINING UNIT	MEMBERS	NON-MEMBERS	DENSITY	BARGAINING UNIT	MEMBERS	NON-MEMBERS	DENSITY				
95	SADLER ELEM SCHOOL	ELEMENTARY	61	12	49	19.67%	60	11	49	18.33%	-1.34%	25	31	37
96	SALLY RIDE ELEM SCHOOL	ELEMENTARY	37	12	25	32.43%	35	12	23	34.29%	1.86%	9	12.5	16
97	SAND LAKE ELEMENTARY SCHOOL	ELEMENTARY	55	18	37	32.73%	55	18	37	32.73%	0.00%	15	20.5	26
98	SHENANDOAH ELEM SCHOOL	ELEMENTARY	39	19	20	48.72%	39	19	20	48.72%	0.00%	4.4	8.3	12.2
99	SHINGLE CREEK ELEMENTARY	ELEMENTARY	58	28	30	48.28%	57	28	29	49.12%	0.84%	6.2	11.9	17.6
100	SOUTHWOOD ELEMENTARY	ELEMENTARY	39	17	22	43.59%	39	17	22	43.59%	0.00%	6.4	10.3	14.2
101	SPRING LAKE ELEM SCH	ELEMENTARY	37	12	25	32.43%	37	12	25	32.43%	0.00%	10.2	13.9	17.6
102	STONE LAKES ES	ELEMENTARY	49	21	28	42.86%	49	21	28	42.86%	0.00%	8.4	13.3	18.2
103	STONEWYCK ELEMENTARY	ELEMENTARY	42	25	17	59.52%	42	25	17	59.52%	0.00%	0.2	4.4	8.6
104	SUMMERLAKE ELEMENTARY	ELEMENTARY	53	21	32	39.62%	52	20	32	38.46%	-1.16%	11.2	16.4	21.6
105	SUN BLAZE ELEMENTARY	ELEMENTARY	71	29	42	40.85%	70	34	36	48.57%	7.72%	8	15	22
106	SUNRIDGE ES	ELEMENTARY	49	31	18	63.27%	47	31	16	65.96%	2.69%	-2.8	1.9	6.6
107	SUNRISE ELEMENTARY	ELEMENTARY	42	32	10	76.19%	42	32	10	76.19%	0.00%	-6.8	-2.6	1.6
108	SUNSET PARK ELEM SCHOOL	ELEMENTARY	61	27	34	44.26%	60	28	32	46.67%	2.41%	8	14	20
109	SUNSHINE ELEMENTARY	ELEMENTARY	57	35	22	61.40%	57	34	23	59.65%	-1.75%	0.2	5.9	11.6
110	TANGELO PARK ELEM SCH	ELEMENTARY	42	18	24	42.86%	41	18	23	43.90%	1.04%	6.6	10.7	14.8
111	THORNEBROOKE ELEM	ELEMENTARY	46	19	27	41.30%	46	19	27	41.30%	0.00%	8.6	13.2	17.8
112	THREE POINTS ELEMENTARY SCHOOL	ELEMENTARY	41	22	19	53.66%	41	22	19	53.66%	0.00%	2.6	6.7	10.8
113	TILDENVILLE ELEM SCH	ELEMENTARY	43	25	18	58.14%	42	25	17	59.52%	1.38%	0.2	4.4	8.6
114	TIMBER LAKES ELEM SCHOOL	ELEMENTARY	51	30	21	58.82%	51	30	21	58.82%	0.00%	0.6	5.7	10.8
115	UNION PARK ELEM SCH	ELEMENTARY	41	16	25	39.02%	41	16	25	39.02%	0.00%	8.6	12.7	16.8
116	VENTURA ELEMENTARY SCHOOL	ELEMENTARY	50	41	9	82.00%	50	42	8	84.00%	2.00%	-12	-7	-2
117	VILLAGE PARK ELEMENTARY	ELEMENTARY	42	23	19	54.76%	41	23	18	56.10%	1.34%	1.6	5.7	9.8

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2	SCHOOL	GRADE LEVEL	BARGAINING UNIT	MEMBERS	NON-MEMBERS	DENSITY	BARGAINING UNIT	MEMBERS	NON-MEMBERS	DENSITY				
118	VISTA LAKES ELEMENTARY SCHOOL	ELEMENTARY	44	28	16	63.64%	44	28	16	63.64%	0.00%	-1.6	2.8	7.2
119	VISTA POINTE ELEMENTARY	ELEMENTARY	42	30	12	71.43%	42	31	11	73.81%	2.38%	-5.8	-1.6	2.6
120	WASHINGTON SH ELEM SCH	ELEMENTARY	35	24	11	68.57%	35	24	11	68.57%	0.00%	-3	0.5	4
121	WATER SPRING ELEMENTARY	ELEMENTARY	72	26	46	36.11%	73	26	47	35.62%	-0.49%	17.8	25.1	32.4
122	WATERBRIDGE ELEMENTARY	ELEMENTARY	39	27	12	69.23%	39	27	12	69.23%	0.00%	-3.6	0.3	4.2
123	WATERFORD ELEMENTARY	ELEMENTARY	41	25	16	60.98%	42	26	16	61.90%	0.92%	-0.8	3.4	7.6
124	WEST CREEK ELEMENTARY	ELEMENTARY	47	16	31	34.04%	47	16	31	34.04%	0.00%	12.2	16.9	21.6
125	WEST OAKS ELEMENTARY	ELEMENTARY	45	33	12	73.33%	45	33	12	73.33%	0.00%	-6	-1.5	3
126	WESTBROOKE ELEM SCHOOL	ELEMENTARY	35	10	25	28.57%	35	10	25	28.57%	0.00%	11	14.5	18
127	WESTPOINTE ELEMENTARY	ELEMENTARY	46	37	9	80.43%	46	37	9	80.43%	0.00%	-9.4	-4.8	-0.2
128	WETHERBEE ELEMENTARY	ELEMENTARY	65	31	34	47.69%	65	31	34	47.69%	0.00%	8	14.5	21
129	WHISPERING OAK ELEMENTARY	ELEMENTARY	56	44	12	78.57%	56	43	13	76.79%	-1.78%	-9.4	-3.8	1.8
130	WINDERMERE ELEM SCHOOL	ELEMENTARY	45	11	34	24.44%	45	11	34	24.44%	0.00%	16	20.5	25
131	WINEGARD ELEM SCHOOL	ELEMENTARY	48	22	26	45.83%	48	22	26	45.83%	0.00%	6.8	11.6	16.4
132	WOLF LAKE ELEMENTARY SCHOOL	ELEMENTARY	51	19	32	37.25%	52	19	33	36.54%	-0.71%	12.2	17.4	22.6
133	WYNDHAM LAKES ELEMENTARY SCHOOL	ELEMENTARY	45	34	11	75.56%	44	33	11	75.00%	-0.56%	-6.6	-2.2	2.2
134	ZELLWOOD ELEM SCHOOL	ELEMENTARY	41	21	20	51.22%	41	21	20	51.22%	0.00%	3.6	7.7	11.8
135	APOPKA HIGH SCHOOL	HIGH	179	86	93	48.04%	178	85	93	47.75%	-0.29%	21.8	39.6	57.4
136	BOONE HIGH SCHOOL	HIGH	156	97	59	62.18%	157	97	60	61.78%	-0.40%	-2.8	12.9	28.6
137	COLONIAL HIGH SCHOOL	HIGH	199	127	72	63.82%	197	127	70	64.47%	0.65%	-8.8	10.9	30.6
138	CYPRESS CREEK HIGH	HIGH	177	92	85	51.98%	175	90	85	51.43%	-0.55%	15	32.5	50
139	DR. PHILLIPS HIGH SCHOOL	HIGH	164	95	69	57.93%	164	94	70	57.32%	-0.61%	4.4	20.8	37.2
140	EAST RIVER HIGH SCHOOL	HIGH	119	48	71	40.34%	118	48	70	40.68%	0.34%	22.8	34.6	46.4

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1			JANUARY				FEBRUARY				CHANGES TO DENSITY	Number of people needed to reach 60%	Number of people needed to reach 70%	Number of people needed to reach 80%
2	SCHOOL	GRADE LEVEL	BARGAINING UNIT	MEMBERS	NON-MEMBERS	DENSITY	BARGAINING UNIT	MEMBERS	NON-MEMBERS	DENSITY				
141	EDGEWATER HIGH SCHOOL	HIGH	112	52	60	46.43%	110	54	56	49.09%	2.66%	12	23	34
142	EVANS HIGH SCHOOL	HIGH	140	60	80	42.86%	137	61	76	44.53%	1.67%	21.2	34.9	48.6
143	FREEDOM HIGH SCHOOL	HIGH	142	78	64	54.93%	144	80	64	55.56%	0.63%	6.4	20.8	35.2
144	HORIZON HIGH	HIGH	111	39	72	35.14%	111	53	58	47.75%	12.61%	13.6	24.7	35.8
145	JONES HIGH SCHOOL	HIGH	93	58	35	62.37%	92	60	32	65.22%	2.85%	-4.8	4.4	13.6
146	LAKE BUENA VISTA HIGH	HIGH	101	52	49	51.49%	100	52	48	52.00%	0.51%	8	18	28
147	LAKE NONA HIGH SCHOOL	HIGH	207	101	106	48.79%	205	97	108	47.32%	-1.47%	26	46.5	67
148	OAK RIDGE HIGH SCHOOL	HIGH	132	68	64	51.52%	134	69	65	51.49%	-0.03%	11.4	24.8	38.2
149	OCOEE HIGH SCHOOL	HIGH	126	74	52	58.73%	127	73	54	57.48%	-1.25%	3.2	15.9	28.6
150	OLYMPIA HIGH SCHOOL	HIGH	151	61	90	40.40%	152	61	91	40.13%	-0.27%	30.2	45.4	60.6
151	TIMBER CREEK HIGH SCHOOL	HIGH	195	123	72	63.08%	196	123	73	62.76%	-0.32%	-5.4	14.2	33.8
152	UNIVERSITY HIGH SCHOOL	HIGH	139	92	47	66.19%	140	91	49	65.00%	-1.19%	-7	7	21
153	WEKIVA HIGH SCHOOL	HIGH	123	51	72	41.46%	125	53	72	42.40%	0.94%	22	34.5	47
154	WEST ORANGE HIGH SCHOOL	HIGH	143	81	62	56.64%	142	81	61	57.04%	0.40%	4.2	18.4	32.6
155	WINDERMERE HIGH	HIGH	165	88	77	53.33%	162	87	75	53.70%	0.37%	10.2	26.4	42.6
156	WINTER PARK HIGH	HIGH	186	111	75	59.68%	186	111	75	59.68%	0.00%	0.6	19.2	37.8
157	ARBOR RIDGE K-8	K-8	68	31	37	45.59%	68	32	36	47.06%	1.47%	8.8	15.6	22.4
158	AUDUBON PARK K-8	K-8	99	40	59	40.40%	99	41	58	41.41%	1.01%	18.4	28.3	38.2
159	BLANKNER SCHOOL K-8	K-8	69	33	36	47.83%	68	33	35	48.53%	0.70%	7.8	14.6	21.4
160	KELLY PARK SCHOOL K-8	K-8	57	30	27	52.63%	56	30	26	53.57%	0.94%	3.6	9.2	14.8
161	LAKE COMO SCHOOL K-8	K-8	73	48	25	65.75%	72	47	25	65.28%	-0.47%	-3.8	3.4	10.6
162	PERSHING K-8	K-8	79	44	35	55.70%	80	44	36	55.00%	-0.70%	4	12	20
163	SILVER PINES ACADEMY K-12 LEARNING CNTR	K-8	47	21	26	44.68%	49	23	26	46.94%	2.26%	6.4	11.3	16.2

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2	SCHOOL	GRADE LEVEL	BARGAINING UNIT	MEMBERS	NON-MEMBERS	DENSITY	BARGAINING UNIT	MEMBERS	NON-MEMBERS	DENSITY				
164	WEDGEFIELD K-8	K-8	65	21	44	32.31%	64	21	43	32.81%	0.50%	17.4	23.8	30.2
165	WINDY RIDGE K-8	K-8	86	50	36	58.14%	87	52	35	59.77%	1.63%	0.2	8.9	17.6
166	APOPKA MIDDLE SCHOOL	MIDDLE	66	42	24	63.64%	66	43	23	65.15%	1.51%	-3.4	3.2	9.8
167	AVALON MIDDLE SCHOOL	MIDDLE	60	18	42	30.00%	60	18	42	30.00%	0.00%	18	24	30
168	BRIDGEWATER MIDDLE SCHOOL	MIDDLE	73	33	40	45.21%	72	33	39	45.83%	0.62%	10.2	17.4	24.6
169	CARVER MIDDLE SCHOOL	MIDDLE	63	31	32	49.21%	59	30	29	50.85%	1.64%	5.4	11.3	17.2
170	CHAIN OF LAKES MIDDLE SCHOOL	MIDDLE	60	36	24	60.00%	60	36	24	60.00%	0.00%	0	6	12
171	COLLEGE PARK MIDDLE	MIDDLE	49	29	20	59.18%	49	30	19	61.22%	2.04%	-0.6	4.3	9.2
172	CONWAY MIDDLE SCHOOL	MIDDLE	54	45	9	83.33%	52	43	9	82.69%	-0.64%	-11.8	-6.6	-1.4
173	CORNER LAKE MIDDLE	MIDDLE	60	40	20	66.67%	60	40	20	66.67%	0.00%	-4	2	8
174	DISCOVERY MIDDLE SCHOOL	MIDDLE	58	31	27	53.45%	57	31	26	54.39%	0.94%	3.2	8.9	14.6
175	FREEDOM MIDDLE	MIDDLE	77	46	31	59.74%	78	47	31	60.26%	0.52%	-0.2	7.6	15.4
176	GLENRIDGE MIDDLE SCH	MIDDLE	77	42	35	54.55%	77	42	35	54.55%	0.00%	4.2	11.9	19.6
177	GOTHA MIDDLE SCHOOL	MIDDLE	63	24	39	38.10%	62	23	39	37.10%	-1.00%	14.2	20.4	26.6
178	HAMLIN MS	MIDDLE	46	18	28	39.13%	45	21	24	46.67%	7.54%	6	10.5	15
179	HORIZON WEST MIDDLE	MIDDLE	77	33	44	42.86%	76	32	44	42.11%	-0.75%	13.6	21.2	28.8
180	HOWARD MIDDLE SCHOOL	MIDDLE	64	46	18	71.88%	64	48	16	75.00%	3.12%	-9.6	-3.2	3.2
181	HUNTERS CREEK MIDDLE SCHOOL	MIDDLE	77	30	47	38.96%	76	30	46	39.47%	0.51%	15.6	23.2	30.8
182	INNOVATION MIDDLE	MIDDLE	83	50	33	60.24%	83	50	33	60.24%	0.00%	-0.2	8.1	16.4
183	LAKE NONA MIDDLE	MIDDLE	103	50	53	48.54%	103	53	50	51.46%	2.92%	8.8	19.1	29.4
184	LAKEVIEW MIDDLE SCHOOL	MIDDLE	60	27	33	45.00%	58	27	31	46.55%	1.55%	7.8	13.6	19.4
185	LEGACY MIDDLE	MIDDLE	51	28	23	54.90%	51	29	22	56.86%	1.96%	1.6	6.7	11.8
186	LIBERTY MIDDLE SCHOOL	MIDDLE	64	31	33	48.44%	66	32	34	48.48%	0.04%	7.6	14.2	20.8

	A	B	C	D	E	F	G	H	I	J	K	L	M	N
1			JANUARY				FEBRUARY				CHANGES TO DENSITY	Number of people needed to reach 60%	Number of people needed to reach 70%	Number of people needed to reach 80%
2	SCHOOL	GRADE LEVEL	BARGAINING UNIT	MEMBERS	NON-MEMBERS	DENSITY	BARGAINING UNIT	MEMBERS	NON-MEMBERS	DENSITY				
187	LOCKHART MIDDLE SCH	MIDDLE	51	20	31	39.22%	52	21	31	40.38%	1.16%	10.2	15.4	20.6
188	MAITLAND MIDDLE SCH	MIDDLE	51	26	25	50.98%	50	27	23	54.00%	3.02%	3	8	13
189	MEADOW WOODS MIDDLE	MIDDLE	59	37	22	62.71%	59	40	19	67.80%	5.09%	-4.6	1.3	7.2
190	MEADOWBROOK MIDDLE SCHOOL	MIDDLE	66	34	32	51.52%	65	35	30	53.85%	2.33%	4	10.5	17
191	MEMORIAL MIDDLE SCHOOL	MIDDLE	61	23	38	37.70%	60	27	33	45.00%	7.30%	9	15	21
192	OCOEE MIDDLE SCHOOL	MIDDLE	74	42	32	56.76%	73	43	30	58.90%	2.14%	0.8	8.1	15.4
193	ODYSSEY MIDDLE SCHOOL	MIDDLE	53	31	22	58.49%	51	32	19	62.75%	4.26%	-1.4	3.7	8.8
194	PIEDMONT LAKES MIDDLE SCHOOL	MIDDLE	74	44	30	59.46%	74	45	29	60.81%	1.35%	-0.6	6.8	14.2
195	ROBERTO CLEMENTE MIDDLE	MIDDLE	68	34	34	50.00%	65	32	33	49.23%	-0.77%	7	13.5	20
196	ROBINSWOOD MIDDLE SCHOOL	MIDDLE	71	57	14	80.28%	70	56	14	80.00%	-0.28%	-14	-7	0
197	SOUTH CREEK MIDDLE SCHOOL	MIDDLE	75	42	33	56.00%	73	41	32	56.16%	0.16%	2.8	10.1	17.4
198	SOUTHWEST MIDDLE SCHOOL	MIDDLE	78	46	32	58.97%	80	46	34	57.50%	-1.47%	2	10	18
199	SUNRIDGE MS	MIDDLE	75	45	30	60.00%	73	45	28	61.64%	1.64%	-1.2	6.1	13.4
200	TIMBER SPRINGS MIDDLE	MIDDLE	65	31	34	47.69%	65	31	34	47.69%	0.00%	8	14.5	21
201	UNION PARK MIDDLE SCH	MIDDLE	58	33	25	56.90%	59	33	26	55.93%	-0.97%	2.4	8.3	14.2
202	WALKER MIDDLE SCHOOL	MIDDLE	62	37	25	59.68%	61	37	24	60.66%	0.98%	-0.4	5.7	11.8
203	WATER SPRING MIDDLE	MIDDLE	43	22	21	51.16%	42	27	15	64.29%	13.13%	-1.8	2.4	6.6
204	WESTRIDGE MIDDLE SCHOOL	MIDDLE	80	32	48	40.00%	81	32	49	39.51%	-0.49%	16.6	24.7	32.8
205	WOLF LAKE MIDDLE SCHOOL	MIDDLE	74	50	24	67.57%	73	50	23	68.49%	0.92%	-6.2	1.1	8.4
206	ACCELERATION ACADEMY EAST	OTHER	22	13	9	59.09%	21	13	8	61.90%	2.81%	-0.4	1.7	3.8
207	ACCELERATION ACADEMY WEST	OTHER	30	19	11	63.33%	30	19	11	63.33%	0.00%	-1	2	5
208	ADULT & COMM EDUCATION	OTHER	2	1	1	50.00%	2	1	1	50.00%	0.00%	0.2	0.4	0.6
209	ADVANCED STUDIES	OTHER	2	0	2	0.00%	1	0	1	0.00%	0.00%	0.6	0.7	0.8

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2	SCHOOL	GRADE LEVEL	BARGAINING UNIT	MEMBERS	NON-MEMBERS	DENSITY	BARGAINING UNIT	MEMBERS	NON-MEMBERS	DENSITY				
210	ALT EDU - BETA	OTHER	20	12	8	60.00%	19	12	7	63.16%	3.16%	-0.6	1.3	3.2
211	ALT EDU - JUVENILE DEFENDERS PROG	OTHER	4	3	1	75.00%	4	3	1	75.00%	0.00%	-0.6	-0.2	0.2
212	ALT EDU - PROJECT COMPASS	OTHER	6	5	1	83.33%	6	5	1	83.33%	0.00%	-1.4	-0.8	-0.2
213	ALT EDU - VILLAGE	OTHER	2	1	1	50.00%	2	1	1	50.00%	0.00%	0.2	0.4	0.6
214	CTE VIRTUAL CENTER	OTHER	3	2	1	66.67%	3	2	1	66.67%	0.00%	-0.2	0.1	0.4
215	CURRICULUM & DIGITAL LEARNING	OTHER	5	3	2	60.00%	5	3	2	60.00%	0.00%	0	0.5	1
216	CURRICULUM SERVICES	OTHER	10	4	6	40.00%	10	4	6	40.00%	0.00%	2	3	4
217	DEVEREUX TREATMENT PROGRAM	OTHER	7	4	3	57.14%	7	4	3	57.14%	0.00%	0.2	0.9	1.6
218	EARLY CHILDHOOD PROGRAMS	OTHER	3	2	1	66.67%	3	2	1	66.67%	0.00%	-0.2	0.1	0.4
219	ESE HEALTH SERVICES	OTHER	6	6	0	100.00%	6	6	0	100.00%	0.00%	-2.4	-1.8	-1.2
220	ESE INSTRUCTIONAL SUPPORT	OTHER	211	86	125	40.76%	207	88	119	42.51%	1.75%	36.2	56.9	77.6
221	ESE POLICY & PROCEDURES	OTHER	23	9	14	39.13%	24	9	15	37.50%	-1.63%	5.4	7.8	10.2
222	ESE SUPPLEMENTAL SERVICES	OTHER	30	20	10	66.67%	31	20	11	64.52%	-2.15%	-1.4	1.7	4.8
223	ESE TRANSITION	OTHER	23	12	11	52.17%	22	12	10	54.55%	2.38%	1.2	3.4	5.6
224	ESE TRANSITIONS	OTHER	41	26	15	63.41%	41	26	15	63.41%	0.00%	-1.4	2.7	6.8
225	ESTEEM ACADEMY	OTHER	11	6	5	54.55%	11	6	5	54.55%	0.00%	0.6	1.7	2.8
226	EXCEPTIONAL STUDENT EDUCATION	OTHER	24	12	12	50.00%	23	12	11	52.17%	2.17%	1.8	4.1	6.4
227	FDLRS/FIN	OTHER	11	8	3	72.73%	12	8	4	66.67%	-6.06%	-0.8	0.4	1.6
228	FEDERAL PROGRAMS	OTHER	10	2	8	20.00%	10	2	8	20.00%	0.00%	4	5	6
229	HOSPITAL HOMEBOUND	OTHER	65	31	34	47.69%	63	30	33	47.62%	-0.07%	7.8	14.1	20.4
230	JUVENILE DETENTION	OTHER	16	11	5	68.75%	16	11	5	68.75%	0.00%	-1.4	0.2	1.8
231	MAGNOLIA	OTHER	33	16	17	48.48%	31	20	11	64.52%	16.04%	-1.4	1.7	4.8
232	MINORITY ACHIEVEMENT OFFICE	OTHER	11	9	2	81.82%	11	9	2	81.82%	0.00%	-2.4	-1.3	-0.2

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1			JANUARY				FEBRUARY				CHANGES TO DENSITY	Number of people needed to reach 60%	Number of people needed to reach 70%	Number of people needed to reach 80%
2	SCHOOL	GRADE LEVEL	BARGAINING UNIT	MEMBERS	NON-MEMBERS	DENSITY	BARGAINING UNIT	MEMBERS	NON-MEMBERS	DENSITY				
233	MULTILINGUAL SERVICES	OTHER	16	12	4	75.00%	16	12	4	75.00%	0.00%	-2.4	-0.8	0.8
234	OCPS ACADEMIC CENTER FOR EXCELLENCE	OTHER	88	59	29	67.05%	88	59	29	67.05%	0.00%	-6.2	2.6	11.4
235	OCVS VIRTUAL FRANCHISE	OTHER	205	99	106	48.29%	205	101	104	49.27%	0.98%	22	42.5	63
236	OCVS VIRTUAL INSTRUCTION COURSE OFFERING	OTHER	50	21	29	42.00%	49	21	28	42.86%	0.86%	8.4	13.3	18.2
237	ORANGE YOUTH ACADEMY	OTHER	9	3	6	33.33%	9	3	6	33.33%	0.00%	2.4	3.3	4.2
238	POSITIVE PATHWAYS TRANSITION CENTER	OTHER	36	21	15	58.33%	35	21	14	60.00%	1.67%	0	3.5	7
239	PSYCHOLOGICAL & SOCIAL SERVICES	OTHER	178	112	66	62.92%	179	112	67	62.57%	-0.35%	-4.6	13.3	31.2
240	RANDALL ACADEMY	OTHER	4	1	3	25.00%	4	1	3	25.00%	0.00%	1.4	1.8	2.2
241	SCHOOL CHOICE SERVICES	OTHER	5	3	2	60.00%	5	3	2	60.00%	0.00%	0	0.5	1
242	SCHOOL TRANSFORMATION OFFICE	OTHER	12	8	4	66.67%	12	8	4	66.67%	0.00%	-0.8	0.4	1.6
243	SIMON YOUTH FOUND ACAD AT OUTLET MKTPLCE	OTHER	6	5	1	83.33%	5	4	1	80.00%	-3.33%	-1	-0.5	0
244	STUDENT SERVICES	OTHER	64	28	36	43.75%	65	28	37	43.08%	-0.67%	11	17.5	24
245	UNIVERSAL EDUCATION CENTER	OTHER	5	4	1	80.00%	5	4	1	80.00%	0.00%	-1	-0.5	0
246	VOCATIONAL TECHNICAL EDUCATION	OTHER	27	16	11	59.26%	26	15	11	57.69%	-1.57%	0.6	3.2	5.8
247	WASHINGTON SHORES PRIMARY LEARNING CNTR	OTHER	8	4	4	50.00%	8	4	4	50.00%	0.00%	0.8	1.6	2.4
248	ORANGE TECH COLLEGE MID FLORIDA CMP	TECH	75	35	40	46.67%	77	35	42	45.45%	-1.22%	11.2	18.9	26.6
249	ORANGE TECH COLLEGE ORLANDO CAMPUS	TECH	50	25	25	50.00%	49	24	25	48.98%	-1.02%	5.4	10.3	15.2
250	ORANGE TECH COLLEGE WESTSIDE CAMPUS	TECH	26	15	11	57.69%	26	15	11	57.69%	0.00%	0.6	3.2	5.8
251	ORANGE TECH COLLEGE WINTER PARK CMP	TECH	35	20	15	57.14%	34	19	15	55.88%	-1.26%	1.4	4.8	8.2

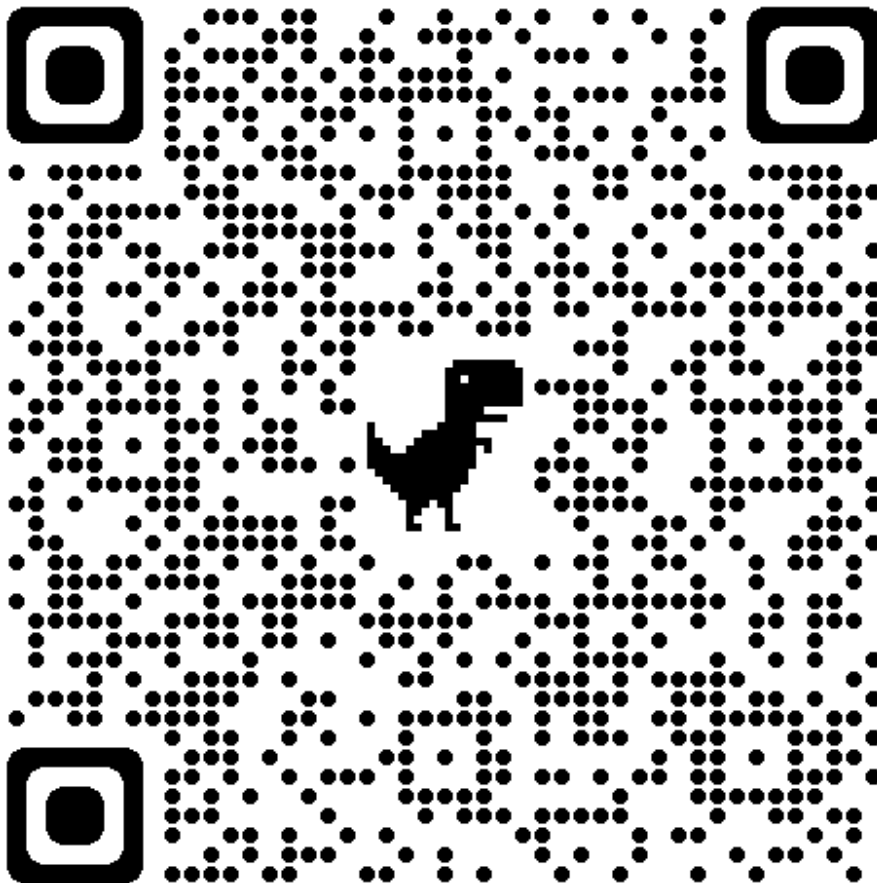
From FEA website www.feaweb.org

During a committee meeting focused on HB 1, a bill which would create universal vouchers, Rep. Spencer Roach (R-North Ft. Myers) attacked all of Florida's educators.

Roach claimed that Florida's public schools provide an "inferior education" and condemn students who attend public schools "to a life of government dependence."

We know the truth is that in Florida's public schools, our children are given the skills and tools necessary to thrive in the workforce and in college. We also know that there is so much more that could be done to make sure every child can fulfill their dreams if only legislators would fully fund our public schools.

Scan Below to take action!



Please sign up for FEA Action alerts! Text **edactivist** to **22394**! Not a fan of text? Scan QR code below to sign up for email alerts!



ORANGE COUNTY CLASSROOM TEACHERS ASSOCIATION

AR MEETING

01/09/2023

In Person Meeting

Meeting Start Time: 5:05 PM

▪ **Approval of Agenda**

- Albert Davies motioned to approve the agenda which was then seconded by Ulysses Floyd. The motion was voted on by the members present and passed.

▪ **Approval of Minutes**

- A motion was made by Ulysses Floyd to approve the minutes, and the motion was seconded by Donald Tillman

▪ **Legislative Report**

- The President made mention that K-3 classroom libraries need to comply with the law, or decide to box books, videos, etc.
- President McCracken displayed video clips of the governor's intentional plan to attack public school education and teacher unions.
- The President reiterated the importance of the CTA Board and ARs with the data collection and clean-up as the information is needed from our members in order to pivot to ACH for dues collection.

▪ **President's Report**

- The President highlighted the newsletter which is directed for potential members.
- Membership Reports
 - As of 01/09/2023, the bargaining unit stands is 14,303 union membership is 7,637 members with a 53.39% density.
 - The President recognized top recruiters and then covered what the union has accomplished in the past six months:
 - *Health and Safety MOU for 1st Semester*
 - *Simplified Newsletter*
 - *Increased Communication*
 - *Reduced number of required observations*
 - *Re-established respectful relationship with District*
 - *Assisted Riverdale ES post hurricane including advocacy/supply drive*
 - *Secured and distributed Hurricane Relief funds from national organizations for 19 members*
 - *Assisted multiple members with CTA Crisis Fund*
 - *Successfully advocated to prevent leftover Wednesdays after makeup days to be used solely by admin (most now go to teachers)*
 - *Increased Member outreach including numerous surveys seeking input*
 - *Hosted multiple Socials/Trivia nights*
 - *Opened the CTA office after extended COVID closure*
 - *Opened committees for members to join again*
 - *Restored relationship with OESPA*

- *Reconvened Safety Committee Meetings with OESPA and District that had been put on hold*
- *Advocated for Pro public education school board candidates*
- *Restructured Bargaining Process to allow more time for member input and to meet with 7 individual subgroups*
- *Advocated for prework Youth Mental Health Awareness Training to be completed during paid time on same day of training*
- *Reestablished Marion Cannon committee*
- *Successfully advocated for slowed down development of too strict School Board policies regarding “Don’t Say Gay” until further guidance from the State*
- *Reconvened in person AR meetings and ensured voices are heard and opinions respected*
- *Created a Republican and Democratic Caucus so all political voices are heard*
- *Spoke out against “Don’t Say Gay” with local, state, national, and international news outlets*
- *Provided free T-shirts for union members to be more visible showing solidarity at work sites*
- *District granted request for a permanent CTA table in the RBELC lobby*
- *Improved Social Media Presence to be more relevant for membership*
- *Increased School Visits*
- *Advocated and received additional planning hours due to loss of early release Wednesdays*
- *Advocated for the District to share relevant memos prior to release so CTA can provide input*
- Sarah Yelensky conducted an exercise for ARs to discuss benefits of being a member and of being an AR and make commitments to action.
- **Bargaining Update**
 - The bargaining survey is still open for member input. So far, the top concern is veteran teacher pay, student discipline and safety.
- **Chief of Staff Report**
 - The chief of staff and Field Reps provided a 10-minute presentation of member concerns, upcoming events, and trainings.
 - February 24 ,2023- next social at Island Wing Company Hunter’s Creek
 - January 25, 2023 - “Let’s Talk Discipline”
 - January 14, 2023- MLK Parade
- **Treasurer’s Report**
 - Ashley Modesto, treasurer, provided the budget report and profit/loss report. A motion was made by Albert Davies to adopt and send reports to audit, the motion was seconded by Ulysses Floyd. The motion was voted on by members present and passed.
- **Committee Report**
 - Committee Reports were given by the Marion Cannon Scholarship, Howard Fenner Scholarships, and the Human Rights Committee and Minority Affairs
- **Other Business**
 - AR’s who were present submitted membership concerns which were addressed by the President, board members, and field reps.

- **Adjourn**

- Ulysses Floyd motioned to adjourn and the motion was seconded by Megan Brown, motioned passed by all members.

JOIN CTA



THE ORANGE YOUNG/EARLY CAREER EDUCATORS

**THURSDAY, FEBRUARY 23RD
4:45 PM [AT] CTA OFFICE**

1020 Webster Ave, Orlando, FL 32804



(407) 298-0756



orangecta@gmail.com



**RSVP
HERE**



**I'm sticking
with my union!**



VACANCIES: SCHOOLS W/ NO ARS		
Work Location	Lead /AR	2022-2024 Association Representative
AVALON ES	Lead	Vacant
CAMELOT ES	Lead	Vacant
CATALINA ES	Lead	Vacant
CHAIN OF LAKES MS	Lead	Vacant
CHICKASAW ES	Lead	Vacant
COLUMBIA ES	Lead	Vacant
DEERWOOD ES	Lead	Vacant
DOMMERICH ES	Lead	Vacant
EAST LAKE ES	Lead	Vacant
GLENRIDGE MS	Lead	Vacant
HIDDEN OAKS ES	Lead	Vacant
JOHN YOUNG ES	Lead	Vacant
LAKE SILVER ES	Lead	Vacant
LAKE WHITNEY ES	Lead	Vacant
LANCASTER ES	Lead	Vacant
NORTHLAKE PARK COMMUNITY SCHOOL	Lead	Vacant
OAKSHIRE ES	Lead	Vacant
OCOEE MS	Lead	Vacant
PACE	Lead	Vacant
PINAR ES	Lead	Vacant
SADLER ES	Lead	Vacant
SOUTHCREEK MS	Lead	Vacant
STONEWYCK ES	Lead	Vacant
SUMMERLAKE ES	Lead	Vacant
UNION PARK ES	Lead	Vacant
VISTA LAKES ES	Lead	Vacant
WATER SPRINGS ES	Lead	Vacant
WEST CREEK ES	Lead	Vacant
WINDERMERE ES	Lead	Vacant
WINTER PARK/AVALON CTE	Lead	Vacant
Vacancies: 30		

PLEASE POST

NOTICE OF CALL FOR NOMINATION OF DELEGATES

ORANGE COUNTY CTA DELEGATE ELECTIONS 2023

ORANGE COUNTY CLASSROOM TEACHERS ASSOCIATION

A secret mail ballot election for Delegates to the National Education Association Representative Assembly (25 positions*) and Florida Education Association Delegate Assembly (149 positions) will be held in April 2023.

**The number may change depending on a final determination by NEA.*

Nominations will open March 6, 2023 and will close March 20, 2023 at 6:00 p.m. Nomination Forms will be available to be picked up at the union office during that period from 7:30 a.m. to 6 p.m. and on the CTA website at: www.orangecta.com Nomination Forms must be received at the CTA office no later than 6:00 pm on March 20, 2023.

OCCTA Union Office

1020 Webster Avenue, Orlando Florida 32804

