

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 17t^h 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 1st 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 Schowalter, 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.

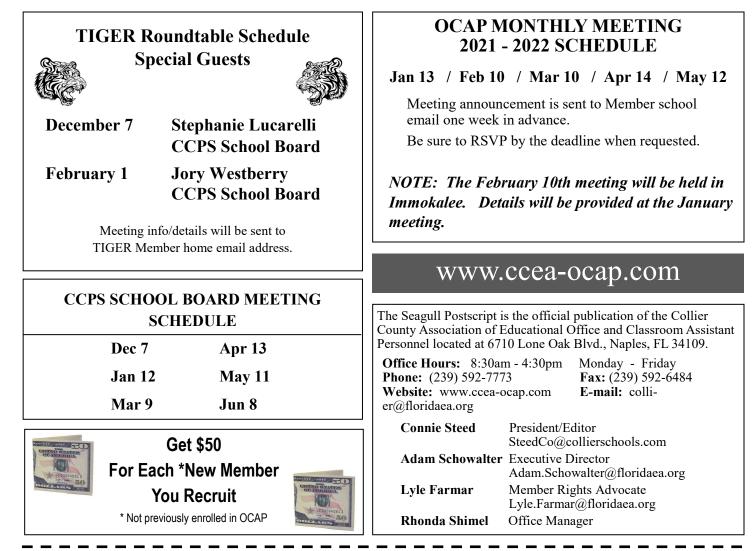
Section 8.02 Posting Requirements:

(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.



Collier County Association of Educational Office & Classroom Assistant Personnel (CCAEOCAP)

Ν	MEMBERSHIP ENROLLMENT FORM	Employee ID: School Worksite:
Last Name	First Name Middle Initial	Payment Plan:
		Cash [Check #]
		Payroll Deduction
Mailing Address	City State Zip Code	
		FOR OFFICE USE ONLY
		DB:
Phone	Original Hire Date	CCPS:
Home E-Mail Address:	1 - and the	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