



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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RATIFICATION

CCAEOCAP ratification was a huge success! All but one school completed the voting. By the time you read this, the CCPS School Board will have voted to approve the process also.

There are 939 eligible staff who could cast a ballot. Of those, 786 voted. The office and reps made every effort to ensure everyone had a chance to vote. Because Florida is a “Right-to-Work” state, members and non-members are eligible to vote. A big round of applause should go to OCAP officers and building reps for getting these votes completed in time for the school board meeting. 790 employees voted yes on the salary raise, with 4 no votes. 771 voted to approve the Memorandum of Agreement, with 6 no votes cast. Overall, the agreement was ratified by a 99.5% yes vote. *(As a side note, when we agree to an MOA, we only sign on if it is voluntary and paid for our members)*

The big question is now; When do I get my money?

In the past, we have historically gotten the money about one month after the School Board vote. This time, there will most likely be two different pay-outs. One for the retroactive pay, and one for the COVID supplement. I wish I could give you an exact date, but that is impossible.

Please send a thank you to your bargaining team for their hard work on their off-duty time. Without them, none of this would be possible.

2021-22 CCAEOCAP Bargaining Team

Connie Steed, President (PME)

Maureen Hughes, Secretary/Treasurer (CMS)

Crystal Francis, NPE)

Kelly MacDonald (PES)

Melissa Watson (NPE/PME)

Gina Lopez-Ricci (PRHS)

Pietro Ricci (PRHS)

CCPS STUDENTS DESERVE FULLY STAFFED SCHOOLS!

No matter where we work in Collier, one thing CCPS employees can agree on is that we want our public schools to be the strongest in the state and nation. Florida’s schools should be home to highly qualified and certified teachers and education staff professionals who work in unison to ensure every child receives the education they deserve.

To keep strong and experienced educators from taking their talents elsewhere or leaving the education profession altogether,

Florida must pay these support personnel what they are worth. [House Bill 1017](#) by Rep. Andrew Learned takes a step in the right direction by prioritizing the education staff professionals (OCAP’ers), who are the backbone of Colliers’s schools. HB 1017 will create a critical shortage list of ESPs similar to the current list for instructional staff. Educators who work in an ESP critical shortage area will be eligible to receive incentive pay in an effort to retain qualified ESPs and to hire the additional staff schools need to make sure every student is successful.

To learn more about this bill and how you can support it, contact your building representative and visit www.feaweb.org/session.

All OCAP members should contact their state representative and ask him/her to support HB 1017. Here is a list of Collier, Lee and nearby county representatives:

District 106	Bob Rommel
District 105	David Borrero
District 76	Adam Botana
District 77	Mike Giallombardo
District 78	Jenna Persons
District 79	Spencer Roach
District 80	Lauren Melo

KNOW YOUR RIGHTS!

Each month we try to highlight a different section of the contract that you work under. Article 8.06 deals with forced transfers. While we hope these never happen, they can occur each year. It’s important to know your rights.

Section 8.06 Involuntary Transfer:

(a) An involuntary transfer is defined as the forced transfer of an EMPLOYEE by the SUPERINTENDENT to a different worksite or position within the same salary range in the bargaining unit.

(b) Any involuntary transfer of an EMPLOYEE shall only be carried out as a result of staffing reallocation or as deemed necessary by the SUPERINTENDENT.

(c) In selecting EMPLOYEES to be transferred involuntarily, the following criteria shall serve as the basis for such decision:

- (i) The needs of the students/school system
- (ii) Prior experience and training
- (iii) District-wide seniority
- (iv) The EMPLOYEE’s work performance

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(d) In implementing an involuntary transfer, the following conditions shall be applicable:

(i) Requested transfers shall be considered prior to implementing an involuntary transfer of an EMPLOYEE.

(ii) EMPLOYEES who are subject to an involuntary transfer shall have the first right of refusal to a position in their prior job title at their former work site one (1) year from the date of involuntary transfer.

(iii) EMPLOYEES who are subject to an involuntary transfer may apply for other positions at their former work site. If they have qualifications equal to or better than other applicants, as determined by the SUPERINTENDENT, they shall be appointed to the position.

OCAP MONTHLY MEETING 2021 - 2022 SCHEDULE

*March 9 / April 14 / May 12

*** The March meeting has been rescheduled:
Wednesday, March 9th, 5:30pm
at the Association Office**

- Meeting announcement is sent to Members' school email one week in advance.
- Be sure to RSVP by the deadline when requested.

DISCOUNT MOVIE TICKETS FOR MEMBERS ONLY



\$9.00/ea

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

www.ccea-ocap.com

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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Rhonda Shimel	Office Manager Rhonda.Shimel@floridaea.org

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 _____