



# 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. LVIII, Issue No. 3

November 2021

## HAPPY ESP DAY!

Every day, education support staff work to keep our schools running, support our students as they learn and our teachers as they teach.

On November 17<sup>th</sup> CCAEOCAP joins unions across the nation to celebrate all of the hardworking Education Support Personnel (ESP).

The focus of the ESP Day is to let OCAP members know how much they are appreciated. We value your hard work and most importantly, as a union, seek to improve your working conditions and wages.

From all of the OCAP staff and leadership, a special thank you to all OCAP members who make going to school better for Collier students. A special thank you to OCAP reps who volunteer to be the point of contact at their school. **Thank you for all you do every day!**

## NEGOTIATIONS UPDATE!

The OCAP bargaining team continues to negotiate for a new Collective Bargaining Agreement with the next bargaining date scheduled for Wednesday December 1<sup>st</sup> at 4:30pm. As most are aware, both CCEA and the Teamsters have reached tentative agreements on their compensation for this fiscal year. CCEA was able to secure a step increase as well as a "Disaster Relief" payment from the federal money the district is receiving for COVID relief. The Teamsters convinced the district to raise their minimum starting wage to over \$14/hour. The OCAP bargaining team plans to push for a financial package that addresses both the need to raise the wages of the step scales as a totality and addresses the hard work and sacrifice our members have made as a result of the COVID pandemic.

CCPS is well aware of the fact that there is a labor shortage in both Collier County and beyond. They also know that inflation rates are higher than they have been in nearly 30 years. Your OCAP bargaining team will fight to ensure that you and your peers receive the best financial package possible given these economic realities. We need your help though! Please make the commitment to have a conversation with a non-member about joining OCAP.

Now is the time to show our collective strength at the negotiating table. It has never been easier to join either as folks now have the option to enroll electronically. Simply follow this link and complete the form: <https://join.aft.org/form/collier-county-association-of-educational-office-classroom-assistant-personnel/local/07411/collier-county-association-of-educational-office-classroom-assistant-personnel-membership-form>

We will keep you updated on any important news regarding negotiations!

*Adam Schwalter, Executive Director*

## KNOW YOUR CONTRACT

CCAEOCAP was hearing from many of our members with concerns about not being able to even get an interview for a position in which they were both interested and eligible. The language below makes it necessary for administrators to interview you if you qualify and will prevent them from stating that they don't have to interview you more than once, even when the position open is different than the previous position.

### **Section 8.02 Posting Requirements:**

- (a) Except for the period of time between two (2) weeks prior to the first student day and Labor Day, vacancies shall be posted on the District's official website, not less than seven (7) calendar days prior to action by the superintendent or BOARD to fill such position(s). All vacancies shall be posted.
- (b) EMPLOYEES applying for a transfer or promotion for which they are both qualified and eligible shall be granted an interview with the appropriate Principal, Director or designee.
  - (i) Said interviews shall be granted unless the employee has already been interviewed for the same position at that site within the same school year.
  - (ii) Any EMPLOYEE interviewed will be notified of the decision subsequent to the acceptance and appointment of the successful candidate.

**TIGER Roundtable Schedule  
Special Guests**



**December 7      Stephanie Lucarelli  
CCPS School Board**

**February 1      Jory Westberry  
CCPS School Board**

Meeting info/details will be sent to  
TIGER Member home email address.

**OCAP MONTHLY MEETING  
2021 - 2022 SCHEDULE**

**Jan 13 / Feb 10 / Mar 10 / Apr 14 / May 12**

Meeting announcement is sent to Member school  
email one week in advance.

Be sure to RSVP by the deadline when requested.

**NOTE: The February 10th meeting will be held in  
Immokalee. Details will be provided at the January  
meeting.**

[www.ccea-ocap.com](http://www.ccea-ocap.com)

**CCPS SCHOOL BOARD MEETING  
SCHEDULE**

<b>Dec 7</b>	<b>Apr 13</b>
<b>Jan 12</b>	<b>May 11</b>
<b>Mar 9</b>	<b>Jun 8</b>

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  
**Website:** [www.ccea-ocap.com](http://www.ccea-ocap.com)      **E-mail:** [colli-er@floridaea.org](mailto:colli-er@floridaea.org)

<b>Connie Steed</b>	President/Editor <a href="mailto:SteedCo@collierschools.com">SteedCo@collierschools.com</a>
<b>Adam Schowalter</b>	Executive Director <a href="mailto:Adam.Schowalter@floridaea.org">Adam.Schowalter@floridaea.org</a>
<b>Lyle Farmer</b>	Member Rights Advocate <a href="mailto:Lyle.Farmer@floridaea.org">Lyle.Farmer@floridaea.org</a>
<b>Rhonda Shimel</b>	Office Manager

**Get \$50  
For Each \*New 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 \_\_\_\_\_