



THE PELICAN POST

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

Vol. XXXIX No. 9

NOVEMBER 2018

FROM THE CCEA PRESIDENT

Site-based management is great—when it works! To quote John Holloway in Educational Leadership, “...Site-based management can be an effective tool to empower stakeholders in bringing about meaningful changes in teaching and learning.” As I continue to serve on the Issues Committee, it is more apparent after each meeting that many of the concerns of our members come down to the decisions made by site based management. With that said, I want to stress the importance of the FAC process for our members. This is the forum to have our voices heard and concerns addressed in a timely manner at the site level.

As I believe strongly in our members utilizing the Faculty Advisory Council-I am including the contract language below:

3.11 Faculty Advisory Council (FAC)

A Faculty Advisory Council (FAC) shall be established at each school center for the purpose of acting as an advisory group to the School's administration. One (1) EMPLOYEE from each recognized department or team shall be elected by the members of such department or team to serve on the FAC. The principal and/or a member of the faculty shall announce the need for members. The principal shall not be held responsible if no EMPLOYEES volunteer to be members. The FAC shall annually elect an EMPLOYEE to serve as Chair. The FAC and Principal shall meet upon the request of either at a mutually agreed upon time. The agenda for any meetings of the FAC with the Principal shall be the responsibility of the requesting party. At the outset of the meeting, the invited party shall have the right to add items to this agenda after all items originally submitted for the agenda have been addressed. Principals will respond to outstanding agenda items within 20 work days. Minutes of all meetings of the FAC and Principal shall be the responsibility of the EMPLOYEES serving on the FAC.

If your school does not have a functioning FAC, I would encourage you to reach out to the office and Lyle or Jonathan can schedule a training at your school. As the holiday season has begun, I want to wish everyone Happy Holidays and may 2019 be amazing!

*In Unity,
Lisa Hicks*



RATIFICATION NOTICE

This notice serves to inform all members of the CCEA Instructional Bargaining Unit of their right to participate in the ratification process of the 2018-19 Collective Bargaining Agreement. The CCEA Instructional Bargaining Unit consists of all CCEA dues-paying members AND non-members.

Scanned copies of the actual Tentative Agreements and the Memorandums of Understanding were emailed to the school email addresses of all bargaining unit members on November 14, 2018. A summary is provided in this newsletter for all Instructional Bargaining Unit members. Narratives and explanations were provided to CCEA members on their home email addresses.

Ballots are due back to the CCEA Office on Friday, November 30th, at 4:00. The results will be transmitted to the District on that day and the School Board will vote up or down at their regular School Board meeting on December 11, 2018.

Point of personal privilege: This notice is one of the hardest articles I write every year, but this one is especially difficult. I have trouble with it because by law I must inform non-CCEA members of their right to vote on the fruits of our labor. The CCEA Bargaining Team consists of volunteers who have full-time teaching jobs just like everybody else. They have been meeting since last April and struggling to bring the best deal we can to our members. Now, not only will non-members benefit from their labor, they also have the right to reject the Agreement if they so choose.

What makes this year especially difficult is that CCEA members across the district stood together and said they wanted us to take a stand for the 350+ teachers who were excluded from the state “Best and Brightest” bonus program that provides bonuses of \$800 & \$1,200 to Effective and Highly Effective teachers. These classroom teachers were willing to go to impasse on behalf of their colleagues (members and non-members alike). Meanwhile, there are teachers out there who still choose not to join with their CCEA colleagues and instead wait for them to do all the heavy lifting while they reap the benefits.

Our members are proud of the CCEA Bargaining Team’s work and are grateful for their efforts. Hopefully others will choose to stand with them and join CCEA so we can all support each other!

SUMMARY: 2018-19 TENTATIVE AGREEMENTS
Entered into by the CCEA Bargaining Team

DATE	TITLE	DESCRIPTION
7/10/18	12.035	Clean up language to bring CCEA in line with other bargaining units
11/12/18	Performance Bonus for Specific Job Titles	Provides \$800/\$1,200 performance bonus to 2017-18 Effective/Highly Effective non-classroom K-12 teachers (please see the complete list of titles in the Tentative Agreement)
11/12/18	Planning Time Stipend	Increases stipend for loss of planning time by \$10 per period; Increases stipend for split classes by \$5
11/12/18	Peer Mentor Stipend	Increases stipend index from .014 to .0263 of base pay of \$41,280 (equates to \$1,086)
11/12/18	Salary	Increases all salary schedules by \$650; provides full step to employees on Grandfather schedules & Effective teachers on PP schedule; provides 5/3 step increase to Highly Effective Teachers on PP schedule
		Employees not on a step shall receive equivalent dollar amounts described above (\$1,970 for Effective, \$2,850 for Highly Effective)
		Supplements: All supplements in Appendices C, D, E, F, & 12.017 will be indexed to to base pay of \$41,280
		12.0113: increased longevity supplement to .0362 of base pay of \$41,280 (equates to \$1,494)
		12.014(b): Increased Immokalee/Everglades supplement to .025 of base pay of \$41,280 (equates to \$1,032)
		Starting salary increased from \$41,280 (step A3) to \$42,810 (step B2)

SUMMARY: MEMORANDUMS OF AGREEMENT
Voluntarily entered into by the President of CCEA in between official bargaining sessions

DATE	TITLE	DESCRIPTION
2/5/2018	Extended Day for Differentiated Support	Voluntary program at EVG for teachers to work an extended day for the purpose of extending learning support opportunities to students in 2017-18. Expired.
2/13/2018	Sick Leave Pool Policy	Removes Sick Leave Pool process & procedures from Board policy 3430.07. Any changes must be approved by all three bargaining units.
3/20/2018	PCR Saturday SOAR Academy	Provides opportunity for teachers to receive compensation for teaching in a Saturday program in 2017-18. Expired.
4/2/2018	Year Round Pay	Provides employees the option of receiving 26 paychecks every other week all year long.
4/2/2018	VOE Saturday Camp	Provides opportunity for teachers to receive compensation for teaching in a Saturday program in 2017-18. Expired.
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MEMORANDUMS OF AGREEMENT: *(continued from pg. 2)*
Voluntarily entered into by the President of CCEA in between official bargaining sessions

DATE	TITLE	DESCRIPTION
4/30/2018	Support for New Teachers	Provides compensation at the inservice rate for first year teachers to attend up to 11 optional PD meetings outside of contract time. For 2018-19.
4/30/2018	Support for High Needs Schools	Provides contract pre-extensions for the 2018-19 school year for employees at specified high-needs schools.
5/24/2018	Immokalee Recruit and Retention	Expands the 20 minute "Friday Language" to include the first workday of the week as well. In effect for Immokalee schools only.
8/10/2018	Extended Day for Immokalee EL Schools	Establishes that if any Immokalee Elementary school is on an extended day, all Immokalee elementary schools will be on an extended day.
8/10/2018	GGE & PSE Extension	Extends the extended day for GGE & PSE through the 2018-19 school year.
11/2/2018	CTEM Final Score	Rounds final score up from .5 to next whole number & rounds down from .4999



CALENDAR OF EVENTS

- 12/6 TIGER Exec Board Meeting**
CCEA Office (4:30pm)
- 12/6 TIGER Roundtable with Guest**
Jory Westberry CCEA Office (5:00pm)
- 12/11 School Board Meeting**
Ad Ctr (4:30pm)
- 12/24 - 1/1 WINTER BREAK - SCHOOLS CLOSED**
- 12/24 - 12/25 CCEA Office - CLOSED**
- 1/22 CCEA Rep Council** CCEA Office (4:30pm)



DISCOUNT MOVIE TICKETS

\$9.00



**STOCK UP FOR THE
HOLIDAYS!**



Tickets may be purchased at the CCEA Office
Monday - Friday 8:30am - 4:30pm

CCEA MEMBERS ONLY



TIGER Roundtable
Thursday, December 6th
5:00pm



CCEA Office 6710 Lone Oak Blvd Naples, FL 34109

Guest: JORY WESTBERRY

**EARN A
\$50 BONUS
FOR EACH
NEW* CCEA MEMBER
YOU RECRUIT!**

* EXCLUDES ANYONE PREVIOUSLY
ENROLLED IN CCEA

STEP INTO THE ZONE:**WHAT IF THE FLORIDA STATE LEGISLATURE WAS SUCCESSFUL IN ITS EFFORTS TO DECERTIFY UNIONS?**

This past year our state legislators passed a bill to decertify unions whose memberships fell below fifty percent despite the fact that Florida is a right-to-work state and unions here cannot charge agency fees to nonmembers who still reap the same salary and work condition benefits as members who pay dues.

What if one day Florida lawmakers are successful at invalidating unions altogether? Are you ready to negotiate your own salary and working conditions? Moreover, if you found yourself in trouble, who could you call to stand up for you if you needed advice, assistance, or protection? Let's take a closer look at what living in a zone without CCEA would be like.

Imagine a world where CCEA does not exist: fictional instructional CCPS employee, John Doe, is okay with not having a union, so he never joined, and when the existing union's membership dropped to below fifty percent because of people who held the same beliefs as John, it had no effect on him, or so he thought. At the first of the year, John schedules an appointment with his principal to negotiate a raise for himself. However, because he is only one person rather than a member of a group that is 2,000+ strong which is staffed with leaders who have been trained in negotiating contracts, he ends up with a pay cut instead because his principal tells him there isn't enough money

in the budget for any raises. In addition, John has no choice but to serve lunch duty each day because he has no contract guaranteeing him a duty-free lunch away from students. John is also now faced with longer work hours, too, because his principal wants teachers to arrive 30 minutes earlier and stay an hour later every day to attend more meetings and mentor students after the school day to raise the school's grade. John's health insurance premiums have also gone up since he has no union to help keep those costs down. John realizes he is in over his head and needs help, but John has no representative he can contact to intervene on his behalf, as there is no contract between him and his employer, so he has no recourse. He could retain an attorney at his expense, but with attorney fees costing hundreds of dollars an hour, John doesn't have the means to hire an attorney. All the things that CCEA negotiates such as salary, working conditions, health insurance benefits, grievance procedures, supplements, flex time—no longer exist in John's work zone!

Thankfully, John's predicament is not real, and now that you see the benefits CCEA affords non-members as well as members, please do your part and support CCEA by joining and explaining to your colleagues why being a member of CCEA is so important; as you can see from John's scenario, your union contract is about so much more than just salary.

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 _____