



Education Association of St. Lucie LOCAL 3616

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The VOICE

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Vote Like Your Job Depends on It . . . Because it Does

Please remember to cast your vote. There are several very important races that can, and will, determine your future both personally and professionally.

Early voting began on October 24th and ends on November 5th. The general election is on November 8th.

These are the candidates that were vetted and have received the endorsement of the Palm Beach-Treasure Coast AFL-CIO.



Palm Beach-Treasure Coast
AFL-CIO
1001 West 15th Street
Riviera Beach, Florida 33404
C.O.P.E. ENDORSED CANDIDATES

GENERAL ELECTION Tuesday, November 8, 2022

ST. LUCIE COUNTY & MARTIN COUNTY

United States Senate Val Demings (D)
Representative in Corinna Balderramos Robinson (D)
Congress, D.21
Governor and Lieutenant Governor Charlie Crist (D)
Karla Hernandez
Attorney General, Chief Financial Officer . . . No Endorsement
and Commissioner of Agriculture

ST. LUCIE COUNTY CANDIDATES

State Representative D.84 & D.85 No Endorsement
County Commissioner
District 2 Sean P. Mitchell (D)
District 4 Helen Lurry (D)
Justices Supreme Court/ No Action Taken
Judges Court of Appeals
City of Port St. Lucie D.3. Anthony Louis Bonna

CONSTITUTIONAL AMENDMENTS
No Action Taken 1 and 3
Vote YES on 2

School District Referendum
Continuation of Levying for Four years VOTE YES
for operational needs of schools

MARTIN COUNTY CANDIDATES

United States Senate Val Demings (D)
Representative in Corinna Balderramos Robinson (D)
Congress, D.21
Governor and Lieutenant Governor Charlie Crist (D)
Karla Hernandez
State Representative D.85 and D.86 No Endorsement
Justices Supreme Court/ No Action Taken
Judges Court of Appeals

CONSTITUTIONAL AMENDMENTS
No Action Taken 1 and 3
Vote YES on 2

Paid for by the Palm Beach-Treasure Coast AFL-CIO for the express use of union members, union retirees, and union households. No candidate has approved this advertisement. There is no exception. This endorsed candidate list can ONLY be distributed to union members, union retirees, and union households. **DO NOT** hand out those in the general public.



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AFL-CIO
1001 West 15th Street
Riviera Beach, Florida 33404
C.O.P.E. ENDORSED CANDIDATES

GENERAL ELECTION Tuesday, November 8, 2022

PALM BEACH COUNTY

United States Senate Val Demings (D)
REPRESENTATIVE IN CONGRESS
District 20 Sheila Cheriflus-McCormick (D)
District 21 Corinna Balderramos-Robinson (D)
District 22 Lois Frankel (D)
District 23 Jared Moskowitz (D)
Governor and Lieutenant Governor Charlie Crist (D)
Karla Hernandez
Attorney General, Chief Financial Officer . . . No Endorsement
and Commissioner of Agriculture

STATE SENATOR

District 24 Bobby Powell, Jr. (D)
District 26 Lori Berman (D)
District 30 Tina Scott Polsky (D)

STATE REPRESENTATIVE

District 86 No Endorsement
District 87 No Endorsement
District 88 Jervonte "Tae" Edmonds (D)
District 89 David Silvers (D)
District 90 Joseph "Joe" Casello (D)
District 91 Andy Thomson (D)
District 92 Kelly Skidmore (D)
District 93 Katherine M. Waldron (D)
District 94 Terence Davis (D)

PALM BEACH COUNTY COMMISSION

District 2 Gregg K. Weiss (D)
District 4 Robert S. Weinroth (D)
District 6 Michelle Oyola McGovern (D)

PORT OF PALM BEACH

Group 4 Blair J. Ciklin (D)
Group 5 Deandre Poole (D)
Justices Supreme Court/ No Action Taken
Judges Court of Appeals

SCHOOL BOARD

District 6 Marcia Andrews
District 7 Edwin Ferguson

CONSTITUTIONAL AMENDMENTS
No Action Taken 1 and 3
Vote YES on 2

PALM BEACH COUNTY

Question 1 VOTE YES
Increase Workforce and Affordable Housing
Question 2 VOTE YES
Referendum to Continue Advalorem Levy for school safety,
teachers and operational needs

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

In August, we looked at language regarding LUNCH and in October, we looked at teachers' PLANNING TIME.

This month, let's take a look at what the contract says about COMP TIME... how it is earned and how it can be used (or why support staff might choose to save it). There are some differences between the CTA contract and the CU contracts.

Next month, we will highlight the ProTech contract and Comp Time.

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." Also remember that you must use your accrued comp time before the end of the year. For instructional staff, by law, it does not have a cash value. 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.

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 pre-approved work after 40 hours in a week, 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. Any unused comp time will be paid out at the end of the year. Check with your school's Executive Secretary or administrative team prior to the end of the school year to find out how to submit your accrued Comp Time for payment. Do not wait until the school year ends.

Focus on CU with CU Vice President Sandy Rohn

Hi, it is fall and feels like it, which makes me incredibly happy.



I have a few questions and answers for you:

- Is it worth it to vote either through early voting or on November 8th ?

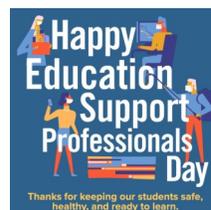
⇒ **YES! PLEASE VOTE** no matter when you do it. This is one of our most important votes to save our democracy and you want to make sure your voice is heard!

- Should I vote **for** the REFERENDUM

even though it does not support raises for staff?

⇒ **YES.** It does benefit you. The funds for teachers free up funds for raises for all staff that work for the school district, so please vote YES.

November 16, 2022, is National ESP Day, the day we honor all Support Staff nationwide. I would like to personally thank all of you for everything you do every day for our students! **YOU ROCK!**



Remember, we are stronger together.

Sandy

A Message from David Freeland, EASL President

Many principals recently announced that teachers may no longer use any materials that are not part of district approved curricula. That announcement caused a great deal of angst because teachers supplement their curriculum using a variety of materials.

As professionals, that needs to be respected. Of course, as professionals, teachers have a responsibility to be certain that anything they use meets certain standards – that they do not use materials from old, deprecated curriculum, that materials align with current curriculum, is age appropriate, respects copyrights, etc.

These are the district's concerns, which are neither new nor unreasonable.

After sharing these concerns with Dr. Wild, she clarified the policy with principals at a principal meeting on October 20th. Teachers may use other materials, but those materials should be cleared through their administration.

While the district feels that there are plenty of approved materials for teachers to use, there is no blanket prohibition on the use of additional resources. Yes, administration should be approving outside materials, but to be honest, that is not new. It just has not been enforced in every school until now.

Hopefully, Dr. Wild's clarification will clear up most concerns but if you continue to have issues at your school, please contact Rebecca Petrie or me directly so we can address the issues at your school specifically.



Share my Lesson is a **FREE**, award-winning site that offers access to more than 300,000 resources such as lesson plans, activities, videos, etc. that have been created and contributed by educators. These resources have been thoroughly vetted for both quality and content. There are also professional development webinars that can be submitted for in-service hours. www.sharemylesson.com

SHE'S ONE OF US: AN EDUCATOR AND FEA MEMBER.

Meet Karla Hernandez

Florida's next Lieutenant Governor!

- ✓ **A dedicated mother**
- ✓ **An accomplished teacher**
- ✓ **A fierce advocate for you!**

Like so many of us, the story of Karla's life is deeply rooted in those who came before her. Her *abuela*, Elia, was able to obtain only a third-grade education in Honduras. At age 9, she went to work in the kitchen of a wealthy family.

In 1979, Elia left Honduras for Florida to help raise Karla and her brother. She would instill in her grandchildren the importance of education as the path to achieving the American Dream.

Karla honored her grandmother's legacy and determination that every child should receive a world-class education when she began teaching special-needs students in Miami-Dade County. Elia cheered Karla on in 2010 when she was named Teacher of the Year at Hialeah Middle School. Karla's own two children attend Miami-Dade public schools.

In 2016, Karla was elected president of the United Teachers of Dade. She has secured historic raises for local teachers and staff and worked to elevate issues such as student mental health and affordable housing.

Now, Karla is ready to help you by working with Charlie Crist to create a Florida for all of us. Together, we will build a state where every neighborhood thrives, where every school is full of love and learning, and where every child lives their American Dream.



Karla fired up thousands of FEA members during the Take on Tallahassee Rally in 2020 — leading the fight for our students and our neighborhood public schools. She has long worked to make sure the voices of all Floridians are heard.

BE A VOTER, TUESDAY, NOVEMBER 8!

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

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Ft. Pierce, FL 34982
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EASL Executive Board

David Freeland, President EASL: EASL Office
Rebecca Petrie, Vice President CTA: EASL Office
Sandy Rohn, Vice-President CU: FPOCHS
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 Carangelo, CTA Executive Board At-Large: OHK8

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REFERENDUM RENEWAL

The Referendum Renewal is on the November ballot. It provides a school resource officer on every campus to ensure our childrens' safety, supports the recruitment and retention of high-quality teachers, expands mental health services for students, and supports special programs such as art and music in our schools.

Early voting began on October 24th and runs through November 5th. Election Day is November 8th.

For more information, please visit

<https://www.stlucie.k12.fl.us/referendum-information/>

*Let's Talk
Benefits*

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

This month's focus will be national affiliate

NEA

Whether you're looking for school supplies, classroom decorations, or cleaning products, you'll save money when you shop through the NEA Office & Classroom Supplies Program. Enroll to start shopping.

<https://officediscounts.org/neamb>



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