



The VOICE

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Upcoming Events

April 5: CTA/CU elections
7 a.m.—7 p.m.

April 11: School Board
Mtg. at 5 p.m.

April 14: No School-Spring
Holiday for all

April 19: New Member
Night - CTA/CU
office at 4:45 p.m.

April 26: Administrative
Professional Day



Teacher Evaluations With “Fidelity”

Many of our members have been asking questions about what the “rules” are for how observations are to be conducted. We have heard about principals making significant deviations from the agreed upon protocols. For years we’ve heard about “fidelity” and “fidelity checks”...now it’s time we do some of our own.

Deviations can render your final evaluation appealable.

(CTA Contact Article X, I).

Among these *deviations* are:

1. Conducting fewer than the required number of observations.
2. Observations taking place without the required time between them for reflection and improvement.
3. Lack of written feedback on any informal observation for an area marked below “applying”.
4. Failure to conduct a post-conference within the required timeframe.
5. Failure to adhere to the timeline for conducting informals/formals.
6. Failure to schedule or conduct review conferences with non-

classroom instructional teachers for the purpose of evaluation.

7. Including non-objective feedback in any portion of the observation’s written feedback.

D.P.P Can Only Help You

For your DPP, remember to check that your chosen elements have been rated. If they haven’t, you can’t get credit. Tell your principal to come in and rate them (although this should have been part of the pre-conference for your formal) in another informal. There is a responsibility on *both sides* to make sure this is done.

Other Things to Keep in Mind

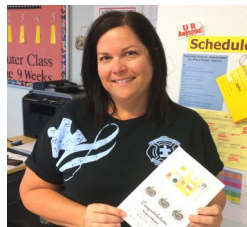
- ◆ Category 1.1 teachers are required to have 4 informal and 2 formal observations.
- ◆ Category 1.2, 1.3 and 2.2 teachers are required to have 3 informal and 1 formal observation.
- ◆ Formal observations must be a minimum of 1 class period or 45 minutes in length and written feedback is required with 10 days as part of a post-conference.

(Cont. on page 2)

Read the *Voice* to Win!!!

Read, *answer the riddles* and SEND your answers to Barbara.Ziegler@floridaea.org by **April 21, 2017**

1. **How many formal and informal observations does a Category 1.1 teacher need?**
2. **How many years must non-instructional staff work for the district in order to receive the \$1,000 bonus?**

Winners of \$10 Gift Card

Tonya Tucker
Palm Pointe



Melody Nieves
Northport K8

Answers to March Voice Riddles:

1. How can you sign up for FEA Action Alert texts?
A: By texting feaactivist to 31996
2. What is the maximum number of comp. time hours that can be accrued in one school year?
A: 40

Focus On CU with CU VP Sandy Rohn

Hi all, I can't believe it's April already. This year is flying by and your Union has been busy at the bargaining table, advocating for all of you and assisting members with benefits they can get through our Union.

Our support staff just got a major piece of language written into the contract – your years of experience will now be counted when you switch to a new position within the district.

If you have been here 5-10 years you will get 50% of your years of experience on the salary schedule for a job determined by Human Resources to not be similar in function; 10 or more years in the district you will get 100% of your years of experience on the salary schedule for a determined by Human Resources to not be similar in function. We will send out more information along with the process for applying for this experience soon.

Also, we finally have language on

a CU training rate. The rate will be based on 84% of the "0" step for each salary schedule. This is a large increase over the minimum wage we have previously received. Also, starting next year, we will have 6 personal days instead of 5. We are very excited for all of these changes and we aren't through yet, so stay tuned.

As a reminder, after you have had 25 years of service with the district as a non-instructional staff, you should be receiving a \$1000 a year bonus. If you are not sure if you are receiving this bonus, please check with your assigned personnel contact person.

Please remember the legislative session has begun and it's not going to be good for public education. Read your emails and check-out the Union website or Facebook page to stay tuned and take action if needed. This is about our future and now is not the time to sit back and see what happens.

Remember, we are stronger together, Sandy

Final Evaluations With “Fidelity” - continued

(cont. from page 1)

- ◆ Informal observations must be at least 10 minutes in length and feedback is provided within 3 days.

Planning to Appeal?

It is recommended that you keep any and all documentation pertinent to evaluations (make a hard copy of documents). This is particularly important should you be non-reappointed, because you will not have access to this information on the computer after your contract

ends.

Please speak to the Worksite Leader at your school or call/email the union office if you need more information. The union cannot help if you wait too long, or fail to inform us altogether!

**Be Your Own Best Advocate**

On the district web-site under the EMPLOYEES tab, you will find the full protocol document (link below):

<http://www.stlucie.k12.fl.us/pdf/departments/human-resources/teacher-performance-system.pdf>

You may contact us at **464-6430**

Or by email at:

info@stlucieteachers.com

By the Numbers:

Total number of new union members in the month of March:

17

Net gain (joins minus losses) of members in CTA/CU so far this year:

112

Percentage of eligible employees who are union members (density):

70.1%

Number of union members retired/retiring in 2016-2017:

42

Negotiations Corner

The Steering Committee met on March 23rd. At that meeting we came to agreement on credit for district experience for CU members. What does this mean? It means if you have been a para in the district for 11 or more years and you decide to apply for a bookkeeper position and are hired to that position, you will receive credit for your experience and be placed on the appropriate step on the salary scale. Seems like a no-brainer, but we've been working on this for nearly three years and through two district administrations.

Watch for more detailed information on this subject from the district and the union soon.

Also discussed at the Steering Committee was the impact that Medicaid billing has had on those who are

now required to do this billing. Thank you to those of you who filled out the survey concerning this issue. The results of the survey clearly show that time should be carved out for employees to complete this task. The committee is meeting again on this subject on April 4th.

Other agreements signed include: increased training rate for all CU and 6 personal days for CTA and CU employees.

We are far from finished, but we are moving at a good pace and agree with the district that our goal is to have a complete contract agreement before the beginning of the new school year. With the legislature still in session, funding is still an issue...so stay tuned for compensation and benefits negotiations soon.

CTA/CU Retiree Chapter Awards Grants to SL Teachers

Barbara Kaste, President of the CTA/CU Retirees chapter, presented the recipients of the Florida Education Association's Innovative Classroom Grant to the School Board and Superintendent. The purpose of the Innovative Classroom Grant is to enable teachers to enhance projects in their classrooms.



Jacqueline Harris, a first grade teacher at Village Green Environmental Studies School, applied for the grant

so that she could enrich her students' learning in Economics through the use of

hands-on resources and activities. Mrs. Harris believes that having a variety of resources keeps the students highly engaged, while enhancing their knowledge of economics which allows for students to use the many skills they have acquired in real-world situations. Mrs. Harris shared that her students "have a great time participating in the real life events and obtain a better understanding of various aspects of economics."

Sandra Southerly, a ninth grade Reading teacher at Treasure Coast High School, helped her school purchase a new program called Reading Plus. The purpose of the program is to help low

proficiency reading students establish silent reading fluency while increasing the ability to read on grade level. Mrs. Southerly became interested in the program when she saw that the program increased comprehension skills and expanded vocabulary in addition to broadening interests and building knowledge.

Many thanks to the Retiree Chapter and FEA for these financial awards

[pictured: Retiree President Barbara Kaste, Jacqueline Harris (left), past CTA/CU President Vanessa Tillman, and Sandy Southerly (right)]



**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



New Member Night



Did you become a union member this year and have never attended
"New Member Night"?

If not, here's your opportunity.

The St. Lucie CTA/CU Cordially invites you
Wednesday, April 19, 2017

at the
SLC CTA/CU Office
371 East Midway Road, Fort Pierce

Dinner will begin at 4:45 p.m.
Program 5:15 – 6:15 p.m.

Join us for a very special evening of
food, fun, prizes and information!



RSVP to Lucy Bravo at 772-464-6430 or email:
lucy.bravo@floridaea.org



**SLC FYRE'S
Quarter Auction
May 17, 2017 at 6:00 p.m.**

Come out for a night of fun!
Buy a paddle, participate in a 50/50 raffle and have a good time.

Dinner and Drinks will be available for purchase.

Event to be held at:
SONS OF ITALY 765 SW Dalton Circle, PSL
For more information contact Lucy Bravo at 772-464-6430

UNION FAMILY PROGRAMS



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Union Members**



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Discount on Car
Rental Rates



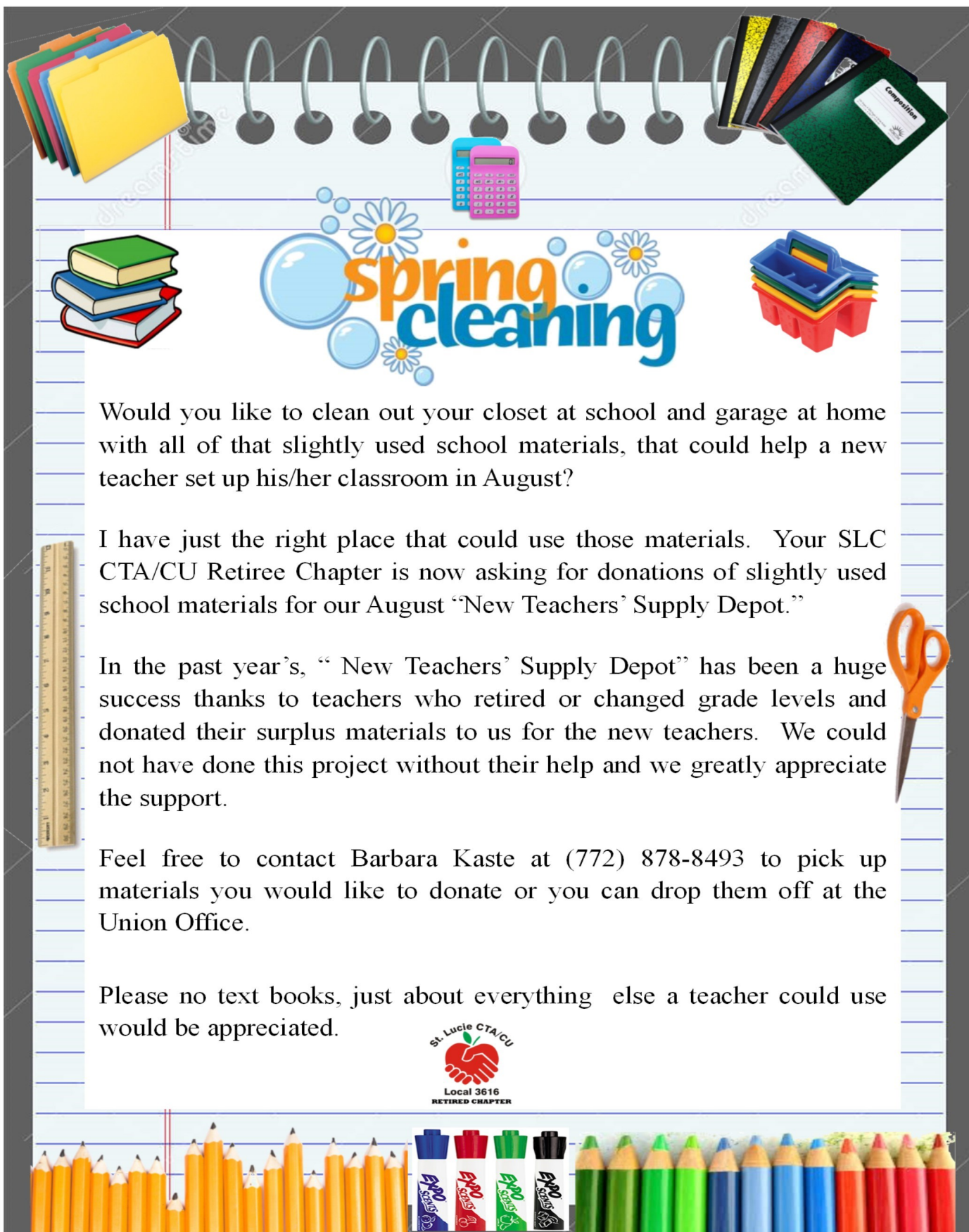
*Available only to current members of qualified AFL-CIO member unions, other authorized individuals associated with eligible unions and other sponsoring organizations with a qualifying agreement. Must provide acceptable proof of union membership such as a membership card from your local union, a pay 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 access 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 UnionPlus.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 the other third party products/services mentioned. The Mastercard Brand Mark is a registered trademark of Mastercard International Incorporated.

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The graphic is set on a background of a spiral-bound notebook with lined paper. At the top, there are colorful folders (yellow, green, blue, red) on the left and a stack of composition books (green, blue, red) on the right. A pink calculator is in the center. Below these are icons of a stack of books, a stack of colorful storage bins, and a ruler on the left. The central text 'Spring cleaning' is surrounded by blue bubbles and white flowers. At the bottom, there are several rows of colored pencils and markers in various colors (orange, yellow, green, blue, red, purple, black).


Would you like to clean out your closet at school and garage at home with all of that slightly used school materials, that could help a new teacher set up his/her classroom in August?

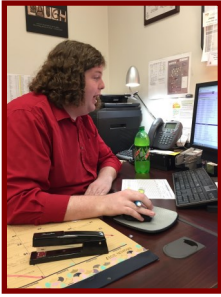
I have just the right place that could use those materials. Your SLC CTA/CU Retiree Chapter is now asking for donations of slightly used school materials for our August "New Teachers' Supply Depot."

In the past year's, "New Teachers' Supply Depot" has been a huge success thanks to teachers who retired or changed grade levels and donated their surplus materials to us for the new teachers. We could not have done this project without their help and we greatly appreciate the support.

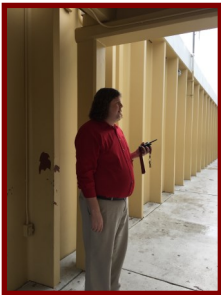
Feel free to contact Barbara Kaste at (772) 878-8493 to pick up materials you would like to donate or you can drop them off at the Union Office.

Please no text books, just about everything else a teacher could use would be appreciated.

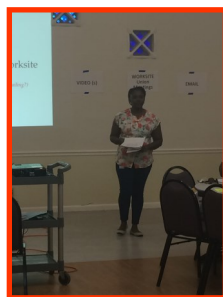
The logo for the St. Lucie CTA/CU Local 3616 Retired Chapter features a red apple with a green leaf, where the apple's shape is formed by two hands shaking. Below the apple, the text reads "St. Lucie CTA/CU", "Local 3616", and "RETIRED CHAPTER".



As part of her monthly Walk in Your Shoes visits, Vice-President Chris Hill spent the day with Jesse Steckler, bookkeeper at Ft. Pierce Westwood High School. The day was eye-opening (especially because it began so EARLY).

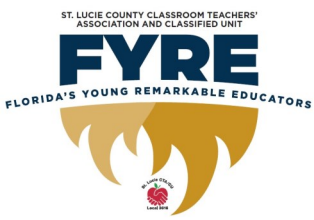


Union Worksite Leaders learned about communication, advocacy and the importance of crucial conversations with our legislators during the March Worksite Leader Meeting in a workshop presented by their colleagues and FEA. Thanks to the presenters: Bianca Napol, Verneshia Sanders, Jesse Steckler, Aurea Justo, Lucy Bravo, and our Special Guest Speaker Woodrow Samuel III, FEA Organizing Specialist.





SPECIAL THANK YOU
*Christine Cirocco-TCH, Jesse Steckler-FPWH, Chris Hill-SLCCTA/CU,
Emily Skelly-SLWK8, Adriana Bravo-SLWK8, Aurea Justo-FLWN,
Lucy Bravo-SLCCTA/CU, Julie Caiazzo-OHK8,
Alan Blaszkiewicz, and Aurea England*
Not Pictured—Roger Lamarca-DCS, Ashley Robinson-SLWK8
for spending a Saturday making a difference in the community through
St. Lucie Habitat for Humanity.



**Jesse Steckler-FPWH, Alan Blaszkiewicz, Julie Caiazzo-OHK8, Roger Lamarca-DCS,
Christine Cirocco-TCH, Adriana Bravo-SLWK8, Lucy Bravo-SLCCTA/CU,
Aurea Justo-FLWN, Aurea England and Emily Skelly-SLWK8**
Not Pictured— Ashley Robinson-SLWK8, Chris Hill-SLCCTA/CU
**Habitat for Humanity house painted in St. Lucie County by
SLC CTA/CU FYRE**

