



# 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. LV, Issue No. 4 April 2019

## NEGOTIATIONS HAVE STARTED!

The CCAEOCAP Bargaining Team has started meeting with the District team on your 2019-20 contract negotiations. The team volunteers their time, after working all day, to represent you each year in trying to get the most they can for the men and woman of OCAP. Your input is a valuable part of that. Thank you to those who participated in the surveys leading up to this year's talks. Although they have only met with the district once, your team has met several times in preparation for these meetings and has put in some long hours coming up with this year's priorities. As always, salary is the number one issue. Our members deserve to be making a living wage and not topping out after 30 years of service at **\$28,584!**

One short meeting led to some changes for NEXT years evaluation form (see the following article).

We will keep you updated after each meeting. If we don't have your home e-mail, make sure you send it to the office manager at the OCAP office at [rhonda.shimel@floridaea.org](mailto:rhonda.shimel@floridaea.org) Being able to communicate to you quickly, OFF the district's server, is important. There are things we will not put on work email, especially during negotiations.

Make sure you send a thank you to your team - they work for you. The district doesn't stay up at night thinking of ways to make your work life better, OCAP does!

The members of the team are:

Noreen Zullo, Spokesperson (PES)  
Connie Steed, President (PME)  
Maureen Hughes, Vice-President (CMS)  
Crystal Francis, (NPE)  
Kelly MacDonald (PES)  
Gina Lopez-Ricci (GGH)

## MEMBERS IN ACTION

CCAEOCP members at Immokalee High School, led by OCAP Rep Pat Hall, had questions and concerns about the evaluations they received last year. Pat contacted OCAP President Connie Steed and explained the issue she

and others saw in the evaluation language used by the district.

The evaluations were done with all "Meets Expectations. Looking carefully at the wording under that label on the current form, it reads as follows:

*Meets all relevant performance standards. Seldom exceeds or falls short of desired results or objectives. Lacks appropriate level or skill or is inexperienced/still learning the scope of the job.*

The members at Immokalee High School met with CCAEOCAP staff. After the meeting, a request was made to sit down with district officials and discuss our concerns about this language. We felt the wording was too broad and all-encompassing. Someone who met all expectations was receiving the same rating as someone who lacked appropriate skills! A meeting with the Head of HR and OCAP leaders took place April 9th after work. In attendance for OCAP were President Connie Steed, Negotiations Chair Noreen Zullo, NPE Rep and negotiations member Crystal Francis, Pat Hall, Immokalee High School Rep, and OCAP Staff member Lyle Farnar.

As a result of this meeting, you will see a significant change in the evaluations after this year. Starting with the 2019-2020 school year, the "Meets Expectations" category will read as follows:

*Meets all relevant performance standards. Seldom exceeds desired results or objectives. Is inexperienced/still learning the scope of the job.*

The district wanted to leave language which would allow an administrator to rate a new employee as having met expectations even if they were still learning on the job. It is important to schedule a time to meet and speak with your principal if you feel there is an error or more information is needed. Having a "check in" mid year is also advisable. This will give you a real idea if an administrator is seeing problems that you may not be aware of and allows for plenty of time to correct it so it doesn't negatively impact your assessment.

**2018/19 CCEA/CCAEOCAP  
RETIREMENT CELEBRATION**

**FRIDAY, MAY 17, 2019  
NAPLES HILTON  
6 - 9 PM**

Ticket Price: \$20/person  
(Includes dinner and one drink)

Purchase tickets at the Association Office  
8:30am - 4:30pm Mon-Fri  
6710 Lone Oak Blvd, Naples 34109

If you are retiring this year or need more info,  
send an email to [rhonda.shimel@floridaea.org](mailto:rhonda.shimel@floridaea.org)

**WALK IN  
and Wear Red**

**Show your support of school funding  
our kids deserve!**

**APRIL 17, 2019**

We might not all be able to join our colleagues for the walk in, but we can show our solidarity in supporting public education by WEARING RED on Wednesday the 17<sup>th</sup>!

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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**CALENDAR OF EVENTS**

4/16	School Board Meeting	4:30 pm	Ad Ctr
4/19-22	SCHOOLS CLOSED		
5/9	OCAP Monthly Meeting	5:30 pm	Assoc. Office
5/17	Retirement Party	6:00 pm	Naples Hilton

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

**IMPORTANT NOTE:**

- Recruiter Bonuses will be paid for NEW members. (Excludes anyone previously enrolled in OCAP)
- Recruiter bonuses are issued each month at the OCAP meeting.
- Recruiter bonuses must be claimed by June 30th each school year.
- No recruiter bonuses will carry over to the following school year.

**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 \_\_\_\_\_