



The VOICE

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Upcoming Events

May 3: Tiger-PAC meeting, CTA/CU office

May 23: Early Release – Recordkeeping

May 23: Chris Hill's Retirement Open House

May 28: Memorial Day (Holiday for all)

May 30: Early Release—FC choice

May 31: End of 4th Nine Weeks

May 31: Last Day for Students

June 1: Last Day for 10 month employees

Who's Flying the Plane?

Let's talk about the Air Force for a few minutes.

Pilots are the most recognized members of the Air Force. To be honest, pilots are the glamour boys and girls of the Air Force. There are movies about them, the training is rigorous and there are jobs aplenty when they leave the service.

When a pilot candidate arrives at Officer Training School (OTS) they, along with every other potential officer, receives a "blue book."

Part of this blue book is the Air Force mission. It is a couple of paragraphs about preparedness, supporting the mission of the United States, etc. What is interesting is that no matter how much the 2-paragraph mission is drilled into new recruits, ask any airman on any air base and to a man or woman they will tell you the mission of the Air Force is to "fly, fight, win." No matter the role they fill in the Air Force, their mission is simple and the same.

When a pilot candidate arrives at flight school for the first time, they have a certain swagger. They believe they are "all that and a bag of chips". That is quickly drilled out of them. Candidates are taught, repeatedly, that they are only *one* part of the "fly, fight, win" mission.

Planes and pilots don't take off, planes and pilots don't arrive on target, and planes and pilots don't come home without the dedication and outstanding execution of all the other roles in the Air Force. From the airmen who sweep the hangers to the airmen who make sure a parachute is properly packed to the airmen who load ordinance under the wings, they all make the "fly, fight, win" happens. Pilots may land the plane, but without the support of others, the plane would never leave the ground.

So, why am I telling you this? First, I like stories. But second, we have negotiated extra compensation for our teachers. We've taken care of our instructional staff but the district has so far refused to agree to additional compensation for our non-instructional members.

The district spends a lot of time talking our "Points of Pride," - St Lucie Schools are a B Rated School District with No Failing Schools, Highest Ranking District on the Treasure Coast, 5th in Graduation Ranking in the State, 90.1% Overall Graduation Rate, Named One of SLC's *Best Places to Work*.

What the district fails to realize is that EVERY person who works for the school district has had a hand in creating our "Points of Pride" - EVERY employee.

The district also has a mission statement: *to ensure all students graduate from safe and caring schools, equipped with the knowledge, skills and desire to succeed*. Or to put it more succinctly—*Each child, every day*.

Teachers may be the ones who "land the plane," but that plane isn't getting off the ground without the support of our non-instructional staff. Every single employee of our district is critical in executing the district's stated mission. From the paraprofessionals who support teachers in their classrooms to the clerks who answer the phones to the bookkeepers who ensure classrooms have the resources necessary to be successful, they all support and advocate for "Each child, every day". And because every single employee is critical to that mission, the district needs to care for each member of the team as an important part of the mission. It isn't enough to only take care of instructional employees.

I'm a teacher, I understand the training, experience and importance of quality teachers. But I also understand the critical importance of those who support our classroom teachers.

Now is the time to be united in asking the District to take care of all of us, not just some of us! We are *all* important in supporting the mission.

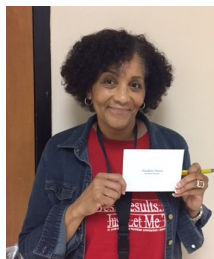
In solidarity, David.

Read the *Voice* to Win!!!

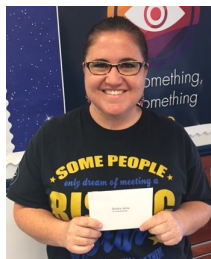
Read, *answer the riddles* and SEND your answer to Barbara.Ziegler@floridaea.org by **May 15, 2017**

1. What does PERC stand for?
2. What is the date for evaluations to be completed in iObservation for instructional staff?

Winners of \$10 Gift Card



Nicolette Owens
Fort Pierce Westwood High



Jessica Serra
St. Lucie Elementary

Answers to April Voice Riddles:

1. What is the current CTA/CU density?
A: 66.23%
2. What is the date that non-instructional staff will be notified of non-reappointment?
A: May 1

Focus On CU with CU VP Sandy Rohn

Welcome to May...for those of us that work 10 months, that's about 22 days to go by the time you read this. With the new year coming up, if you want to make changes in jobs or site locations, now is the time to start looking and letting your supervisor know you are looking for a change.

One thing that will never change is your Union's commitment to you, protecting your rights and helping you to grow. Statewide your state Union, FEA, is working on increased professional development and to help advance all support staff to whatever job you desire. This has always been a priority with our local Union. Please know we are here for you and we hope you are there for each other. With what is happening right this minute in our country and state to dismantle and starve public education, it is more vital than ever to stand up for what is right. Please make

calls to legislators when needed. This is your job, your students and your community. Please send those emails and make those calls when we reach out to you. Your voice matters and we have to work together to save our schools.

With summer coming, please make sure the CTA/CU office has an updated phone and email address for you, so we can reach you if needed.

Just a reminder of how "Comp" time works. You can either use the time you have by the end of the year, or you can choose to be paid for those hours. Just let your school secretary know so they can process the paperwork. If they tell that you can't be paid out, contact the office and we will straighten that out for you. Have a wonderful summer and look for emails for further contract negotiations.

Remember . . . we are stronger together Sandy

Evaluation Completion Deadlines Moved/Appealing Your IPS Score!

Evaluation Completion dates have been changed and are as follows:

What dates have been changed, you may ask? Here is the new timeline:

May 14, 2018 – Final observations and DPP's are to be completed.

May 16, 2018 – Evaluations are to be completed in iObservation for all instructional staff.

May 9, 2018 remains the date for non-reappointment notification, however, the final evaluation must be completed and the evaluation meeting must be held prior to notification of non-reappointment.

Appealing Your IPS Score

You have the right to appeal your IPS score if there was a lack of adherence to the procedures outlined in the current teachers' evaluation system guidebook.

The dates and deadlines for this process have not yet been established. We will notify you

when deadlines are established. An appeal can be filed if you think the process for your IPS was not followed.

Here are some examples of violations of the procedures as outlined in the Evaluation System Guidebook:

- ◆ Not having the prescribed number of informal observations;
- ◆ Not having the prescribed number of formal observations;
- ◆ Having a formal before having any informal observations;
- ◆ Not having a Pre-observation conference before your formal;
- ◆ Not having a Post-observation conference after your formal.

If you are a NCT here are some things to look for:

- ◆ No Beginning of the year conference;
- ◆ No Midyear conference with your super-

visor;

- ◆ No end of the year conference with your supervisor.

This is by no means an exhaustive list, but are some of the most common errors. I suggest you look at the Teacher Evaluation System Guide to compare it to your experience at your school or site. This guide can be found on the St. Lucie Schools Website on the Employee Page.

You will also find the forms for the appealing of your final IPS score on the Employee page; however, it is not there just yet as the dates for the actual appeals process have not been established.

If you think you might have a case for appealing your score look for the e-mail that will come from us letting you know the deadlines for submission of your appeal.

Any questions? Call the office and ask for Chris!

By the Numbers:

Negotiations Corner

- ◆ New union members in March:

16

- ◆ Percentage union density of CTA/ CU (up .05% in April):

66.37%

- ◆ Per student increase in Tallahassee's budget for 2018-2019:

47¢

- ◆ Date of Florida primary elections, including school board, in August:

28

Recently, the CTA/CU met with the district, again, regarding additional CU compensation.

The union team pointed out that there is not a request for recurring compensation, that there is money currently available to fund additional compensation now, and that it is troubling that the district does not appear to view additional compensation for non-instructional employees as the priority they promised last summer.

We have met multiple times with the same response, basically, that they are not authorized to offer additional compensation now.

We meet again on Thursday, May 10th to continue discussing compensation. While beginning the discussion for the 2018-2019 year is important, we cannot have a

serious discussion about NEXT year until THIS year is complete.

Speaking of next year, we are already looking at ways to deal with the meager increase the state has sent to the district for next year. An increase of 47 cents per student isn't going to go far, so we will have to be creative in finding ways to pay for well-deserved compensation increases.

As soon as we complete negotiations for 2017-2018, and not before, we will begin discussions for next year in earnest and we will keep you updated.

As always, if you have any comments or concerns, please feel free to contact us at the CTA/CU office.

SLCTA/CU Working To Secure Bargaining Rights for ALL

On April 24, the SLCTA/CU and representatives of the School District met to discuss an ongoing project of the SLCTA/CU—helping non-unionized specialized personnel bring the benefits of a union to their work. St. Lucie School District employees such as PT/OT, Cafeteria Managers, School Secretaries, RN's, Transportation Managers, Custodial Plant Managers, etc., do not currently have a union. And they want one.

The union argued that since more than 50% of the potentially eligible members signed interest cards, the district could (under the rules governing the formation of public employee

unions in Florida) voluntarily recognize them and allow them the right to bargain and have the same protections as the rest of the district's other employees. These Pro/Tech workers had already *made a choice* by signing their names to the interest cards.

However, the district argued that these employees would need to *choose again* by going through the time-consuming, costly, and contentious election process. They also argued that certain employees should not belong to a union.

Both these arguments ring hollow and sounded a bit like the Flor-

ida Legislature that wants to strip current unionized employees of their CONSTITUTIONAL right to collectively bargain.

In any case, the fight will continue. A petition to the Public Employees Relations Commission has been submitted and PERC will schedule an election for the employees.

We hope to be able to welcome them to our union family in a few months.

#UnionYes4ProTech

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

371 E. Midway Road
Ft. Pierce, FL 34982
Office: 772-464-6430 Fax: 772-464-7446

CTA/CU Executive Board

David Freeland, 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
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

E-mail:

Info@stluciateachers.com OR
David.Freeland@floridaea.org
Christine.Hill@floridaea.org
Lucy.Bravo@floridaea.org
Barbara.Ziegler@floridaea.org
Maureen.Sinnott@floridaea.org

Summer Professional Development offered by the CTA/CU

FREE TO CTA/CU MEMBERS

ESE 20 hour Recertification Course

June 4, 5, and 6

8:30 am to 1:30 pm

CTA/CU office

Registration is open in Frontline

The class is filling up quickly, so register soon!

**Summer Professional Development
offered by the CTA/CU**

ESOL: Methods of Teaching ESOL

June 4 through 15 (10 sessions)

9:00 am to 1:00 pm

Manatee Academy K-8 school

Registration is open in Frontline.



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ENTERTAINMENT



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PLEASE JOIN US FOR A

Retirement Open House

— In Honor Of —

Chris Hill


Wednesday, May 23, 2018

3:00pm - 5:30pm

Remarks from Friends/Colleagues & Parting
Gifts @ 4:00 p.m.

SLC CTA/CU Office

371 E. Midway Rd. Fort Pierce, FL



Appetizers will be served

Teacher Appreciation Night

Tuesday, May 8th 5:00 p.m. – 7:00 p.m.

Sailfish Brewing Company

130 N 2nd St, Fort Pierce, FL 34950



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