



# The VOICE

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## Upcoming Events

March 9: VALIC Retirement Seminar

March 10: Early Release

March 13—17: Spring Break

March 20: Regular school day (Hurricane Make Up)

April 5: CTA/CU elections



## VAM High Impact List Creates Q’s

Last week, the state once again sent out “The List.” As a union, we dislike “The List”. For some, the list is affirmation of their hard work from the state as it designates them as “high impact”, while for others, the list is yet another example of the unfair evaluation system in place in Florida for teachers, students, schools, and school districts.

The “high impact” list is published every year and includes teachers who have shown, through their VAM data, that their teaching has a “high impact” on student performance on state VAM tested subjects. If you believe in the list, St. Lucie Public Schools only has less than 100 teachers who are “high impact”.

We don’t believe the list. Here’s why...

Teachers cannot appear on the list if their students’ performance is not measured by a state FSA or EOC test. That means that only certain teachers get to even be in the pool to be considered “high impact”. Drama teachers, Economics teachers, and kindergarten teachers, for example, won’t ever appear on the list, regard-

less of what they do in their classrooms. The list also excludes non-classroom instructional personnel.

Aside from the glaring inequity of labeling certain teachers as high impact and implying that others are not by exclusion, the list (regardless of what the VAM-creators say) unfairly excludes teachers of certain populations of students. Here’s some data on who made the list and who didn’t:

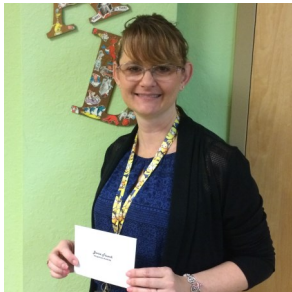
- ◆ Only 6% of teachers on the list are working in the Green Zone.
- ◆ Only 5% of teachers on the list are teachers of special education students.
- ◆ Only 1% of the teachers on the list are teachers of the gifted or of English Language Learners (ELL).
- ◆ Only 13% of teachers on the list are high school instructors.

The data is stunning and disturbing in its implications if the state continues to produce these lists and utilize this information to make generalizations about the impact of teachers in the state and our district.

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

Read, *answer the riddles* and SEND your answer to [Barbara.Ziegler@floridaea.org](mailto:Barbara.Ziegler@floridaea.org) by **March 21, 2017**

1. How can you sign up for FEA Action Alert texts?
2. What is the maximum number of comp. time hours that can be accrued in one school year?



**Janie Tausch**  
Allapattah Flats K8



**Ashley Parker**  
Savanna Ridge Elementary

**Winners of \$10 Gift Card**

**Answers to February Voice Riddles:**

1. Who should an ESP contact if he/she needs to take the Para Pro test?  
**A:** Dawn Averyt
2. By what dates are election nomination forms due to the CTA/CU office?  
**A:** March 7, 2017

**Focus On CU with CU VP Sandy Rohn**

Welcome to March, we made it and only have a few weeks until Spring Break! We are still working on our full book contract and will keep you updated as we make progress. Please know that we are always advocating for your rights, safety and compensation. If you have an issue that has not been addressed or you need more information please contact your union worksite leader, email me, or call the office. We are here for you.

**Did you know?** According to your contract: **(A) compensatory time** must be taken during the current school year in which it was granted – employees are limited to a maximum of forty hours of accrual. Compensatory time accrued at the end of the year will be paid in accordance with the Fair Labor Standards Act; **(B) for purposes of overtime computation**, only time actually worked will be considered, except paid holi-

days shall be used as a basis for computing overtime; **(C) Management will determine** which employees will be assigned overtime work; and **(D) School Recognition Ceremonies:** All reasonable requests for classified unit employees to attend school recognition ceremonies during the school day for their children will be approved by the principal. Time will be approved when it results in a minimum disruption of the educational program.

So, to sum up...please know that you can use your comp time for an hour or a day, but you must get it approved in advance. If you have anytime left at the end of the year, you can put in a request to the school secretary to be paid for this time.

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

**Legislative Watch: Bills That Impact Your Job**

With the start of the legislative session this week, there are a number of bills to watch because they have companions in both the House and Senate.

**The bill(s):** Rep. Don Hahnfeldt and Sen. Baxley (HB 803/SB 908) propose a bill that would remove all prohibitions from where an individual can carry a concealed weapon or firearm. Current law prohibits individuals who hold a concealed carry permit from carrying their weapon or firearm to places such as courthouses, school district meetings, K-12 and college and university campuses, career centers, into police or sheriff's offices and places where alcoholic beverages are served to name a few.

**Our position:** Schools, school board meetings, and college campuses are NO PLACE for weapons—concealed or not.

**The bill(s):** Rep. Michael Grant and Sen. Doug Broxson (HB 373/SB 856) propose a bill that would prohibit school districts and local unions from providing any annual contract teacher job security based upon their performance evaluation, even if they were evaluated as high performing. This bill would negate the protections for high performing teachers already negotiated in the MAJORITY of districts in the state (although not St. Lucie).

**Our position:** The legislature claims to want high quality/high performing teachers to come to and stay in the state, so it's illogical for them to argue that principals should be able to fire high performing annual contract teachers without cause. St. Lucie CTA/CU has proposed annual contract renewal language to protect the job security of

teachers who are rated high performing each year since 2014, and it is once again on the table this negotiation cycle. More than half of the school districts in Florida have this job security protection for high performing teachers and this bill would negate all of that language and not allow any further agreements locally for this type of security.



In addition to these, we will be watching all of the bills that impact our professionals and profession and will provide information through our FB page, Twitter, and Email regularly.

You can also sign up for FEA action alert texts by texting **feaactivist** to **31996**.

## By the Numbers:

Total number of new union members in February :

**24**

Weeks left in the school year (not including Spring Break):

**12**

Date in May when all evaluations must be completed and submitted to district by administrators:

**17**

Term of office (in years) for any elected CTA/CU officer:

**3**

# Negotiations Corner

Just a few brief updates as we continue to work through our full book clean-up and language negotiations.

The goal of both the Union and the District is to complete discussions and have a new contract ready to be ratified when the old contract expires at the end of June. While we continue to work towards that goal, several items remain outstanding and a few require specific discussion.

At our next Steering Committee, we will be discussing two topics during problem solving. We are going to discuss Medicaid Billing for those employees who are required to bill Medicaid for the district (many of whom had this added to their job description this summer). As part of that work, a survey has been sent

out to all employees (members and non-members) who have to do the billing. We will also be discussing the transfer of experience when CU employees transfer within the district. Hopefully our problem-solving teams will be successful in resolving any issues related to these topics.

We are still trying to schedule a meeting for the Planning Time Subcommittee. Planning time is a topic that is at the top of all of our surveys as a membership concern and it has been clearly communicated to us that teacher self-directed planning time is crucial to the success of our teachers and their students. Hopefully the Planning Time Subcommittee will have met and we will have news to report for the next VOICE.

## The List and the Dilemma It Poses for All

**“The List” continued from page 1**

While *we don't doubt the impact of the teachers on the list*, we know that there are teachers left off the list who are high impact too.

Despite the state standing by the efficacy of the VAM as a measure of teacher performance and impact, the fact remains that the VAM as a measure of teacher performance was described as “unfair” and “unwise” in the opinion of the 11<sup>th</sup> U.S. Court of Appeals. They said, “Without a doubt, the evaluation scheme has led to some unfair results...” even though the Court ultimately refused to side with educators and the Florida

Education Association who brought the suit, stating that relief was best left to “the democratic process” to rectify what it described as an “unwise action of a political branch.” In other words, the way to fix this “scheme” was to change the laws and the people who make them in Florida.

And therein lies the problem and the dilemma for our union. We've heard from some teachers on the list that they would like to reap financial rewards for being “high impact”. However, it is hard to justify committing financial resources as a reward when we believe the metrics that are used to determine who is

placed on the list (3 years of VAM data, essentially) are arbitrarily exclusionary in much the same way that the state and local union objected to the “Best and Brightest” scheme for excluding many of our best and brightest teachers who didn't do well or even take the SAT or ACT when they were in high school.

So, while we congratulate our members who are on the list this year (79% of whom are union members), we stand with the belief that compensation dollars are better spent to increase the salaries of ALL teachers and education support professionals.—not just a select few.

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

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**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 Communications Specialist  
  
**Barbara Ziegler**/ Office Manager

# FYRE NEWS

(Florida's young remarkable educators)

Back by popular demand...

## Degrees not Debt

1. Public Service Loan Forgiveness;
2. Income Driven Repayment options;
3. Increased use of grants.

March 28th!

Dinner @ 5 SLC CTA @ the  
Presentation 5:30 - 7pm CU office

**Dinner Sponsored by BMQ Money - Loans @ Work**

open to ALL SLC School employees!

Follow us on facebook @SLCFYRE

### Condolences

*Our condolences to our member Peggy Hoffman (OJKS) whose husband and member, Scott Hoffman (SLWCHS) passed away on March 1st. Scott was a business education/marketing teacher and former soccer coach who most recently was working at the district CTE office.*

*Our condolences to our member Lisa Friend (MAN) whose husband and member, Robert Friend (MAN) passed away on Feb. 25th. Rob was a beloved ELA teacher at Manatee.*

## MORTGAGE

The Union Plus mortgage program makes buying or refinancing a home easy for you and your children.

## CAR RENTAL

Up to 25% discount on car rental deals with Avis, Budget, Hertz, Dollar, Thrifty & Payless.

# Four Ways to Save

## AT&T WIRELESS

The only national unionized wireless provider. 15% savings for union members on the monthly service charge of qualified plans.\*

## CREDIT CARD

Several credit card choices,\*\* all with competitive rates and U.S.-based customer service, designed to meet the needs of union members.

\*Available only to current members of qualified AFL-CIO member unions, other authorized individuals associated with eligible unions and other sponsoring organizations with a qualifying agreement. Must provide acceptable proof of union membership such as a membership card from your local union, a pay stub showing dues deduction or the Union Plus Member Discount Card and subscribe to service under an individual account for which the member is personally liable. Offer contingent upon in-store verification of union member status. Discount subject to agreement between Union Privilege and AT&T and may be interrupted, changed or discontinued without notice. Discount applies only to recurring monthly service charge of qualified voice and data plans, not overages. Not available with unlimited voice plans. For Family Talk, applies only to primary line. For all Mobile Share plans, applies only to monthly plan charge of plans with 1GB or more, not to additional monthly device charges. Additional restrictions apply. May take up to 2 bill cycles after eligibility confirmed and will not apply to prior charges. Applied after application of any available credit. May not be combined with other service discounts. Visit Union-Plus.org/ATT or contact AT&T at 866-499-8008 for details.

\*\*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.



A Union of Professionals  
AFL-CIO  
Member Benefits

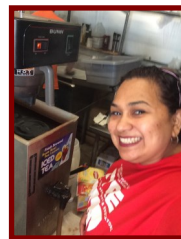
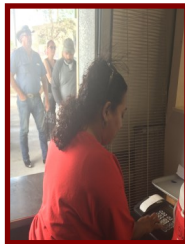
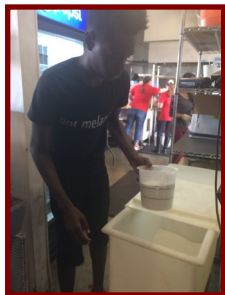


[UnionPlus.org/aftbenefits](http://UnionPlus.org/aftbenefits)

The VOICE St. Lucie Classroom Teachers' Association and Classified Unit **March 7, 2017**  
**Extra! Extra! Extra!**

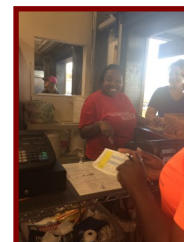
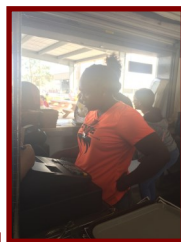


**SLC CTA/CU FYRE  
Volunteered at the  
FP Westwood High F.F.A. Food Booth  
at the SLC Fair**



**The food booth at the SLC Fair is the largest fundraiser of the year and the sole source of funds for the Future Farmers of America (FFA) program at Fort Pierce Westwood High School.**

**Christine Cirocco, Emily Skelly, Lucy and Adriana Bravo, Bianca and Jeff Napol, Kamari Cooper and Demitri Deric volunteered as cashiers, food servers, grill master, tea/lemonade maker, and drink servers to help this worthy group.**



**Extra!**

**Extra!**

**Extra!**



**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.



<b>Criteria</b>	<b>Requirements</b>	<b>All Applications and Supporting Documents</b>
<ul style="list-style-type: none"> <li>❖ High school senior</li> <li>❖ All applicants must be a child or dependent of a SLC CTA/CU member</li> <li>❖ GPA 2.5 or higher</li> <li>❖ Test Scores, financial need, and service is considered</li> </ul>	<ul style="list-style-type: none"> <li>❖ Complete Application, including financial need statement</li> <li>❖ Current official transcripts</li> <li>❖ Personal statement of goals and need in no more than 250 words</li> </ul>	<ul style="list-style-type: none"> <li>❖ Must be complete</li> <li>❖ Submitted together, as a package</li> <li>❖ 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</li> <li>❖ No application or documents will be accepted via e-mail or facsimile. <b>NO EXCEPTIONS</b></li> </ul>

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

