



CCEA

CITRUS COUNTY EDUCATION ASSOCIATION

October 2022

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Message from the President

Hello everyone,

I hope you all stayed safe during the hurricane last week. Due to the hurricane, we extended the Jelly Drive for Blessings until the 12th of October. The drive was very successful and we are pleased to have donated several boxes to such a worthy cause. Thank you to every member who made a donation!

November will be a very busy month for us! Not only is the ratification of final agreements taking place on Nov 3rd & 4th, but CCEA's Push Past 50 membership drive will be in full swing! We'll be visiting worksites and building a stronger union...Ask me how you can play an active role in growing our power!

Victoria Smith, CCEA President

Member Leaders Make the Difference!



The Annual CCEA Site Leader Training was held on 9/24 at the Citrus Hills Country Club. Site Leaders from across the county came together to learn about our contracts, how best to represent our members, and the ever-changing ethical issues that arise. In addition to the training, site leaders enjoyed teambuilding activities, lunch, and fellowship.



If you are interested in getting involved as a leader in our organization, please contact Victoria Smith for information.



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



Don't forget!

This contract is made possible by the members of CCEA!

Be sure to reach out to all new staff at your school and let them know how great your union is!

New members get a \$50 rebate when joining before Dec 1st

Bargaining Update

To Be Presented for Ratification on 11/3 & 11/4

TA #10 & #11 – Articles XI (Instructional) and XIV (Support) – increases board match for 2023 by \$10 to reach \$582 per month beginning December 15th.

TA #12 – Instructional- Extra Duty Rate of Pay – provides that work outside of contract hours which is not otherwise specified in Appendix B shall be paid at \$32/hour.

TA #13 – Instructional – Article XI – clarifies Appendix A as a placement schedule and updates the formula to determine performance pay to meet current statute.

TA #14 – Instructional – 2022-23 Pay for Performance – in accordance with statute, provides performance pay adjustments based upon 2021-22 summative evaluation results; \$166 for Highly Effective and \$124.50 for Effective.

Discussion Notes:

- Existing pay performance formula has to be adjusted to meet current statute.
- Previously negotiated market adjustment for 22-23 ensures that most available funds are equitably distributed across the unit.
- Pay for performance plus the market adjustment will constitute the entire instructional salary adjustment for 2022-23.
- Total adjustment for Highly Effective instructional staff = \$2084.49
- Total adjustment for Effective instructional staff = \$2042.99
- Market adjustment for 22-23 returning staff without Effective or Highly Effective rating = \$1918.49
- New hires improved to new starting salary: \$47,900

Copies of all signed tentative agreements are digitally accessible on CCEA's website (<http://myCCEA.net>)



CCEA LOCAL ENDORSEMENT FOR THE 2022 GENERAL ELECTION:

Joe Flaherty

Citrus County School Board

Endorsements are recommendations made by the members of the CCEA Endorsing Committee. Members are always encouraged to take time to learn about the candidates who might best represent their interests.

BETTER KNOW YOUR CONTRACT

Instructional Contract, Article VII, Section S / Support Contract, Article VII, Section N VOTING RIGHTS

The District and CCEA acknowledge the importance of voting and encourage all employees to exercise their right to vote. Although there are numerous opportunities for employees to vote outside of the work day, faculty/staff, department, grade level meetings, and/or inservice trainings will not be scheduled before or after student contact hours on Citrus County, state, and national election days, barring emergencies. This will not prevent administrators from meeting individually with staff members as needed.

---Important Election Dates---

Deadline to Register – 10/11/22, Early Voting – 10/28/22-11/5/22, Election Day – 11/8/22



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 most 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!

FEA NEWS

Solving Florida’s teacher and staff shortage

More than a decade of bad policy created Florida’s teacher and staff shortage. Here are some short- and long-term actions that will help retain and recruit the teachers and support staff needed to provide all our students with the education they deserve. Immediately:

- **Stop bashing teachers and staff!** Show educators respect by uplifting the great work they do instead of demonizing them to score political points.
- **Empower teachers and staff to do their jobs.** Treat teachers as professionals by allowing them to choose curriculum materials and methods to meet the state standards.
- **Demonstrate a commitment to professional excellence.** Restore funding for teachers who earn a national board certification.
- **Reduce standardized testing.** Let teachers teach and students learn. Teachers did not go into the profession to be test administrators; we must minimize standardized testing so we can maximize learning opportunities.
- **Reduce endless paperwork.** Any paperwork that is not directly related to improving student performance, should not be part of educators’ jobs.
- **Support our schools!** Lawmakers must act to address the roots of the shortage, but efforts by local communities to support students, teachers and staff are always appreciated — through volunteering, donations or by simply speaking up for local public schools.
- **Spend time in our shoes.** Elected officials can spend a week, or a day, in our schools with teachers and/or staff to better understand what our students need.
- **Encourage teachers and staff who have left to return** by making these immediate changes and addressing long-term solutions.

Hurricane Ian certainly changed plans for many of us last week. The devastation in Lee, Charlotte and Collier counties is significant, and flooding and other damage is seen all along Ian’s path. But when we face hardships, we step up for our union family and the community.

Prior to the storm making landfall, FEA leaders reached out to both nationals—AFT & NEA—who pledged their full support. Even before Hurricane Ian pulled out of Florida, our amazing staff, with support from some locals and our nationals, began texting impacted members on behalf of the locals to check in. Members in need were connected to local emergency and community services, as well as mental health support.

In the weeks ahead, your union will continue to provide support to members in need, including financial support and supplies. You can contribute to disaster relief efforts that will directly benefit union members impacted through the [AFT Disaster Relief program](#) or the [FL AFL-CIO Worker Relief Fund](#). If you prefer to donate your time and energy, visit [Volunteer Florida](#) to find opportunities near you.

Hurricane Ian made it clear: It does not matter who you are, where you are from or what your political party is. What matters is that we are united in our humanity—we all need each other! That’s what solidarity looks like!

Have family or friends in Florida impacted by Hurricane Ian?

FEA has compiled a list of links to recovery resources that may be helpful to them:

<https://feaweb.org/member-center/hurricane-resources/>

COMMITTEE NEWS

Government Interactions Meeting

The Government Relations Committee is in great need of members in order to keep our voices heard in the halls of local government. Currently, there are not enough members to maintain meeting schedules with lawmakers and local officials. If you are interested in being a voice for public education, please shoot me an email at christiangallery92@gmail.com

Chair: Christian Gallery

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!

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

- 10/13-10/15: FEA Delegate's Assembly- Orlando
- 10/3-10/12: Jelly Drive for Blessings @IMS & PGE
- 11/10: Parade Planning Meeting @ 6pm (zoom)
- 11/19 & 20: Inverness Art Festival
- 12/10: Inverness Christmas Parade

*Calendar 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 4:30 pm. Please plan accordingly.

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

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

****Subject to change.**

Make History With CCEA

CCEA members "made history" last month when they enjoyed a night out at the Prohibition Grill in Crystal River. Raffles and prizes were given away. Be sure to keep a look out for the next member social.

