



**Association Representative Council Meeting
October 10, 2022**

President's Welcome

Approval of Minutes

President's Report

- Updates
- Membership
- Other

Treasurer's Report

Bargaining Update

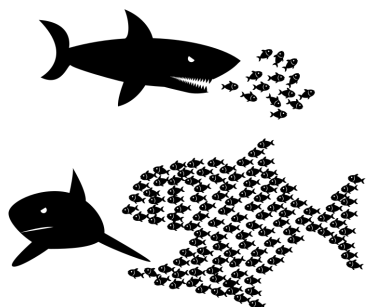
Member Concerns/Advocacy

- 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!*

Our Union Voice

UNITING · EMPOWERING · ADVOCATING

Orange County Classroom Teachers Association Newsletter
October 10, 2022



Thank you to everyone who has contributed to our Hurricane Relief Food Drive and Classroom Supply Drive. There is strength and empowerment in our united efforts. We are union strong.
-Clinton McCracken, CTA President

Hurricane Ian Updates

OCCTA hopes that each of you is doing well in the aftermath of this hurricane where so many people have lost so much. We have been in constant communication with district leadership to assist our members at Riverdale Elementary after their school was completely flooded. In addition, we advocated for the extension of timelines, communication about payroll and other concerns members have expressed. We continue to work with community organizations to gather food and resources for those affected. Please find more information about our donation drives [HERE](#).

Building Inspections: OCCTA requested and received information about the building inspections made after the impact of Hurricane Ian. We are in the process of coordinating a Safety Committee meeting to discuss the report and other issues.



October 03, 2022: OCCTA President Clinton McCracken speaking with Riverdale faculty.



Pat Carney OCPS retired teacher, dropping off supplies.

Performance Pay Increase

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

OCPS Updates

Bargaining: OCCTA and OCPS signed MOU #5 providing guidance about Mental Health Awareness education. The five hours of state-required instruction will be provided on five separate days in one-hour increments. Additional information can be found [HERE](#).

Evaluation: Deliberate Practice plans are now due October 25. The last day for Category 2A teachers to receive their first evaluative observation is November 29. December 6 is the last day to request an additional observation for the first semester. Access the updated evaluation timeline [HERE](#).

Report Cards: OCPS adjusted the Report Card timeline to provide teachers with more time to submit grades. The deadline to submit grades is Thursday, October 13.

Payroll: Your next paycheck will be for 9 days, it will not change regardless of school closures.

Candidate Meet and Greet, Sat. Oct 22nd

Come meet candidates endorsed by CTA! The Orange County Fund for Children and Public Education (OCFCPE) has invited each of our endorsed candidates to a reception Saturday, Oct. 22nd at the CTA office (1020 Webster Ave. in College Park) from 11am-1pm. Food will be provided and candidates are invited to briefly share information. Yard signs available while supplies last.

Congressional Black Caucus Foundation

This year's Annual Legislative Conference took place 9/28-10/2 in Washington, D.C. and the theme was "Advancing Our Purpose. Elevating Our Power." 2022 is a year of action, and sparking Black civic engagement is more crucial than ever as we face a pivotal election season in November. CTA members enjoyed the opportunity to attend more than 100 brain trusts and policy sessions on health, education, economic empowerment, the environment, and civic engagement.

NEW CTA Advocacy Team Sign-Up

Do you want to become more active in CTA and engaged in future advocacy opportunities? Click [HERE](#) to sign up to be on our Advocacy Team email list. We will contact you periodically with specific and targeted email/phone campaigns on various issues or opportunities for in-person rallies or important School Board meetings. Our collective voice and efforts can make a difference in getting a pro-public education message to the right people at the right time.



OCCTA members Brian Antoine, Daphne Lewis and Lonnell Smith with AFT Secretary Fed Ingram during the Annual Congressional Black Caucus Conference.



CTA Pride Parade Participation Oct 15

CTA has participated in the Orlando Come Out with Pride Parade for many years and will be doing so again this Saturday! We invite our members to join in and show Central Florida that our educators celebrate the LGBTQ+ community. Free Pride T-Shirts available to participants as supplies last! RSVP [HERE](#) to receive the meet up location and further details.

Breast Cancer Awareness Month

October is Breast Cancer Awareness Month. We encourage our teachers to maximize their benefits and take charge against breast cancer. Please click [HERE](#) for more information on mammography screenings in your area.

Free CTA T-Shirts

We're excited to plan district-wide days when we all wear our shirts in solidarity. We must stand together for better pay and working conditions and our visibility is one aspect of that effort. Are you wearing your new shirt? Send your group pictures to orangecta@gmail.com. Click [HERE](#) to order your CTA T-Shirt. You may pick up shirts you ordered at the CTA office until October 14th. After that we will send them out in batches to schools.

Your Union Benefits

Take advantage of the auto insurance benefit for union members. Union Plus gives union members special access to the Farmers Insurance Choice Tool for personalized auto insurance. Additional information can be found [HERE](#).

CTA Membership Drive!

Consider sharing with your colleagues why you joined CTA. Our voices are amplified with each new member. Our colleagues who aren't members are missing



out on important benefits ranging from representation during investigations to protect your certification, to affiliate benefits with AFT and NEA, to having a voice in the bargaining process and strengthening our position at the table.

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



Your job is on the Ballot!

IMPORTANT DATES

REGISTRATION
DEADLINE

General
October 11

MAIL-IN
DEADLINE

General
October 29

VOTE BY MAIL
BALLOTS SENT

General
September 29 -
October 6

**GENERAL ELECTION
November 8th**

FEA Voter Toolkit

The November 8 General Election is 29 days away. We urge our members to check and update their voter status before Oct. 11. This is easy and can be done online through your [county Supervisor of Elections](#). Click [HERE](#) to ensure you are registered to vote. Educators know that this election is an important opportunity to show up for our students and make a difference for public education. Visit [FEA's Voter Toolkit](#) for election resources and endorsed candidates.

Phone banking: <https://feaweb.org/action/phone-banking-101/>

November 8 WEAR RED FOR ED and ensure every public ed supporter you know has VOTED! Text them, call them, drive them to the polls. Your job is on the ballot.



FEA Professional Development

Educators of Color Virtual Series: Dr. Karen Baptise will be sharing her presentation titled "Eradicating the School-to-Prison pipeline." Join online: [Tuesday, Oct. 25th](#), [Tuesday, Nov. 29th](#) 5:30-7:00 p.m.

Wellness Wednesday: Not Just Another School Year: This workshop will assist you in reflecting on what went well with you and creating your wellness plan for the school year. Join online: [Wednesday, October 19](#), [Wednesday, November 16](#), 5:00 p.m.

Know Your Contract

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

The Contract, Lesson Plan Agreement, MOUs, Evaluation Info, Supplement Handbook and more are available [HERE](#). Our ongoing Bargaining Suggestion Form can be accessed [HERE](#).

CTA's mission is to empower and advocate for our members in order to ensure a quality public education for every student.

OCCTA · 1020 Webster Avenue, Orlando FL 32804 · 407-298-0756 · www.orangecta.com





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

The DOE Liability Insurance Policy:

- ▶ Has a **\$50,000.00** per claim deductible
- ▶ The DOE policy **only** kicks in after all other sources of insurance are exhausted, including the District's, NEA's and any type of self-insurance.
- ▶ **Does not** cover criminal charges even for on the job allegations;
- ▶ **Does not** cover intentional acts;
- ▶ **Does not** cover certification cases;
- ▶ **Does not** cover licensure matters;
- ▶ **Does not** cover discipline cases;
- ▶ **Does not** cover personnel actions;
- ▶ **Does not** cover part-time "instructional personnel";
- ▶ **Does not** cover general educational support staff;
- ▶ **Does not** cover administrative hearings;
- ▶ **Does not** cover arbitrations;
- ▶ **Does not** cover off-duty conduct;
- ▶ **Does not** cover cases involving teacher/coach transportation of students;
- ▶ **Does not** cover Unfair Labor Practice (ULP) cases;
- ▶ **Does not** cover suits for discrimination;



- ▶ **Does not** cover you unless you give **written notice** of your claim to the insurance company "as soon as practicable"--- whatever that means!
- ▶ **Does not** cover you if you admit to any wrongdoing or liability;
- ▶ **Does not** cover you if you take any action which may prejudice the insurance company --- unless you have the insurance company's written consent to do so;
- ▶ **Does not** allow you to refuse if the insurance company wants to use your name in a lawsuit for damages from third parties;
- ▶ **Does not** cover any penalty or fine assessed against **you** if you fail to report child abuse or if you fail to timely self-report your own arrest or conviction;
- ▶ **Does not** cover your attorneys' fees if you have to sue the insurance company for denying you coverage.



Provides comprehensive legal protection for all members.

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

