



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. LVII, Issue No. 4

January 2021

FROM THE GOVERNOR'S DESK

What does the new Emergency Order from the state mean?

Executive Order No. 2020-EO-07 from Governor Ron DeSantis was issued before Winter Break. What does it mean for OCAP employees?

- Full parental choice on sending students back to face to face or keeping them as virtual learners
- Financial flexibility and stability for school districts
- Continues a full array of services for at-risk students

CCPS's Approved Spring Educational Plan can be found here: <http://www.fldoe.org/core/fileparse.php/19861/urlt/collier-springreopen21.pdf>

One new component will be the Best Practice in Supporting Students in the Virtual Learning Environment for ESE Assistants. CCAEOCAP will keep our members updated on any issues that impact them. Stay tuned!

EXECUTIVE DIRECTOR: THE SEARCH BEGINS

As reported in the November 2020 issue of *The Seagull Postscript*, 15 year CCEA/CCAEOCAP Executive Director Jonathan Tuttle accepted a new position with FEA (Florida Education Association). Jonathan's last day with us was December 4, 2020. We thank Jonathan for his years of service/dedication and wish him well in his new position.

The search for a new executive director has begun. OCAP leadership, President Connie Steed and myself are part of the hiring committee. The committee consists of CCEA leadership and members, OCAP leadership, along with CCEA/OCAP office staff. The vacancy for the executive director was posted on the FEA website with an application deadline of December 31, 2020.

The hiring committee has met three times, via Zoom. Our first meeting was to compile interview questions and review applications to determine if they had the required qualifications. Applications were received from across the country. On January 6, 2021, we conducted interviews and have another set of interviews scheduled for January 11th. Mary Proud, FEA Southern Region Manager, has made herself available to us during all our meetings to answer any questions we may have.

The hiring committee has a very important mission to find the best candidate who will work alongside CCEA and CCAEOCAP to maintain and continue to build our thriving organization. I am honored to be a part of this committee.

Maureen Hughes, OCAP Secretary/Treasurer

KNOW YOUR CONTRACT: REDUCTION IN FORCE (RIF)

A Reduction in Force, or RIF, seldom occurs but that is what happened to a small number of OCAP positions last month. Thankfully, all were offered positions within the district.

It is important to know that there is contract language there to protect our members. If it was not there, there would be nothing to stop an administrator from selecting a brand-new employee that s/he liked while letting go of a twenty-year veteran. This section of the contract deals with what happens if lay-offs or furloughs need to take place. The underlined section is also important. Your building seniority is **NOT** what is looked at, it is DISTRICT seniority that matters!

Section 6.01

In the event it is necessary to have a reduction in force ("RIF") the SUPERINTENDENT, in accordance with the provisions set forth in this article, shall determine which EMPLOYEES are to be retained. In the event of a RIF, the order of reduction shall be as follows:

- (a) Probationary EMPLOYEES shall be RIF'd. The probationary period shall be six (6) months for any position held.
- (b) Non-probationary EMPLOYEES shall be RIF'd after all probationary EMPLOYEES have been RIF'd. EMPLOYEES shall be RIF'd by using the criteria below:
 - (i) EMPLOYEES shall be RIF'd by job title (referenced on salary schedule in Appendix A) within the same classification (referenced in Article 1.02).
 - (ii) Seniority: While seniority will be used during a RIF, there will be situations where the needs of the students come first.

1) BOARD seniority shall be defined as the total length of continuous service with the School Board of Collier County within this bargaining unit. Seniority shall be district wide.

- a) Approved leaves and RIFs of one year or less shall not be considered an interruption of continuous service.

2) In the event that two or more EMPLOYEES are, in the judgment of the SUPERINTENDENT, equal on the basis of the needs of the school system, performance evaluations and training, then the least senior EMPLOYEE shall be RIF'd first.



FREE NEA INSURANCE

Everyone likes to get something free. If it is something that would help protect your family- AT NO COST TO YOU- it is just icing on the cake. Many OCAP members haven't taken advantage of this offer simply because they don't know about it. All OCAP members are eligible. No one likes to think about life insurance, but it's important to provide for your loved ones in case the unthinkable happens to you.

You'll receive four levels of coverage

- Up to \$1,000 of life insurance; \$200 per year benefit up to maximum
- Up to \$5,000 of Accidental Death and Dismemberment (AD&D) coverage; \$1,000 per year benefit up to maximum
- \$50,000 AD&D benefit for any covered accident that occurs on the job or while serving as an Association Leader
- \$150,000 Life Insurance benefit for unlawful homicide while on the job

Log in to NEA Member Benefits and click on the "Name Your Beneficiary" button. Once registered, you will receive a hard copy of all official information for your records.

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 **E-mail:** collier@floridaea.org

Connie Steed President/Editor
SteedCo@collierschools.com
Lyle Farmar Member Rights Advocate
Lyle.Farmar@floridaea.org
239-249-0591 (Cell)
Rhonda Shimel Office Manager
Rhonda.Shimel@floridaea.org

TIGER Roundtable

With Guest

ERICK CARTER - CCPS School Board Chair

Thursday, January 21 at 4:30pm - Zoom

Please check your email for the Zoom Link sent on 1/7/21

OCAP MONTHLY MEETINGS

February 11 March 11 April 8 May 13

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 _____