



# 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. 7

April 2021

## NEGOTIATIONS UPDATE

As spring rolls into summer, OCAP begins preparations for contract negotiations. This year, the entire contract is up for negotiation and we have quite a bit of work that needs to be done. As you are aware, the COVID-19 pandemic has dramatically altered the landscape of working in the Collier County School District. Your OCAP bargaining team will work to enhance safety protections and pay surrounding COVID-19. The team will also work to negotiate the best deal possible for across the board pay increases, insurance, and job classification specific market adjustments. These are unprecedented times, and it is critical that we have the most member involvement possible. There are several things you can do to help:

- Make sure that we have an accurate and up to date personal email address and cell phone number for you.
- Routinely visit our website ([www.ccea-ocap.com](http://www.ccea-ocap.com)) to stay informed about the 2021 legislative session and any actions that you can do to help.
- If you have not already done so, please use the following link to complete the OCAP bargaining survey <https://www.surveymonkey.com/r/7Z7NXTN>.
- Have conversations with your peers about the importance of being a member of OCAP and contributing to the union's political fund (TIGER).

Together we can work collectively to negotiate the strongest contract possible for the hard-working non-instructional staff of Collier County who work tirelessly to make the district run smoothly. If you need more information or are interested in getting involved, please contact:

Executive Director - Adam Schowalter  
[adam.schowalter@floridaea.org](mailto:adam.schowalter@floridaea.org)

Member Rights Advocate - Lyle Farmar  
[lyle.farmar@floridaea.org](mailto:lyle.farmar@floridaea.org)

## LEGISLATIVE UPDATE

As we mentioned in the last issue of the Seagull, the folks in Tallahassee seem to always be looking for ways to disrupt or destroy public schools. This legislative session will end April 30 and once again it will be what bad things we can stop rather than good we can support.

Here are the worst of the worst:

**Senate Bill 1014** is an attempt to divide educators and take away freedoms that you currently have to collectively bargain and fight for what is best for students. Teachers and non-instructional staff have gone above and beyond what is required in this extraordinary year. It is shameful how your elected leaders respond to that. It limits your ability to join a union. It takes away rights that they think every other public worker should have, just not educators. Think of all the things allowed to be deducted from your paycheck...life insurance, retirement, FSA just to name a few. In some counties employees have more than 500 options! But this bill would stop the right to take union dues out! Union members must re-join every year, creating unnecessary paperwork. Must maintain 50% membership - again, this only applies to education unions, no one else.

**Senate Bill 84** would destabilize the Florida Retirement System. You work hard for your money. You didn't take this job for the money, but you know if you put in your time, you have a pension to look forward to. Whether you are in DROP, in your first year as an ESP, or somewhere in-between, your long-term future depends on FRS. This bill (from Sen. Rodrigues of Ft. Myers) would close the pension system to new hires as of July 1, 2022. The pension would be closed to teachers and support staff. Such a move would destabilize FRS and put your retirement in jeopardy. If no new money is going into the pension plan, it will dry up.

Please consider taking action on these and other harmful bills. Visit [www.feaweb.org](http://www.feaweb.org) and follow the links on the homepage to show your support. You will also see a link to contact your Legislator. Your future depends on it!

## WHY DO WE NEED HOME E-MAILS?

This year, CCAEOCAP has decided to attempt a Principal Assessment Survey much like the teacher's complete every year. Because of Covid concerns and the fact that we do not have an OCAP Rep at every school as CCEA does, the survey will need to be conducted electronically.

There are a few requirements that we need in order to attempt this in May:

1. It must be open to member and non-members. We do not want the district to say it was only completed by Union members but that everyone in the building had an opportunity to participate. Therefore, non-members in our bargaining unit are given the opportunity to participate.


*Cont. on Pg. 2)*

(Cont. from Pg. 1)

- To be a valid survey, we need a minimum of 50% participation at each school. That is not just 50% of OCAP members, but 50% of ELIGIBLE members. So, if there are 10 non-instructional employees at a school, and only 4 are members, we still need 6 of the 10 to take the survey for it to be legitimate.
- We do not want it to be a public record, therefore we cannot do it on district property, so it **cannot be sent via school e-mail**. We need home e-mails from members **AND** non-members.

***If we are to be successful, we need non-work emails.*** A link will be sent to home e-mails and each e-mail will be allowed to respond to survey ONCE and only once. The e-mails will not be shared with the district and there will be no connection between your home e-mail and the answers on the survey. Your responses will be 100% anonymous.


We will need your help to make this work. Please encourage everyone at your site to participate when this is rolled out in May.



**Reminder**


Your assessment must be completed not less than 15 calendar days prior to the end of your current contract. For the vast majority of you, that is May 28. If your assessment is not completed by the EVALUATOR at least fifteen (15) days prior to the expiration of the EMPLOYEE's current contract year, you are entitled to request that all indicators on the assessment are rated as nothing less than meeting expectations and the assessment will be written accord.

**Final OCAP Monthly Meeting  
of 2020-21 School Year  
Thursday, May 13 at 5:30pm**



**TIGER Roundtable**  
Thursday, April 8  
4:30pm - Zoom

Guest: **Stephanie Lucarelli**



\*Zoom link will be sent to TIGER Member's home email



**Get \$50**

**For Each \*New Member  
You Recruit**

(\* Not previously enrolled in OCAP)

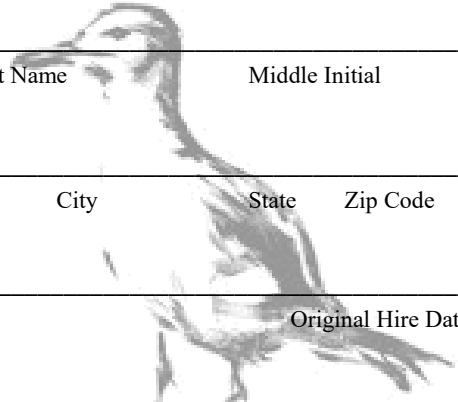
The Seagull Postscript is the official publication of the Collier County Association of Educational Office and Classroom Assistant Personnel located at 6710 Lone Oak Blvd., Naples, FL 34109.

**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

<b>Connie Steed</b>	President/Editor SteedCo@collierschools.com
<b>Adam Schowalter</b>	Executive Director Adam.Schowalter@floridaea.org 305-469-8501 (Cell)
<b>Lyle Farmar</b>	Member Rights Advocate Lyle.Farmar@floridaea.org 239-249-0591 (Cell)
<b>Rhonda Shimel</b>	Office Manager Rhonda.Shimel@floridaea.org

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

**MEMBERSHIP ENROLLMENT FORM**



\_\_\_\_\_

Last NameFirst NameMiddle Initial

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Mailing AddressCityStateZip Code

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PhoneOriginal Hire Date

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Home E-Mail Address: \_\_\_\_\_

Employee ID: \_\_\_\_\_

School Worksite: \_\_\_\_\_

Payment Plan:

\_\_\_\_\_ Cash [Check # \_\_\_\_\_ ]

\_\_\_\_\_ Payroll Deduction

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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 \_\_\_\_\_