Association Representative Council Meeting

April 10, 2023

In Person (preferred) and online available

WEAR RED CTA SHIRT!

President's Welcome

Approval of Agenda

Approval of Minutes

President's Report

- Newsletter
- Virtual Presentations
- Legislative Updates
- Membership
- 10 Minute Meeting
- eDues explained: 10 Minute Meeting

Recognitions

Treasurer's Report

Bargaining Update

Committee Reports

Member Concerns

Adjourn

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!

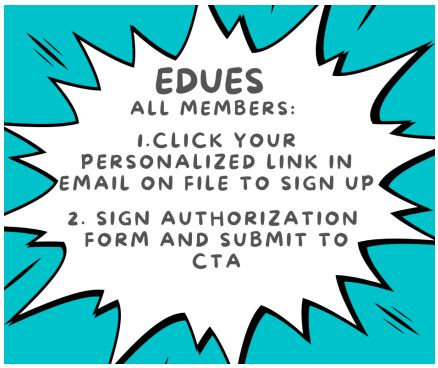
Our union voice

UNITING · EMPOWERING · ADVOCATING

Orange County Classroom Teachers Association Newsletter

April 3, 2023

Due to legislation, the last dues payment of this school year will be through eDues on 6/7 (ACH bank draft instead of payroll deduction). Be sure you enroll before then. While the challenges we're facing are significant, we can overcome this. It is up to each member to make this happen. Our density has already increased to 55%. Thank you to all members who are sharing the importance of joining your union!
- Clinton McCracken, CTA President



eDues Registration Has Begun: 4% of members have completed this. Members were sent two emails on 3/30. One was from Florida Education Association and contains a link to create an account on the portal and connect your bank account via two options. The other email was from CTA through Action Network with a one page form to sign and submit to CTA. You may email it to ctaedues@gmail.com (there is a google form you can use also but you must sign out of your OCPS google account). CTA will withdraw your dues on paydays similar to how payroll deduction works now. June 7 will be the first eDues payment. The next one will be on the first payday in August since we don't pay dues over the summer. It is also possible to pay your dues by check in full by 8/31 or half by 8/31 and half by 1/31. We have virtual help sessions, school visits, and ARs are able to answer questions as well. Click HERE for our FAQ document and/or watch this **eDues Tutorial Video**. Please feel free to contact CTA directly for help at.

Virtual eDues Help Sessions: April 3, 11, 19, 27 and May 1, 9, 17, 25. Click **HERE** to join Zoom at 4:30pm. No RSVP necessary.

An Advocacy Win!: Although much of the news from Tallahassee this session has been bleak, our advocacy efforts on some fronts are working! Temporary Certificates are now valid for 5 years rather than three. This applies retroactively to those holding current certificates. There are also exemptions for various exams. More details will be made available after the FLDOE holds rulemaking on this bill.

Student Discipline Referral: During pre-planning teachers received the link to the referral form. The contract states: "Information on the disposition of the referral shall be provided to the teacher within five (5) duty days, and the status of the referral shall be provided upon request." Click **HERE** to access the discipline referral form.

Evaluation Timeline: April 17 Last day for administrators to rate the element "Monitoring Progress Relative to the Professional Growth & Development Plan" in a Domain 3 observation. It is also the last day for administrators to complete second semester Domain 4 observations. Click **HERE** to see the complete Evaluation Timeline.

April Wednesdays: April 5 is an extended Wednesday due to Hurricane Ian. April 12 and 26 **are for teacher uninterrupted planning**. Click **HERE** to see the 2nd semester calendar. Click **HERE** to read MOU #10.

2023 - 2024 Voluntary Transfer Timeline: April 10 is the last day for unassigned CC/PSC to be placed into available positions. The voluntary transfer period for 23-24 for all schools begins April 11. April 14 is the last day for Annual and Probationary contract teachers to be notified in writing by the principal if they will or will not be recommended for reappointment. See complete timeline **HERE**.

Grades: At this time of year we start hearing about administrators asking teachers to change grades. The contract language is clear: "Teachers shall be responsible for determining students' grades and promotions pursuant to district-wide policies. Any administrative change in a grade or promotion shall not be made without attempting prior consultation with the teacher. If such a change is necessary, the administrator shall initial the change on the student's permanent record and indicate if the change was made without the teacher's agreement." Contact us if you are being asked to change grades. The district wants to know, and your name will not be shared.

¡Orgullo Boricua!

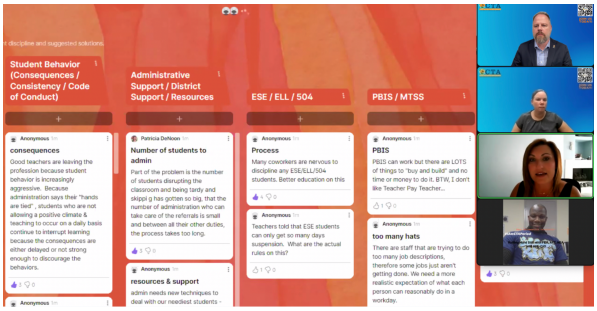
Puerto Rican Parade April 22: CTA will participate in the Annual Puerto Rican Parade in downtown Orlando from 11am-2:30pm. RSVP **HERE**. Free T-Shirt with this image for participants!

HB 1 Approved by the Governor: On March 27, HB 1 was approved by the governor, diverting taxpayer funds to private schools, which are not held to the same standards of accountability as public schools. This will result in decreased funding for public schools. Click **HERE** to read the bill.

SB 256 / HB 1445: This bill requires 60% membership and removes payroll deduction. There is still time to contact legislators to tell them this doesn't help our union. If it helps unions like they're saying, why have they exempted police, firefighters, and corrections? Go to https://feaweb.org/action/. If we don't reach 60% by April 2024, CTA will be decertified and portions of the contract will disappear. While some contract items are statutory, many are not. The District would have no obligation to bargain. In some places where the union disappeared, the contract was replaced with a two page contract. **At risk: planning periods, duty free lunches, subs, lesson plan autonomy. The District also wouldn't have to negotiate salaries or increases to insurance. See the In Danger flier HERE.**

Other bills to watch: HB1223/SB1320: "Don't Say They", HB733/HB1035: Teacher Rights, Training, Conduct, HB733/SB112 school start times, HB 891/SB 1564: Pilot Program Year-Round Schools

CTA Virtual Series: CTA hosted a Virtual Discussion on Student Discipline March 30 to provide input to the District Taskforce. See others below **designed for members and non members.** Bring two guests to "CTA Membership" to be included in a raffle for a two night hotel stay!



April 26	CTA Membership (2 night hotel giveaway)	Bring 2 or more potential members to hear a brief presentation about union membership including member benefits, reaching 60%, eDues, and keeping our contract. There will be an opportunity for your guests to join CTA at this meeting.	**RSVP HERE**
May 25	Bargaining Process (Open to all)	Learn about the Collective Bargaining Process including mandatory subjects of bargaining, ratification, and the impasse process.	**RSVP HERE**
July 26	Know Your Contract (Members Only)	Learn about your contract, the grievance process, and building an advocacy team at your work site.	**RSVP HERE**

CTA Facebook Group: CTA created a private Facebook Group to provide another avenue for sharing information, another benefit of membership. Rules for belonging to this group are posted to maintain a helpful and supportive experience. Click **HERE** to join. CTA also has a public Facebook Page you can follow **HERE** and Instagram **HERE**.

Benefits Corner: Educators Choice is a financial guidance and planning program exclusively for FEA/CTA members. You have access to complimentary webinars and face-to-face financial education. You also receive exclusive benefits and no-cost one-on-one counseling to create an individual, and customized financial plan.Click **HERE** for info.

A Funny Thing: OCPS Orange Peal is looking for fun student-focused anecdotes. Get published for 'A Funny Thing Happened' and receive OCPS-branded swag. Submit stories to orangepeal@ocps.net.

CTA Membership Drive: You will receive a $50 gift card at the end of the year for recruiting 5 new members and $10 for every person beyond that. All new members will also receive a $20 Wawa card.

Free CTA T-Shirt: Click **HERE** to order your CTA T-Shirt if you haven't yet received one.

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

Share with potential members

Join today!

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

ASSOCIATION REP AND CTA MEMBERSHIP VIRTUAL PRESENTATION

RAFFLES

Bring 2 nonmember guests to the April 26th CTA Membership Virtual Presentation to be entered into the April 28th $300 Gift Card Drawing!

50% of Worksite Members Completed eDues by April 28

1 **$300 Gift Card**
Use for summer travel, fun, hotel stay, gifts, spa/massage, or anything you want!

2 **$100 Gift Cards**

3 **$50 Gift Cards**

Notify CTA when you achieve 50% so we can verify prior to the raffle

70% of Worksite Members Completed eDues by May 19

1 **$300 Gift Card**
Use for summer travel, fun, hotel stay, gifts, spa/massage, or anything you want!

2 **$100 Gift Cards**

3 **$50 Gift Cards**

Notify CTA when you achieve 70% so we can verify prior to the raffle

90% of Worksite Members Completed eDues by May 31

1 **$300 Gift Card**
Use for summer travel, fun, hotel stay, gifts, spa/massage, or anything you want!

2 **$100 Gift Cards**

3 **$50 Gift Cards**

Notify CTA when you achieve 90% so we can verify prior to the raffle

Join the IUPAT DC78

TWU Lu556, ATU Lu1596, CFJWJ, LCLAA, CBTU, CTA

in the 2023 Participation of the

Please arrive at the staging area by 10:00 AM

FINISHING TRADES INSTITUTE Florida

ATU Local 1596 Orlando, Florida

CENTRAL FLORIDA JOBS WITH JUSTICE

CENTRAL FLORIDA CHAPTER LCLAA® LABOR COUNCIL FOR LATIN AMERICAN ADVANCEMENT

PAINTERS AND ALLIED TRADES INTERNATIONAL UNION Comité Latino

CBTU COALITION OF BLACK TRADE UNIONISTS

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

TRANSPORT WORKERS UNION OF AMERICA AFL CIO

DJ TONY STAR d'Tarka

FOR MORE INFORMATION, PLEASE CONTACT
ALEX VARGAS @ 407-285-1629
Email: dc78avargas@gmail.com
Parade start time 11:00 AM

Please follow us on Facebook for additional information.
IUPAT District Council 78

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.

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

Birth Date	**Employee ID #**

	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

ORANGE CTA
COLLECTIVE BARGAINING AGREEMENT
IN DANGER

JOIN US NOW
www.orangecta.com

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

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

CTA SOCIAL HOUR

FRIDAY, APRIL 21ST
3:00 PM - 6:00 PM

THE PORCH - WINTER PARK

643 NORTH ORANGE AVE.
WINTER PARK, FL 32789

GIFT BASKET RAFFLE

GIFT CARD RAFFLE

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

LIMITED APPETIZERS PROVIDED

DRINK TICKETS FOR ATTENDEES WHILE QUANTITIES LAST

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

the Porch

RSVP HERE:

03/20/23

OCCTA AR MEETING

5:00 PM

APPROVAL OF AGENDA

A motion was made by Amy Modesto and second by Megan Oates, motion passed unanimously.

APPROVAL OF MINUTES

A motion to approve the minutes with corrections was made by Maira Rivera and second by Daphne Lewis.

PRESIDENT'S REPORT

- Elections Committee: The floor was turned over to Megan Oates to speak about positions for NEA-RA and FEA- DA. Applications for nominations set to close March 20, 2023.
- Vendors: the floor was given to representatives from Creative Benefits for a presentation.
- Special Guest: The floor was given to Andrew Spar, President of the Florida Education Association. President Spar discussed various issues facing the union. Another presentation from an FEA staff member was provided to the members addressing EDUES.
- New Virtual Series: President McCracken has launched a New Virtual Series for prospective and current CTA members. The series will cover various topics and will resume on March 30th, April 26th, May 25th, and July 26th.
- Additional Staff: There are three CTA members who are on a leave of absence until the end of the school year to work for OCCTA to assist with school visits, increasing membership, eDues, etc.
- Membership: Membership is 54.84%. President McCracken reminded AR members of the recruitment drive. The president also charged with ARs with identifying a leadership team at each worksite of at least 3 people to help with increasing membership.

LEGISLATIVE REPORT

- President highlighted what AFT and NEA are doing to assist with the fight against the union busting bills.

- Sheryl Posey, chairman of OCCTA Government Relations Committee, highlighted her visits to several FL House and Senate members concerning the HBI- Voucher Bill.
- Data Clean Up- The President covered efforts that are being done to get updated information form all members, to include raffle tickets.
- E-DUES- The E-DUES pilot begins today. These 50 members will pay dues through ACH from April 12 going forward. Everyone else will begin June 7.

TRESASURER'S REPORT

The treasurer's report was read by Ashley Modesto, OCCTA Treasurer. A motion was made to send report to audit by Lonnie Smith and second by Ulysses Floyd.

COMMITTEE REPORTS

Reports and updates were given by the various committees

- Howard-Fenner Scholarship- Applications are due March 23rd
- Minority Affairs and Human Rights Committees: Puerto Rican Parade is April 22nd

MEMBER CONCERNS

- ARs provided the membership with a 10-minute presentation.
- Short discussion of any member concerns

OTHER BUSINESS

- The next social is April 21st at the Porch in Winter Park.
- President McCracken drew two $50.00 gift cards, Lisa Taylor and Sandy Thuringer were the winners.

Meeting was adjourned at 6:46 PM, motioned made by Ulysses Floyd, and second by Sandy Thuringer with a unanimous vote in favor.

Clinton McCracken, President

Maira Rivera, Vice President

Ladara Royal, Secretary

Ashely Modesto, Treasurer

Educators Choice
Financial Guidance & Planning
Powered by Suncoast Credit Union

EMPOWERING TODAY'S EDUCATION COMMUNITY TO ACHIEVE FINANCIAL WELLNESS

Spring is here and it's a great time to start thinking about your retirement strategy. Just like a garden needs planning and preparation to bloom, your retirement also requires careful planning to ensure that you have the resources to enjoy your retirement. Here are some spring-inspired tips to help you prepare:

Plant the seeds of your retirement plan: Just as you carefully choose the seeds you plant in your garden, take the time to carefully plan your retirement. Consider your retirement goals, such as where you want to live, how much you want to travel, and what kind of lifestyle you want to lead. Check out our **retirement calculator** to help estimate if you are saving enough for retirement.

Tend to your savings: Like a garden that needs regular watering and attention, your retirement savings require regular attention and nurturing. If you rely only on your state-funded FRS pension, there may be a significant difference between your pension and the income you'll need in retirement. A 403(b) account could help bridge the gap. **Click here** for more information.

Prune unnecessary expenses: Just as you prune back dead branches and overgrown plants, take a close look at your expenses and adjust your budget to allow for retirement savings. Like any of your other financial goals, you may find it beneficial to review your spending on a regular basis to make sure you are on track.

Seek professional guidance: Just as a gardener might seek advice from an expert, working with a financial professional that understands you and your retirement goals can help you create a plan to make the most out of your money – now and in retirement. **Click here** to find a financial professional and get started.

WANT TO LEARN MORE?

Buzz on over to EducatorsChoice.com where you can find enhanced financial wellness resources and program information. Explore our **learning library**, easily **get started** with a financial professional or explore the exclusive **member benefits**.

EDUCATORSCHOICE.COM >