



# THE PELICAN POST

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

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## FROM CCEA PRESIDENT

I wanted my column this month to address the shifting paradigm of union membership.

For many years, union membership has been treated as a vending machine. We pay dues and receive services. I am asking that we reframe that paradigm and see it as a gym membership as we participate in the many opportunities CCEA provides us to flex our muscles (serving on committees, attending public events, using our voice to advocate for our profession) to become stronger.

I ask each of you to participate at the level that you are able—it might just be sharing your concerns at meetings, or sharing the endorsed candidates to your circle of friends and family, or helping the rep at your building distribute materials or update the bulletin board. However you participate builds our strength as a whole. Each month I am going to ask you to take an action that will benefit us all.

For August it was making sure you were registered to vote, that you had a plan to vote, and that you voted your paycheck.

For September, I am asking that you check with your building rep to make sure CCEA has your current cell number and/or personal email so we can improve our communications with all members.

I appreciate the time you devote to building CCEA's strength, which in turn, strengthens our profession.

In Unity,

*Lisa Hicks*



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## PORTFOLIOS ON THE WAY FOR VAM?

When the state provided flexibility to local school districts to decide for themselves whether to use a VAM model for local assessments, it was agreed that since over a third of our teachers were still going to have a VAM score from the state, we would try to treat everyone equally and use a VAM for everybody. It never made much sense, however, to use pre- and post-tests for the fine arts (i.e. Art and Music).

Last Fall, CCEA invited all Art & Music teachers to CCEA to listen to a new portfolio approach for their subjects. The concept made sense to our members and the description of the process at the time seemed palatable. The program was rolled out in December and the reality turned out to be far different than the concept.

Based on the feedback from the 51 teachers who submitted portfolios, it is clear that despite this being the preferred approach, much work needs to be done on streamlining the process and the evaluation rubric of the portfolio. The clear majority feels that this is a better and more accurate method to demonstrate impact than pre- and post-tests and were proud of their portfolios once completed. However, only 4 out of 51 teachers were able to complete their portfolio in 5 or fewer hours while it took 18 teachers more than 20 hours! Fewer than one teacher in five thought the process was easy to understand and complete and less than a third of the teachers thought so of the evaluation rubric.

CCEA had conversations with the district last spring about the possibility of bringing portfolios to PE this year. We were open to the idea but wanted to review the feedback from Art and Music before we proceeded. Unfortunately, and perhaps the memory of the late start last year was the cause, the district rolled out the PE portfolio during this year's pre-student week before anyone had an opportunity to review the feedback and have a conversation about it.

What was presented to PE that week will certainly be modified and presented again to our PE members for their feedback before this is set in stone for this year.

### TIGER Roundtable with Dr. Patton

Thursday, September 6th  
CCEA Office 4:30 pm



## FAQS ABOUT THE CCEA CONTRACT

### 1. Can the principal direct us to have collaborative planning meetings during our planning time?

This is one of the most violated parts of the collective bargaining agreement. A principal can ASK, but the contract states the following:

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.*

The District and the Union are far apart on the interpretation of this language. To us it is crystal clear. If it is violated, a grievance needs to be filed.

### 2. If I come in to work before contract time all the time, can I leave early?

No. Teachers are paid for 7.5 hours a day. We all know just about every teacher comes early or stays late on occasions, but you are not an hourly employee. You must be at work during your contractual time.

### 3. Do I have to do lunch duty?

Every teacher in CCPS is guaranteed a 35 minute duty-free lunch. If you are assigned duty outside of that 35 minutes, it should be voluntary and rotational. If you volunteer to give up lunch for a duty, you are waiving your contractual rights.

### 4. Can the principal make me cover a class for a failed sub?

Yes, but they have to pay you. You can ask that they find someone else, but if you are directed to cover, you must be compensated.

12.11 *EMPLOYEES Directed to Substitute for Another EMPLOYEE*

*Each EMPLOYEE who is directed by his Principal to substitute in an instructional capacity during his/her planning period block in the absence of another EMPLOYEE shall receive a stipend as follows:*

Minutes	Stipend
≥ 15 & < 41	\$15
≥ 41 & < 81	\$20
≥ 81	\$36

When a class is divided among other classes in the absence of another EMPLOYEE, then each EMPLOYEE receiving students shall receive the proportionate amount (proportion determined by the number of teachers) of the below stipend as follows:

Minutes	Stipend
≥ 15 & < 100	\$40
≥ 100 & < 200	\$80
≥ 200	\$120

### 5. What should I do if I get called to the office?

If you are called into the office and are not 100% sure what the meeting is in reference to, ask, "Is there any chance this meeting could result in disciplinary action?" Better yet, put it in an e-mail so you have documentation. A principal doesn't have to tell you unless you ask. If the answer is yes, you have the right to postpone the meeting for up to 48 hours until you can have a union representative. Don't let them tell you that you don't need anyone, that they are just investigating. Anything you say can be used in disciplining you. Call the union office immediately.

## AMENDMENTS ON THE NOVEMBER BALLOT

Collier County's own Erica Donalds pushed for, and got, a charter school provision on the November ballot. The constitutional amendment #8 would allow charter school organizers to bypass local school boards to get approval and is "intentionally misleading" because it doesn't directly explain to voters that the amendment is designed to circumvent local control and intentionally leaves out the word "charter." The amendment seems to also violate the law because amendments are supposed to provide an accurate summary of the chief purpose of the amendment. Grouped in with the charter school language are limiting terms of school board members and promoting civic literacy in schools. A yes vote approves all, a no vote rejects all. The courts recently ruled that while the amendment would rewrite the way the state governs charter schools, it does not "fairly inform" voters of its real intent and ordered its removal from the ballot. An appeal is certainly pending.

Other amendments CCEA member should be aware of include:

**Amendment 1:** Increased Homestead Property Tax Exemption would raise the portion of a home's value that can be exempted from non-school property taxes.

**Amendment 2:** Limitations on Property Tax Assessments, another property tax proposal referred by the Legislature, would cement an existing cap on non-homestead property assessments.

**Amendment 3:** Voter Control of Gambling in Florida, a citizen-initiated amendment, would give voters the exclusive right to decide to authorize expansions of casino gambling in Florida.

**Amendment 10:** Local government structure changes.

Please make sure you are aware of the true intent of all 13 constitutional amendments on the November ballot and what they really mean.

## BUT IT'S THE LAW!

Most people in Florida who are not in education believe class size was taken care of when the 2002 law limited the number of children in "core courses" to 18, 22, or 25, depending on the grade level. Those of us involved in teaching know this law has been altered several times and resembles nothing to what voters originally called for.

Class size reduction is still in the constitution, but some districts like CCPS have found some legal ways to keep their costs down and render the numbers meaningless. Districts can declare they follow the "school of choice" rule, which allows a student to attend an out of zone school, and instead of the hard cap of 18 students in a 1st grade classroom, for example, it is now the school average and has been for the last couple of years.

As far as the differences in class size between first grade teachers, we always urge patience at this time of year while students are still getting shuffled around. Once that subsides though, there should be a conversation with the principal about leveling the classes.

## FEA MEMBER BENEFITS

Take advantage of the benefits offered just because you are a member of CCEA! Here is just a small sample:

Movie tickets to Regal Cinema for just \$8.50 at CCEA Office

Save up to \$60 per ticket on Park-Hopper option, unlimited admission to four Orlando Theme parks

SeaWorld single day ticket, \$75.00

Advance Auto Parts, 20% off all orders

Get the free mobile app, America's largest mobile network with over 175,000 locations, register using your FEA membership ID (call CCEA if you don't know it) then find, save, and redeem offers!

Some additional member benefits have been rolled out with the start of the school year that may be of interest to you or your family.

- \* Theft Protection, free at AFT.CLCIDPROTECT.NET
- \* Free College Tuition, for Associate degree
- \* \$299 7-Day vacation rentals, available in every state
- \* 15% on AT&T Wireless

## UPDATE YOUR INFO

CCEA is trying to update our 2018/19 Member database to include home emails and phone numbers. Building Reps will be contacting those people who do not have this info listed, but all teachers are encouraged to make sure their info is updated with the district.

**2018-19 CCEA Dues \$669**

**20 Payroll Deductions**

**Begins September 7th, 2018**

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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## PELICAN PAYROLL 2.0

The efforts of our members' involvement in union activities and those activities that foster improvement for our organization will be rewarded through a token economy.

CCEA will distribute "Pelican Bills" at meetings, socials, and other CCEA events that rely on member participation. These "Pelican Bills" have cash value at the CCEA store ("The Pelican Nest") for shirts, supplies, movie tickets, and other fun items.

**CHECK THE CCEA BULLETIN BOARD  
AT YOUR SCHOOL FOR MORE DETAILS**



**DISCOUNT MOVIE TICKETS \$8.50/EA**

**for CCEA Members Only!!!**



Purchase Tickets at the CCEA Office  
Monday–Friday 8:30am–4:40pm

**CCEA MEMBERS . . .**

**EARN \$50 AND 50 PELICAN BILLS  
FOR EACH NEW MEMBER YOU RECRUIT**



\* Does not include anyone previously enrolled \*

### Calendar of Events

- 9/3 LABOR DAY**  
Schools / CCEA Office Closed
- 9/4 CCEA Exec Board Meeting**  
CCEA Office (4:30pm)
- 9/6 TIGER Roundtable with Guest Dr. Patton**  
CCEA Office (4:30pm)
- 9/10 SCHOOLS CLOSED**
- 9/11 School Board Meeting**  
Ad Ctr (4:30pm)
- 9/19 Teacher Prof. Learning Day**
- 9/25 CCEA Rep Council**  
CCEA Office (4:30pm)

## 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 \_\_\_\_\_