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○ 11-1

○ October

○ 2011

OCEA

News

TO EDUCATE, ENGAGE, AND EMPOWER OUR MEMBERS

New Leadership for Osceola County Education Association

Apryle Jackson, OCEA President



Apryle Jackson has been in office since July 1st.

It is an honor to serve as President of the Osceola County Education Association. My team and I are visiting schools daily throughout the District. We plan to visit each site by October 18th. It has been a pleasure meeting everyone.

While visiting the various schools in Osceola County, it is apparent how BIG our District is. Your leadership realized that it is often difficult for you to attend our monthly Association Representative meetings, so we have scheduled Zone meetings throughout the county. The meeting location and times will be posted on the OCEA website. Please attend these meetings and share any suggestions or concerns with your leadership and school board members.

At this time your bargaining teams are working on issues submitted by our members. The teacher Bargaining Leadership Team (BLT) meets the second Thursday of each month and the ESP team meets the fourth Thursday. Your input is important, so thank you for completing the bargaining surveys.

We will be posting important information on the OCEA website.
[//www.osceolacta.org//](http://www.osceolacta.org//)

You will be glad to hear that we are working on designing a new web page which will permit you to access it from your smart phone. We are hoping to have our new site up and running soon. OCEA is now on *Twitter* and *Facebook*. We will be posting information on both daily.

New Logo



Osceola County Education Association's leadership has selected a new logo for our organization. Last fall, the education support employees joined our existing teacher unit, and with that addition came many changes for our organization. To promote unity for all members, we decided to change our logo to be one which would be recognized by all of our members.

Instructional Bargaining

Both the ESP and Teacher Bargaining Leadership Teams met during August and September.

The Instructional Bargaining Leadership Team is still working on changes to the current contract. They have discussed many issues and have come to agreement on the following:

1. Teacher changes of classroom, instructional assignments, and/ or schools.
2. The new evaluation plan to meet Race To The Top and House Bill 736.

OCEA and the District have not yet reached an agreement on salaries despite numerous meetings throughout the summer. The District is standing firm that they do not have enough funding to provide a step increase for employees. Your association is still skeptical of this stand. While we know that the state's funding is less for this school year, the amount of the District's reserves has once again increased. In addition to the unrestricted fund increasing, the District is now only paying 4.5% into the Florida Retirement Sys-

tem instead of 10.5%. That is a decrease of 6%. We have asked numerous times where the money from this previous benefit has been placed in the budget. The response has been that it is now in the general operating budget. These funds were previously part of our salary packet. We want them back!

Our next bargaining session will be Oct. beginning at 4:30 at the OCEA office.



TEACHER BARGAINING SUBCOMMITTEES



Value Added Model for teachers with non-FCAT assessed grades or subjects:

*Sandy Rushlow
Michelle VanderLey
Apyrle Jackson*

Evaluation measure for student growth model for non-FCAT assessed grades or subjects:

*Lare Allen
Michelle VanderLey
Karen Johnson*

Language for salary step increase:

*Apyrle Jackson
Michelle VanderLey
John Michaud*

Responsibilities/tasks for Osceola 100 to receive a Supplement:

*Tony Donato
Michelle VanderLey
Mary Tumbleson*

Language for duty free lunch:

*John Michaud
Karen Pruitt
Desiree Senter*

Calendar Committee:

*Vicky Patterson
Maria Cruz
Ruth Nelson
Ann Glover*

Education Support Professional

Bargaining Updates

Congratulations on another big success for OCEA! Your bargaining team has been able to recover vacation days for those employees whose jobs were changed from 12 month positions to either 10 or 11 months. The District has agreed that these "Frozen" vacation days which they had earned previously, may now be used. To use your "frozen days," contact your supervisor.

The ESP Bargaining Leadership team is currently reviewing the results of the ESP on-line survey to assist in the upcoming bargaining sessions. We have not yet begun to discuss salaries with the District's team. Past practice ties the amount of the ESP raise to that of the teachers.

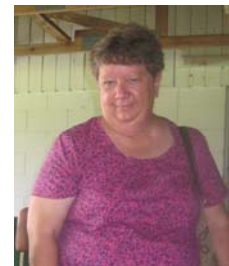
Some of the highlights from previous meetings are:

- the District has agreed to provide an \$80 allowance to cover the cost of safety shoes for those positions for which they

are required.

- The District has agreed to grant the Association with leave days for our members to attend conferences for OCEA business.

Your team will be meeting on October 20, 2011 at the OCEA office with the District's team from 4:00 pm - 8:00 pm. All members are able to observe these sessions.



Shirley Groff is the new ESP Vice-president. Bob Gleason resigned due to a change in his employment with the District.

HAD ENOUGH?

Are You Ready To Take A Stand?

Are you tired of hearing how all the current problems of the world are created by educators? Are you tired of more and more funding being cut from public education annually? Are you tired of politicians, who have no idea how to teach, making laws telling you how to do your job?

If you answered yes to any of the above questions join OCEA and get involved. It's your union, your job, and OUR future.



Our Labor Day picnic was a huge success. We had over 100 people attend.



MAKING A **difference** EVERY DAY

Substitute Issues

Does your school have an emergency substitute committee?

Every year we hear from some principals that they do not have enough funds to cover substitutes, or to purchase supplies. Teachers are asked, over and over again to use their personal funds and time to cover the needs of the schools.

Schools are given an adequate amount of money to hire substitutes and provide classroom supplies.

Some have very small amounts allocated for substitutes for the entire year. Our administrators know that as caring individuals, we, classroom teachers will gladly cover for others in a bind. If your school is already using auto-split, please contact the OCEA office.

The current District policy is that auto-split should not be used unless all efforts are exhausted to secure a substitute.

With the Aesop Substitute system, teachers are NOT required to notify the contact at their school responsible for substitutes. Paraprofessionals will continue to contact their school as before. Also, **no one** needs to obtain permission to use a personal day. Every employee is guaranteed 6 personal days a year. These days are a part of your sick leave balance and not in addition to the ten days employees earn each year.

With school based management, each administrator develops his/her own budget. Many are not budgeting enough for substitutes!

Other Duties As Assigned by Administration

What should an ESP do when asked to complete a task which is not a part of their job description?

Almost every ESP working at a school site has been asked to take on additional job assignments during the work week. It might be something as simple as answering the telephones while a colleague is at lunch, or substituting for a teacher who is absent. Many times these duties do not interfere with their own jobs, but every once in a while they interfere with

responsibilities. If you find yourself in this situation, please let your administrator know immediately. Very politely ask them to prioritize your work. Make certain that you complete those tasks first and then continue on the other assignments. Periodically check with your administrator to see if the importance of the items on your list has changed.

Those paraprofessionals who are substituting in a classroom during the workday, should be receiving a

higher rate of pay when doing so. This only applies if they are substituting for the entire day.

Never refuse to do an assigned task. In doing so, you could be considered insubordinate, which could lead to disciplinary actions.

If you need to speak to someone to clarify this issue, please contact your school's Association Representative or the OCEA office and we will gladly assist you.

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FEA Files Lawsuits

We, educators are under ATTACK!

3% FRS CONTRIBUTION:
What is your union doing?

OCEA is only as strong as its members. The more members we have, the more impact we will have within the District and in Tallahassee!

APRYLE JACKSON

Our profession has faced one challenge after another in the last few years. We all believe our students deserve outstanding, public schools. We all believe that every District employee should be paid a fair wage with decent benefits. We also believe that the elected officials in Tallahassee will continue to try to take more from us. We know that we cannot fight Tallahassee and stand up for our students and our profession alone.

By being a member of OCEA, you have shown you care about our students. By being a member of OCEA, you have shown that you do NOT believe Tallahassee had to levy a 3% tax on us. By being a member of OCEA, you are saying we deserve to be compensated properly. Those who are not yet members of OCEA, or those who have left OCEA, are sending a message to Tallahassee, saying they are satisfied with losing 3% of their pay and are satisfied with the possibility of paying a higher amount to FRS. Those who are not members of OCEA are saying they support lawmakers who want to take our contract away so they can cut our pay, take

our insurance and make our work day and year longer without additional compensation.

It is just that simple! Our elected officials interpret our lack of action as consent to their agendas. Either we stand together and support each other, or we stand alone. Now, more than ever, it is time that we all stand together and work to improve our profession.

A union is not just one person; it is a collection of many.

After the shock of receiving our first paycheck of the 2011-12 school year with the 3% mandatory contribution wore off, our members began to ask themselves "What can we do to recover this cut in pay?"

FEA believes that this is a violation of the Florida Constitution by mandating that every public employee give up 3% of their salaries to be funneled into the Florida Retirement System. FEA believes that these types of unilateral plan changes violate the contracts of educators.

The Florida Education Association opposed this measure as it was moving through the Legislature. At that time, FEA thought that this provision helps pay for a budget which cuts education funding in favor of increasing corporate tax credits.

FEA will not rest until this provision is overturned. FEA will not stand for having the state's budget balanced on the backs of educators and other public employees.

As a member of OCEA, contact those elected officials who voted in favor of House Bill 736.

Sen. Andy Gardiner 407-428-5800
Rep. Mike Haridopolos 321-752-3131
Rep. Mike Horner 407-943-3077
Rep. Stephen Precourt 407-355-5784

Please thank those who voted against this item.

Rep. Darren Soto
Sen. Paula Dockery
Sen. Gary Siplin

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Spooky Savings!

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Going Somewhere?

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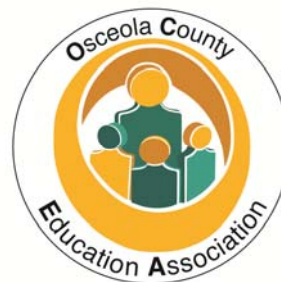
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