



# 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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## FROM THE EXECUTIVE DIRECTOR

Hello, my name is Adam Schowalter and I am honored to introduce myself as the new Executive Director for CCEA and OCAP. I join your union with over fifteen years of experience in the Labor Movement. Most recently, I spent the past eight years as the Assistant Director for SEIU Local 1991 which is the union that represents the nurses, doctors, and healthcare professionals within the Jackson Health System in Miami. I have worked for several different unions in a number of different locations and industries, but I have experience in education having worked at AFT Colorado as the Organizing Director. I also have direct teaching experience having worked as a Graduate Teaching Assistant at Auburn University in the English Department. My father is the Engineering Department Chair at Colorado School of Mines, my brother and sister in law are both teachers and active members of UFT in New York City, and my wife has spent the past few years working as a substitute teacher in the Broward County School District.

I come to CCEA and OCAP with an open mind. I'm excited to get to know all of the wonderful people who make this school district work. Please feel free to reach out to me at [adam.schowalter@floridaea.org](mailto:adam.schowalter@floridaea.org). I'm looking forward to working with each of you.

**Adam J Schowalter**  
Executive Director

## OCAP and FAC

We have written before about the importance of having a FAC up and running at each school. We have made this a push in recent years with both CCEA and OCAP. Why is this so important?

The Faculty Advisory Council (FAC) is a group of employees at each school site that acts as an advisory group with the Principal of that school. Issues unique to your school can be brought forward, discussed, and resolutions offered and often-times agreed upon. Principals like solving issues without getting *their* bosses involved. Teachers like bringing school-wide issue forward and finding solutions to school-wide problems. It is time OCAP takes full advantage of this contractual right. We have heard from too many members who say, "No one here will do it," or "My principal won't let us away from our duty."

Remember, the contract is an AGREEMENT between OCAP and the district. If we sit on our rights, we lose them. Don't let that happen at your school. You don't have to be a building rep to be the FAC representative. You don't even have to be an OCAP member! You DO have to represent all non-instructional employees in the OCAP bargaining unit. This is a

way to get involved at your building site and make a difference for your fellow employees. Here is the exact contract language:

### Section 3.03 Faculty Advisory Council (FAC):

*A representative at each school site shall have the right to serve on the Faculty Advisory Council (FAC). One (1) EMPLOYEE from the CCAEOCAP Bargaining unit shall be elected by the bargaining unit members at the school to serve on the FAC. The principal and/or a member of the faculty shall announce the need for members. The principal shall not be held responsible if no EMPLOYEES volunteer to serve.*

## KNOW YOUR CONTRACT: REFERRALS

CCAEOCAP and CCEA meet monthly with the District to discuss important issues. At the last meeting, we were notified that the following OCAP Unit positions are allowed to write referrals.

- ◆ ISS Assistant
- ◆ Secretary to Assistant Principal
- ◆ Student Discipline Update
- ◆ Activities Coordinator & Secretary
- ◆ Data Entry
- ◆ Data Entry – Backup
- ◆ ELL Tutor
- ◆ ESE Assistant
- ◆ ESE Secretary
- ◆ General Office Assistant
- ◆ General Secretary
- ◆ General Secretary - High Security
- ◆ Guidance Secretary
- ◆ Media Specialist / Assistant
- ◆ Para-Professional
- ◆ Receptionist
- ◆ Safe School Assistant
- ◆ Tutor

Please contact your office manager first and then the union at 239-592-7773 if you are being told otherwise.



# PRINCIPAL ASSESSMENT SURVEY FOR ESP

Each year, CCEA (the teacher's union) compiles a Principal Survey, in which teachers from every school "evaluate" their principal. It is done anonymously, no one sees any individual answers and can only be done one per person. Each principal is ranked on a series of questions ranging from staff morale to equity and fairness. Until this year they were completed on paper.

We have long wanted to include OCAP, but questions naturally would be in many cases different for each unit. The real problem is threefold. One, validity, two public records, and three, not enough building reps.

For CCEA, we only use schools that get at least 50% of staff, both members and non-members, to complete the survey. To be valid, we need the majority at that school to complete a survey. It would be of little use to have a staff of 20 and only have 2 people evaluate an administrator. We need to keep the 50% as a minimum threshold if we do an OCAP survey. The second problem is that since Florida is a Sunshine state and we DON'T want these to be public records, we cannot use school e-mails. In the past that was not a problem with the teachers because we would do hard copy paper surveys. This year, because of the pandemic, we switched to an on-line version. The problem for OCAP is we only have 45% of our members' home e-mail and virtually zero non-members. For a school with an OCAP staff of ten, we would need at the minimum five home e-mails and hope each person completed one. Lastly, even if we tried using the old paper version, we would need a rep at each school, something CCEA has but OCAP does not.

These are not insurmountable obstacles, but they must be overcome if we want to complete this. OCAP leadership will be working to resolve this and hopefully have a survey before the end of the year.

## OCAP MONTHLY MEETINGS

**April 8      May 13**

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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### 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 \_\_\_\_\_