



**For Immediate release –April 1, 2024**

## **TEACHERS OVERWHELMINGLY RATIFY COLLECTIVE BARGAINING AGREEMENT, SECURING HARD-FOUGHT VICTORIES FOR EDUCATORS**

Orange County, Florida – Orange County teachers have voted, 99.5% voting in favor, to ratify their collective bargaining agreement with the School Board of Orange County. After an arduous negotiation process, the Orange County Teachers Association (“OCCTA”) secured significant gains for its members.

One of the pivotal achievements secured by OCCTA is the implementation of percentage-based increases, aimed at alleviating deep compression within OCPS teacher salaries. The Union negotiated raises of 9.7% for Highly Effective teachers after the District had opened negotiations insisting on flat amount increases that averaged about 3.7% for veteran teachers and 5.4% for new teachers.

The agreement also includes a health insurance premium discount of \$4 million for the 2024-2025 year to mitigate the impact on teachers of insurance hikes imposed by the District. Crucially, at the insistence of the Union, OCPS has pledged to conduct a comprehensive insurance review aimed at identifying and implementing efficiencies to keep premiums affordable.

*"This contract victory was achieved through advocacy and unity. It is not only an agreement that teachers deserved and earned—it also helps our students succeed. Our Union remains dedicated to ensuring that our educators are recognized for their teaching excellence"* stated OCCTA President.

OCCTA already asked the District back to the negotiation table and the parties have resumed discussions to address salary increases and other issues for the upcoming 2024-25 school year.

###