



THE SEAGULL POSTSCRIPT

The Official Newsletter of the Collier County Association of Educational Office and Classroom Assistant Personnel (CCAEOCAP)



Affiliated with the Florida Education Association/NEA/AFT

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VOTE YOUR JOB

It seems every election someone will tell you, "The upcoming election is the most important election ever!" I guess I get to be the one to tell you now. The 2018 Florida elections will be huge. Florida is the most pivotal state in the US, with the 4th largest electoral impact in the nation. The top three (California, New York, and Texas can be called before the polls open).

If you voted in the August primaries and for CCPS School Board, thank you. We had a big win at the local level and all three TIGER endorsed candidates won. So why is the November election so vital? If you only look at public education, it is essential we elect candidates who support public schools over private. Every charter school that opens, drains money from the pot that goes to public schools.

One party has controlled the state legislature and governorship since the late 1990's. Public school financing has lagged far behind other states and aggressive anti-union legislation has been passed in that period. Last year they tried to destroy unions like CCAEOCAP by saying we must have 50% membership. Why didn't they also do this to police officer, fire-fighter, or correctional officer's unions? Because they support that political party.

Laws in place now or attempted in the last few years include denying teacher's tenure, doing away with due-process, limiting a person's right to sue their employer, letting parents grade school employees, arming teachers, and creating loopholes to allow districts to get around the class size amendment, just to name a few.

The next Florida governor will have an enormous impact on public education. Make sure you know when you go to vote where each stand. Cuts in education mean you will be expected to pick up the slack. It means increases in per pupil expenditures will be meniscal (last year was \$0.47 per student).

The state reps we send to Tallahassee make the laws that hurt our schools, even as they say they are pro-education. Make sure you look at who you vote to send there and how he or she views public schools.

Make your voice count. Go to the FEA website and see how Collier and Lee legislators voted on issues to protect public education.

GET INVOLVED - STAY INFORMED - VOTE!

KNOW YOUR CONTRACT: EMERGENCIES

It is important for each OCAP member to be aware of the contract they work under.

Article four is perhaps the most important, besides compensation. This article deals with your working conditions and what administration can and cannot require of you.

Both management and the union understand that there will be times when emergencies occur and contract language might have to give way to extenuating circumstances. We must watch however, that this is not abused. For example, a duty-free lunch should happen each and every day. If your principal directs you to work during your lunch and you do not receive one, you should be paid or given flex time.

The same goes for your daily break. If there is an emergency, it may be cancelled, but administrators can't say a failed sub happening every week is an emergency. Here is the exact contract language:

(c) All regular full-time EMPLOYEES shall receive a duty-free, paid, consecutive thirty (30) minute lunch period each workday. On occasion, circumstances may require a deviation from the "duty-free" concept. If an EMPLOYEE is directed to work during their duty free lunch period, the employee shall receive flex-time or compensatory time as authorized in Sections 4.10 and 4.11.

(d) All regular full time EMPLOYEES shall receive not less than fifteen (15) minutes of break time daily to be scheduled at the discretion of the SUPERVISOR. Extenuating circumstances occasionally may require the SUPERVISOR to cancel breaks.

REMINDER:

NEXT OCAP MEETING
OCTOBER 18th
I-TECH 5:30pm

OCAP RECRUITER BONUS PROCEDURES UPDATE

1. Recruiter bonuses are paid for new OCAP members — Excludes anyone previously enrolled in OCAP.
2. Recruiter bonuses are made available monthly at the OCAP meeting. If you cannot attend the meeting you may pick up your bonus(es) at the Association Office following the monthly meeting.
3. Recruiter bonuses are paid in cash, therefore Members need to come to the Association Office to pick up and sign for the cash.
4. Bonuses for new member forms received at least one week prior to each OCAP meeting will be included for that month, otherwise the bonus will be paid the following month.
5. All bonuses must be picked up by June 30th each year or they will be forfeited.
6. Please note: All 20017/18 bonuses need to be picked up no later than the October 18th OCAP Meeting.

CALENDAR OF EVENTS

- 9/19 No School for Students
- 10/9 School Board Meeting - Ad Ctr 4:30pm
- 10/18 OCAP Monthly Meeting - I-Tech - 5:30pm

The Seagull Postscript is the official publication of the Collier County Association of Educational Office and Classroom Assistant Personnel located at 6710 Lone Oak Blvd., Naples, FL 34109.

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**OCAP MEMBERS . . .
 GET \$50 FOR EACH NEW MEMBER
 YOU RECRUIT**

* Does not include anyone previously enrolled *



**Collier County Association of Educational Office & Classroom Assistant Personnel (CCAEOCAP)
 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 CCAEOCAP, 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 _____