



# CCEA

## CITRUS COUNTY EDUCATION ASSOCIATION

December/January

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### Message from the President

So far this school year has been a whirlwind. I feel overwhelmed and I know you are feeling it too. The end of the semester provided a much-needed break, and I truly hope that you were able to relax, enjoy yourself and your family and not think about school.

January is a time to start fresh and as we return to work, have the mindset that it is a brand-new year. We, CCEA, have had a lot of accomplishments in bargaining, having different community outreach events, recertifying for another year and much more! I am truly looking forward to what's ahead in the second half of the year. Together we are making a difference!

Resolve to get the most from your membership. There is no time like the present to get more actively involved in your professional association. Be sure to take time to review all the benefits available to you through CCEA and our affiliates.

Victoria Smith, CCEA President

*CCEA must recertify every year with 50% instructional membership to maintain our collective bargaining rights.*

**Join before February 4<sup>th</sup> and qualify for a \$50 rebate**

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**Refer a new member and receive a \$25 dues rebate**

### MEMBERSHIP MATTERS

Members: now is the time to spread the word about your Union! It is imperative that we are talking to potential members about the many benefits of joining CCEA.

Our right to collectively bargain with the district for wages, hours and working conditions is wholly dependent upon maintaining a 50% membership density. Without our members, there is no contract. It is crucial that we protect our rights.

Moreover, as we enter the 2022 FL Legislative Session, the voices of educators matter more than ever! Together with our colleagues from across the state, we have the power to influence policy makers to help keep FL's public schools strong. It is up to us to advocate for the funding and policies that sustain safe schools and effective learning environments for Citrus County students.

### Protection of Your Rights

Your CCEA membership provides professional representation for all these issues and more:

- Disciplinary matters, including investigations, administrator leave, letters of reprimand, and suspensions.
- Student or parent complaints
- DCF investigations
- Law enforcement investigations
- DOE investigations
- Contract renewal/Evaluations
- Evaluations
- Contract violations by administration (grievances)
- Insurance or Benefits issues
- Transfers (both voluntary or involuntary)
- Leaves of absences
- Certification matters
- Your membership comes with \$1,000,000 Professional Liability Insurance covering civil claims arising out of professional activities.

*Don't forget: **You** must request representation when needed.*



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

Employees COLLECTIVE BARGAINING Process Negotiation Agreement Productive Working Hours Terms Rules Employer Union Wages Group Time Safety Establish Cos

## Bargaining Update

With the ratification of all tentative agreements presented to the instructional and support units in November, CCEA's contracts have been extended for another three years!

Among the significant gains in this contract:

- 10% increase in additional duty supplements (Appendix B) with automatic increases in supplements based on increases in starting teacher pay
- Competitive market adjustment made to position supplements for critical assignments (SLPs and School Psychologists)
- Extension of COVID Relief bonuses to all staff not otherwise paid through the state
- \$1500 salary increase for ALL instructional staff – raises starting pay to the state's required \$47,500 while ensuring no 'leapfrogging' or added salary compression
- The most significant annual increase for support staff in recent years, ranging from 3%-6.5%

**Retroactive pay and bonuses for CCEA units should have been paid 12/17/21. Please contact Payroll if you notice any issue with your pay adjustment or retro.**

## Bargaining for educator salary improvements begins in Tallahassee



DID YOU KNOW?

FLORIDA RANKS  
#47 IN THE NATION  
FOR TEACHER  
SALARY

**What do we want? Equitable salaries!  
When do we want them? Now!**

No matter where we come from, what we look like, or any other differences that are sometimes used to divide us, one thing Floridians can agree on is that we want our public schools to be the strongest in the nation. Florida's schools should home to highly qualified and certified teachers and education staff professionals who work in unison to ensure every child receives the education they deserve.

For the past two years, FL statute has excluded non-classroom teachers, experienced instructional staff and all of our support professionals from 80% of the state funds reserved for teacher salary increases.

To keep strong and experienced educators from taking their talents elsewhere or leaving the education profession altogether, Florida must pay these educators what they are worth. [Senate Bill 298](#) by Senator Book is a big step in the right direction. By eliminating red tape in current law and putting power back in the hands of teachers, education staff professionals and locally elected school board members, this bill will pave the way for Florida's educators to finally be paid salaries worthy of their hard work and dedication to our students.

To learn more about this bill and how you can support it, contact your building representative and visit [www.feaweb.org/session](http://www.feaweb.org/session).

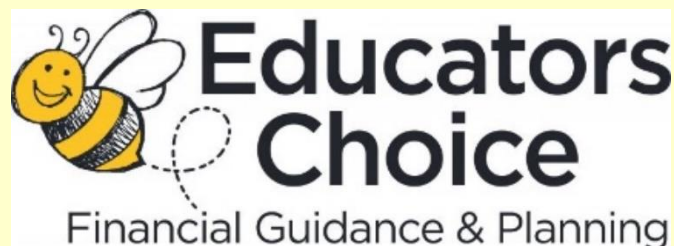
## Introducing Our Newest Benefit Partner: Suncoast Credit Union

Suncoast Credit Union has partnered with Creative Benefits for Educators, as a preferred partner for retirement and financial planning, to serve FEA's members through Educators Choice.

Educators Choice is a financial guidance and planning program exclusively for FEA members. Through Educators Choice, FEA members gain access to complimentary webinars, seminars, and face-to-face financial education. **Members also receive exclusive benefits and no-cost one-on-one counseling to create an individual, unique, and customized financial plan.**

Contact Noelle Rodriguez: 813.648.2669 •

[noelle.rodriguez@suncoastcreditunion.com](mailto:noelle.rodriguez@suncoastcreditunion.com)



### January Live Webinars Schedule

**January 11th, 5:00 pm - 6:00 pm** [Please click here to register](#)  
**Retirement Myths and Realities**

- Learn how to separate fact from fiction for retirement planning confidence.
- Dispels myths concerning Social Security, inflation, Medicare, and related topics.

**January 25th, 5:00 pm - 6:00 pm** [Please click here to register](#)  
**Investment Types and Risks**

- Discusses market, investment, inflation, and other risks associated with investing.
- Learn about various investing styles and principles.

## FEA NEWS- Delegates Assembly 2021

FEA leadership affirmed, educators face future united ORLANDO — Delegates to the 2021 Florida Education Association (FEA) Delegate Assembly reaffirmed the statewide union's leadership on Friday, Oct. 15. President Andrew Spar, Vice President Carole Gauronskas and Secretary-Treasurer Nandi Riley were re-elected by acclamation at FEA's annual conference in Orlando. The FEA conducts an election for top positions every three years. The sitting leadership team faced no opposition in the 2021 election. The three officers emphasize unity throughout the organization, with members from all walks of life joining together to improve the lives of all students and employees in Florida's public PreK-12 schools, colleges, and universities.

The educators of the FEA believe that education is a non-partisan issue. No matter where we come from, what we look like or our political affiliation, we all want Florida's students to get a world-class education in our public schools. As a recent FEA poll showed, likely voters of both major political parties can come together in support of public schools. State legislators from both sides of the aisle participated in the Delegate Assembly. Republican and Democratic state lawmakers joined delegates to discuss our shared goals for Florida's students.

Delegates at the 2021 assembly voted to take action on a range of pressing issues facing Florida's PreK12 public schools and institutions of higher education. They committed the organization to:

- Helping improve PreK education.
- Developing alternatives to standardized testing for our students.
- Expanding training opportunities for school support staff.
- Supporting school districts penalized for trying to keep students safe.
- Supporting academic freedom at our colleges and universities.
- Promoting the many accomplishments and successes of Florida's public PreK-12 schools, colleges and universities.
- Building our statewide and local unions' strength to advocate for students and educators.

The 2021 FEA Delegate Assembly convened Thursday at the Rosen Centre Hotel in Orlando and continued through Saturday. Approximately 600 delegates attended the 2021 conference, which was the first in-person FEA Delegate Assembly since 2019.

*\*Delegates for the 2022 FEA Delegate Assembly will be chosen through local elections in the Spring.*



## 2022 FL Legislative Session – Resolve to be an Advocate for Public Ed

Because 2022 is an election year, the 2022 Legislative Session is off to an early start. This year's session runs from **January 11<sup>th</sup> through March 11<sup>th</sup>**, and we are already following nearly 200 bills which relate directly to public education! Here's a snapshot of some of the bills FEA is watching most closely:

### SUPPORT

- **SB298/HB587** – Teacher Salary Allocation changes
- **SB1592/HB1457** – Extended Employment Contracts
- **SB1576/HB1017** – ESP Critical Workforce Shortage
- **SB1578/HB1219** – Including PreK Teachers in definition of Instructional Personnel

### MONITOR & INFLUENCE

- **SB1048/HB1193** – Testing & Accountability
- **HB1055** – Video cameras in public school classrooms
- **SB244/HB35** – Partisan elections for school board
- **SB390/HB235** – Restraint of students with disabilities
- **SB1294** – Recording IEP meetings

FEA's 2022 Legislative Policy Agenda was created with input from local leaders and members, drafted by the FEA Government Relations committee, approved by the FEA Governance Board and presented to the local delegates at the 2021 Delegate Assembly in October. Click here to view the [FEA Legislative Policy Agenda](#).

## STATE ADVOCACY EFFORTS

**Weekly Power Hours** will be held on Tuesdays at 5:30 p.m. eastern throughout session and will begin on Tuesday, January 11<sup>th</sup>. Sign Up:

**FEA Action Alerts** are sent via text throughout the Legislative Session. Alerts provide live links to direct action, making advocacy easier than you thought possible. To sign up, text Edactivist to 22394 to get updates and action alerts.

### Follow FEA on Social Media:

- Facebook: <https://www.facebook.com/floridaea>
- Facebook (Spanish): <https://www.facebook.com/feanespanol/>
- Twitter: <https://twitter.com/FloridaEA>
- Instagram: @florida\_ea

## LOCAL ADVOCACY EFFORTS-

**CCEA's Government Relations committee** spearheads our legislative advocacy efforts at the local level. As it is no secret that our elected legislators hold significant influence in Tallahassee, it is our priority to cultivate positive relationships so that the voices of Citrus County educators are helping to inform public education policy. The work of the committee extends beyond the legislative session and includes engagement with school board and other local elected officials where education issues are addressed. To get involved, contact CCEA Vice President [christiangallery92@gmail.com](mailto:christiangallery92@gmail.com)

**CCEA's Take Action page** is regularly updated with specific opportunities for members to participate in discrete actions targeting high priority issues in public education. [Click here and bookmark our Take Action](#) webpage

**Public Policy Member Survey** is an open survey that allows members to submit input for consideration by the Government Relations committee. All CCEA members are encouraged to provide feedback. [Click here](#) to share your thoughts.

## THIS YEAR RESOLVE TO BE A Public Ed Advocate 2022

The 2022 FL Legislative Session begins on January 11<sup>th</sup>. Decisions will be made that will directly impact our neighborhood public schools. As school staffing shortages persist, let's call upon leaders in Tallahassee to commit to the success of every student in Citrus County Schools by:

- Funding public education in a way that helps us retain the highly qualified and experienced educators and staff needed to support learning.
- Encouraging qualified, experienced teachers to build careers in education with the opportunity to enter into long-term contracts.
- Prioritizing teacher-led assessments and learning over state-mandated standardized tests.

SCAN & TAKE  
ACTION



Be a Public Ed Advocate: <http://myCCEA.net/take-action>

## OTHER LOCAL NEWS

### CCEA Committee Updates

#### Community Outreach/FYRE

Keeping with new traditions, CCEA participated in the annual Inverness Christmas Parade on 12/19. We passed out nearly 2000 books! Thank you to all who volunteered to help with this great cause!

Preparation for this event is a year-round effort for CCEA volunteers. When working in your classrooms or during occasional cleaning at home, please remember to set aside new and gently used children's books for us. Together we can ensure children throughout our county have access to books of their own.

Chair: Holly Baker email- [bakerholly10@gmail.com](mailto:bakerholly10@gmail.com)

Co-chair: Shelby Holmberg email- [catmom2@yahoo.com](mailto:catmom2@yahoo.com)



### Upcoming Events

January 15<sup>th</sup> & 16<sup>th</sup> - Manatee Festival

March 5<sup>th</sup> & 6<sup>th</sup> – Floral City Strawberry Festival

#### **IMPORTANT NOTICE**

In February, CCEA will begin accepting nominations for the following leadership positions:

- Parliamentarian**
- High School Director**
- Middle School Director**
- 2nd Elementary School Director**
- Alt School Director**
- ESP Director**

*\*All positions are for a three-year term*

Any member in good standing at the time of the call for nominations is eligible to run for office

#### **Volunteers needed!**



CCEA will be participating in the Manatee Festival in Crystal River, January 15<sup>th</sup> & 16<sup>th</sup>. Additional opportunities to participate in community events are available. Contact [bakerholly10@gmail.com](mailto:bakerholly10@gmail.com)

#### **A Site Leader Christmas**

Our Site Leaders enjoyed a fun evening out with food, fellowship, and a White Elephant gift exchange. There's always room for great leaders at our table!



#### **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.

- |            |            |
|------------|------------|
| 1/19       | 4/20- ZOOM |
| 2/16- ZOOM | 5/18       |
| 3/16       |            |

**\*\*Subject to change.**