



March 11, 2024

**RATIFICATION NOTICE**  
**For**  
**2023-2024 SCHOOL YEAR REOPENER**  
**Between the Orange County Classroom Teachers Association and**  
**the School Board of Orange County**

Dear Members of the Bargaining Unit,

Ratification ballots will be mailed out by Tuesday, March 12, 2024. Be sure to check your mail box, vote and mail the ballot back as soon as possible.

**Ballots must be mailed in the pre-paid envelope and received at the U.S. Post Office box no later than 1:00 p.m. Monday, April 1, 2024.**

Ballots will be counted at the CTA Office, 1020 Webster Avenue, Orlando, FL 32804, beginning at 3:00 p.m. on Monday, April 1, 2024. All members of the bargaining unit, regardless of their membership in the union, may observe the counting at the CTA Office at 1020 Webster Avenue, Orlando, FL 32804 or by zoom at this link:

<https://aft.zoom.us/j/97070289352?pwd=bGw2QjdwVExjSitZeitkWncyZ1FYUT09>

***All members of the bargaining unit are eligible to vote, regardless of union membership.***

**CTA RECOMMENDS A YES VOTE!**

**A “Yes” vote means we have an agreement on salary increases and several other articles of the CBA. A “no” vote means we lose any agreed upon salaries, including retro pay, and other gains made during negotiations.**

Please read the agreement prior to casting your vote. The full agreement may be viewed on the OCCTA website at: <https://tinyurl.com/23-24-Tentative-Agreement>

## ***Highlights of the 2023-24 reopener tentative agreement:***

### ***2023-2024 Retroactive Wage Increases (Permanent):***

- Cost-of-Living Adjustment: **2% PLUS +**
  - Effective teachers: **5.75%** (total increase: **7.75%**)
  - Highly Effective teachers: **7.70%** (total increase: **9.70%**)
- Starting salary increased by 2% (from \$48,400 to \$49,368)
- Advanced Degree Supplement Increases by 2%
- A 25% increase to the retention supplement
- One-time supplements ranging from \$1,500 - \$8,000 for ESE teachers, speech language pathologists, audiologists, and licensed clinical social workers, mental health counselors, and registered nurses.
- Increased salary placement for rehired retirees

### ***Health Insurance:***

- The District's health insurance proposal will be implemented beginning with plan year 2024-25. However, the District will provide a premium discount for plan year 2024-25 totaling \$4.4 million. The parties will continue to meet to identify improvements and cost-saving measures that may help avert future premium increases.

### ***Other Working Conditions:***

- Creates a committee to work on a maintenance tracking system accessible to teachers.
- All non-student contact days/half days can be completed virtually with agreement of an administrator.
- When a non-student contact day is provided for IEP and 504 prep, it may be completed virtually with agreement of administrator.
- Areas for counseling and other services must be conducive to those services.
- Increases High School Sports Coach Allocation.
- Reinstatement of dues deduction if there if there is a change in the law allowing for it.

A "Yes" vote means we have an agreement on salary increases and several other articles of the CBA. A "no" vote means we lose the agreement on salary and other gains.

## **Ratification Voting FAQs for 2023-2024 Reopener Ratification**

**Q When will I receive a ballot?**

**A** Ballots will be mailed to your home address with pre-paid return envelopes on April 1, 2024.

**Q What is the voting deadline?**

**A** Ballots must be **received at the U.S. Post Office box no later than 1:00 p.m. on Monday, April 1, 2024.** They may be sent in by mail in the pre-paid return envelope.

**Q Who can vote?**

**A** All members of the bargaining unit may vote, regardless of membership in the union.

**Q What if I am out of town and/or did not get my ballot in the mail, or if my ballot/return envelope are misplaced or spoiled?**

**A** If you know you will be out of town, did not receive a ballot, or your ballot/return envelope are misplaced or spoiled, you may pick up a ballot at the CTA Office during regular business hours which are Mon.- Fri. 7:00 am - 6 pm. During Spring Break, the CTA Office will be open Mon.-Fri. 10:00 am – 12:00 pm. If you pick up a ballot from the CTA Office, you will need to sign a form indicating that you picked up a ballot. If your ballot is spoiled, bring that ballot with you to the CTA Office to exchange it for a new ballot. You will then mail your ballot in the pre-paid envelope.

**Q** **What if I am on a ‘protected’ mailing list and the RBELC is my mailing address? (This applies to spouses of law enforcement personnel, etc.).**

**A** You may pick up a ballot at the CTA Office during regular business hours which are Mon.- Fri. 7:00 am-6:00 pm. During Spring Break, the CTA Office will be open Mon.-Fri. 10:00 am – 12:00 pm. If you pick up a ballot from the CTA Office, you will need to sign a form indicating that you picked up a ballot. You will then mail your ballot in the pre-paid envelope to the U.S. Post Office box.

**Q** **How do I send in my ballot?**

**A** You may mail your ballot through the U.S. Post Office using the pre-paid return envelope, but be sure to allow time for the U.S. Postal Service to deliver it to the U.S. Post Office box. Be sure you print your employee number, name and address on your pre-paid return envelope. **If there are multiple family members living at the same address, each person should use their own envelope to return their ballot.** Ballots must be mailed in the pre-paid envelope and received no later than 1:00 p.m. Monday, April 1, 2024.

**Q** **Can I return my ballot to the CTA office?**

**A** No. They may be sent in by mail in the pre-paid return envelope or dropped off at the post office. Ballots must be received at the U.S. Post Office box no later than 1:00 p.m. on April, 1, 2024.

**Q** **Who will count the votes?**

**A** The CTA Elections Committee, along with volunteers, will count the votes.

**Q** **Where will the ballots be counted, and who can observe the count?**

**A** The ballots will be counted at the CTA Office, 1020 Webster Avenue, Orlando, FL 32804 beginning at 1:00 pm on Monday, April 1, 2024. All members of the bargaining unit, regardless of their membership in the union, may observe the counting at the CTA Office at 1020 Webster Avenue, Orlando, FL 32804 or at the following zoom link: <https://aft.zoom.us/j/97070289352?pwd=bGw2QjdwVExjSitZeitkWncyZlFYUT09>

**Q** **When will the final ratification vote count be announced?**

**A** The results will be announced immediately after the conclusion of vote counting and will be posted on the CTA website: <https://www.orangecta.com/> .