



THE PELICAN POST

Collier County Education Association—Affiliated with FEA/NEA/AFT
Serving the Education Community of Collier County

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OCTOBER 2017

CTEM and B&B

Student Growth Scores are out and our members will receive their retroactive pay in their November 3rd check. Our office usually fields a number of calls and concerns around this event every year. This year has been exceptionally busy due to the impact of the “Best and Brightest Scholarship Program.”

For the years 2017-18, 2018-19, and 2019-20, a separate bonus will be paid to all classroom teachers (on either salary schedule) based on their final evaluation ratings: \$1,200 for a “highly effective” rating and “up to \$800” for an “effective” rating. This bonus has nothing to do with the \$6,000 “scholarship” that is tied to SAT or ACT scores.

The only thing you have to do to receive the \$1,200 or \$800 is be a classroom teacher as defined by statute:

“1012.01(2)(a): Classroom teachers are staff members assigned the professional activity of instructing students in courses in classroom situations, including basic instruction, exceptional student education, career education, and adult education, including substitute teachers.”

The Scholarship program requirements remain the same this year:

- ◆ **Be a classroom teacher**
- ◆ **Submit an official record** that demonstrates his or her composite score on either the ACT or SAT was at or above the 80th percentile based on the National Rank in effect when the assessment was taken; **AND**
- ◆ **Be newly hired by the district school board** and not have been evaluated pursuant to section 1012.34, **OR** have received an evaluation of highly effective on his or her evaluation for the school year immediately preceding the year in which the scholarship will be awarded.

As you can see, a Highly Effective teacher this year can earn up to \$7,200 in bonus money. This sounds good, and we love seeing money get into our teachers’

pockets, but if the state hadn’t taken that money out of the pot, pulled up a chair to our bargaining table, and told us what we had to do with it, we would have done a much better job with it. We feel this is a terrible program for a number of reasons:

- ◆ It excludes non-classroom teachers;
- ◆ It is bonus money and does not count toward FRS;
- ◆ It is a legislative gimmick being offered when we need substantial increases to our salary schedules that our members can depend on; and
- ◆ It discriminates against our veteran teachers



Please feel free to call the CCEA office with questions or concerns however, as stated above, the Best & Brightest program comes directly from the state and is not negotiable.

**WING
Wednesday**

Topic
CTEM

Collier Teacher Evaluation Model

November 1st CCEA Office 4:30pm

RSVP by Friday, October 27th
Send a message to rhonda.shimel@floridaea.org
to reserve your seat

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BEST LAID PLANS...

When FEA President Joanne McCall and the leadership team made the decision that it was important to try to offer at least some relief to our members around the state who were impacted by Hurricane Irma, it was a proud moment for our organization. Standing together and helping each other is, of course, the essence of unionism.

Unfortunately, given the severe circumstances for our CCEA members during Irma's aftermath, our staff's inability to access our server, and the problems with our email system, the vast majority of our members did not learn about these gift cards until two days before the deadline. Many others did not receive word until after the deadline was passed.

We appealed for an extension. As much as FEA wanted to take our unique situation into account, they had to consider members around the state and decided to hold to their original deadline without exception. This was certainly a difficult decision for FEA as they know people could really use this help and were denied through no fault of their own.

We received and delivered the first batch of gift cards to our members. We don't know when we will receive the next batch, but we will contact the recipients to come to the office to sign for them when they arrive.

THE DIFFERENCE ONE MEMBER CAN MAKE

A CCEA member who teaches Hospital Homebound was rightfully upset that those teachers received only \$20 per hour rather than their hourly rate. He submitted a proposal and rationale to the CCEA Bargaining Team last year for its consideration.

The proposal made perfect sense and fighting for the change was the right thing to do. The team put the proposal on the table, fought for it, and got it into language.

That same member was outraged to learn that Homebound students would not be allowed to make up time lost to Hurricane Irma. Time was of the essence so this member attended the October School Board meeting and had a conversation with Dr. Patton. He explained what was happening and Dr. Patton promised to look into it.

Within a week, those Hospital Homebound students and teachers were able to make up the same proportionate amount of time as the rest of the district.

It doesn't matter that the CCEA member who successfully advocated for these students and teachers was CCEA 2nd VP Mike Huffman. What's important is that a teacher felt strongly enough about an issue to take action to rectify it. He did not allow fear of retaliation to keep him from taking steps to do the right thing.

It is our hope that more members follow Mike's lead and get active to help right what is wrong!

Calendar of Events

- 10/26-28 FEA DA - Orlando**
- 10/27 Teacher Plan Day**
- 11/1 WING WEDNESDAY - CTEM**
CCEA Office (4:30pm)
- 11/2 TIGER Exec Board Meeting**
CCEA Office (4:30pm)
- 11/7 CCEA Exec Board Meeting**
CCEA (4:30pm)
- 11/14 School Board Meeting**
4:30pm Ad Ctr
- 11/23 THANKSGIVING**
- 11/22-24 Schools/Office Closed**



KNOW YOUR CONTRACT: 20 MINUTE RULE

There was a slight change in the "20 minute" rule in the contract last year. Make sure you are aware of it. Not only is the 20 minute rule allowed on Fridays and the day before holidays, but now also the day of AND the day after you have to attend one of your 2 required evening events. Here is the exact language:

4.03 Each EMPLOYEE, excluding Workforce Education EMPLOYEES, shall be allowed to leave school twenty (20) minutes prior to the end of the 7 1/2 hour teacher work day on those days when students are in attendance but not in attendance the following day and on a day when a meeting will be held in the evening at which the EMPLOYEE is required to be in attendance and on the day following a day when a meeting will be held in the evening at which the EMPLOYEE is required to be in attendance. EMPLOYEES in schools in which the schedule does not provide for 20 minutes between the end of the student day and end of the teacher work day may arrive at work 20 minutes later on the above referenced days. Consideration will be given to exempting middle and high school employees who teach all blocks and periods in the student schedule from extra-duty assignments.

ENSURING A SAFE CLASSROOM POST-HURRICANE

What to do if you suspect mold in your classroom

Because of Hurricane Irma, there are now some schools that experienced water levels that allowed for more mold growth than is normal even for southwest Florida. If you believe your classroom is affected or even if you think your school may be a “sick building” there are some steps you can take. Defining what is a mold problem, let alone finding a “cure” for it can be frustrating. Keep in mind also that Collier had many buildings with damage. The response to your specific school may or may not be quicker than other schools. With so many impacted, the schools with the worse damage will be dealt with first and those that had minimal damage will be lower on the list.

There are proven methods for documenting and fixing the problem. It is not easy or simple. CCPS is ultimately responsible for investigating and cleaning up schools that have mold problems. Having said this, teachers and non-instructional-staff have not always gotten good results simply by complaining. No matter how much money spent or how well intended the district may be on investigation and clean-up of mold, if the underlying situation is not remedied, it is wasting time and resources.

Parents are of vital importance on this issue. The safety of our students should be CCPS’s number one priority. When that message comes from parents it will be heard better than coming from an employee. The school’s PTO should be informed and involved. The district should provide background information if a consultant is hired, including experience, qualifications, general approach to investigating the problem, and how they will communicate with staff. If it is just going to be the facility manager at each school, demand to know what training that person has on mold removal.

Take this issue to your building FAC. If you have tried that and haven’t gotten any results, contact Lyle Farmar at 592-7773.

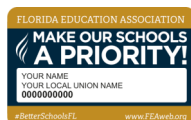
FEA MEMBER BENEFITS

MY DEALS MOBILE APP:

Go to the iTunes App Store or Google Play and download My Deals Mobile® to your smartphone or mobile device. Your UserName is your email address (home email is best). Your Mobile Password is “9389-” and your membership number. With My Deals, you’ll get:

- Show-your-phone discounts at more than 240,000 locations;
- On-screen redemption instructions;
- GPS searching and mapping;
- National chains and local favorites;
- Track your savings capability.

Save up to 50% instantly at restaurants and retailers when you show your phone. You can save over \$1000 annually – enough to recoup some or all of the cost of your dues!



PLAN TIME

We are starting to hear from several schools that trainings and Professional Development are occurring during teachers’ plan time. CCPS’s website specifically states that PLC, Lesson Study, and other assignments should NOT be made during teacher planning. The district contends that one planning day a week may be used for collaborative planning. CCEA vehemently disagrees with this contention as per our contract language in 4.022:

“The teacher’s 37.5 hour work week shall include 250 minutes of planning/preparation time within the student day to the greatest extent possible. Exceptions to this 250 minute weekly time within the student day should be addressed by the Faculty Advisory Council. Assignments shall not be made by Principals that infringe on the EMPLOYEE’s daily block of planning/preparation time except for emergencies or other unforeseen circumstances or with the EMPLOYEE’s approval. No EMPLOYEE shall be required to utilize his/her planning time in the presence of students except for emergencies or other unforeseen circumstances or with the EMPLOYEE’s approval.”

Ironically, the language CCEA relies on for our argument than that no “Common/Collaborative Planning” can be required is the very sentence highlighted in the language above that the district has on their own website!

Further, 4.025 stresses the importance of planning time and requires principals to work closely with employees:

“Both parties to this AGREEMENT recognize that increased faculty involvement is positive but causes problems with available work time. Principals will work closely with EMPLOYEES in developing schedules for meetings in order that work time is efficiently utilized, with as little infringement on planning time as possible.”

Once again, the district emphasized the importance of not infringing on planning time. It comes down to the very first sentence in Article 4 (Working Conditions) and all FACs should begin their meetings with a review of this overarching provision:

“The BOARD and the ASSOCIATION acknowledge that the EMPLOYEE’s primary responsibility is to teach and that his/her energies should be utilized to that end...”

Please let our office know if you need assistance setting up a FAC meeting to address this vital issue.

HAPPY THANKSGIVING

Don't Forget...

Daylight Saving Time

Ends Sun. 11/5

At 2:00 am



DISCOUNT MOVIE TICKETS for CCEA Members Only!!!

Tickets can be purchased
at the CCEA Office

Monday -Friday
8:30am - 4:30pm



Thank you for your support!



The Pelican Post is the official publication of the **Collier County Education Association** located at 6710 Lone Oak Boulevard, Naples, FL 34109.

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CCEA MEMBERS...

EARN \$50 FOR EACH NEW MEMBER YOU RECRUIT



You will receive \$50 for each new CCEA or OCAP member you recruit now through November 30th

* Does not include anyone previously enrolled *

Collier County Education Association, Inc. (CCEA) MEMBERSHIP ENROLLMENT FORM

Last Name First Name Middle Initial

Mailing Address City State Zip Code

Phone Original Hire Date

Home E-Mail Address:

Employee ID: _____

School Worksite: _____

Payment Plan:

_____ Cash [Check # _____]

_____ Payroll Deduction

FOR OFFICE USE ONLY

DB: _____

CCPS: _____

RB: _____

I hereby authorize the District School Board of Collier County, according to arrangements agreed upon with the CCEA, to deduct from my salary and transmit to said Association such dues as annually certified by said Association. I hereby waive all rights and claims to said monies so deducted, except as noted below, in accordance with this authorization and relieve the School Board and all its officers from any liability therefor. This authorization shall remain in full force and effect for all purposes while I am employed by this school district or until revoked by me upon thirty (30) days advance written notice to the School Board's Business Office and said Association. The annual dues payments earmarked for the Collier County Education Association may be deductible as a miscellaneous deduction for federal income tax purposes.

Employee Signature _____ Date _____

Recruiter's Name _____ Date _____