



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. LVI, Issue No. 5

November 2019

NATIONAL ESP DAY

The following was sent to the Naples Daily News, Marco Eagle, and the Immokalee Bulletin editorial sections:

Education Support Professionals Day is an important part of the American Education Week celebration, taking place November 18-22. The occasion was first celebrated in 1987 after NEA's Representative Assembly called on the organization to honor the contributions of all school support staff. National ESP Day is observed on Wednesday of American Education Week.

Seventy-five percent of education support professionals live in the communities where they work and on average, each has more than a decade of experience. ESPs are educated, well-trained, experienced and committed to students and their success. Of Collier's 6,771 employees, almost half are education support professionals. They are usually the first and last person a parent or student sees when arriving to school or at the end of a day, driving the bus, working in the car line, or greeting them when they come through the door. They are the secretaries, tutors, and teaching assistants that are the backbone of every school.

We should all take a moment to thank them. ESPs are the ones who keep schools running and students safe, healthy, and ready to learn. ESPs not only work to serve students in public schools, they are dedicated to both their jobs and their communities. From all of us to you, a big thank you for what you do for our children in Collier County.

Lyle Farmar, Members Rights Advocate

NO EASY ANSWER

By now most of you are aware that there will be insurance increases for family and spouse coverage starting January 1, 2020. While Collier remains one of the few counties that provide 100% coverage for employees, dependent care is an issue that puts the Union in a tough spot. Covering families is a lose/lose position for CCAEOCAP. Should we spread out the cost for everyone? Then members with no spouse or children are paying for the family coverage of others. Should we keep the 100% coverage for employees, making it tougher to insure a large family?

There is no easy answer. Nationwide, there is a prediction that the total cost of covering health insurance for workers and their family will hit an average of \$15,375 in 2020, according to the National Business Group on Health. The bottom line is that CCPS and employees will be shelling out more for health insurance in 2020. Employees with families face even steeper costs.

All rates for medical insurance are increasing. The district will pay more to cover the increase for employee costs, increases in COBRA, and retirement. CCPS dependent medical rates will be increasing by 6%, while employee and dependent dental costs will go up about 5%.

CCAEOCAP will continue to monitor this and has representation on the Insurance Committee. When costs need to be passed along, we have always looked at what is the least impact on the most members. No matter what the decision, some will be impacted more than others.

THE 12 DAYS OF CCPS CHRISTMAS

Once again we head into the winter season. Since the holidays are just around the corner, we thought it would be time to bring out an old favorite and send a Christmas "wish" list to the Collier County Public School administration.

On the twelfth day of Christmas, my administrator gave to me:

- TWELVE** more lunch minutes to escort kids to cafeteria, gobble down a sandwich, run to bathroom, chase a runner, read email, etc.,
- ELEVEN** less students per recess; to get my average below 50,
- TEN** less changes in my monthly schedule,
- NINE** less administrators who make six figures while we have to take a second job to afford living here,
- EIGHT** fewer parents telling me how to do my job,
- SEVEN** less days of bus duty,
- SIX** Percent cost of living adjustment, on top of my raise (in our dreams),
- FIVE** Board members who really DO listen to us (DONE!),
- FOUR** calling cards (to reach Tallahassee and tell them to LISTEN to all education employees,
- THREE** extra breaks,
- TWO** more front office employees to get the emergency cards done,

AND A STATE that actually values education!

ESP DAY 2019

**National Education Support Professionals (ESP) Day
is November 20, 2019!**

In celebration of ESP Day, CCAEOCAP would like to thank you for your dedication to the students of Collier County. OCAP Members will receive a gift as a token of our appreciation for all that you do every day. The OCAP Rep at your school will distribute the gifts.

THANK YOU!!!

Upcoming OCAP Meetings

January 9 th	5:30pm	Association Office
February 13 th	5:30pm	Immokalee

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.

Office Hours: 8:30am - 4:30pm Monday - Friday
 Phone: (239) 592-7773 Fax: (239) 592-6484
 E-mail: collier@floridaea.org
 Website: www.ccea-ocap.com

Connie Steed	President/Editor	SteedCo@collierschools.com
Jonathan Tuttle	Executive Director	Jonathan.Tuttle@floridaea.org
Lyle Farmar	Member Rights Advocate	Lyle.Farmar@floridaea.org
Rhonda Shimel	Office Manager	Rhonda.Shimel@floridaea.org

CALENDAR OF EVENTS

11/20 NATIONAL ESP DAY
11/21 TIGER Roundtable
 With Guest Erick Carter
11/26-29 SCHOOLS CLOSED
 Fall Break
12/9 School Board Meeting
 4:30pm MLK
12/23-1/3 SCHOOLS CLOSED
 Winter Break
1/9 OCAP Monthly Meeting
 5:30pm Assoc. Office

DISCOUNT MOVIE TICKETS \$9.00/ea

Purchase tickets at the Association Office
 Mon - Fri / 8:30am - 4:30pm

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

* Not previously enrolled in OCAP

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 _____