



Education Association of St. Lucie LOCAL 3616

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The VOICE

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A Tribute to Mona Webb by Vicki Rodriguez, Former CTA/CU President

One of the marks of a true leader is not that you have the title “leader”, but that people follow you and trust you. On February 15, the Education Association of St. Lucie lost one of its longtime true leaders, Mona Webb.

Mona *was* the union in the transportation department. There wasn’t one issue that impacted a bus aide, a driver, a manager, a mechanic, or a custodian in the compounds north, south, or east that Mona either wasn’t aware of or didn’t help try and resolve or frankly had an opinion about. And boy, did Mona have opinions!

She knew what was right and fair for the people she worked with and expected it from everyone. If you screwed up, she let you know. Over the years, Mona let many people know, from our local school district to the county and state leadership, through letters to the editor that surprised and made you smile on a Sunday morning when you read them in the paper.

It is because of Mona that we even have language for bus aides in our contract. Back in the early 2000s, she questioned what language applied to bus aides in their unique role in the district and sat with union leadership to educate us on the job the bus aides did and how it could be better.

When Mona filed the first CU grievance in transportation history and had to meet with the former head of HR to make her case, it was hard not to wish there was an audience to see her eloquence, bravery, and overall strength as she walked Sue Ranew through why they owed her back pay based on the contract language. Transportation managers and leaders knew better after that than to underestimate Miss Mona.

Beyond being a union leader, Mona was a student advocate. The students on her bus were Mona’s “babies.” Every Christ-

mas holiday, she and her driver made sure that the children on her bus had holiday presents, every Valentine’s Day, she made sure that every child got a Valentine, every year she made sure that the children on her bus had warm clothing if they didn’t come to school with it and every year she made sure that those children got a hug when they needed it. Her relationship with her driver and their modeling of the teamwork required for safely transporting medically fragile students and students with special needs was enviable.

They worked as a team, thought like a team, and were successful as a team. It’s why transportation managers had Mona train every bus aide to do the job she loved

What’s funny about this piece is that if she heard me describing her as a true union leader, she probably would say something like, “Girl, what are you even talking about?!” Or make some other self-deprecating comment that would deny the impact and the power and dedication she had to the job she did as a bus aide for St. Lucie County and the work of being a union rep in the transportation department.

But we know. We always knew. Mona Webb was a powerhouse. And she constantly surprised us. No shock that she raised two beautiful, smart, successful boys, but I can’t help but smile knowing her dedication to animals, especially the feral cat colony that she helped feed every week. She was always grateful if you passed a good book on to her, as she was a voracious reader, especially if it was some cheesy cowboy romance (sorry Mona, hope that wasn’t our little secret). And on a more personal note, it’s hard to imagine not getting a random call some afternoon between runs where she starts talking (no hello, no pleasantries) about something she is thinking needs to be fixed or asks a random question about local or state politics. I loved those calls for their randomness, their intensity, and because the woman never stopped thinking about ways to make things better in our world.

In her absence, let us all be a little more Mona.



CTA / CU / ProTech Ratification Results

We are pleased to report the ratification of the 2021-2022 contract language/Letters of Understanding and the full contracts for all three bargaining units, the Classroom Teachers' Association (CTA), Classified Unit (CU), and the Professional and Technical Unit (ProTech) voted on February 28, 2022.

- The CTA agreements were approved by 97% of the bargaining unit voters in CTA.
- The CU agreements were approved by 97% of the bargaining unit voters in CU.
- The ProTech agreements were approved by 100% of the bargaining unit voters in ProTech.

Thanks to all who came out to vote and to our Elections Committee for their work.

Focus on the Classified Unit by CU Vice President Sandy Rohn

Hello again and welcome to March.

We are only a few weeks away from Spring Break, and I for one am ready for some time off. It has been a long year and a lot of us are feeling stressed.

Remember to take your breaks and lunch to keep your stress levels down.

A great big shout out to all of our bargaining unit members who turned out to vote on February 28th. It's important for you to be aware of what is happening by reading this newsletter and any emails

If you are not receiving our emails, please contact the EASL office at (772) 464-6430 to make sure that we have a **correct phone number and personal email for you.**

This is vital so we can reach you with that important news that we can't contact you about through your school email.

Please take a moment to do that now.

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

Your Contract . . . Clarified! with CTA Vice President Rebecca Petrie

As Sandy stated above, it is extremely important for our members to be involved and aware of current events in our professional organization. With the recent ratification of our bargaining unit contracts, there will be several language changes to highlight in the coming months.

What contract language would you like to see clarified?

To make a suggestion for a future "Your Contract... Clarified!" article, please email CTA Vice-President, Rebecca Petrie.

Rebecca.Petrie@FloridaEA.org

Your Confidentiality Matters to Us

When you need to reach a member of the Education Association of St. Lucie staff, please be sure to use our FEA email addresses. **Anything sent or received through St. Lucie Public Schools' email becomes a part of public record.** We strongly suggest that you send anything of a confidential nature from your personal email to our FEA email.

David Freeland, EASL President

David.Freeland@FloridaEA.org

Rebecca Petrie, CTA Vice-President

Rebecca.Petrie@FloridaEA.org

Barbara Ziegler, Office Manager

Barbara.Ziegler@FloridaEA.org

Lucy Bravo, Organizing & Member Advocacy Specialist

Lucy.Bravo@FloridaEA.org

Maureen Sinnott, Member Support Specialist

Maureen.Sinnott@FloridaEA.org



As a friendly reminder, we do not conduct Association business through Facebook messenger. If you send a private message through Facebook messenger, it is very likely your message will remain unread, due to our privacy filters.. Members may always email us using the addresses above or by phone. 772-464-6430 Thank you for respecting our privacy as much as we respect yours.

**Education Association of St. Lucie
Local 3616**

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

EASL Executive Board

David Freeland, President EASL: EASL Office
Rebecca Petrie, Vice President CTA: EASL Office
Sandy Rohn, Vice-President CU: FPCHS
Jennifer Kinkade, Vice-President ProTech: Student Services
Laura Lovett-Estima, EASL Treasurer: Records Center
Colleen Peterson, CTA Secretary: SLWK8
Lashawn Floyd, CU Secretary: NPK8
Claudia Martin-Vegue, CTA Executive Board: SLWK8
Pamela Jenkins, CU Executive Board: SLWCHS
Alan Mathison, CTA Executive Board At-Large: LPA
LeAnne Gallick, CTA Executive Board At-Large: OHK8

Union Staff

Maureen Sinnott/ Member Support Specialist
Lucy Bravo/ Organizing and Member Advocacy Specialist
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Farewell message from ProTech Vice President, Jenn Kinkade

Dear fellow Union members,

It is with mixed emotions that I announce my resignation from the EASL Executive Board and SLPS. My family and I will be moving to Wisconsin to start our next chapter after this school year. (Yes, we know it is cold there! ☺)

In my short time as the Vice President of ProTech, I have seen the Union work for all of us. Our first contract was developed and approved which was a huge milestone. Union leadership demonstrated their commitment to representing ProTech members in several ways including compensation negotiations.

ProTech is our newest unit and needs YOU! There are multiple opportunities for your voice to be heard. Please consider running for an elected position or becoming involved in a committee. The following ProTech positions will be on the April election ballot:

- ProTech Vice President
- ProTech Secretary
- ProTech Executive Board

I hope you will consider becoming an active part of this important work. It is both rewarding and necessary. I would love to discuss these opportunities with you and share my experience. There is an opportunity for everyone!

Thank you for allowing me to represent you this year. It has been an honor and pleasure.

Sincerely, Jenn Kinkade



Let's Talk Benefits with
Lucy Bravo, Organizing and Member Advocacy Specialist



IT'S THAT TIME OF YEAR!

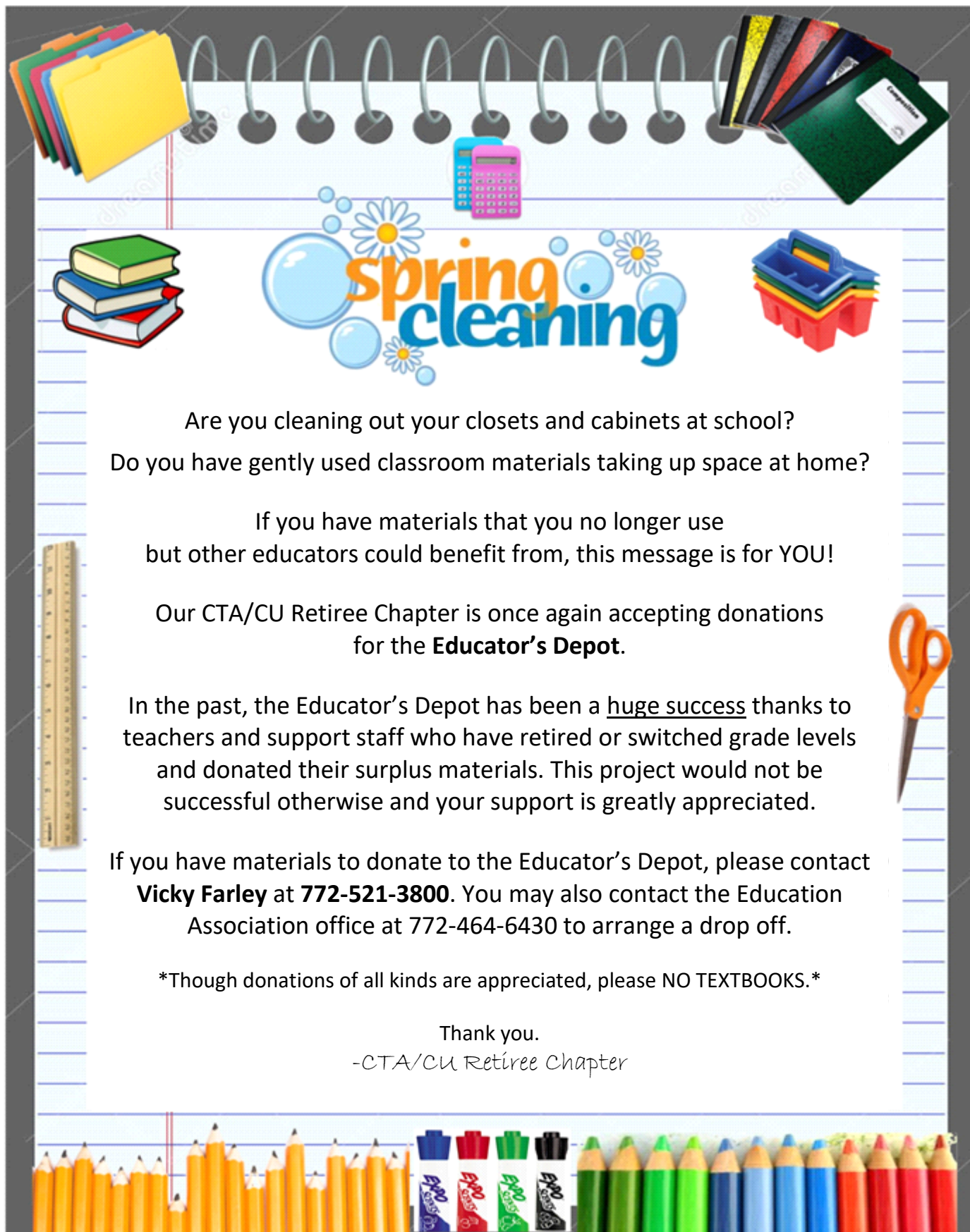


As an Educator did you know you are able to deduct certain expenses—

- ♦ **Educator Expense**—\$250.00 for classroom supplies that you were not re-imbursed for.
- ♦ **Student Loan Deduction**—up to \$2500 for interest paid on Student Loans
- ♦ **Education Credit**—for courses you pay for yourself
- ♦ **Retirement Savings Credit**—for contributions made to your 403 (B)

Let one of your union benefit partners, K-12 Tax Services, assist you with your tax return!

Save 20% on the cost of your tax return.



Are you cleaning out your closets and cabinets at school?
Do you have gently used classroom materials taking up space at home?

If you have materials that you no longer use
but other educators could benefit from, this message is for YOU!

Our CTA/CU Retiree Chapter is once again accepting donations
for the **Educator's Depot**.

In the past, the Educator's Depot has been a huge success thanks to
teachers and support staff who have retired or switched grade levels
and donated their surplus materials. This project would not be
successful otherwise and your support is greatly appreciated.

If you have materials to donate to the Educator's Depot, please contact
Vicky Farley at **772-521-3800**. You may also contact the Education
Association office at 772-464-6430 to arrange a drop off.

Though donations of all kinds are appreciated, please NO TEXTBOOKS.

Thank you.

-CTA/CU Retiree Chapter

Education Association of St. Lucie – Spring 2022 Elections
Position Descriptions

**EASL Officers/Executive Board Positions Special Elections
and Delegates Election**

Nominees for ProTech Vice-President, ProTech Secretary, ProTech Executive Board, and Executive Board-at-large are requested to write a personal statement of 100 words or less which describes his/her qualifications for office and provide a headshot photograph. *Statements and photos are to be sent electronically to Lucy.Bravo@FloridaEA.org no later than 5:00 p.m. on Wednesday, March 16.* Statements and photos will be published for member review prior to elections.

Below are the job descriptions and qualifications for each position that will be elected during this election cycle. Please consider the requirements in making your decision to run for a particular office.

ProTech Vice-President: Shall serve as the membership chair for his/her respective unit; shall assume duties as assigned by the President related to his/her respective unit including bargaining, representation, and committees. He/She shall be an authorized signer on all financial accounts. **Must be a ProTech member in good standing.**

ProTech Secretary: Shall serve as a substitute to keep record of meetings of the Association and have an up-to-date copy of the Constitution and By-Laws at all meetings. **Must be a ProTech member in good standing.**

ProTech Executive Board: Shall serve in a representative capacity of the membership with fiduciary oversight to pass and monitor a balanced budget each year. He/She shall support and monitor programs, membership development, and negotiations of the association through participation at Executive Board meetings and other meetings deemed necessary by the President. **Must be a ProTech member in good standing.**

Executive Board-at-large: Shall serve in a representative capacity of the membership with fiduciary oversight to pass and monitor a balanced budget each year. He/She shall support and monitor programs, membership development, and negotiations of the association through participation at Executive Board meetings and other meetings deemed necessary by the President. **Must be an EASL member in good standing for a minimum of 3 consecutive calendar years based on date of membership.**

State and National Delegate Positions

Each local union is entitled to a certain number of delegates in accordance with the state and national By-laws and Constitutions. Persons who receive the most votes in each category will be the chosen candidate. If multiple delegates are eligible, then delegates will be designated in descending order beginning with the top vote-earner. If the number of candidates equals the number of delegates allowed, then those will be elected by acclamation and the order of delegates will be determined by the return time and date stamp for the nomination form. For each convention/assembly amount paid toward attendance, if anything, is listed next to the description.

Nominees for State Delegate to the NEA are requested to write a personal statement of 100 words or less which describes his/her qualifications for being a delegate and provide a headshot photograph. *Statements and photos are to be sent electronically* to Lucy.Bravo@FloridaEA.org no later than 5:00 p.m. on Friday, February 28. Statements and photos will be published for member review prior to elections.

Delegate to 2022 FEA Delegate Assembly, October 13-15, in Orlando

43 delegates may be elected. EASL President and EASL Representative on the FEA Governance Board are automatic delegates not included in the number above. Reimbursement will be provided for hotel, one (1) dinner meal, and travel per EASL policy for up to 12 delegates, as the budget allows. The expectation is that each delegate will make a voluntary contribution of \$75 to the P.A.C.

Local Delegate to 2020 NEA Representative Assembly, July 2 – 6, 2022 in Chicago

8 delegates may be elected. No reimbursement for attendance is provided by the local, unless budget allows. The expectation is that each delegate will make a voluntary contribution of \$200 to the P.A.C.

State Delegate to 2020 NEA Representative Assembly, July 2 – 6, 2022 in Chicago

1 delegate may be elected. EASL President is an automatic delegate not included in the number above. Reimbursement up to \$1,400 provided (\$700 by FEA and \$700 by EASL). State delegates must attend ALL delegate caucus meetings and be present through the end of the Assembly to receive reimbursement. The expectation is that each delegate will make a voluntary contribution of \$200 to the P.A.C.

Delegate to 2020 AFT Convention, July 14-17, 2022 in Boston

23 delegates may be elected. EASL President is an automatic delegate not included in this number. No reimbursement for attendance is provided by the local, unless budget allows.

Education Association of St. Lucie – Spring 2022 Elections
Nomination Form

**EASL Officers/Executive Board Positions Special Elections
and Delegates Election**

The positions of ProTech Vice-President (2 year term), ProTech Secretary (1 year term), ProTech Executive Board (1 year term), and Executive Board-at-large (2 year term). Read the position descriptions carefully. If you wish to run for a position, print and sign your name to the right of that position. If you nominate a member other than yourself, obtain that member's signature prior to submitting the nomination.

Position	Printed Name	Signature
Vice-President, ProTech	_____	_____
Secretary, ProTech	_____	_____
Executive Board, ProTech	_____	_____
Executive Board-at-large	_____	_____
2022 FEA Delegate (Delegate Assembly: October 13-15, 2022 in Orlando)	_____	_____
2022 NEA Delegate LOCAL Delegate (Representative Assembly: July 2 – 6, 2022 in Chicago)	_____	_____
2022 NEA Delegate STATE Delegate (Representative Assembly: July 2 – 6, 2022 in Chicago)	_____	_____
2022 AFT Delegate (National Convention: July 14 – 17, 2022 in Boston)	_____	_____

**Nomination forms are due in the Education Association office
NO LATER than 5:00 p.m. on Wednesday, March 16, 2022.**

If you are running for ProTech Vice-President, ProTech Secretary,
ProTech Executive Board, Executive Board-at-large or NEA State Delegate:
Your candidate statement of 100 words or less AND a jpeg headshot
must be emailed to Lucy.Bravo@FloridaEA.org by 5:00 p.m. on March 16, 2022.

There are TWO FORMS required for each nomination.
Please be sure to complete and sign both this **Nomination Form** as well as the **Information for 2022 Candidates** form.

Education Association of St. Lucie – Spring 2022 Elections
Information for 2022 Candidates

The following information is provided in accordance with the U.S. Department of Labor, Office of Labor - Management Standards (DOL-OLMS) and the Landrum-Griffin Act (both available online).

1. Campaign activities cannot be conducted during the workday.
2. School email may not be used to conduct campaign activities or campaign communications.
3. Requests for lists and labels will be handled as follows:
 - a. Each candidate may request to inspect the union membership list or to obtain a copy of the union membership list. The list will not be furnished electronically and copies must be paid for at the time of pick-up. Copies are .03 per page. The request must be made in writing to the elections committee via Lucy.Bravo@FloridaEA.org. Requests will be processed in the order in which they were received and may require up to 48 hours to fulfill. Candidates should plan accordingly.
 - b. Candidates who wish to order union membership address labels may do so by making the request in writing to the elections committee via Lucy.Bravo@FloridaEA.org. Every 5160 labels are to be purchased by the candidate and provided to Lucy Bravo to process. The cost for processing labels is \$5.00 and is to be paid when labels are picked up. Requests will be processed in the order in which they were received and may require up to 48 hours to fulfill. Candidates should plan accordingly.

The deadline to order lists and/or labels is Thursday, March 31st at 4:00 p.m.

4. Candidates may not use the Education Association of St. Lucie logo on any item used in campaigning.
5. No union or employer funds may be used to assist or support any candidate. This includes the use of employer or union facilities for campaign activities.
6. Candidates may not use a "personal" mailing list that was created or obtained as a result of the candidate (or a supporter) serving as an officer or in a union job.
7. Candidates may not post anything campaign-related to the Education Association of St. Lucie's social media platforms including Facebook, Twitter, and Instagram.

Printed Name

Signature

Date

By signing, I acknowledge that this is not a complete list of rules. I further acknowledge that I am responsible for knowing and following the rules governing this election and am responsible for being in compliance with the rules set forth by the Department of Labor and the Landrum-Griffin Act.

**This acknowledgement form is due along with the Nomination Form
NO LATER than 5:00 p.m. on March 16, 2022.**

Candidates with concerns and/or questions about this information should direct their questions to the Elections Committee Chair via Lucy.Bravo@FloridaEA.org.

There are TWO FORMS required for each nomination.

Please be sure to complete and sign both this **Information for 2022 Candidates** form as well as the **Nomination Form**.