



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

Vol. LVII, Issue No. 3

November 2020

HAPPY ESP DAY!

Your CCAEOCAP Leadership is proud to represent you. In every building in Collier County School District, we are showing administrators, teachers, parents and students that we committed to working together to improve public education in Collier County.

In your next paycheck, you will see the increase that your bargaining team worked hard to get you. Two full steps for every employee and a change in classification for tutors. This doesn't just happen. Your team works for this every time they sit down at the bargaining table with CCPS.

Please take a few minutes to encourage non-members at your site to join. Besides bargaining to put more money in your pocketbook, we also are your advocate. If called in by a principal, you have someone with you protecting your rights. At the state level you have a voice. As a member you can get free college, a free attorney referral program, no cost life insurance, auto and home insurance discounts, and hundreds more benefits.

Ask them to join today. Ask them to become part of our team so we all become stronger. There is a membership form on the back side of this newsletter. Use it to get one friend or colleague to join. Not only will our union become stronger and have a more powerful voice at the table, but you will get \$50 for recruiting them. When we raise our voices, we help every ESP. Let them know we want them on our team.

As a small token of appreciation, OCAP is giving each member a \$5.00 Dunkin Donuts gift card. Please take a moment to thank your OCAP Leadership team of Connie Steed (PME) and Maureen Hughes (CMS).

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. It was not written with the idea that there would be a world-wide pandemic, but that is where we find ourselves.

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. If the same "emergency" happens more than once, call the CCAEOCAP office. 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.

THE END OF AN ERA

After 15 years serving as your advocate here at the Association Office, it is a bittersweet time for me as I inform our members that I have accepted a position with FEA as a Bargaining/Advocacy/Research Specialist for the Southern Region of Florida. I'm not sure how to fit all that on a business card, but I do know my last day with OCAP is Friday, November 13th and that I will still be in town with the same phone number and email address.

I started with CCEA 23 years ago as their Legislative Specialist. This position required working closely with OCAP (when Katie Cranor was CCAEOCAP president) and I quickly fell in love with the passion and dedication of our OCAP members. I was fortunate enough to work on TIGER with Maudie Sage and travel with our group to Tallahassee on numerous occasions to lobby on behalf of our members.

OCAP members stepped up in my early years as Executive Director and became extremely active in Collier TIGER – so much so that OCAP member and rep Dottie Giles was elected the first-ever TIGER Chair from OCAP. Due primarily to the active participation of our OCAP members and Dottie's leadership, these were exciting days for TIGER!

With Maudie's passing just a few years ago, Connie Steed took the reins as President and has been an absolute bulldog representing you and making sure that OCAP was always part of the conversation. Together with her second-in-command Maureen Hughes and your dedicated staff advocate, Lyle Farnar, OCAP interests are well-represented and defended.

(Cont. on Pg. 2)

(Cont. from Pg. 1)

You cannot have a stronger advocate than Lyle. As a full-time Association staff member, he is able to attend meetings and make phone calls that Connie and Maureen cannot. He makes sure that no conversation is complete without checking in on the impact on OCAP. Our members are well represented indeed!

Our OCAP membership is up dramatically from 15 years ago and our monthly meetings are now overflowing. This is a tribute to your Leadership, Lyle, and YOU (and food at the meetings, of course!). Thank you for all you do for OCAP and your kids – it has been an honor and a privilege serving you for these many years!

Jonathan Tuttle, Executive Director

CONTRACT RATIFIED:

**RETRO ACTIVE PAY
WILL BE RECEIVED NOVEMBER 13, 2020**

**This goes back to your first contract day of the 2020/2021 school year

THANK YOU TO THE OCAP BARGAINING TEAM

- Connie Steed - PME
- Maureen Hughes - CMS
- Gin Lopez-Ricci - GGH
- Crystal Francis - NPE
- Kelly MacDonald - PES

**OCAP MONTHLY MEETING
SCHEDULE**

January 14	April 8
February 11	May 13
March 11	

Get \$50

**For Each *New Member
You Recruit**

(* Not previously enrolled in OCAP)

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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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 _____