



The VOICE

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Inside this issue:

Read to Win!	2
Focus on CU with S. Rohn, CU VP	2
Your Contract ... Clarified!	2
By the Numbers/ Negotiations Corner	3
Your Contract ... Clarified! (continued)	3
Mini Professional Development Sessions	4
Look for the Extra Pages to return in the	Extra!
Next issue of the VOICE!	Extra!

Upcoming Events

September 6: Tiger- PAC meeting at the CTA/CU office

September 17: Rules and procedures mini PD session

September 19: Holiday for All

September 24: Classroom Arrangement mini PD session

September 26: Early Release (Faculty Council choice)

September 27: VALIC Financial Seminar at CTA/CU office

Choices . . .

You may have noticed a recent email sent to your work email from My Pay My Say regarding your right not to join a union.

I suspect My Pay My Say and groups like them have not done their homework. Public sector employees, including teachers and staff professionals in Florida, have always enjoyed the "right to work for less." The Janus decision changes nothing for us locally. The impact to us is about the resources that we receive from our national organizations.

I also believe that teachers and staff professionals in Florida, and here at home in St. Lucie County, are smart enough to understand the choice they have regarding being a member of the union.

So, what do I want to talk about, really? I want to talk about who we are and why we do what we do. And why people chose to join our union, even when they don't have to join.

We are **your** union. We work to empower you so that you can have a fulfilling career and a satisfying life. As a union, we work together so that we, and our colleagues, can do the work that is really important.

We work to teach those young people who enter our schools everyday. Yes, we teach them math and civics. We teach them English and history. All those courses that show up on a report card. But, we teach them so much more. We teach them responsibility, respect for themselves and others. We teach them to go out and be. And to make a difference.

And it doesn't matter what your job is, we are all part of that. And so, our union works to empow-

er you so that you can do that job.

Yes, sometimes that empowerment takes the union negotiating and negotiating hard on your behalf. And sometimes it takes the union dropping the hammer on someone who isn't following the rules. Those are the things most people think of when they think of a union, and your union does those things really well.

But we do other things to help empower you.

We offer professional development courses for members in order to make them more effective in their classes or to help them recertify so they can keep on doing the important work they do.

We advocate on behalf of our members in Tallahassee and occasionally in Washington. We interview potential legislators so we can educate voters on issues important to educators.

We sometimes, in fact very often, work in subtle ways to help a member get placed at a school where they will have a good "fit" to help them be as successful as possible in the work they do.

Sometimes, it is simply providing advice when a member is contemplating a career change or support when a life event causes a member stress and concern.

What we do is so much more than just the traditional union roles that people think of when they think "union." And we believe it is for all of those reasons that a new member chooses to be part of the 2,400 or so of their colleagues who are our union and their union.

In solidarity,
David

Read the *Voice* to Win!!!

Read, *answer the riddles* and SEND your answer to

Barbara.Ziegler@floridaea.org

by September 19, 2018

1. What is the percentage increase in the amount that the district will contribute to employee health insurance premiums?
2. What is the date of the VALIC Financial seminar that is being held at the CTA/CU office?

Two members will be randomly selected to each win a \$10 gift card from among all correct answers submitted by the due date.

Your
Picture
Here

Your
Picture
Here

Focus On CU with CU VP Sandy Rohn

Welcome back to the new school year. I hope all of you had a great summer and a wonderful start to the new year. I personally made a huge change this year from Sam Gaines Academy to Fort Pierce Central and it's been wonderful, though I do miss my SGA pals. I hope all of you have a new adventure or start the same job with enthusiasm...it's a new year.

Right now, your Union bargaining team is hard at work on our insurance and salary negotiations. There should be news soon, so read your emails for updates.

I am excited to announce that we will once again have our CU Conference for support staff on October

26th which is a Professional Development Day. Keep your eyes open for registration as spots go quickly. There will be more details to follow.

Did You Know that if you are asked to stay after working hours for a meeting or event, you can request to be paid a stipend or comp time? If is **YOUR** choice. If the administrator does not want to pay you, you do not have to stay! Have a respectful conversation with your administrator in advance of any event. And please, support your co-worker if they can't stay due to a second job or child care issues.

I hope you all have a great month and remember, we are stronger together, Sandy

Your Contract . . . Clarified!

with CTA Vice President Rebecca Petrie

Did you know that there is a difference between your "protected planning time" and other common planning time (or non-student contact time) during the day?

Let's look at what the contract outlines:

Planning Time: *time spent in groups or individually during the work day for preparation of the instructional program and work required activities.*

Protected Planning Time: *Protected common planning time (principal directed) no more than one day a week.*

Common Planning Time: *Collaborative instructional planning of*

teachers for shared students or common content (e.g. grade groups, teams, departments, small learning communities).

ARTICLE IV - - TEACHING CONDITIONS

E. Planning

The Board and the CTA agree that adequate planning time is important to the improvement of the quality of instruction. Interruptions to planning time will be minimized whenever possible.

1. *Teachers shall have a continuous, uninterrupted block of time daily that is **no less than 45 minutes.***

In schools with block schedules, the official planning time minutes must equate to the same number of minutes biweekly as this provision.

2. *The official planning time for each teacher will be provided to them in writing either individually or in the Faculty Handbook.*

The Principal will not direct the official planning period more than one day a week. *This provision does not apply to other non-student contact time within the school day.*

So...what does that actually mean?

(continued on page 3)

By the Numbers:

- ◆ Percent of SLC voters who voted in the primary election:

26.1%

- ◆ Number of new members this year:

134

- ◆ Current combined CTA/CU membership density:

64.19%

- ◆ Number of Mini PD's currently being offered:

2

- ◆ Number of NEW CTA Vice Presidents:

1

The union and district negotiation teams reached an agreement on a health insurance package for the 2019 insurance year.

For the first time in nearly 5 years, the union was able to negotiate an agreement with the district that includes a 5% increase in the amount that the district will contribute to employee health insurance premiums.

And we did it in a tight budget year!

While this will not offset the full increase from Florida Blue, it will cover close to half the increase depending on the plan that an employee selects.

The agreement also includes a district contribution of \$750 into an HSA account for employees who select an eligible plan as well as the same plan choices that employees

had last year.

With health insurance behind us, we will meet on September 10th to begin negotiating salary for the 2018-2019 school year.

It will likely take several sessions before we have an agreement but given the district's willingness to add more to their share of health insurance premiums, we are hopeful that salary negotiations will be resolved positively.

The other item that we are working through right now are the cuts to athletic clerks. The union and district met on August 10th and that discussion was positive, but we have not reached a resolution yet.

We will update members as negotiations continue.

Your Contract . . . Clarified! Continued

(continued from page 2)

You should know which planning time is actually "protected" or "official" at your school.

Your administrator may direct ONE of these "protected" planning periods per week.

However, the other four planning periods throughout the week are to be used as teachers see appropriate (grading papers, creating lesson plans, communicating with parents, updating bulletin boards, etc.).

Some school administrators have

found ways to include *additional* planning time on the master schedule.

In that event, the "protected" time stays as outlined above.

The difference is that *this additional* common planning time can be directed by your administrators.

Now, for those who work at schools on the block schedule, you have to think about your planning time in a two-week cycle. Essentially each of your 90-minute blocks is equal to two 45-minute blocks.

That means your administration can direct one full 90-minute block within the two week timeframe OR can direct 45 minutes each week.

We hope you find this clarification of planning time helpful.

Please feel free to call the office if you need further information.

What contract language would you like to see clarified? Feel free to contact the office at (772) 464-6430 or via email at info@stlucieteachers.com.

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

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CTA/CU Executive Board

David Freeland, President CTA/CU: CTA Office
Rebecca Petrie, Vice President CTA: CTA Office
Sandy Rohn, Vice-President CU: FPC
Laura Lovett, CTA/CU Treasurer: Records Dept.
Lashawn Floyd, CU Secretary: NK8
Tammy Davis, CTA Executive Board: FKS
Alan Mathison, CTA Executive Board: LPA
Pamela Jenkins, Executive Board CU: SLWC
Claudia Martin-Vegue, CTA Executive Board: SLWK8
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Professional Development Offerings

CTA/CU is offering the following
"MINI" Professional Development sessions :

***"How to create classroom rules so that teachers
get student buy in".***

Monday, September 17th from 4:30 to 6:30 at the CTA/CU office.

Appropriate for 6—12 teachers, but all are welcome to take the session.

***"How to create the optimal room arrangement to meet the needs of
students and the instructional style of the teacher".***

Monday, September 24th from 4:30 to 6:30 at the CTA/CU office.

Appropriate for K—5 teachers, but all are welcome to take the session.

Free to members.

Register in Frontline, beginning September 6, 2018.

Congratulations

Donna Mills

Troy Ingersoll

Debbie Hawley

**For being re-elected
to the SLC School Board**

**The SLC CTA/CU looks forward to
many more years of collaboration.**

Discovering Discounts



Check out the values online at our new website at
unionplus.org/aftbenefits

*15% ON THE MONTHLY SERVICE CHARGE of QUALIFIED WIRELESS PLANS: 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 or unlimited data 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/aft or contact AT&T at 866-499-8008 for details.

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