



The VOICE

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Inside this issue:

Read to Win!	2
Focus on CU with S. Rohn, CU VP	2
End of Year Dates	2
Specialized Employees Join CTA/CU	3
Referendum Rallies	3
IMPORTANT INSURANCE UPDATE	4

End of Year Evaluation- Be Your Own Advocate!

It is that time again when we will be meeting with our administrators to get our final Instructional Practice Score (IPS). The two most important dates for Instructional Staff to remember are April 30 (final observations and DPP's completed) and May 8 (evaluations completed in iObservation). Failure to meet these dates makes your final evaluation score eligible for appeal.

What should be completed by these dates:

Category 1.1 teachers (newly hired classroom teachers) –

If hired prior to the beginning of the school year: 4 informal observations (from August through April) and 2 formal observations (from October through April);

If hired after the beginning of the school year (44 – 98 work days): 2 informal observations (from hire date through April) and 1 formal observation (from hire date through April);

If hired after the beginning of the school year (less than 44 work days): 1 informal observation (to be completed through April).

Category 1.2, 1.3 and 2.0 teachers (Classroom and Non-Classroom Teachers rehired to the district) – 3 informal observations from August through April) and 1 formal observation (from October through April).

Formal observations must be a minimum of 1 class period or 45 minutes in length and written feedback is required within 10 days as part of a post conference.

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

Don't Forget the D.P.P.!

The score of the D.P.P. is added to your final IPS score and can only help your overall score. Re-

member to check that your chosen elements have been rated. If they haven't, you can't get credit. Schedule a time for your principal to come in and rate them in another informal. There is a responsibility on *both sides* to make sure this is done.

Deviations from Protocols and Your Right to Appeal

Here are some of the deviations to look for:

Conducting fewer than the required number of observations.

Observations taking place without the required time between them for reflection and improvement.

Lack of written feedback on any observation for an area marked below "applying".

Failure to conduct a post-conference within the required timeframe.

Failure to adhere to the timeline for conducting informals/formals.

Failure to schedule or conduct review conferences with non-classroom instructional teachers for the purpose of evaluation.

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

Planning to Appeal?

Whether you plan to appeal or not, it is recommended that you Make A Hard Copy of ALL Documents pertinent to your evaluation. If you are non-reappointed, you will not have access to iObservation after your contract ends.

You may speak to your 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.

Upcoming Events

April 3: Early Release (Faculty Council choice)

April 3: Referendum ballots mailed to St. Lucie County registered voters

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

April 10 & 11: Rallies in SLW and Fort Pierce

April 17: Statewide Walk IN

April 19: Holiday for All-Spring Holiday

April 23: Last day to drop off referendum ballots to the Supervisor of Elections

Read the *Voice* to Win!!!

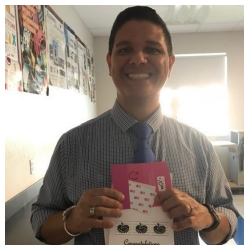
Read, *answer the riddles*, and SEND your answer to Barbara.Ziegler@floridaea.org by **April 16, 2019**

1. What is the latest date for Referendum ballots to be received by the Supervisor of Elections?
2. What are the two dates for the education rallies?

Winners of \$10 Gift Card



Verna Brown
Village Green Elem



Nosley Plasencia-Bernard
Lincoln Park Academy

Answers to March Voice Riddles:

1. Who must approve a transfer if it is requested after the first day of work for 10 month employees?
A: Both the sending and receiving administrator
2. How many members are registered to vote in St. Lucie County?
A: 1710

Focus On CU with CU VP Sandy Rohn

As I am writing this, Spring Break just ended. I hope everyone who had the break enjoyed it and those who were working enjoyed a bit of quiet.

On March 13th we had a special meeting for CU's only to address their concerns about the upcoming referendum. It was not a huge group, but a diverse one. We had some great conversations and plan to send out the questions and answers we had. I thank all of you who took the time out to attend. I was thrilled to meet you and enjoyed our conversations.

We also had some discussion about the Union in general and many were surprised by what they didn't know about their contract and benefits. Many of the questions they had were things I cover here in my monthly article, so it would be great if you encourage your CU peers to read it as well.

As this article will be out April 2nd, please look for your referendum ballots in the mail.

They will be mailed **April 3rd and need to be returned by the 23rd.**

This will be good for all SLC students and employees. The money the district won't have to spend on law enforcement in our schools will be available to bargain with in the general budget...**it can only benefit all of us.**

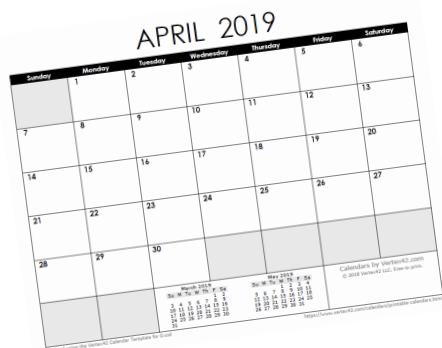
If you still have questions and concerns, please contact the Union office at or email me and I will be happy to answer them. I want you to have the correct information, so you can make an informed decision. And please **return your ballots** when you get them. I can't stress enough how important this is to all of us.

Remember, we are stronger together, Sandy

End of Year Dates to Keep in Mind

It's only the beginning of April... but, WOW!! It's the beginning of April !!! The end of the year will be upon us before we know it.

There are several dates to keep in mind as you start making your end of the year plans.



Instructional Staff

- ⇒ **Tuesday, April 30th**
* Final Observations and DPP's are to be completed.
- ⇒ **Wednesday, May 8th**
* Evaluations are to be completed in iObservation.
- ⇒ **Friday, May 24th**
* Instructional staff NOT being reappointed for the 19-20 school year are to be notified in writing.
- * Vacancies for the new fiscal year are posted.

Non-Instructional Staff

- ⇒ **Wednesday, May 1st**
* 183-day and 10-month support staff NOT being recommended for re-appointment for the 19-20 school year are notified in writing.
- ⇒ **Friday, May 24th**
* Support staff evaluations are submitted to HR.
- ⇒ **Friday, May 31st**
* 11- and 12- month support staff NOT being recommended for re-appointment for the 19-20 school year are notified in writing.

St Lucie Public Schools' Specialized Employees Vote to Join The St Lucie County Classroom Teachers' Association/Classified Unit

TALLAHASSEE — Today the Florida Public Employees Relations Commission (PERC) certified the pro-union votes of specialized employees who work for the St. Lucie Public Schools (SLPS) to give the St Lucie Classroom Teachers' Association/Classified Unit (SLCTA/CU) the right to be their certified collective bargaining agent. The vote caps off nearly two years of work and gives these employees a voice for their future and the right to collective bargaining for wages and working conditions. There are approximately 200 employees included in this newly unionized group and include those in what was considered the "specialized" work force in the school district such as Cafeteria Managers, Occupational and Physical Therapists, IT employees, Building Plant Managers, Transportation Managers and others previously without contracts or bargaining rights.

The employees needed a 50% plus 1 majority to achieve bargaining rights for the St Lucie Classroom Teachers Association/Classified Unit and the vote came in 92% in favor of unionizing. Prior to the secret ballot mail-in election conducted by PERC, the employees and the SLCTA/CU went through the lengthy process of "card collection" where non-bargaining unit employees chose to be represented for bargaining and chose the district's majority union to be their representative.

"We are thrilled to be able to finally add these important employees to our union family in St Lucie. We look forward to working with them on their first contract and adding their representatives to our leadership team. When the message out there is that unions are weakening, we see elections like these as a reaffirmation that all workers see the benefits of using their collective voices through their union" said David Freeland, SLCTA/CU president.

"It's been a long time coming. We have been trying for years. Persistence prevails."
Ralph Marks, Transportation Area-Manager

"I am so excited because I've been part of a union before and now I am able to be part of one here in St. Lucie County."
Victoria Pryor, Cafeteria Manager

Let's Get Ready to R - A - L - L - Y ! ! !

On Wednesday, April 3 the St. Lucie County Supervisor of Elections will be mailing ballots to all registered voters countywide. Voters will be asked whether or not they agree to a one-mil increase to support their public schools (teacher salary, safety and security, mental health, and other important programs).

Let's do what we do best and EDUCATE the public. If you've been waiting for your chance to rally with educators from across the district, here's your chance. Please plan to attend one - or both - of the rallies that we have planned.

More information to come. Please see your Worksite leader to sign up!

Wednesday, April 10th
4 p.m. to 6 p.m.

St. Lucie West

Meet along the North side of SLW Blvd. from Peacock to California.

Thursday, April 11th
4 p.m. to 6 p.m.

Fort Pierce

Meet at the corner(s) of Virginia and 25th Street.

{ Wear **RED** and bring your signs. }
{ Be aware of your surroundings and park accordingly. }

**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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Maureen.Sinnott@floridaea.org

SLCTA/CU Annual Financial Review Report

Each year, in accordance with the Constitution and By-Laws of the American Federation of Teachers, the St. Lucie CTA/CU is subject to an independent financial review. This year's review was conducted by the accounting firm of Berger, Toombs, Elam, Gaines, and Frank.

As in the past, they noted a deficiency in that the size of the organization's staff "precludes certain internal controls" and noted that the "Board provides oversight and independent review of the financial affairs of the Association" to compensate. The review determined no material weaknesses or other deficiency in financial practices or policies of the organization. At the conclusion of the fiscal year ending June 30, 2018, the Association's net assets were \$563,168. A complete copy of the financial review is on file in the CTA/CU office and is available for inspection by the Association's members, on request.



We are looking forward to having
our new ProTech unit officially
join the CTA/CU.

In an effort to continue as one, cohesive
family we are anticipating a name change.

Stay tuned...

BARGAINING UPDATE

We have one big item that we are currently working on: **insurance**.

On Thursday February 21st the Insurance Committee met to receive the insurance report for the current plan year. This is the first step in getting our renewal for the 2020 insurance plan year.

At that meeting we learned that our usage for last year increased 37%. Usage is the primary driver of insurance premiums. Just like electricity, the more we use, the more we pay as a group. While we have not received an actual renewal or begun our discussions with Florida Blue, this increase in usage will lead to an increase in premiums.

The committee has met several times since and is looking at potential ways to keep the premiums down. We have begun the bidding process and are hopeful that companies other than Florida Blue will bid and give us some options. We will also see slightly different numbers as we have more of the current year's claims experience to use in the calculations.

Remember, this is preliminary information and we will continue to work to keep our premiums down. We realize the importance of insurance and how premium costs impact our members. As we have additional information we will keep you informed.