



# THE PELICAN POST

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

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NOVEMBER 2017



## ISSUES SURVEY RESULTS

Based on the results of our Issues Committee survey earlier this month, CCEA and the District agreed to establish a number of collaborative committees to address the most important concerns of our members.

**TIME:** This is the number one issue facing our teachers. We will create a sub-committee to examine all the demands that teachers need to address when they don't have students in front of them and how this precious time is best utilized. We will also conduct an analysis of the number and types of meetings that impact teachers' time. Finally, this sub-committee will also look at teacher absences, failed subs, temporary duty, and guest teacher application requirements.

**CLASS SIZE:** This is problematic for our Issues Committee. Knowing full well the negative impact large class sizes have on student achievement, the District nonetheless chooses to exploit loopholes in the constitutional provision in order to save money. This choice is detrimental to our students and is unhealthy for our teachers. The District tells us they choose this approach in order to maintain programs and provide steps/salary increases. It's not a big pie and everyone wants a piece - choices will have to be made.

**LEADERSHIP:** Teachers in different buildings may have different opinions of the leadership in their schools, but the vast majority agree that effective leadership is the key to a successful school. The Issues Committee will utilize teacher input to provide district administrators with information from teachers as to what we feel constitutes good and effective leadership.

**LESSON PLANS:** Different schools have different lesson plan submission requirements. The District spends a lot of time and money creating and tweaking curriculum maps. CCEA feels it would save teachers a lot of time if the requirement to submit lesson plans was eliminated. The Issues Committee will gather specific info from schools to discuss this further.

**CAMBRIDGE:** A sub-committee of Cambridge and non-Cambridge teachers from EL & MS will be established to find out from classroom teachers what is working and what isn't before this program is expanded into the primary grades.

**ESE:** Although not included in our survey, enough comments from our members warrant reconvening this sub-committee.

Now that our issues have been identified and our committees have been established, CCEA will work with its building reps to create survey questions that will identify the specific problems we have and the steps we need to take to solve them. We are aware of the extreme pressure our members are under and we will work as quickly and as effectively as we can to help provide so much needed relief as soon as we can.



### DISCOUNT MOVIE TICKETS

for CCEA Members Only!!!

**\$8.50/ea**

**Stock up now for the Holidays!**

Purchase tickets at the CCEA Office

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



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## THE 12 DAYS OF CCPS CHRISTMAS

Once again we head into the winter season. Since the holiday is just around the corner, we thought it would be time to bring out an old favorite and send a Christmas “wish” list to the Collier County Public School administration.

(Sung to the tune of *The Twelve Days of Christmas*).

On the twelfth day of Christmas, my administration gave to me:

- TWELVE** More lunch minutes. (To escort kids to cafeteria, gobble down a sandwich, run to bathroom, call a parent, read email, etc.,)
- ELEVEN** Less students per class to get my average below 30,
- TEN** More calendar adjustments (because the first four just didn’t give the Board enough options),
- NINE** Less administrators who make six figures while teachers have to take a second job to afford living here,
- EIGHT** Committee recommendations I can nullify,
- SEVEN** Boxes of chocolate (just because),
- SIX** Percent cost of living adjustment, on top of my raise,
- FIVE** Golden Apple nominations,
- FOUR** Calling cards (to reach Tallahassee and tell them to LISTEN to teachers),
- THREE** Less nights of working at school after the contract time,
- TWO** New Board Members,
- AND A** Single miracle test that will determine EVERY-THING a teacher does!

## CALENDAR OF EVENTS

- 12/6** **WING WEDNESDAY - Benefits**  
4:30pm - CCEA Office
- 12/12** **School Board Mtg**  
4:30pm - Ad Ctr
- 12/22 - 1/2** **SCHOOLS CLOSED**  
**Winter Break**
- 1/4** **TIGER Exec Board Mtg**  
4:30pm - CCEA Office
- 1/9** **CCEA Exec Board Mtg**  
4:30pm - CCEA Office
- 1/10** **WING WEDNESDAY - Contract**  
4:30pm - CCEA Office
- 1/23** **Rep Council**  
4:30pm - CCEA Office

## STUDENT LOAN FORGIVENESS WORKSHOP

Presented by Kim Seymour, Valic Financial

Thursday, January 18, 2018 at 4:30 PM

CCEA Office, 6710 Lone Oak Blvd

*Are you eligible for  
loan forgiveness up to \$17,000?*

These workshops fill up fast and have limited seating  
Please rsvp by calling 592-7773 to reserve your seat

## MEMBER BENEFITS

### EASY SHOPPING WITH FEA ACCESS MOBILE SAVINGS

Using ACCESS can make shopping quick and easy. We've got an app for that! Go to the App Store for your Android or iPhone to find "My Deals", FEA's free mobile app to your smartphone. Download My Deals.

- Once you have it on your phone, enter the registration code (9389), and your membership number.

With the MyDeals App you'll get:

- Show-your-phone discounts at 75,000 places;
- GPS searching and mapping;
- National chains and local favorites;
- Track your savings capability. Need help with any of the steps after that or have questions about any of the discounts? Just call Access Customer Service at 888-304-9048.

**nea** Click & Save  
<https://www.neamb.com/>

Tax time is coming! As a member of FEA, you are eligible for special discounts at H&R Block, including \$25 off tax preparation for new clients, free Tax Identity Shield protection and monitoring for returning clients and special pricing on software and online programs. For more information on these tax tips – or any tax question you may have, contact your local H&R Block office or visit <https://www.hrblock.com/hrb-offers/fea>



## HOLIDAYS AND SICK DAYS

It's the holiday season. Your last real day off seems like months ago. Family is visiting from out of town. It's an early release day, so it's going to be hard to get in the quality instruction you usually provide. You decide on the spur of the moment to take the day off to clear your head and enjoy your family. You did not plan for this, so you can't take a personal day. You decide to call in sick.

Most of us have at least considered doing this given the circumstances above. You have contractual sick days and personal days and you are entitled to every single one of them. However, consider the ramifications of this decision: For those of us who did make the call and took the day, this day off could end up costing a lot of money in the future. In addition, your elementary class would be split up among your teammates and will throw their own classes off. Or your secondary colleagues would have to give up a precious planning period if there is a failed sub.

If you made this decision as a first year teacher with a bachelor's 15 years ago, you were paid your daily rate of pay for this contractual sick day (\$155). If you left CCPS this year after 15 years in the district, you would have been paid \$267 for that sick day you took 15 years ago.

An employee with a Bachelor's who saves five sick days per year for 30 years would leave the district today at the top of the scale and cash out with \$53,144 (\$354.29 per day for 150 days). Those with a Master's would leave with \$58,240 (\$388.27 per day for 150 days). Not a bad way to begin your retirement!

Here's the contract language (please see Article 12.03 for the complete provision):

**12.03 Terminal Pay:** *Terminal pay will be paid to an EMPLOYEE (or to his beneficiary if service is terminated by death) in accordance with the following conditions:*

*a. Any EMPLOYEE shall be eligible to receive his/her daily rate of pay at the time of termination, and/or normal or disability retirement in accordance with the following table:*

*During the first 3 years of service with the School District of Collier County as defined in 12.016 (hereinafter "service" for purpose of this section), the daily rate of pay multiplied by 35 percent times the number of days of accumulated sick leave.*

*During the next 3 years of service, the daily rate of pay multiplied by 40 percent times the number of days of accumulated sick leave.*

*During the next 3 years of service, the daily rate of pay multiplied by 45 percent times the number of days of accumulated sick leave.*

*During the next 3 years of service, the daily rate of pay multiplied by 50 percent times the number of days of accumulated sick leave.*

*During and after the 13th year of service, the daily rate of pay multiplied by 100 percent times the number of days of accumulated sick leave.*

Again, sick and personal days are there for you to use if you need them and you should not feel bad about taking them – it's your contractual right! However, if you're on the fence about really needing that day off, our advice is to try your best to hold on to that day and make it work for you later! It's good for you and it's good for your colleagues!



## CONGRATULATIONS TO THE CCEA MEMBERSHIP COMMITTEE

CCEA earned the

### 2017 Gold Membership Award

This award was presented by FEA at the recent Delegate Assembly. Thank you to all Members of the committee:

★ Lisa Hicks ★

★ Mike Huffman ★

★ Ken Mouton ★

★ Susan Frederick ★



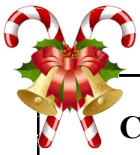
**WING  
Wednesday**



Topic  
**BENEFITS**

**Dec. 6<sup>th</sup> CCEA Office 4:30pm**

RSVP by Friday, December 1<sup>st</sup>  
Send a message to [rhonda.shimel@floridaea.org](mailto:rhonda.shimel@floridaea.org)  
to reserve your seat



### CCEA OFFICE HOLIDAY HOURS

#### The Office will be Closed

December 25-26

January 1-2

#### The Office will be Open

**8:30am - 12:00pm**

December 22

December 27-29

*Happy Holidays!*

*CCEA would like to wish all of our Members  
a very happy & safe holiday season.*

*Thank you for everything you do every day for the students  
of Collier County. Enjoy your Winter Break!*

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 .

\* 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 \_\_\_\_\_