



# The VOICE

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## Upcoming Events

March 9: Election nomination forms due to CTA/CU

March 9: End of third marking period.

March 12-16: Spring Break (10—11 month employees)

March 19: Teacher Workday

March 20: Students return

March 29: Open House Reception for Vicki Rodriguez at CTA/CU office

March 30: Holiday for All

April 4: Elections at CTA/CU office (7 a.m.—7 p.m.)

## March Testing Madness is Upon Us

Each year in *The Voice* we publish an article concerning testing and what we believe are best practices to ensure that our members, both instructional and non-instructional, come through this season unscathed! Our hope for all of you is that as things begin to implode, you keep your wits about you, advocate for your students, and document, document, document! So here we go again...

### Before Testing Begins:

- Only sign the security agreements acknowledging training received if you have received training. DO NOT back-date such agreements.
- Make sure you understand all the testing rules and procedures, and if you don't, ASK. Never Assume! Just because it was acceptable last year does not automatically make it OK for this year.
- Follow all sign-in and sign-out procedures for testing materials.
- If testing ESE students make sure you understand the accommodations for their testing. If you are unsure, ASK.

### During Testing:

- Follow the script exactly, don't improvise. Only say what is provided in the script.
- Don't make motions during the test that could be construed as hinting.
- Be cautious – even encouraging students to review their work could be considered inappropriate hinting.
- If a student needs “comforting” or becomes ill during the test session, notify the school testing coordinator or administration.
- During testing you should be monitoring the classroom: do not grade papers, look at your cell phone or computer or do anything that could be construed as taking notes during testing.

- Make sure you do not look at the test questions or your student's answers. If a child asks for help, remind the student that you are not allowed to see the questions on the test and cannot help if it has anything to do with the content of the test.
- Make sure that all adults sign the administration log as they enter and leave the testing room.
- Keep your head about you, think before you act and when in doubt contact your school's test coordinator, AP or Principal to make the decision for you.

### After Testing:

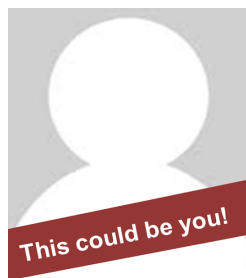
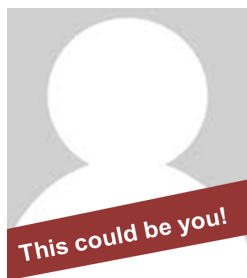
- Avoid any possibility of being alone and with access to the testing materials. Make sure an administrator and/or proctor are always present and materials are stored as prescribed by your school procedures.
  - Do not leave testing materials at a collection site without having the testing coordinator or designee verify that all materials have been returned.
  - Do not try to “clean up” stray marks on the test answer sheets.
  - DO NOT hold debriefing sessions after testing with students. Make sure any discussion at which you are present focuses on the testing experience and does not involve recalling items on the test. This means *do not discuss the actual test with students, colleagues or parents.*
  - Document anything out-of-the-ordinary. Don't rely on your memory to recall events.
- ⇒ If questioned about testing “irregularities”, request a union worksite leader be present. Do not speak, write, or answer without one. **CALL THE UNION OFFICE AS SOON AS POSSIBLE.**

### 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 20, 2018**

1. What percentage of Floridians are not in favor of arming teachers?
2. What is the purpose of HB 7055?

### Winners of \$10 Gift Card



There was no riddle in the January VOICE as it was a special legislative issue.

There was no issue of the VOICE in February.

### Focus On CU with CU VP Sandy Rohn

Hi all and welcome to March.

I know you will read in The Voice about HB25 and “Train” bill 7055. Both these bills are aimed at decertifying any Union that represents those in educators.

You will hear that this is an attack on the teachers’ unions...well this means *you* too.

This bill will make any Union that works with students in PUBLIC education and has less than 50% density, (meaning if we have 700 potential members and less than 50% join we would be below that density) would have to reapply to represent you which is a very long and complicated process. In the meanwhile, you’d have no contract and no voice.

Our Union is secure at this time, but we must be vigilant.

How does this impact you?

If your Union goes away, so does your contract—all protections that you have under the current contract would be stripped away.

What can you do?

If we ask you to contact your legislator, please do.

If you have friends or co-workers who are not members, please ask them to join us.

We are under attack at a state level and we must stick together.

If you have any questions or concerns, please contact me or the CTA/CU office at any time.

We are always fighting for your rights to be safe and secure in your career; you have to fight for yourselves also.

Remember, we are stronger together. Sandy

## School Safety Concerns Top List of Educator Worries

It’s hard to escape the elevated sense of concern every educator feels regarding school safety after the tragic loss of 17 lives in Broward County on Valentine’s Day. Every teacher, paraprofessional, secretary and school administrator is looking at their surroundings in a new way, playing out scenarios to potentially save their life and the lives of their colleagues and students.

Under that cloud of concern, the state and national conversation has led to the question “what role should educators play in ensuring the safety of students in a crisis situation?” 56% of Floridians are not in favor of arming teachers and the FL Legislature has

several bills and amendments that offer varying degrees of extra gun power on campuses, from arming teachers to JROTC officers and former military personnel.

In St. Lucie Public Schools, via a partnership with the County and Sheriff, all schools will have a School Resource Officer (currently only secondary schools and K-8’s have them). The *union supports the addition of extra professionally trained police officers on campus*, but rejects the idea that teachers or other education staff should carry concealed weapons on campus as a potential deterrent to mass shootings. Fortunately, both the School Board

and the Superintendent agree with this thinking.

In addition, the district is also looking at updating Code Red protocols and training for all employees, looking with a “SWAT Team Eye” for facility needs in order to make buildings more secure, and working with personnel to tighten up procedures to make sure that no unwanted visitor to a school can cause a problem.

The key to this is getting everyone’s help in reporting areas of need, suspicious persons, or student/parents who make threats. If you see something, say something.

## By the Numbers:



Total new union members in 2018:

**73**

Percentage union density of CTA/CU:

**66%**

Total new members of SLCTA/CU  
TIGER-PAC for political action in  
2018:

**16**

Times the FL Senate voted to  
decertify educator unions.

**3**

# Negotiations Corner

Despite the Florida Legislature's best efforts to sow division and discord amongst teachers, the St. Lucie Negotiating Team was able to work out an agreement to make sure that all teachers rated effective or highly effective in the previous year would receive either a \$1200 or \$800 bonus.

The law only allocated the so-called Best and Brightest Bonus to "classroom teachers" and eliminated nearly 250 instructional personnel in St. Lucie who provide essential services to students such as guidance counselors, deans, ESE Support Specialists, etc. The Team negotiated a bonus equal to the amount being allocated by the state for all the instructional personnel who would have been left out by the state. All the bonuses will be paid prior to Spring Break on March 9th.

For non-instructional staff (clerical, paras, etc.), the Negotiating Team is working on additional compensation as well and will be meeting with

the district team after Spring Break to iron out an agreement.

The Negotiating Team is also at work preparing for 2018-2019 negotiations for compensation and benefits, along with the teacher evaluation system. Meetings are scheduled with the Health Insurance subcommittee and an agreement has already been reached to continue the Wellness Incentive Program into next year. There is also a timeline in place for the move from being fully-insured with Florida Blue to becoming self-insured which will give the district some leverage for rates.

Finally, the district is looking at moving to the "abbreviated Marzano placemat" for evaluations and the Union has yet to see or agree with this change for teacher evaluation. Evaluation Subcommittee meetings are scheduled and more information will be shared as we have it.

Please continue to watch email, FB and other social media for important updates on negotiations.

## Legislature Approves Bills to Hurt Educator Unions

On Monday, March 5th the Florida Senate approved the much-maligned 7055, a bill that decertifies ONLY educator unions that fall beneath the 50% density mark.

The bill was soundly discredited as nothing more than an attempt to silence the largest and most powerful collective group in the state: Florida's educators. The bill was criticized from every angle, but still passed mostly along party lines with four Republicans actually voting against it (and the party leadership) and one Democrat voting FOR it. The final vote was 19-18.

Unfortunately, the bill also included some other bad legislation and has been called (last year's) HB 7069 "on

steroids."

The bill now goes back to the Florida House to vote and approve again since some changes were made in the Senate and then on to the Governor to sign.

For local unions impacted, the decertification means that there will no longer be a certified bargaining agent and no contract upon decertification. If the local educators in those unions want to have a contract again (along with collective bargaining) they will have to go through the expense and time-consuming process of a union card election, THEN renegotiate a contract and maintain 50% density OR be decertified. Spinning our wheels is exactly what our legislative

"leaders" would like to see happen so educators and their union don't have time to fight bad legislation aimed at funneling public money to private schools and for-profit charters (conveniently owned or run by the wives, brothers, and other family members of sitting legislators).

How can we fix this corrupt, dysfunctional system? Use the power of your vote in November to elect candidates vetted by our union locally and at the state level to *VOTE YOUR JOB* and vote against anyone who doesn't support sound education policy.

**Vote Like Your  
Job Depends On It!**

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

371 E. Midway Road  
Ft. Pierce, FL 34982

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

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[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 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  
**Mona Webb**, Secretary CU: Transportation  
**David Freeland**, CTA Executive Board: FPC  
**Tammy Davis**, CTA Executive Board: FKS  
**Alan Mathison**, CTA, Executive Board: LPA  
**Aurea Justo**, CTA Executive Board: FLN  
**Pamela Jenkins**, Executive Board CU: SLWC

**Union Staff**

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

**2018 CTA/CU Election and Special Election**

**What:** Election of CTA Vice-President, Executive Board CTA & CU, Secretary CU, and Executive Board-at-Large AND President CTA/CU to complete the remainder of the term of open seat of President.

**When:** Wednesday, April 4, 2018  
7:00 a.m.—7:00 p.m.

**Where:** St. Lucie CTA/CU Office at 371 East Midway Rd, Ft. Pierce

**Who:** Only union members may vote in this election. Please bring a picture ID to vote.

Are You a Member of the Union's Political Action Committee?

TIGER-PAC

The purpose of TIGER-PAC is to promote public education friendly candidates and issues of importance to our members. *No union dues money is used for these purposes.*

If you are not a member, you can join by completing a membership form for as little as \$1 per paycheck contribution or a year's dues of \$25. Contact [Barbara.ziegler@floridaea.org](mailto:Barbara.ziegler@floridaea.org) for a form.

VOTE LIKE YOUR JOB DEPENDS ON IT



**Make Great Memories**

Save on family travel and entertainment, including theme parks, car rentals and movie tickets with AFT +.

AFT families have more fun and get big savings on travel and entertainment.

That includes up to 25% off on rental cars, plus major savings on movie tickets and theme park packages — including Disney and Six Flags destinations.

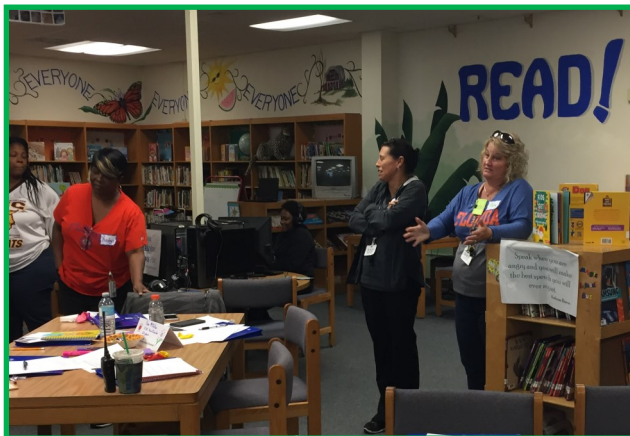


Learn more at  
[unionplus.org/afttravel](http://unionplus.org/afttravel)

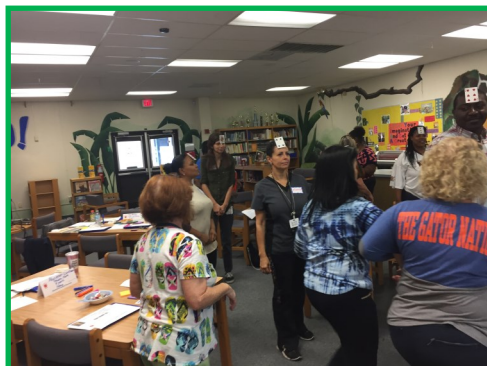
On January 24th, CTA/CU staff members Lucy Bravo and Maureen Sinnott, and Executive Board member Laura Lovett-Estima facilitated a workshop for support personnel at Lawnwood Elementary School: *Strategies for Staying Safe and Keeping Your Cool with Challenging Co-workers and "Customers"*.



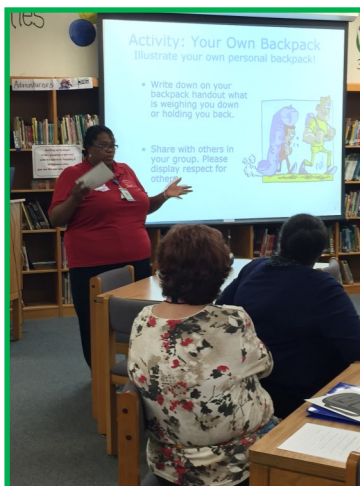
CTA/CU Organizing and Communications Specialist Lucy Bravo leads the discussion on how anger impacts not just you, but those around you.



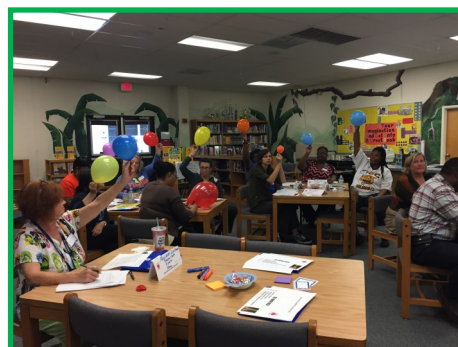
Participants share their ideas regarding ways to maintain composure in the face of adversity in the school setting.



Participants engage with each other in the "Wearing the Other Shoe" activity.



Executive Board Member Laura Lovett-Estima discusses how important it is to understand the "load" that other people are carrying.



Attendees learn just one of many strategies for letting go of anger.

# JOIN US

FOR AN OPEN HOUSE RECEPTION  
HONORING

*Vicki Rodriguez*

WHEN

March 29, 2018

3:00 p.m. - 6:00 p.m.

The SLC CTA/CU Office  
371 E. Midway Rd.  
Fort Pierce, FL 34982

WHERE

RSVP BY

March 26, 2018

772-464-6430 or [lucy.bravo@floridaea.org](mailto:lucy.bravo@floridaea.org)



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>
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	Complete Application, including financial need statement  Current official transcripts	Must be complete  Apply online only at <a href="https://slcscholarships.awardspring.com/">https://slcscholarships.awardspring.com/</a>  No paper applications will be accepted.  NO EXCEPTIONS

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