



# The VOICE

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Look for Extras to return in the next	Extra!
Issue of the VOICE.	Extra!

## Upcoming Events

October 3: Phone banking at the CTA/CU office

October 4: Tiger PAC meeting at the CTA/CU office

October 6: Phone banking at the CTA/CU office

October 12: End of first nine weeks

October 15: Teacher workday

October 26: Teacher/ Staff PD day

## ***VOTE . . . For your job!***

The first round of testing season just wrapped up. Last year at this time I was coordinating the testing at Central and I was under a great deal of stress, as were the teachers, students and administrators in the school. It is one of the few things I don't miss about being in a school.

Testing, like planning, curriculum, textbook adoption, budgets, teacher qualifications, VAM scores, certification costs, insurance, the argument over unit assessments, building codes, charter schools, vouchers, decertifying your union... are all controlled politically. All of it. There is nothing that happens in education that isn't touched by politicians.

I know that there are many teachers who do not like to be political. It is messy. It can get ugly. It can harm friendships and create family arguments. I get it. But, you are ALL in a career that is controlled through the political process. The good news is that being involved doesn't have to mean you get vocal about who you are voting for or go to Tallahassee and lobby. You don't have to have fights at Thanksgiving dinner or unfriend your Facebook friends.

Getting involved is as easy as educating yourself and voting. *You can even vote by mail, so you don't have to go to the polls.*

Picketing, working to contract, packing the board room are all short-term solutions. When they are successful, they work to increase pay and change working conditions for a year. If we want to make long term changes to our profession, we have to educate ourselves, our families and friends, and we have to get out and vote.

You will receive an email from the union as election day approaches with a palm card to let you know who the union has vetted and endorsed. We endorse education and union friendly candidates.

**Vote as if your job, and your students' futures, depend on it. Because they do.**

*In solidarity,  
David.*

### **Important upcoming election dates:**

**Deadline to Register to vote:** October 9, 2018

**Early Voting Period:** October 27 – November 3, 2018

**Deadline to request Vote by Mail Ballot:** November 1, 2018 (request ballot ASAP)

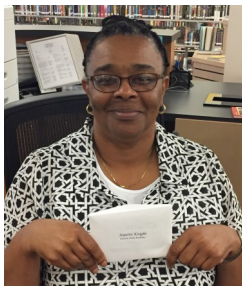
**Election Day:** November 6, 2018

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

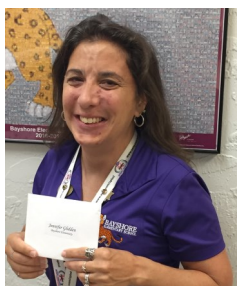
Read, answer the riddles and SEND your answer to [Barbara.Ziegler@floridaea.org](mailto:Barbara.Ziegler@floridaea.org) by **October 19, 2018**

1. What is the purpose of the union palm card?
2. What is the deadline for CTA to use comp time?

**Winners of \$10 Gift Card**



**Sequita Knight**  
Lincoln Park Academy



**Jennifer Glidden**  
Bayshore Elementary

**Answers to September Voice Riddles:**

1. What is the percentage increase in the amount that the district will contribute to employee health insurance premiums?  
**A:** 5%
2. What is the date of the VALIC Financial seminar that is being held at the CTA/CU office?  
**A:** September 27, 2018

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

Hi all, welcome to October.

I wanted to let you know that we will be rescheduling the CU Conference that was supposed to be on October 26<sup>th</sup>. We will keep you updated on any information but be assured we will present an amazing conference that will benefit our support staff during this school year.

If you have been reading our President's Negotiation Nuggets, you know we are still bargaining for salary increases this year. Please read his emails or check on the St. Lucie Classroom Teachers' Association and Classified Unit's Facebook page for updated information.

The next bargaining session is October 10<sup>th</sup> at 3:00. Please email our board members and respectfully ask them to direct the Superintendent to look at ways to provide raises to those who make us a "district on the rise".

**Did You Know:** there is a new policy that effects any CU member that wants to move from an ESE Para to a Behavior Tech or a clerk that might want to become an ESE para? You must pass a physical test offered through the district. This test is administered through a physical therapist to whom the district will send you. Any questions, you can give us a call or contact ESE or Human Services for more information.

Lastly and most importantly please **get out and Vote November 6<sup>th</sup>** as if your job depends on it, *because it does*. Your Union will send you a palm card listing candidates who have been screened and will be the best choice to support Public Education. This election is one of the most important we will have, so **VOTE**.

Have a great month and remember, we are stronger together, Sandy

**Your Contract . . . Clarified!** with CTA VP Rebecca Petrie

**CTA Contract**

**ARTICLE IV - - Teaching Conditions**

**B. Compensatory Time**

**1. Events/Activities/Functions**

Teachers shall not be required to attend school events or perform functions outside the regular 7.5 hour work day beyond a maximum of 6 hours per year. All work outside the regular work day shall be compensated either monetarily or with compensatory time. Teachers shall not be required to attend school events or perform functions on weekends or holidays. Use of such time will be approved by the administrator with a result of minimum disruption of the educational program. In approving requested use of compensatory time, no request will be unjustifiably denied. **Compensatory time must be taken during the current school year in which it was earned.**

**So... what does that actually mean?**

It is important to remember that administrators cannot make blanket statements such as "No comp time use on Fridays" or "You must secure

your own sub". Also remember that you must use your accrued comp time before the end of the year. Check with your school's administrative staff for specific school-based record keeping procedures.

**CU Contract**

**Article V - - Working Conditions**

**A. General Provisions**

**5. Compensatory Time**

When an employee is required or requested to perform functions before or after the regular work day, this time may be used as compensatory straight time if less than 40 hours in a work week and granted by the appropriate administrator. Pre-authorized work performed by employees in excess of forty (40) hours in a work week shall be compensated at a rate of one and one-half or compensatory time at one and one-half hours. This choice is at the option of the employee. **An employee who has requested use of compensatory time shall be permitted by the employer to use compensatory time in a reasonable period after making the request if the use does not**

**unduly disrupt the operation of the School Board.**

*In approving requested use of compensatory time, no request will be unjustifiably denied.*

*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.*

**So... what does that actually mean?**

For any work after 40 hours (approved ahead of time), CU personnel can choose to receive overtime pay OR comp time. It is up to you. You are permitted to accrue up to 40 hours of comp time and whatever is unused at the end of the year will be paid out.

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](mailto:info@stlucieteachers.com)

# By the Negotiations Corner

## Numbers:

Current combined membership density:

**64.19%**

Number of days to the general elections:

**35**

Number of school board members to contact with your concerns:

**5**

The district and union negotiating teams have met several times to discuss compensation.

The district made an initial offer of a \$600 non-recurring one-time bonus. The union rejected that offer and argued for a recurring salary increase. At our last meeting the district increased that offer to a \$750 non-recurring one-time bonus. The union rejected that offer. Based on our budget analysis, the union team feels strongly that there are funds available in the current budget for recurring salary increases.

There are a number of concerns with a non-recurring bonus rather than meaningful salary increases, including the inequity it creates between groups of employees.

We have been down that road before and it was both very costly and very difficult to address.

St. Lucie has the lowest median salary in the area and without a salary increase, that becomes a bigger issue for the district.

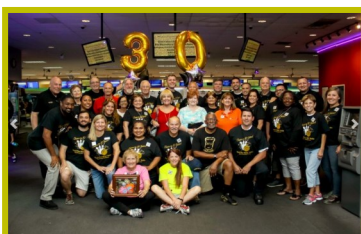
We meet again on October 10<sup>th</sup> to continue negotiations. Look for additional "Negotiation Nuggets" as we approach that date. It is a good idea to contact our school board members – from your HOME email - and respectfully ask them to direct the superintendent to look at ways to provide raises for those who make "Every Student, Every Day" possible.

**"Show me your budget and I'll show you your priorities."**

#BudgetPrioritiesMatter

## Celebrating the 30th Anniversary of Bowl For Kids' Sake.

SLC CTA/CU was recognized as one of Big Brothers Big Sisters  
30 Leaders at Bowl For Kids' Sake



**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  
**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**, CU Executive Board: SLWC  
**Claudia Martin-Vegue**, CTA Executive Board: SLWK8  
**Christine Derry**, CTA Executive Board: TCHS

**Union Staff**

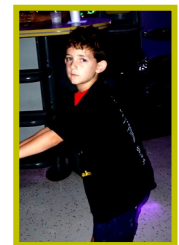
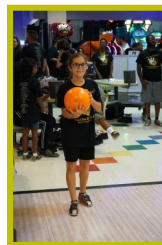
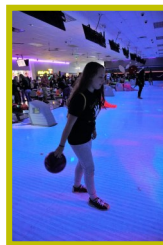
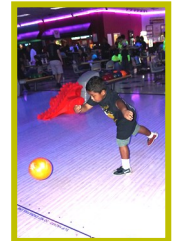
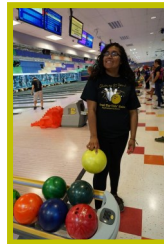
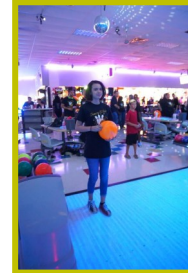
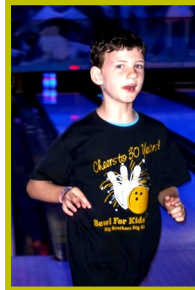
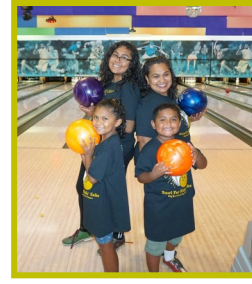
**Maureen Sinnott**/ Member Support Specialist  
**Lucy Bravo**/ Organizing and Communications Specialist  
**Barbara Ziegler**/ Office Manager

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**St. Lucie CTA/CU Bowl  
for Kids' Sake . . . . .**

continued



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scholarships, travel & entertainment deals,  
credit cards, and much more!

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