



CCEA

CITRUS COUNTY EDUCATION ASSOCIATION

AUGUST 2022

Message from the President

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I wanted to welcome you to the 2022-2023 school year. I know for some of you, you are still feeling a little overwhelmed and quite not sure how to get started. Just remember to have a smile on your face and welcome students back to school, everything else will fall into place. A new school year always brings new opportunities for you and your students to shine and that is my wish for you. A quote I read before is "you are allowed to scream, you are allowed to cry, but you are not allowed to give up." I believe that this is true for both our students and for ourselves.

If there is anything that you need this school year, please do not hesitate to contact me or a Citrus County Education Association (CCEA) work site leader at your school. My contact information is vjosephccea@gmail.com.

Not only am I your President, but I too am a teacher in the classroom at Citrus High School, so I know how hectic and challenging it can get at times. We, all educators, are working together to do the best for our students and sometimes we forget to take care of ourselves. Please make sure you take care of yourself too! Have a great school year.

Victoria Smith, CCEA President

"CCEA represents all instructional and support staff here in Citrus County Schools."



Copies of the current CCEA instructional and support contracts are available on the CCEA website (<http://myCCEA.net>)



Bargaining Update

CCEA and CCSD have reached tentative agreements for 22-23 salary improvements! The settlements will guarantee \$15/hr minimum and no less than \$1.25/hr increase over the 21-22 pay schedule for all Support staff (Classified & Professional Technical) and will provide an across-the-board market adjustment for returning instructional staff of \$1918 with pay for performance increases to be determined when 21-22 summative evaluations have been finalized. The settlements represent the largest total increase in payroll for CCEA Support ever and the largest across-the-board increase for CCEA Instructional in recent years.

Board match for health insurance and instructional pay for performance both require additional data that is not immediately available. The parties will move all current agreements to ratification this month to ensure we have met the October 1st statutory deadline for all employees to be at \$15/hr. Support raises will be processed upon ratification, however instructional raises for 22-23 cannot be calculated or applied until VAM data is received from the state and 21-22 summative evaluations are finalized. Ratification of the instructional agreement now locks in the \$1918 market adjustment for returning instructional staff.

Ratification voting will take place on September 1st & 2nd. All Support unit and Instructional unit employees will be eligible to vote. Please review the tentative agreements carefully prior to voting.

CCEA's Bargaining Team will host a virtual Ratification Townhall on August 22nd @ 6:30pm. All Support and Instructional staff are encouraged to attend.

Register in advance for this meeting:

<https://floridaea.zoom.us/meeting/register/tZYrd-ysqDMqH9bhOmwFaEB2MIYz0d-H7YLe>

After registering, you will receive a confirmation email containing information about joining the meeting.



RATIFICATION NOTICE: All Ratification voting will take place on September 1st and 2nd. Please check with your CCEA Worksite Leader regarding the time and location designated for voting.

Member Benefits

Did you know?

Union First is a free employee assistance service that provides job protection & behavioral health services. Call at (855) 215- 2023 or visit <https://unionfirst.net> for more information.

Are you getting the more out of your benefits?

Members get discounts on all kinds of things, including, hotel, car rental, theme park tickets, flights, car insurance and more. Download the “My Deals” app and start saving today!

Join Your Union!

There are 150,000 good reasons to belong to FEA — the 150,000 members who make up the strongest voice for public education in Florida.

Here are a few more reasons to become a member of your local union and the Florida Education Association:

1. A commitment to excellence.
2. Professional Growth and Development
3. A Voice on the Job
4. Your Union Contract
5. We’ve Got Each Other’s Back
6. Safe Learning, Teaching, and Working Environment
7. Member Benefits That Help Save You Money
8. Democracy
9. Membership In a Movement

Unions fought — and continue to fight — hard for many aspects of everyday life that are now taken for granted. From leading the charge for a forty-hour work week to securing pensions from fighting for workplace safety to ensuring a living wage, working women and men have a long and proud history of fighting for a better world.

New Members Get a \$50 rebate on their dues!



I commend the members of CCEA's endorsement committee for putting in the work needed to vet and endorse candidates for local office. They spent hours of their own time speaking with these candidates, and deliberating on our final process. I cannot offer praise high enough for their dedication!

They've taken the first leg in our relay, but now they need someone to whom to pass the baton. Maintaining the attention of local office holders is so important to the ability of an organization like ours to affect change. We need a group of vocal educators, dedicated to advocating for their colleagues in Citrus County to sustain working relationships with members of School Board, Board of County Commissioners, U.S. and Florida Houses of Representatives, and other offices. If you would like to be a part of such a group, please contact me!

Thank you,

Christian Gallery
CCEA Vice President
Christiangallery92@gmail.com

CCEA ENDORSES

DEB DANIELS
CITRUS COUNTY SCHOOL BOARD
DISTRICT 5

JOHN MURPHY
CITRUS BOARD OF COUNTY
COMMISSIONERS
DISTRICT 4

COMMITTEE NEWS

Government Interactions Meeting

Government Relations is a committee dedicated to speaking with local school board members, state representatives and other elected officials on what members of CCEA feel about the issues facing education today. We also are dedicated to maintaining relations with other labor organizations through our local CLC and educating our members on the positions our elected officials take on education issues through events like Town Halls. We are in great need of more members to further our efforts, and if you'd like to have an impact on how those in power perceive education, please reach out to us!

Chair: Christian Gallery
Christiangallery92@gmail.com

Membership Committee

The Membership committee is dedicated to growing our membership. We work in conjunction with the Community Outreach/FYRE committees to plan fun events for our members and potential members. We also focus on strategies to engage members and focus on ways to improve our union offerings.

Chair: Kristin Hollingsworth
Knoelle80@yahoo.com or 352-422-3391



CCEA's local chapter of Florida's Young Remarkable Educators is on **FYRE!**

We are bringing early career educators to be empowered, energized and engaged as leaders in our profession and our community. We're giving back through community and social events, including:

Community food drives for students Member Events Sponsored booths at local festivals and MORE!

Keep on the lookout for a full school year calendar of FYRE events!

We are looking to grow our committee with dedicated individuals interested in helping CCEA grow positively in our community.

Please contact us if you're interested!

Chair- Shelby Holmberg
Phone: 352.613.4823
Email: catmom2@yahoo.com

Co-Chair: Jennifer Clark
Email: cceaelementarydirector@gmail.com

Upcoming Events

- 9/10- "CCEA: Let's Make History" Prohibition Grill @ 630 pm
- 10/8- "Join CCEA: No Tricks! All Treats!" Time and Location TBD.
- 11/7-11-4: Peanut Butter & Jelly Drive
- 11/10: Parade Plan Meeting @ 6pm (zoom)
- 11/19 & 20: Inverness Art Festival
- 12/11: Inverness Christmas Parade
*Subject to change

Site Leader Meeting Dates

**Site Leader Meetings that take place on ZOOM will meet at 630 pm. All other site meetings will take place at CREST at 430 pm. Please plan accordingly.

Zoom Link: <https://aft.zoom.us/j/6301712443>

8/17	1/18- ZOOM
9/21- ZOOM	2/15
10/19	3/15- ZOOM
11/16- ZOOM	4/19
12/14 (TBD)	5/17 (TBD)

****Subject to change.**