



THE PELICAN POST

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

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AUGUST 2018

A NOTE FROM CCEA PRESIDENT



Welcome to the 2018-2019 school year! This past summer I attended the LSI (Marzano) Conference in Orlando. During this time, I worked on recruiting potential members for CCEA as well as TIGER members. TIGER (Together In Government and Education Reform) is CCEA's

Political Action Committee and is our only organization that can contribute to political candidates. Not one penny of your CCEA dues can be used to support political candidates.

For those who may remember, when we attended New Teacher Orientation in the 1980s and early 90s, we signed up for TIGER right there on school property and it was a given that everyone would join. However, during Jeb Bush's time as Governor, it became illegal to recruit PAC membership on school premises. Since that time, we have experienced significant attacks on public education and, not coincidentally, a simultaneous and significant decline in PAC membership across the state.

I cannot ask you to join TIGER on school property, but I can ask you to vote your paycheck. Many members across the state volunteered their time and interviewed the candidates to make recommendations regarding the candidates' positions on public education. **The future of public education may well depend upon our political action** – so use your voice and vote in support of public education. Utilize the link on the FEA website to see your elected officials report card and make informed decisions. Our salaries, our working conditions, testing, and the list goes on is all decided by elected officials. Please vote for the best interest of your livelihood.

We may not be able to turn around the State House this year, but we can elect a governor who supports our public schools and employees. I have heard from members questioning why Graham was recommended by FEA. Here is why I am going to vote for Gwen Graham:

When asked if she supported FEA's lawsuits against HB 7055, her response was YES! She said that support for public schools will be her administration's top priority if elected. In addition, she pledged to unravel 20 years of laws and regulations that have left what she calls a "resource-starved" public school system while creating special benefits for profit making charter schools. As Governor, she will fight to

- ♦ Fully fund our public schools
- ♦ Let educators do their jobs

- ♦ Raise salaries for teachers and education staff professionals to the national average.

Please vote in the best interest of public education! If WE don't, who will?

Hope to see you at a future event.

In Solidarity,

Lisa Hicks

AUGUST 2018 PRIMARY ELECTION

Dear CCEA Member:

Your vote is vital in the August 2018 Primary Election.

This year's August Primary Election is key in determining two seats on the Collier County School Board. What kind of voter will you be to protect public education for our 45,000 students and to support your profession?

1. I do not live in Collier County, but I will get at least **TWO** of my Collier County friends, colleagues, and/or family members to stand in for my vote and supplement it.
2. I will vote in one of the following ways:
 - I am more of an "I'll do it by myself person," so I requested a mail-in (absentee) ballot which I will mail so that it arrives to the election office well before the deadline of August 28, 2018.
 - I am more of a "let's do this together person," so I am going with a group of friends/colleagues to participate in early voting from August 18 – August 25 between 10 am to 6 pm, at an early voting center.
 - I am an "in the moment person," so I am going to the polls to vote on Election Day, August 28, between 7 am and 7 pm.

Thank you for choosing to get involved in the voting process. In local elections, your vote really does matter.

Annette Hall

CCEA 1st VP



FAC: COMMUNICATE EARLY!

What do you do at your school if there are problems with procedures that teachers see but administration does not? Are there problems with morale at your school over issues that can be fixed if only they were addressed? Do you have ideas that would make your school a better, more efficient place to work but don't know how to get them started? Are some faculty members too intimidated to take concerns or suggestions to the administration?

These questions led to the creation of a provision in the Collective Bargaining Agreement (CBA) that provides a safe and contractual vehicle to address all of these. The Faculty Advisory Council (3.11 in the CBA) was created as a means to address and remedy concerns at the school level. Through a series of discussions with the district, it is agreed that every school should have a fully functioning FAC that addresses issues at the school level as the first and best step.

Based on member input from previous years, two of the most common concerns are meetings/covering classes during planning time and required evening activities. If these have been issues at your school in the past, the first FAC meeting of the year should address both and open them up for discussion with your principal. Here's a sample agenda for these items:

ISSUE	DESCRIPTION	POSSIBLE SOLUTION
Required Nights	Insert language from 4.03 of the CBA. We have an active school community and there will be more than two evening events that should be attended by at least some faculty members. "Urging" teachers to attend events can be translated as "requiring" especially by our newer teachers.	We would like administration to review the events calendar and determine what representation is needed at each event and ask teachers to sign up at the beginning of the year.
Planning Time	Insert language from 4.022 of the CBA.	Meetings: Provide teachers with the option of meeting before/after school OR during planning. If a meeting must be held during the student day, provide coverage instead of using planning time. Covering classes: Maintain a list of go-to volunteers and use them first. If you must use a rotational system, include administrators and ALL certified personnel in the rotation.
20 Minutes	Insert language from 4.03 of the CBA.	We should establish when teachers will use their 20 minutes (i.e. before or after school).

CCEA staff will be more than happy to come to your school to conduct a FAC training with your team and with administration so everybody in the room hears the same thing. This training will focus on the FAC process – addressing specific issues is between your FAC and the principal. CCEA will be happy to assist along the way, but the purpose of FAC is to address issues within your own school community first.

KEEP YOUR RECEIPTS!

Classroom teachers will receive approximately \$250 in their September 21st paycheck to purchase instructional materials and supplies. You need to keep your receipts that total this amount and turn them in to your Office Manager no later than the first Friday in March. Receipts must be dated on or after July 1, 2018.

See iBriefing #11112 for more info.

UNITED WE STAND

The words united and union are in our Pledge of Allegiance and our Constitution. Most great things in our history have been achieved through unity. When I consider these facts, I think that being an active member of a union is probably one of the most patriotic things I could do.

Unions provide us with a place to voice our opinions, our grievances and our suggestions. They help us negotiate better work conditions, wages, and benefits. They also provide support and protection during difficult times on the job. The strength of any given professional union is in its membership. Not only in its number of members but in the active (involved) members.

After years of teaching, last year I decided to take a break and try something new. I became a truck driver. As I spent the year driving an 18-wheeler across the country with my husband, I realized the profession is not only a difficult one by nature, but it is being decimated by over-regulation and mismanagement. Part of the reason for this is the acute absence of the Union. The Teamsters are probably the strongest union in the US, but their strength is being undermined by legislation and lack of involvement from its members. Without a strong union presence, benefits and work conditions once achieved have been slowly disappearing.

During orientation for the company I worked with, one thing that was stressed was to never join or even entertain the thought of joining the Union. The unstated message was "If you join, the company will fire you." Having been a member of CCEA while teaching and proudly walking around with my FEA backpack, this particular orientation video made my eyebrows rise. At this point I started to question my decision to drive, my first thought was, "Who's going to have my back?" After training, I got behind the wheel and my next thought was "Must go back to teaching!"

So here I am, back where I belong. My year away gave me a new appreciation for the classroom and for the Union. I look forward to being in the classroom and to having my voice heard as a professional. As my husband so eloquently put it during dinner one night, "The Union allows our one voice to be joined by a million voices to express one thing, but without the Union our voice becomes lost in the cacophony of a million different voices."

Raquel Ruppert

CCEA welcomes back and thanks Raquel Ruppert for voicing her perspective in this edition of the Pelican Post. If you are not a member of CCEA, we hope you'll join your voice with ours; if you are already a member of CCEA, thank you.



TOGETHER IN GOVERNMENT &
EDUCATION REFORM

**TIGER ROUNDTABLE
WITH DR. PATTON**

SEPTEMBER 6TH

CCEA OFFICE

4:30 PM

NEGOTIATIONS UPDATE

The CCEA Bargaining Team met with the district four times over the summer to negotiate changes to Article 12 (Compensation) of our Collective Bargaining Agreement. While the district has already proposed a step increase, there are some other issues that our team feels strongly about that prevents us from reaching agreement too quickly. Whenever final agreement is reached, keep in mind that we secured retro-active language in our contract last year. Any increases, therefore, will be effective July 1, 2018.

We have few proposals on the table, but we feel they are important. We proposed that the district take care of our colleagues who were excluded from the nefarious Best & Brightest bonus program last year and for every year the state decides to maintain it. We are looking for the district to compensate teachers who take the time to improve their craft by adding endorsements to their certificate. We want the district to understand the burden it is on teachers when they must sacrifice their planning time due to a failed sub and compensate them accordingly. We asked the district to stand behind their efforts to recruit and retain by compensating peer mentors more appropriately.

It is worth remembering at this time that our state legislators and Governor Rick Scott passed a law that would decertify any union that had less than 50% membership. That would eliminate negotiations like this. In other words, this year we would receive a step increase and that's it. The district wouldn't have to consider the proposals we brought forth. We need to keep this in mind and do two things: talk to your colleagues about joining CCEA and vote against any legislator who passed this law.

Our thanks and appreciation to the CCEA members who volunteered their time this summer to advocate on your behalf:

- * **Lisa Hicks (President, ENM)**
- * **Annette Hall (1st VP, LHS)**
- * **Doreen Pagnotto (Treasurer, SGE)**
- * **Diana McGowen (District 5A VP, IHS)**
- * **Ken Mouton (District 3 VP, GGH)**
- * **Cal Boggess (former President, CMS)**

2018 /19 CCEA DUES**\$669****20 Deductions of \$33.45
Beginning September 7th****DISCOUNT MOVIE TICKETS****\$8.50 / EA**Tickets may be purchased at the
CCEA Office, Monday thru Friday
from 8:30am until 4:30pm.***CCEA MEMBERS ONLY*****EARN A****\$50 BONUS
FOR EACH
NEW* CCEA MEMBER
YOU RECRUIT!*** EXCLUDES ANYONE PREVIOUSLY
ENROLLED IN CCEA**CALENDAR OF EVENTS**

- 9/3 **LABOR DAY** Schools / CCEA Office Closed
 9/4 **CCEA Exec Board Meeting** CCEA Office (4:30pm)
 9/5 **Student Loan Forgiveness Workshop** Immokalee (4:15pm)
 9/6 **TIGER Roundtable with Dr. Patton** CCEA Office (4:30pm)
 9/10 **SCHOOLS CLOSED**
 9/11 **School Board Meeting** Ad Ctr (4:30pm)
 9/17 **Financial Wellbeing Workshop** CCEA Office (4:30pm)
 9/19 **Teacher Professional Learning Day—No Students**
 9/25 **CCEA Rep Council** CCEA Office (4:30pm)

The Pelican Post is the official publication of the **Collier County Education Association**
located at 6710 Lone Oak Boulevard, Naples, FL 34109.**Hours:** 8:30am - 4:30pm Monday - Friday**Phone:** (239) 592-7773**E-mail:** collier@floridaea.org**Fax:** (239) 592-6484**Website:** <http://colliercea.fea.aft.org>**Lisa Hicks** - President/Editor - Lisa.Hicks@floridaea.org**Jonathan Tuttle** - Executive Director/Asst. Editor - Jonathan.Tuttle@floridaea.org**Lyle Farmar** - Member rights Advocate - Lyle.Farmar@floridaea.org**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 _____