



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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The following was an e-mail shared with the CMS OCAP members from Maureen Hughes:

I am back from Tallahassee and want to share with you about the rally.

(This is not a political statement, I am just sharing with you what I did yesterday)

It was a long ride up there but it was great to see so many come together to support education. Dade County sent 17 buses and Broward County sent 11! (glad I didn't have to deal with sub coverages over there!)

In case you didn't hear, Polk County teachers received an e-mail Friday evening from the Department of Education that seemed to threaten their jobs if they chose to attend the rally. Guess what, they showed up!

We arrived at the Civic Center about 10:30 to listen to a few speakers and to prepare for the march. We had about 40 people on our bus, including Lyle Farmar, who takes care of our members in the buildings every other day, but served as our Bus Captain on this day and took great care of our group for this 20-hour experience. 10 people from CCEA/OCAP, myself included, were chosen to be escorted into the capital building and we were able to sit in the gallery while the Senate Committee on Education held a meeting. It was very interesting to watch.

About 1:00 the march began at the civic center and we marched to The Capital. Once we got there, there were many speakers including FEA President Fedrick Ingram, NEA President Lily Eskelsen Garcia, AFT President Randi Weingarten, the Reverend Al Sharpton along with teachers, students and community leaders. The rally concluded about 4:00 then back to the civic center to load buses and head home.

We arrived back in Bonita Springs about 11:30 PM and were greeted by School Board members Stephanie Lucarelli and Jen Mitchell along with CCEA/OCAP Executive Director Jonathan Tuttle and Office Manager Rhonda Shimel who made a huge welcome back sign for us. What a surprise to see board members out at that time of night to support and greet us!! Mrs. Lucarelli and Mrs. Mitchell shook our hands and thanked us for attending the rally. They gave each person on the bus a gift card for a cup of coffee to help us keep going today with so little sleep.

Thanks to each of you who sent me e-mails of support. I was very surprised to receive them and they meant a lot!

Tonight Governor De Santis is going to make his "State of the State" address. Let's listen to what he says as to 2020 being the "Year of the Teacher" (and all educational employees). Even more important let's watch and see what all our elected officials do to support public Education!

Maureen Hughes
AP Secretary/CMS

KNOW YOUR CONTRACT

CCAEOCAP and the District agree that each employee should have an annual evaluation. At least once a year your Supervisor should sit down with you and go over your performance and discuss the process. Within the first 30 calendar days of the school year, they should also meet with you (can be in a group) and explain what your evaluation will be based on. We suspect from our informal feedback that this is not happening at a lot of schools.

Prior to your final evaluation, you should have a chance to see the draft evaluation and your evaluator must tell you what data they are using to base their assessment. We also know this rarely happens exactly according to contract.

Article 5.01 of the contract states that each employee must receive a written assessment that is completed not less than 15 calendar days prior to the end of his/her current contract year. For the vast majority of you, that date would be May 13th. If you receive an evaluation after that date, **OR** if you did not have that meeting at the beginning of the year, **AND** if it has any negative performance evaluation, please contact Lyle Farmar at Lyle.Farmar@floridaea.org or call the union office at 592-7773. Please make sure you check the date and contact the office if it is pre-dated.

You have a right to respond and you should do so within ten days on anything you disagree with. The OCAP office can assist you with your rebuttal. Below is the actual contract language.

(Cont. on Pg. 2)

THEY'RE COMING AFTER US AGAIN!

Two years ago, the Florida Legislature passed a law that would decertify any instructional union that fell below 50% membership. That law is still in place, but our members rallied around the idea that powerful people were trying to silence us and we spoke with our colleagues and helped them understand the importance of our union. Through your efforts and your dedication to preserve your union, our membership went up from 47% to 53% in just 4 months.

After seeing instructional unions around the state rally just as OCAP did, the Florida Legislature now wants to pass a bill that would force each member to sign up for the union every single year. Currently, OCAP operates the same way as your insurance companies and many other businesses – you are enrolled until you say stop.

The bill goes even further by requiring membership forms to be updated to include information to “inform” members of their rights not to join the union **in 14-point bold font** (yes, the bill actually includes this!). Can their desire to destroy public education unions be any more obvious? Don't these lawmakers have more important work to carry out on behalf of Florida's citizens?

This would create chaos at the beginning of every school year and would certainly have a negative impact on our membership numbers – perhaps dipping below the 50% mark again.

They passed an anti-union bill two years ago. We rallied our members, grew our density, and sustained our membership. OCAP membership is currently the highest it's been in years at 54%! Let's stop THIS bill before it becomes law. We know our members will do whatever they have to do to protect their union – we have proof from two years ago – but let's not let them push us around like that again!

Write or call your legislators and tell them joining YOUR union is YOUR choice, you know you can cancel anytime, but that decision should be left to YOU and not the politicians!

www.ccea-ocap.com

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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(Cont. from Pag. 1)

Section 5.01 Required Annual Assessment: *Within the first thirty (30) calendar days of the school year, or within thirty (30) calendar days of being hired in the case of new EMPLOYEES, EMPLOYEES shall be fully informed of the assessment criteria and procedures, including the EMPLOYEES' right to respond, in the context of an orientation session designed for this purpose. Orientation session(s) may be conducted by the EVALUATOR or other designated Administrator. The CCAEOCAP Assessment Form shall be reviewed at the orientation session(s). Each EMPLOYEE shall receive a written assessment from his EVALUATOR at least once each year. Such assessment is to be completed not less than fifteen (15) calendar days prior to the expiration of his/her current contract year. If assessment is not completed by the EVALUATOR at least fifteen (15) days prior to the expiration of the EMPLOYEE's current contract year, the EMPLOYEE is entitled to request that all indicators on the assessment are rated as nothing less than meeting expectations and the assessment will be written accordingly. Probationary EMPLOYEES shall be assessed at least once within the first four months of their probationary period.*

MEMBERSHIP DRIVE

Last month, we kicked off our new membership drive. One lucky winner will win a giant, 65" big screen TV!

How do you get entered to win?

- Recruiting a member is the easiest way. Make sure your name is on the recruiter line of the membership form.
- Attend a monthly meeting. The remaining dates are March 5, April 9, and May 8th. Don't forget to sign in! The remainder of the meetings will be at the Union office, 6710 Lone Oak Blvd.
- Get your school to have the highest membership increase or a school with 100% and your name will be placed in the drawing.
- Be one of the top 5 recruiters between January 9 and May 8, you get additional tickets put in!

Don't wait or hesitate! Recruit those non-members at your school and get your name in multiple times. Some lucky OCAP member will win this giant TV.....why not you?

CALENDAR OF EVENTS

- 2/17 **SCHOOLS CLOSED**
- 2/20 **TIGER Roundtable with Roy Terry**
4:30pm Assoc. Office
- 3/2 **School Board Meeting**
4:30pm MLK
- 3/5 **OCAP Monthly Meeting**
5:30pm Assoc. Office