



The VOICE

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Working Successfully as a Team!	Extra!

Upcoming Events

February 15: Early Release

February 20: President's Day—Holiday for all

February 21: CTA/CU election packet mailing



Teacher Evaluation Under Scrutiny

When the Florida legislature imposed changes in teacher contract status and pay-for-performance on educators in the state in 2011, they also subjected Florida teachers to an evaluation system that purports to be based on “scientific research.”

Initially, the work of Dr. Robert Marzano was touted as “his” research on what elements made for an exemplary teacher. It turns out that the research wasn’t actually his (he simply compiled existing research on effective strategies), was never intended to be used for teacher evaluation, and has been “expanded upon” by Dr. Marzano for maximum financial gain.

Statewide, companies like Learning Sciences International (LSI) provide training (now called “teacher development”) and products to manage the use of Marzano’s “causal system of teacher evaluation” (this is a direct quote from LSI materials).

In St. Lucie Public Schools, where they’ve recently purchased iObservation (an LSI product), the Marzano model has been inculcated in all instructional personnel and their supervisors. So it’s a sure thing that Marzano is here to stay, even as collaborative bargaining discussions turn toward teacher evaluation.

Given that, our efforts in negotiations locally and in lobbying in Tallahassee focus on minimizing the negative impacts of the evaluation system, to assure that the evaluation system remains

as fair as possible, and to increase those things of value which actually help to inform teachers’ practice for the benefit of teachers and students.

Current scrutiny in the process is on the “tweaks” Dr. Marzano and others have made to what is known as “the placemat”. Apparently, a new placemat exists with fewer elements, but isn’t yet available. Also, the Union’s desire is to increase the efficacy with which evaluators conduct evaluations to reduce actual or perceived “gotchas” (like observations the day before winter break).

Since 2016-2017 is the final year of “hold harmless” 3.49 score for student performance, it is imperative that we address the student performance portion of the final evaluation score. Additionally, the FL Senate Education Committee is considering recommendations to eliminate a number of state tests, so it may be necessary to revise the “matrix” since student performance has to be part of every teacher’s final evaluation. We have also asked to look at the evaluation system for Non-Classroom Teachers (NCT’s).

Finally, there is also a discussion from the district side to change the Deliberate Practice score (DDP) from its current additive inclusion to the final evaluation score (where it can only help you) to an inclusive model where it can either hurt or help you.

These conversations will continue throughout the spring so stay tuned.

Read the *Voice* to Win!!!

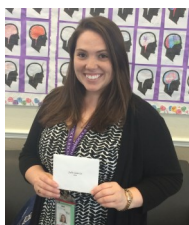
Read, *answer the riddles* and SEND your answer to Barbara.Ziegler@floridaea.org by 2/21/17

1. Who should an ESP contact if he/she needs to take the Para Pro test?
2. By what date are election nomination forms due to the CTA/CU office?

Winners of \$10 Gift Card



Renee Hernandez
Parkway Elementary



Julie Caiazzo
Oak Hammock K8

Answers to December's Voice Riddles:

1. How many people were fed through the Mustard Seed Ministries Thanksgiving Program?
A: 6,000
2. How many Senate seats were targeted so that enough education-friendly candidates were elected?
A: 17

Focus On CU with CU VP Sandy Rohn

Welcome to February. I am beginning this New Year with the hope that this will be a great year.

The Union has worked hard to help the district understand that professional development is vital to all support staff in order for us to continue to grow in our profession. The district listened to our concerns and is now offering much more professional development, so please make sure you take advantage of any trainings offered.

If you need to take the Para Pro test to be highly qualified you can contact Dawn Averyt at 429-4577 for information on test dates and cost.

We continue our work on the full book contract for support staff. Language has already been put into the new contract regarding break schedules: all staff who work in a self-contained classroom must have a written break schedule completed within the first week of school.

We are also working on a new train-

ing rate for bus aides and other support staff. We continue to work on several other issues to improve working conditions for our support staff across the district, so stay tuned to emails from your Union.

The legislators are headed back to Tallahassee in March and much of what they do affects YOUR job, YOUR paycheck and YOUR security. Education funding for public schools is vital to all of us and the students we serve. Stay informed by reading the emails we send you, reading the Voice and going to the CTA/CU website.

You may also get a call to action from FEA (Florida Education Association) which is your state association. Your emails and phone calls DO make a difference.

Have a wonderful month and remember, WE are stronger together. Sandy

In My Words: Local Activist and Retired Teacher Participates in D.C. Women's March

Traveling alone from Florida to DC for the march, I wasn't sure what to expect.

The only thing I was certain of was that I was compelled to be there. It wasn't just the disappointment of my candidate losing the prize despite garnering the most votes. It was that all the issues being voiced were MY concerns: issues I had advocated for, called on legislators for, and written about....

Marching I saw signs everywhere. Every single one had meaning for me. Some made me laugh. Some made me want to cry. It's so hard that after all these many years, we are still fighting the same battles.

But I found more than I expected. I found camaraderie. I made friends with strangers. I was inspired. I was motivated. I was energized. I got so much more than I either expected or I gave. I was wel-

comed. Churches opened their doors. Signs were prepared for me. Hospitality was shared. Police acknowledged us with smiles and high fives.

And through it all, it was clearly self-evident: we were not alone. Ours was not a voice in the wilderness. Ours was a universal call to conscience. A wake up call. A call to arms. A reality check that the world is watching and it doesn't like what it sees. But its voice will not be ignored.

If the election was a surprise, then this was a shock. The pundits didn't predict it. The media didn't understand it. And the political parties are not yet sure what to do about it.

But I was there. I was fully present. I know the future is through uncharted waters. But there is no doubt there is no turning back. The only way is forward.

Excerpted and reprinted with permission from the author, Felicia Bruce, retired NY teacher and active member of St. Lucie CTA/CU Retired Chapter and St. Lucie CTA/CU Tiger PAC.



Felicia Bruce, center

By the Numbers:

to text the words "FEA Activist" to so you get regular updates during the 2017 FL legislative session :

31996

Total contractually guaranteed minutes per week of teacher-directed planning time:

180

Number of Union Vice Presidents:

2

Number of new members who joined the CTA/CU in January:

23

Negotiations Corner

Summer School And CU Training Rate

We have tentatively agreed on new language that allows teachers to apply for all summer school positions in the district for which they feel qualified and allows a teacher to teach in consecutive years. In addition, the new language requires the district to post any summer school jobs, to announce that the jobs are posted, and to adhere to the same length of posting guidelines and procedures as they do for regular job postings.

In previous years, teachers could only apply for one summer school position and hiring was done solely on the basis of seniority. In addition, teachers were not able to teach summer school in back to back years. This system severely limited a teacher's opportunity to secure a position in a summer school program.

Our goal when discussing this language was to provide teachers who

want to participate in a summer school program with the broadest opportunity to teach summer school.

Because both the district and union desire the new summer school language to be effective for this year, an LOU will be signed. Once signed, we will share the details of the agreement with you.

On the CU Training rate issue, the union and district have agreed in principle to increases in the training rates. In addition, the district agreed to schedule required training during regular working hours whenever possible. When language is signed we will report the details and the specific rates.

We continue to work on cleaning up existing language and addressing our member's interests. For up to the minute information please check the union website, Facebook page, or subscribe to our Twitter feed.

U.S. Supreme Court Guarantees Right to Representation

In 1975, the U.S. Supreme Court upheld a ruling by the National Labor Relations Board (NLRB) that guaranteed union employees the right to a representative in a meeting or interview that could lead to discipline. In subsequent tests of the ruling, including in numerous Florida cases before the Public Employees Relations Commission (PERC), the courts have upheld that not only do union employees have the right to representation in such meetings, but they also are the sole determiner of whether or not they need a union representative in the meeting.

Why are we reminding you of this now? Well, in recent weeks our members have been called to meetings at

both school sites and the district office Human Resources (HR) department to participate in "conversations" for which they were told they "didn't require" a union representative.

In plain terms, NO ONE but the employee makes the determination of whether or not they can or should have a representative in a meeting. Employees who ask a supervisor if they need a representative can be assured that they will be told, "No, of course not. This is just a conversation..." But be aware that whatever you say or discuss in that meeting can and likely will end up in a summary of conference letter or some more serious form of discipline that will end up in your internal or district personnel file.

It's happening every day. Once you meet without a representative it makes it difficult to clarify any misstatements or misunderstandings later.

So, please pull out those *Weingarten Cards* you received at the beginning of the year or memorize the following sentence:

"I respectfully request that my union representative be present for this conversation. Without representation present, I choose not to make any statements or answer any questions."

Your rights exist, but you must learn to exercise them. Contact our office if you have questions about your rights to representation or feel it has been violated.

**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@stlucieteachers.com OR
Vicki.Rodriguez@floridaea.org
Christine.Hill@floridaea.org
Lucy.Bravo@floridaea.org
Barbara.Ziegler@floridaea.org
Maureen.Sinnott@floridaea.org

CTA/CU Executive Board

Vicki Rodriguez, President CTA/CU: CTA Office
Christine Hill, Vice President CTA: CTA Office
Sandy Rohn, Vice-President CU: SGA
Laura Lovett, CTA/CU Treasurer: Records Dept.
Rebecca Petrie, Secretary CTA: SRE
Cynthia Poole, CU Secretary : Student Assignment
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

CTA/CU ELECTION ANNOUNCEMENT

This year's election for Officers will take place on April 5, 2017.

Positions that are open for this year include: CTA/CU President, CU Vice President, CTA/CU Treasurer and CTA Secretary. Also included on this year's ballot will be: 2017 FEA Representative Assembly Delegates & 2017 NEA Representative Assembly Delegates.

If you are interested in running for any of the open positions, please carefully read the deadlines that must be met in order to qualify to be on the ballot.

On February 21, 2017 the election packet will be sent out to all members.

Nomination forms are due into the CTA/CU office by 5:00 p.m. on March 7, 2017.

The candidate list with bios will be mailed to all members on March 10, 2017.

The election will be held on April 5, 2017, with polls open from 7:00 to 7:00 at the CTA/CU Office.

If you have any questions about the process, please contact the CTA/CU office.

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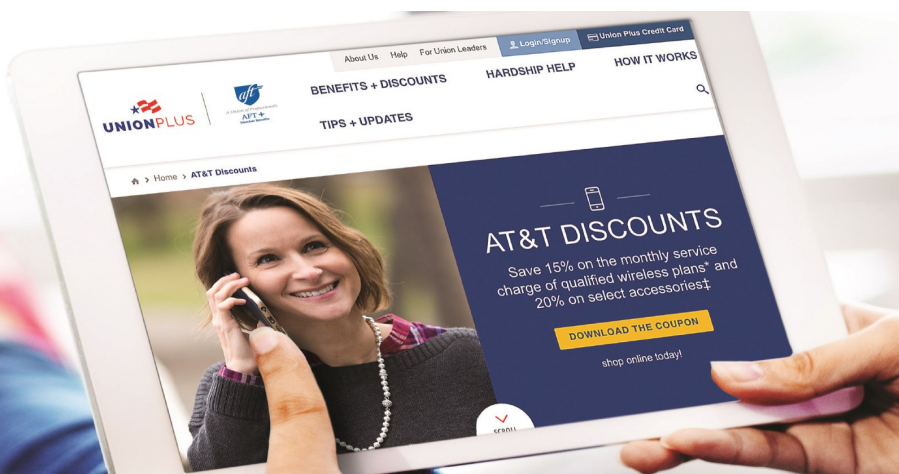
hrtblock.com/hrb-offers/fea

*Valid if sold, purchased or transferred, and where prohibited. Valid only at participating offices for new clients. A new client is an individual who did not use H&R Block office services to prepare his or her prior year tax return. Coupons must be presented prior to completion of initial tax office interview and may not be combined with any other offer, promotion or discount. Discount valid only for tax prep fees for an original 2016 personal income tax return for employees of sponsoring company listed above. Current tax year W-2 or other proof acceptable to H&R Block of current employment from sponsoring company (or its participating subsidiaries) must be presented to be eligible for discount. Expires 4/10/2017. Code : 79546

*Valid if sold, purchased or transferred, and where prohibited. Valid only at participating offices. Coupon must be presented prior to completion of initial tax office interview and may not be combined with any other offer, promotion or discount. Offer valid only with paid preparation of original 2016 personal income tax returns for employees of sponsoring company listed above. Current tax year W-2 or other proof acceptable to H&R Block of current employment from sponsoring company (or its participating subsidiaries) must be presented to be eligible for offer. Expires 4/10/2017. Code : 11235495



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**Certain restrictions, limitations, and qualifications apply to these grants. Additional information and eligibility criteria can be obtained at UnionPlus.org/Assistance. Credit approval required. Terms and conditions apply. The Union Plus Credit Cards are issued by Capital One, N.A., pursuant to a license from MasterCard International Incorporated. Capital One N.A. is not responsible for the contents of this message and/or any other third party products/services mentioned. The MasterCard Brand Mark is a registered trademark of MasterCard International Incorporated.





St. Lucie County
Classroom Teachers' Association & Classified Unit

Scholarships

Awarded to 6 St. Lucie County public school seniors, whose parents or legal guardians are CTA/CU members in good standing, to attend either a 2 or 4 year college of higher education in the major of their choice.

These \$500 scholarships honor public school educators and support personnel.



Criteria	Requirements	All Applications and Supporting Documents
<ul style="list-style-type: none"> ❖ High school senior ❖ All applicants must be a child or dependent of a SLC CTA/CU member ❖ GPA 2.5 or higher ❖ Test Scores, financial need, and service is considered 	<ul style="list-style-type: none"> ❖ Complete Application, including financial need statement ❖ Current official transcripts ❖ Personal statement of goals and need in no more than 250 words 	<ul style="list-style-type: none"> ❖ Must be complete ❖ Submitted together, as a package ❖ Received at: CTA/CU Office 371 E. Midway Rd. Fort Pierce, FL 34982 no later than: 5:00 p.m. on Friday, March 24, 2017 ❖ No application or documents will be accepted via e-mail or facsimile. NO EXCEPTIONS

Scholarship winners will be notified by mail and funds will be paid to the institution upon receipt of proof of enrollment.



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RETIREMENT SAVINGS CREDIT -are you contributing to your 403(b)?

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the SLC CTA/CU Office or at the
K-12 Tax Service Inc. Main Office
call K-12 Tax Services, Inc.
772-646-0037**



**St. Lucie CTA/CU
Local 3616**

Your Union Working Hard for You!

K-12 TAX SERVICES SCHEDULE

Monday 3 p.m.— 7 p.m.

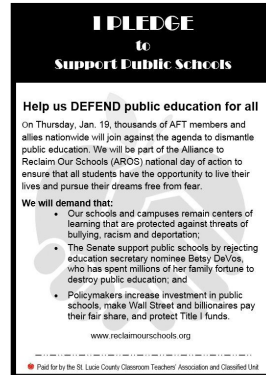
February 6	Union Office
February 13	By Appt
February 27	Union Office
March 6	By Appt
March 20	Union Office
March 27	By Appt
April 3	Union Office

Saturdays

By Appointment ONLY 9-1

February 11, 25
March 4, 11, 25
April 1

2017 MLK Parade



Florida's Young Remarkable Educators



<https://www.facebook.com/groups/SLCFYRE>

Working Successfully as a Team Transporation Training

