



# The VOICE

Editor: Maureen Sinnott  
371 East Midway Road  
Ft. Pierce, FL 34982

## Inside this issue:

Read to Win!	2
Focus on CU with S. Rohn, CU VP	2
Sick Leave Bank Open Enrollment	2
By the Numbers/ Negotiations Corner	3
Young Educators are on FYRE!	3
New Member Night & CU PD Conference	4
Follow us on social media!	Extra!
NTO Fun / WSL Conference	Extra!

## Upcoming Events

**September 20:** Mix & Mingle Night @ Duffy's in St. Lucie West. *(present flyer)*

**September 21:** New Member Night @ CTA/CU ofc.

**September 23:** Teacher PD Day/ CU Conference

**September 24:** Bowl for Kids Sake

**September 28:** Early Dismissal—

*The quality of employees will be directly proportional to the quality of life you maintain for them.*

-- Charles E. Bryan

## Small Gestures Reap Big Rewards

**Great works are performed, not by strength, but by perseverance.**

Samuel Johnson

Over time, the SLCTA/CU and the school district have experienced a relationship marked by periods of great collaboration and also great turbulence. Frequently, the parties on both sides have thought, “wouldn’t it just be easier to give up rather than trying to work through this to maintain the relationship?” Fortunately, despite what may have seemed easier at the time, we have continued to maintain a posture that keeps lines of communication open on both sides and that continues to reward our education community in both small and large ways.

For a number of members this summer, we achieved victories that can’t be shared here because of privacy, but have made a huge difference to them and their families. These victories came from the work and continued perseverance of union leadership and staff who made their cases and who spoke continuously to decision-makers both softly (and sometimes loudly) about what made sense and was the “right thing to do”.

But these victories were not “won” alone. On the other side there were district leaders who listened, checked records, asked good questions, and agreed, multiple times, that doing the right thing by the people who work in the district was the answer.

It was a refreshing change of pace after the last few years of wondering how people could sleep at night knowing that their decisions or refusal to consider alterna-

tive solutions negatively impacted our members and their employees.

Change is slow. As Union Leaders we continue to tell our members that everything can’t be fixed today. That is frustrating for sure. But it’s the little things that signal to us that change is coming and there is rational, reasonable people-centered leadership looking to make changes that directly impact school leadership and schools.

As a union *you can count on us to always point out where there are problems and what needs to be done better*, but just like positive behavior support for kids, we believe that the more we take notice and call out the “good behaviors”, the more likely we are to see them happen and perhaps begin to influence others. Leading by example, one small gesture at a time...

So...

- ◆ Kudos to Superintendent Wayne Gent, CFO Tim Barger, and the payroll department for getting paychecks to employees early last week in anticipation of a projected tropical storm.
- ◆ Thanks to HR Executive Director Rafael Sanchez and Recruitment & Retention Director Patti Galloway for their *REAL* focus on recruiting and retaining employees evidenced in the many ways you have been accessible to us throughout the summer and since school started. All those filled positions MADE A DIFFERENCE!

*Collaboration WORKS, Let's Keep it Up!*

### Read the *Voice* to Win!!!

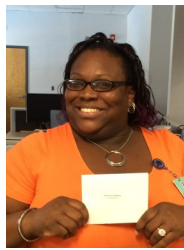
Read, *answer the riddles* and SEND your answer to [Barbara.Ziegler@floridaea.org](mailto:Barbara.Ziegler@floridaea.org) by 9/20/2016

1. When is enrollment open for the sick leave bank?
2. What does FYRE stand for?

### Winners of \$10 Gift Card



**Melinda Hornsby**  
Parkway Elementary



**Artrisca Hinton**  
South County Transportation

### Answers to May Voice Riddles:

1. Worksite with the highest Union Density? AND-At what %age?  
(2 answers)  
**A: Transportation 96%**
2. FEA President? FEA Secretary-Treasurer? Were at what school in April? (3 Answers)  
**A: P- Joanne McCall S-T Luke Flynt , Chester A Moore Elem.**

### Focus On CU with CU VP Sandy Rohn

Welcome to the new school year. I hope it has been a great start for all of you. Our bargaining team was busy all summer settling our contract. We received a step as well as \$30 added to each step. You received the \$500 bonus and additionally if you are on the high deductible insurance you will once again get the \$750 toward your H.S.A. contribution. Also insurance costs will be down about 6% starting in December for next year. This is about a \$425 savings for a single insurance. It was a very successful settlement for all CU members.

I'm excited to announce that we will once again have the CU Conference on the first professional development day on 9-23. Our support staff are hungry for professional development and we are proud

to provide this once again. If you were there last year, you know how fun and informative it was. We expect this one to be just as amazing, so keep an eye out for information about registration.

Did you know that if you are asked to stay after working hours for a meeting or event, you can request to be paid your regular salary or comp time. It is your choice. If the administrator does not want to pay you, you do not have to stay! Have a respectful conversation with your administrator in advance of any event. And please support your co-worker if they can't stay due to a second job or child care issues.

I hope you all have a good month and remember, we are stronger together, Sandy

## Sick Leave Bank Protects You From the Unexpected

It can happen to anyone. A catastrophic illness for ourselves or our immediate family depletes our sick days and we stop receiving a paycheck. What to do?

Your union contract has language that can protect you. This union-negotiated benefit provides a financial cushion for an unexpected illness requiring more sick days than you have accrued on your own.

Article XII of the CTA contract and Article IX of the CU contract out-

lines who is eligible to join (employees with one full year of employment with at least 4 accrued sick days) and what the benefits can be (up to 30 paid days of leave for members of the bank after going 4 consecutive workdays without pay for sickness, injury or disability).

**Can you afford not to join?** To enroll, secure an enrollment form from the Executive Secretary at your worksite or directly from the Human Resources department.

There are only TWO periods to enroll for the **ENTIRE YEAR**. Enrollment is open from August 16, 2016 through September 13, 2016.

New enrollees contribute 2 sick days to the bank upon enrollment and continue to be members of the bank unless they withdraw. Yearly contribution of sick days is only required if the bank drops below 1 day in the bank for every member of the bank

Look for the email memo from **Human Resources** for further information.

## By the Numbers:

Number of New Members Since July 1, 2016 :

**238**

Number of new SLCTA/CU Staff:

**1**

Percentage of bargaining unit members who voted in Aug. ratification:

**22%**

Number of new TIGER-PAC members since July 1, 2016:

**23**

# Negotiations Corner

Happy September! By now all of our members have received their \$500 bonus and salary increase for 2016-2017. Look for re-enrollment for insurance benefits to begin in early October and lower premiums to start being assessed in December. The \$750 H.S.A. district contribution will be front-loaded into all eligible accounts for Jan. 1st 2017.

Negotiations continue however, so on 8/25/16 we signed an agreement to extend the \$500 bonus to teachers who taught in SLC last year and are currently working as long-term subs as they complete their certification requirements.

This is just one example of how collaboration works in our county. Even though we had language covering the bonus, it excluded these teachers. The union and district agreed that paying them the bonus is the right thing to

do and we worked to craft language to make it happen.

In order to qualify under the agreement a teacher must:

- ◆ have taught in SLC in 2015-2016,
- ◆ currently be in a classroom as a long-term sub,
- ◆ only need to meet the General Knowledge (GK test) requirement for certification,
- ◆ attend the district's General Knowledge tutoring program,
- ◆ take and pass the GK test by October 31st and be hired into a teaching position in the county.



## Young Educators Are on FYRE for their Union

As educators between 1946 and 1964 ("Baby Boomers") hurtle into retirement at an astronomical rate of about 10,000 or more per year in Florida, both the Florida Education Assoc. and the SLCTA/CU recognize the need for Millennials (born between 1980-2000) to be ready and prepared to lead their profession (and Union) in the future.

With that in mind, a statewide interest group, called FYRE (Florida's Young Remarkable Educators), was born. This group is a professional interest group of educators (both teachers and non-instructional staff) 35 years of age and under who are looking for ways to make a difference in their chosen profession,

desire opportunities to lead that don't take them out of their classrooms for administrative jobs, and connect them with like-minded colleagues.

St. Lucie FYRE has recruited a dynamic Core Team and has many activities planned for young educators this year. The first is a Mix & Mingle Night on Sept. 20th from 5-9 p.m. at Duffy's in St. Lucie West. 10% of the proceeds of EVERY dollar spent will go towards the FYRE group and future planned activities such as a Degrees Not Debt seminar, Bingo at Vine & Barley, and a kayak adventure. All activities are open to anyone, young at heart or Millennial!

For information on joining the group, contact liaison [lucy.bravo@floridaea.org](mailto:lucy.bravo@floridaea.org)



*FYRE Core Team members: (L-R) Christine Cirocco (TCHS), Kelsey Schumacher (WKG8), Cameron Alvarez (DMMS), and Julie Caiazzo (OHK8). Not pictured: Lauren Chambery (WKG8) and Roger LaMarca (Dale Cassens)*

**St. Lucie Classroom Teachers' Association  
and Classified Unit**

371 E. Midway Road  
Ft. Pierce, FL 34982

Office: 772-464-6430 Fax: 772-464-7446

E-mail: [Info@stluciateachers.com](mailto:Info@stluciateachers.com) OR  
[Vicki.rodriquez@floridaea.org](mailto:Vicki.rodriquez@floridaea.org)  
[Christine.Hill@floridaea.org](mailto:Christine.Hill@floridaea.org)  
[Lucy.bravo@floridaea.org](mailto:Lucy.bravo@floridaea.org)  
[Barbara.ziegler@floridaea.org](mailto:Barbara.ziegler@floridaea.org)  
[Maureen.sinnott@floridaea.org](mailto:Maureen.sinnott@floridaea.org)

**CTA/CU Executive Board**

**Vicki Rodriguez**, President CTA/CU: CTA Ofc.  
**Christine Hill**, Vice President CTA: CTA Ofc.  
**Sandy Rohn**, Vice-President CU: SGA  
**Laura Lovett**, CTA/CU Treasurer: Records Dpt.  
**Rebecca Petrie**, Secretary CTA: SRE  
**Cynthia Poole**, CU Secretary : St. Assign.  
**David Freeland**, CTA Executive Board: FPCH  
**Tammy Davis**, CTA Executive Board: FKS  
**Alan Mathison**, CTA, Executive Board: LPA  
**Aurea Justo**, CTA Executive Board: FLN  
**Pamela Jenkins**, Executive Board CU: SLWCH

**Union Staff**

**Maureen Sinnott**/ Member Support Specialist  
  
**Lucy Bravo**/ Organizing and Communication Specialist  
  
**Barbara Ziegler**/ Office Manager

**Four New Union Member Nights Planned**

Last year we held two New Member Nights for anyone who had recently joined the union, one in the fall and one in the spring. They were a great success but we found that too much time passed for some members who joined in between the two events. So to serve our members better, this year we have planned four New Member Nights.

Our first New Member Night is planned for Wednesday, Sept.21<sup>st</sup>. We will begin with dinner at 4:45 p.m. At 5:15 we will begin our program which will last about an hour. During our program we will present information on the benefits of membership, professional development offered to members as well as opportunities to become involved in Your Union! Employees new to the district will receive an invitation, however, if you are a member and have never attended our New Member Night you are welcome to join us as well.

New Member Night is a ticketed event and you must contact our office to make your reservation, no later than Friday, September 16<sup>th</sup> to hold your seat! So if you would like to join us for an evening of Food, Fun, Prizes and information, call Lucy Bravo at 772-464-6430 or e-mail her at [Lucy.Bravo@floridaea.org](mailto:Lucy.Bravo@floridaea.org). Reserve your seat right NOW!

**3rd Annual Professional Development Conference Planned  
for Classified Unit Members on Sept. 23, 2016**

- ◆ Do you need to learn to communicate better under stress?
- ◆ Want to work with others as allies instead of adversaries?
- ◆ Would you like to increase your confidence so you can better advocate for yourself and others?

Contact Maureen Sinnott at [maureen.sinnott@floridaea.org](mailto:maureen.sinnott@floridaea.org) to register!  
Spaces are limited and union members have priority registration.

**For Every Part  
of Your Life**



From buying a home or a car to savings on wireless service and travel, Union Plus provides money-saving benefits and services uniquely designed to meet the needs of AFT+ members and their families.

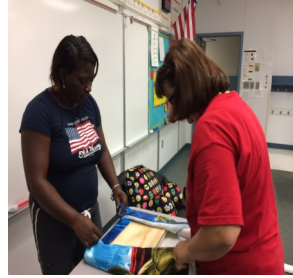
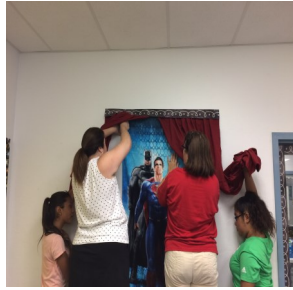
Learn more at  
**UnionPlus.org/AFT**

**SAVINGS • SERVICE • SOLIDARITY**

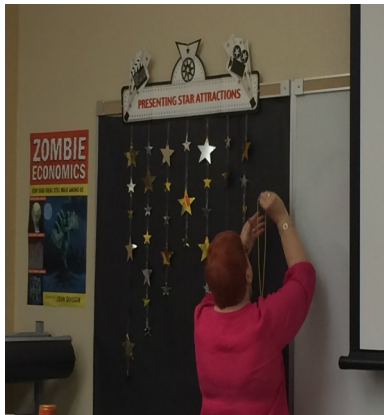


A Union of Professionals  
**AFT +**  
Member Benefits

The VOICE St. Lucie Classroom Teachers' Association and Classified Unit **Sept. 6, 2016**  
**Extra! Extra! Extra!**



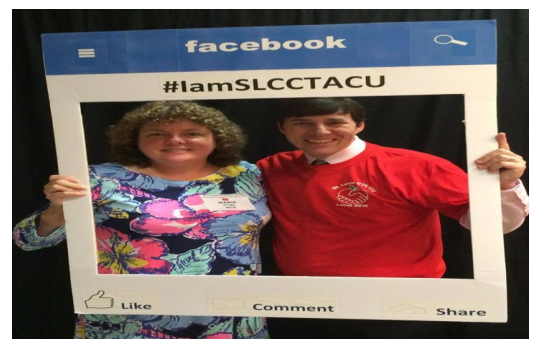
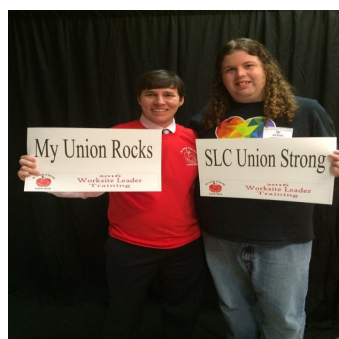
Congratulations to Ms. Balfe at CA Moore Elementary and Mr. Elmore at Treasure Coast High for winning the CTA/CU "Pimp My Classroom" raffle at New Teacher Orientation. Members of the staff at the CTA/CU office came in and decorated both classrooms.



# The VOICE St. Lucie Classroom Teachers' Association and Classified Unit Sept 6, 2016



President Vicki Rodriguez attended a back-to-school breakfast with 2016 teachers of the year coordinated by union member Deloris Benjamin. Speakers included SLC Teacher of the Year union member Jeffrey Johnson, Commissioner Kim Johnson, and Superintendent Wayne Gent.



FEA Secretary/Treasurer Luke Flynt was the guest speaker at the St. Lucie CTA/CU Work Site Leader Conference on September 6, 2016. Work Site Leaders