



Education Association of St. Lucie LOCAL 3616

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The VOICE

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President's Message - Year End Wrap Up, Wins, Looking Forward...

As we wind down to the end of the year, I want to take a moment to recognize that it has been a rough year – a couple of years, actually.

We have been asked to do “just one more thing” far too many times, but we have all come together and done an amazing job.

Since I am feeling beat up, and I know many of you feel the same, I want to take a minute or two to look back at this year and celebrate the union successes we have had together.

We began the year by negotiating additional COVID leave when many of our sister districts around the state were unable to negotiate any COVID leave. We came back to the table three additional times to craft the best language possible.

We also negotiated bonuses to match what the state sent to our “classroom teachers” only, and we negotiated a matching bonus for **ALL** our members. Many other districts around the state only matched it for teachers, and a few did not negotiate any additional bonus at all.

Most recently we were able to see the work we began two years ago blossom into a \$900 bonus for **ALL** our members, regardless of bargaining unit.

It has been two years in the making, but we concluded negotiations for our ProTech unit for their first ever contract. We are looking forward to delivering their brand-new contracts to each member of the bargaining unit in the coming weeks.

We also completed negotiations for both the CTA and CU contracts where we were able to strengthen existing language as well as negotiate some new protections.

Finally, we negotiated increases in salary for **ALL** our members. Even with the strings attached by the legislature on how we spend the money as well as the lack of meaningful funding, we were able to work with the district to be sure everyone received an increase. It is never enough, but in a year where other districts froze veteran teacher pay, provided no increases for support staff and generally were unable to reach agreements that provide for all, we made sure everyone received an increase.

We have also continued to offer professional development courses throughout the pandemic using distance learning where necessary. Our PD helps our members work towards recertification, improve their practice, and find ways to make their careers more fulfilling. The professional development we offer to members is one of the cornerstones of what we do and separates us from many other local unions.

One important thing to remember, even with these “union wins” - the real win for all of us is that we made it through another very difficult year and were able to continue to provide the education and services that our students and community have come to expect from our professional educators.

Bravo and well done!

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

The CTA Contract and Planning Time

Let's talk about planning time. Even though we are closing in on the end of the year, this is an important topic and we continue to receive questions about it. There are two sentences in the contract directly related to planning time during this part of the year and we will get into that later on.

But first... some definitions!

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

This is a fairly generic term used to indicate time not spent with students. We refer to this as non-student-contact time as it could be prior to student arrival, a "free" period, after dismissal, etc...

Common Planning Time: collaborative instructional planning of teachers for shared students or common content (e.g. grade groups, teams, departments, small learning communities).

Official Planning Period: The Principal will establish the official planning period for each teacher and notify teachers in writing either individually or in the Teacher Handbook. The official planning period is the time subject to all contractual stipulations in Article IV, Section E.

Protected Planning Time: principal-directed no more than one day a week.

Now... onto the actual language.

Article IV - - Teaching Conditions

E. Planning

The Board and the Association 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 time more than one day a week, except during the last 4 full weeks of the academic year when the principal shall not direct any of the official planning time. This paragraph applies only to the official planning time.

This language was added to our contract in 2018 to ensure that teachers had adequate time to complete their end of year obligations.

So... what exactly does this mean?

Beginning the week of May 2nd, principals will not be permitted to direct any of the "official" (protected) planning time.

You should be able to refer to the staff handbook (or other source) to determine the official planning times for your school.

Remember, this language does not apply to other non-student-contact time.

If you have questions about your Official Planning Period, please contact your Worksite Leader or call the EASL office.

Your contract can be located on the district's webpage as well as ours.

Visit www.EASL3616.org and click the Resources tab. Our newly-ratified contracts should be available soon!

Focus on CU with CU Vice President Sandy Rohn

Hello all.... It's May and the year seemed to go quickly at times.

This is the time of year for CU members to use accrued comp time **OR** get paid out for it.

If you wish to be paid instead of using your time, please see your Executive Secretary for the necessary forms.

I have some very exciting news.

Thanks to the hard work of both of your local union and our state union (Florida Education Association), the legislature finally acknowledged the important work of all support staff. Which means that by October 14th, all support staff must be making a minimum of \$15 an hour.

I'm thrilled for everyone to make a living wage at last.

Both your local and state unions have been fighting for this for years.

Remember, if you aren't happy in your current job or just need a change, start looking now for job openings.

You can switch to a new job before July 1st without your current supervisor's permission, but it is better if you have that honest talk with them first.

Since this is my last article of this school year, I would like to thank all our CU members for your hard work and your participation in your union.

We can't have a union without all of you.

Have an amazing summer.

Remember, we are stronger together!

-Sandy

CONGRATULATIONS to the 2022 Education Association of St. Lucie Scholarship Winners

Zachary Cooper de Quesada —Treasure Coast High School

Son of Member Anne Cooper of Fort Pierce Westwood Academy

Carlysa Lincoln —Lincoln Park Academy

Daughter of Member Jennifer Lincoln of Fort Pierce Westwood Academy

Rebecca Moyer —Treasure Coast High School

Daughter of Member Michelle Moyer of Palm Pointe Research School at Tradition

Jordyn White —Fort Pierce Central High

Daughter of Member Jennifer White of the ESE Department

The Daniel Hinojosa Memorial Scholarship goes to...

Gavin White —Fort Pierce Central High School

Daughter of Member Jennifer White of the ESE Department

Thinking about Appealing your IPS Score?

What You Need to Know

Evaluation Completion Timeline:

May 6, 2022 - Evaluations must be completed in iObservation for instructional staff.

May 20, 2022 - Instructional staff not being recommended for reappointment for the 2022 - 2023 school year are notified in writing.

For non-instructional personnel, the dates are April 29th (10-month) and June 1st (11- and 12-month).

Appealing Your IPS Score

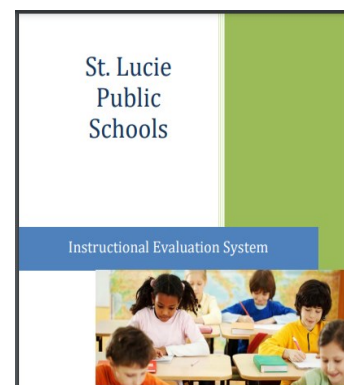
You have the right to appeal your Instructional Practice Score (IPS) if there was a lack of adherence to the procedures outlined in the current teachers' evaluation system guidebook. The dates and deadlines for this process will be forthcoming. Please be sure to read any district emails referencing the HOW TO's and DEADLINES for appeal.

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 Observation before having any Informals
- ◆ not having a Pre-Observation Conference before your formal
- ◆ not having a Post-observation conference after your formal

If you are a Non-Classroom Teacher (NCT), here are some things to look for:

- ◆ no beginning of the year conference
- ◆ no midyear conference with your supervisor
- ◆ 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. We suggest you look at the Teacher Evaluation System Guide to compare it to your experience at your school or worksite. This guide can be found on the St. Lucie Public School's website on the Employee page.

If you think you might have a case for appealing your score, look for the email that will come letting you know the deadlines for submission of your appeal. Please be sure to adhere to the timelines as appeals received after the deadline will not be considered for review. If you have any questions, call us!

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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
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NEA Year-Round Organizing Conference



Corey Tolbert, Behavior Tech at St. Lucie Elementary and a Member Organizer for EASL, represented our local at the National Education Association Year-Round Organizing Conference in San Diego,

California last month.

Corey was part of a panel discussing the work of Member Organizers and how to build a local program. Thank you Corey, for representing EASL so well.



A member organizer is a member who builds his or her union through outreach to other employees about their issues and rights in the workplace.

If you would like more information in becoming a Member Organizer, contact Lucy Bravo at Lucy.Bravo@FloridaEA.org



Let's Talk
Benefits

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

This month's focus will be on the union benefit partner

AFT-NEA-FEA



Download and register - using
mobile password 9389-
(membership#). Your local can
provide your membership number.
Download now and start
planning your next vacation.



» AFT MEMBER BENEFITS | aft.org/benefits

NEW APP! Abenity Union Plus – Must re-register! Local number (contact your local if you do not know) and AFT is your union to download the app. Register for the app using your personal email information. No member number needed!! You may also register at unionplus.org if you prefer. No membership number needed.



» NEA MEMBER BENEFITS | neamb.com (mobile site!)

Please register (using your personal email address), for your Complimentary life insurance provided to ALL NEA members. You can also register for your 2 free magazines (neamb.com search for "free magazines"). No membership number needed.

ADDITIONAL FEATURE TO KEEP BENEFIT INFO AT YOUR FINGER-TIPS!

TEXT 73915 and ONE of the following words: **Discounts, Travel, Finance, Insurance, Student, HigherEd or Retired.** This will provide live links inside the PDF that you can use for any meeting or information you may need or for sharing with members.



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