



# 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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## CHRISTMAS NIGHTMARE?

With the elections just now complete, we should look hard at what politicians in Tallahassee have tried to do to you for the past 30 years here in Florida.

Imagine if they won. Emboldened by the voters of Florida, they step up their attacks on Unions and Public Education. They decided last year that you shouldn't have to be under the burden of the big, bad union with their abusive contract. Even though Florida has NO agency fees and no one in public schools are "forced" to join the union. "Let's help them opt out of the union and let them enter into their own contract!"

Take a closer look at what that really means. Let's look at a fictional non-instructional Collier employee, John Doe. He thought it would be a great idea. He quickly signs a paper saying he drops out of CCAEOCAP. "I'm free!" Jon then goes and makes a deal with the principal on his own. He wanted a long-term contract but was not offered one. He signed for less money because he is only one person, there are no power in numbers anymore, but he got plenty of incentives added that he was certain he would be able to reach. Then...

He was given duty during his lunch. "But I get to eat apart from students." That's in the Union contract, not yours smirks the principal Morehair. "But it's ok, you like kids, right?"

John let out a curse. His principal frowned. "Sorry said John. "It's a good thing you apologized said Principal Morehair. You no longer have the protection of a progressive discipline procedure. I could have fired you on the spot.

John's head was spinning. "I'll need to think about this, it's 4:00, I'll see you on Monday."

"WHAT!", laughed Morehair. "The union employees negotiated work hours, you did not. Remember, you said you didn't need the union. You wanted to be able to make your own deal. Starting Monday, I'll need you to arrive 90 minutes before the school day begins so you can be here when parents drop off the kids. I know, parents aren't supposed to drop them off that early but they do and now I have someone to watch them!"

John Doe was having trouble breathing. He should have thought to include health insurance in his negotiations.

Morehair continued. "Parents work all day. We need to start having the building open at night to accommodate them. From now on, I'll need you here until 8 PM on Mondays and Wednesdays."

"No one can work those hours" said John.

Morehair sneered again. She was enjoying this. This is better than when I was at the Charter School she thought to herself. Also,

you will need to fill in two Saturdays a month from 8-noon. We can get a lot of paperwork done at that time."

"Well, at least I'll get some comp or flex time" stated John. "And comp time is at time and a half! I can make up some of that money!"

"Silly boy", laughed Principal Morehair. "There is no overtime. That is in the union contract. You wanted out As one person, you made your own deal. One person out of 1,000 non-instructional employees in Collier. You think we care, how much power do you think you have? Mrs. Morehair was outright laughing now. "Go ahead and file a grievance. I've broken no contract because there isn't one. All the things that CCEAOCAP negotiated for you, working conditions, health insurance, salary, grievance procedures, supplements, overtime, .....all gone!"

John woke from the terrible nightmare. He vowed to make sure CCAEOCAP membership stayed over 50% "The union contract is about so much more than just salary", he thought. I need to tell everyone.

## NATIONAL ESP DAY

November 14<sup>th</sup> marks the annual observance of *National Education Support Professionals Day*.

We are fortunate in Collier County to have some outstanding ESPs in each and every school. The interaction between children, parents, and ESPs is vital to the continued success of public education. We don't say it nearly enough but thank you from everyone at CCEA and CCAEOCAP.

CCAEOCAP Members will be receiving a gift on ESP Day as a token of our appreciation. **Thank you for all you do and your support!**

## CALENDAR OF EVENTS

- 11/13 School Board Mtg 4:30pm (Ad Ctr)
- 11/21 - 23 SCHOOLS/OFFICE CLOSED
- 11/22 THANKSGIVING
- 12/6 TIGER Meeting 4:30pm CCEA
- 12/11 School Board Meeting 4:30pm (Ad Ctr)
- 12/24 - 1/1 WINTER BREAK - SCHOOLS CLOSED
- 1/10 OCAP Exec Board Meeting 5:30pm

**THE 12 DAYS OF CCAEOCAP CHRISTMAS**

*Here is a repeat of an article from a few years ago, updated to fit our current situation.*

Once again we head into the winter season. Since the holiday is just around the corner, I 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 administrator gave to me:

- 12 More lunch minutes to escort kids to cafeteria, gobble down a sandwich, run to bathroom, read email, translate for a teacher, etc.,
- 11 Minutes of a training by CCPS that are actually worthwhile,
- 10 Administrators who want overtime work for free,
- 9 Less administrators who make six figures while non-instructional have to take a second job to afford living in Naples,
- 8 New legislative educational goals that are made by non-educators,
- 7 More days of bus duty,
- 6 New student enrollments,
- 5 Calling cards (to reach Tallahassee and tell them to LISTEN to us,
- 4 Hours of duty
- 3 Percent retirement back when we win the elections
- 2 New School Board members,
- AND 1 Job description that actually matches my work!**

**DISCOUNT MOVIE TICKETS**

There has been a recent price increase for the Movie Tickets.  
Ticket price will be **\$9.00/ea.**

**\*\* We have a very limited quantity still available at \$8.50 \*\***

Stop by the Association office to stock up for the Holidays!

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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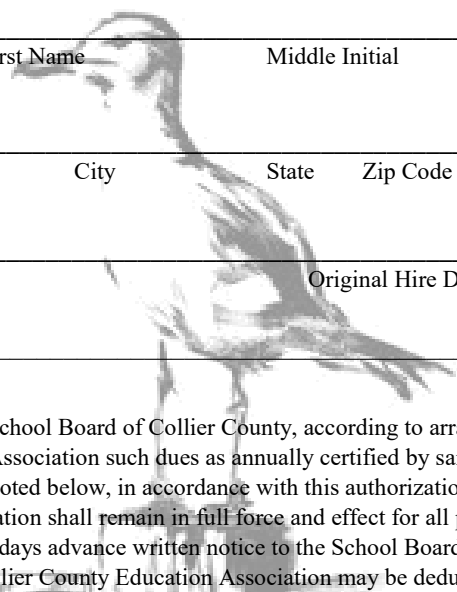
**OCAP MEMBERS . . .**

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