



The Pelican Post

Collier County Education Association—Affiliated with FEA/NEA/AFT
Serving the Education Community of Collier County

2014-15 Bargaining Begins!



Negotiations for performance pay have begun. The CCEA bargaining team met with the district on

Wednesday, April 16th, to hold initial conversations about what performance pay will look like for our members. We agreed on two basic but important concepts: the intent of this law is to reward effective and highly effective teachers and we have the flexibility to do so on either the performance pay schedule or the grandfather schedule.

In addition to picking up where we left off last year regarding our

current supplements, we also have some statutorily required supplements that must be negotiated (Title I eligible schools, low performing schools and critical shortage areas).

Performance pay negotiations have been divisive in some counties that are already working on it. Some districts are using higher salary increases on the performance pay schedule as a lure to move teachers off the grandfather schedule. When teachers make this move, they also become annual contract teachers for the rest of their careers.

All current annual contract teachers will be moved to this performance pay schedule; therefore, CCEA wants it to be strong. However, we do not want the disparity between the schedules to be so great as to entice PSC teachers to give up their due process rights.

We want to hear from you! Please make sure you complete the bargaining survey that was sent to your home email addresses.

Jonathan Tuttle
Executive Director, CCEA

Ballots are on the way!

CCEA mailed our election ballots to the homes of all 1,956 CCEA members on Tuesday, April 22. PLEASE be on the lookout for this business-sized envelope. The return address will read:

CCEA ELECTIONS
 2430 Vanderbilt Beach Rd
 #108-358
 Naples, FL 34109

In the envelope you will find voting instructions (please do not make ANY identifying marks as your ballot will be invalidated!), a ballot, a small secrecy envelope, and a postage-paid return envelope (make sure you include your name and address on the return envelope so we can verify membership!). Ballots must be received by 5:00 on May 15th.

Please make every effort to cast your vote. It takes a lot of time, energy, and money for CCEA to conduct this election – please hold up your end of the democratic process and VOTE!

Jonathan Tuttle
Executive Director



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Laura Marzano
Office Sought: CCEA President



Working with Laura for many years, I find her to be a leader of great conviction. She is intelligent, articulate and compassionate. A strong, confident advocate with the ability to listen to all view points to make the best decisions for her members. She would be an excellent president! - Joanne McCall, Vice President, Florida Education Association

Let me start out by saying that there are almost two thousand wonderful CCEA members in Collier County and a few of them aspire to lead CCEA in elected offices. I wholeheartedly endorse **Von Jeffers** for First Vice President, (he is also your bargaining chairman) **Martha McKee** for Second Vice President, and **Priscilla Rodriguez** for District 3 Vice President. They are extremely well qualified, experienced members who will endeavor to keep your priorities in mind as they serve. While there are other qualified candidates for these positions, these are the “best of the best” and I hope you will give them your support.

If you are reading this, you are probably a member, a part of the CCEA family, a part of the “we”. Those outside of CCEA will use the pronoun “they” because, as much as we value those outside our family, only those who are educators and contribute to the benefit of the family, are part of family. We never use “they” when we, as members, talk about CCEA. As current CCEA president, I refer to my peers as “our teachers.”

My opponent has brought up some negative comments that need to be addressed. The first comment was that I was not on the bargaining team last fall, which held multiple meetings after school. I was on Julie Sprague’s advisory committee and spoke with her about bargaining. I assured her I was able to speak freely, that I was not engaging in “direct dealing” because I was not currently on the bargaining team. (That’s a bargaining no-no and I do know the rules). She listened, and I am sure that she did her best to help along our position. I wish I could take full credit for the best contract settlement in the state this year. I wish it was my “fault” that it was approved at almost 98% of our bargaining unit voters, the highest percentage in recent memory. But, the CCEA team with the best qualified and trained negotiators, was there. My presence could not possibly have improved on what they were able to accomplish. And the fact that I was not on the bargaining team because I honored a promise to coach my diver through his senior year of going to the state championship, guilty as charged. I have coached this young man since he was a freshman, and he placed third in class 3A State Championships this year. The team calls me “Coach Mom”, something I am immensely proud of (as long as they are behaving themselves!) In this instance, I could not call in a substitute. Nor would I break a promise. “Mom” may not always be there, but I always do my best. I am busy; I do encounter scheduling conflicts, and I hate when I am scheduled to be in two or three places at once. But, it gives me

Continued on Page 3...

Terry Clark
Office Sought: CCEA President

By now, you may have already made up your mind who to vote for. But I’d ask you read on to see if I can say anything you’ve never heard before:

For instance: Have you ever seen or heard of anyone at the CCEA doing a financial analysis of where we *should be* in the last 8 years? If not. Why not?

The answer is simple. They don’t want to discuss that many of us are actually worse off in spendable dollars after you figure in the years with no steps, the cost of dues, the lost benefits of the Cafeteria Medical plan and the Tuition Benefits. We’ve lost thousands more that we have to spend on an invasive health benefit that is probably the worse in the county. I haven’t even factored in the 3% the state took from us for the FRS.

Have you heard anyone discuss the security deficiencies that we all know about in all of our schools, especially in elementary? We can have full-time YRD’s in all the schools. We must create political will where none exists today.

Have you heard them discuss the fact that the Sheriff’s Department has found a way to offer additional coverage for their spouses and children for \$65 per month? Not for each.....total. Those of you who have tried to get coverage by the CCPS know what it costs you per month for a spouse and children. Some of you spend the major amount of your pay to accomplish this.

Can you believe in the last Pelican, we had an article trying to convince you that it’s a great idea for you to bank your sick days, because in 13 years the \$155 you save by not taking the time contractually owed would be worth \$247 then? Really? If the CCEA does a present value of money calculation, they could have discovered that \$155 is *already* worth \$242 compared to 13 years from now. That’s figuring the lowest inflation rates we’ve ever had.

Are they not capable of that analysis, or are they actually doing the bidding of the district? Do they think you and I are stupid? I cannot believe an article like that would appear in a union newspaper. I can believe it would appear in one of Dr. Patton’s I-briefings however. Who does the CCEA work for?

Look, there are many great people who work for the CCEA on a volunteer basis and professionally. All the bargaining teams in the past have done what they thought was best at the time. I cannot promise you big raises and to fix everything that’s wrong in the first year. BUT LAURA MARZANO and the CCEA THINK I’M CAPABLE OF HAVING A HUGE IMPACT.

Since Laura has been president, I have been personally contacted by the CCEA about running for the school board. I HAVE BEEN CONTACTED BY LAURA HERSELF to run for the EXECUTIVE BOARD. So they must have thought that I was capable of moving the needle. They are right. I accept their endorsement in that regard.

Continued on Page 3...

Laura Marzano - continued:

the perspective of what our members go through when they juggle school, family, coaching, clubs sponsorships, performances, etc.

As for my opponent, he was a CCEA 2nd Vice President. *Then, he didn't run again.* He was on the bargaining team a few years. *Then, he did not ask to serve again.* Former CCEA President, Cal Boguess, asked him to serve on the district's safety committee since my opponent voiced so many concerns in this area. He appeared on TV, but *he did not appear at the committee meetings.* I have attended almost 30 CCEA events just since January 2014: board, council and committee meetings, day long/overnight trainings, political events, school visits, etc. I challenge anyone to be more active for CCEA.

I think CCEA is on a good path. Your leaders are exceedingly experienced and put a high value on your involvement and feedback. As president, the direction and priorities of our members are paramount. It is what drives our committees, our research, our communications and our actions. We also value our peers in the CAEOCAP (tutors, assistants, office personnel,) union and we stand united to make sure that those who work most closely with our students and staff are treated in a professional manner. The following three minute video link from the November school board meeting will show you one example of what I have done as CCEA President to facilitate their professional treatment.
<http://youtu.be/roi-P8hL2k4>

My passion and calling is to serve the educators and students of Collier County. I ask for your continued support and your vote for CCEA President. Please see the following list of qualifications to understand what I have been doing to make sure that I am well prepared for this task. I count on and value your input.

- * Five day National Education Association Representative Assemblies, July
- * Three day Florida Education Association Delegate Assemblies, October
- * FEA Goals and Budget Committee, Minority Affairs Committee, Quarterly Governance Board Assembly, New Officer Training, Bargaining Boot Camp
- * NEA Focus Groups on Childhood Nutrition and Voter Involvement, Emerging Leaders and South/East Regional Conferences
- * CCEA-Second Vice President, First Vice President, Executive Board District 5A (Immokalee) Representative,
- * Past member of CCEA Bargaining Team and Former Spokesperson. Attended CTEM, Issues Committee meetings, CAEOCAP Rep Council and Bargaining meetings.
- * Member of Advisory Committee for Julie Sprague-5 years
- * School Rep for The Learning Center, Highlands Elm. and Village Oaks Elm., Former Faculty Advisory Committee/Chair for VOE,
- * Special Education Teacher, 30 years, Former Team Leader and Diversity Chairman at Lake Trafford Elm, Currently Pre-K Disabilities teacher at VOE, Immokalee, Swimming/Diving Coach for Palmetto Ridge HS
- * Currently CCEA President since September, 2013.

Terry Clark - continued:

After spending 25 plus years in the business world I can tell you we need a change of direction. We need a change of tactics. We need a new outlook on our world. I can tell you after attending FEA meetings in Orlando and a national meeting of the AFT/NEA, those folks are not coming to save us. They have been largely ineffective in impacting our daily lives here in Collier. If they're so great why do we remain a "local option" chapter not allowing them to control us?

While I don't endorse leaving our FEA affiliation like some people at the CCEA have discussed, I've just finished dealing with an FEA attorney in regard to this election. I was unimpressed by him, I have been unimpressed by the state and national meetings. We have to solve our own problems.

How?

First we need a president that is available to go to the negotiations. Last year Laura was not. I was here. This year?

We need a president that is capable of taking tough negotiating stands, and recognizing leverage. I have seen us squander leverage way too often, and I have to ask: Why?

We need a president willing to take our issues to the community, both in the newspapers, at the board meetings and on television. I have done all three multiple times. I know my opponent had a video attachment on her all member e-mail. If that type of thing is important to you, you can find me at the WINK News website, Google me at Naplesnews.com or look at last July's Legislative board meeting to see me fight for teachers. I have fought so many times as a former Second VP of the CCEA and as a member. As president I will be front and center speaking for you.

We need a president that can work with parent groups to advance our common goals in the implementation of BYOD and other issues when we find mutual benefit.

We need a president who can help lighten the load and the everyday challenges of our members. The Issues Committee has been largely ineffective. (Some of their words, not mine.) Many committees provide political cover for Dr. Patton and by extension the board. It's time to get meaningful change for teachers by any means necessary.

I have the passion. So does Miffy Ruggiero, Annette Hall, Lisa Hicks, Doreen Pagnotto and Sarah Ross. Whether or not you plan to vote for me, you should vote for them. They are the future of this union.

So this is the question: Why change? Is there a chance to do better? Are you getting your money's worth from your dues?

I have the implicit endorsement of both Laura Marzano and the CCEA for other positions: Why not president? I'm guessing you can figure out the answer.

See my Face book Page: CCEATerryClark4President.

Contact me for campaign buttons at
TERRYCLARK2008@comcast.net.

Von Jeffers**Office Sought: CCEA 1st Vice President**

As **1st vice president of CCEA** I can and will support Laura Marzano as our president. We will continue to work together to benefit all of CCEA's members and future members.

We will strengthen the collective bargaining agreement. Items to be addressed in the near future include, but not limited to: Health care, End of course exams and the corresponding VAM scores, The number of teaching preparations including enrichment periods, Reasonable pacing guides, Classroom materials and how they are selected, Air quality, along with proper compensation for a job well done. Elect Laura Marzano as president and **Von Jeffers for 1st VP** to keep CCEA moving forward.

Maryfrances "Miffy" Ruggiero**Office Sought: CCEA 1st Vice President**

In 1979 I began my teaching career AND my union membership. I grew up in a house where both my parents were union workers. They joined their associations and worked tirelessly to make sure that a fair day's wage was paid for a fair day's work. They went to meetings, all the time, went on strike when necessary and worked hard for everything I have the privilege of enjoying. I never forget that. Never. I am running for the office of Vice President because it's time to put in the hours and to get that same fair day's wage for a fair day's work. Our wage and our work day are not fair, not even close. This is my 35th year in the education field, my 8th year in Collier County. I've been a CCEA Rep here at Lely Elementary, sat on the Issues Committee for the CCEA and attended and spoken up at both board meetings and negotiation meetings. My experience was both incredibly frustrating and incredibly important. I stepped down from the Issues Committee earlier this school year after feeling disrespected by the administrative committee we met with and the administration that created the committee. It was time to step back and take a breath and reevaluate. I did reevaluation and decided it's time. I can work for you in another capacity; as your Vice President. Your vote is important. Please consider voting for me and if you have hesitancy, comments or questions, please email me: miffala@aol.com. Thanks for your time and your dedication to our profession.

CONGRATULATIONS!

Three CCEA members were recognized last week as Collier County Teachers of the Year!

- **KAREN PELLETIER** (4th grade at PME) – Elementary School Teacher of the Year. Karen has been an active CCEA Building Rep since her arrival in 2004 and has served her colleagues and Association well as former Chair of TIGER and as a presenter for CCEA on a number of topics.
- **CELESTE DUPLAA** (Reading/Language Arts at OMS) – Middle School Teacher of the Year and CCEA member since 2004.
- **DULCIE NEIMAN** (Language Arts at LWIT) – High School Teacher of the Year and CCEA member since 2009.

CCEA is proud to count these outstanding teachers as members of our Association!



Tuesday, May 6th is National Teacher Day

On May 6th, please check your school mailbox for a little token of our appreciation.

***Thank you
for all
that you do!!***

Martha McKee**Office Sought: CCEA 2nd Vice President**

Why am I running for this CCEA office? With the current assault on education in Florida, we need to become even more involved in education issues. We have all witnessed what a tremendous impact the recent legislation and regulation are having on every class, every student and every one of us.

Having taught for thirty-eight years, I have the perspective to see how drastic recent changes are. Most striking is the lack of trust in and respect for teachers that is reflected in the rules now imposed on us. Although the temptation is great to go into "survival mode" and cope as best we can under this attack, we have to make our voices heard so that those who have launched this assault do not ever think they have won. Serving on the Issues Committee for the past few years has opened my eyes to how disconnected and oblivious district officials are to our plight. I attend School Board meetings as often as I can and will not hesitate to speak out when the issues that affect teachers are misrepresented or distorted.

I have been a CCEA member since 1978, a building representative for many of those years, an Executive Board member in recent years, and am currently serving as 2nd Vice-President. In seeking this position, I hope to bring my background, experience and straightforward attitude to CCEA.

Please direct any questions or concerns to me at Naples High School @mckeema@collierschools.com.

Sarah Ross**Office Sought: CCEA 2nd Vice President**

Hello! My name is Sarah Ross, and I am an 8th-grade teacher and department chair at Corkscrew Middle School where I have been teaching for seven years. I am proud to say that I joined CCEA the very first moment I was able—at new teacher orientation. During this time, I have been an active member of both CCEA and TIGER. From my first year as a teacher, I attended and gave speeches at school board meetings during crucial moments for teachers and students. I began to serve as a school representative several years ago, and I later became an area vice president. This year, I became even more involved by attending the Delegate Assembly in Orlando, serving as an auxiliary Bargaining Team member (contributing to this year's significant raise), working with the Membership Committee, taking on the role of Website Administrator, and serving as TIGER Secretary.

According to the CCEA Constitution and Bylaws, the duties of the 2nd Vice President include being "knowledgeable regarding Robert's Rules of Order and [using] such knowledge at meetings." Not only have I been an active teacher and association member, but I have also served on the board for my homeowners' association for over 8 years. I am very comfortable with Robert's Rules, and I am happy to use this understanding to help guide meetings on a regular basis. Additional 2nd VP duties include serving as a Task Force Committee liaison and fostering participation of minority members, and I am pleased to take on those roles as well.

My goals moving forward with CCEA include continuing my current commitments and membership goals (I would **love** to see CCEA win another banner from the state to hang in the office!), but I am excited to contribute to new prospects as well. As some of my Executive Board colleagues promote, positive PR is important for any teachers' association. I would love to see us continue this year's positive trend in the press. We had the public on our side when it came to our 2013 raises, and we should continue to pay it forward. For example, I support the idea of bringing back the back Kids' Scholarships that CCEA used to offer to CCPS students. As teachers, our students are always on our minds and hearts. The current Executive Board agreed that we should bring back these scholarships, but we also agreed that this should be sponsored by fundraising. I am eager to help plan, organize, and participate in these efforts so that we can come together not just as teachers for teachers, but also as teachers for students.

We have very dedicated executive board members, and I look forward to continuing to travel and work with them and all of our members to make CCEA and CCPS even stronger.

Thank you for your time, your support, and your vote!

Calendar of Events

- 5/1 District 5 School Board Candidate Interviews
CCEA Office (4:30)
- 5/6 NATIONAL TEACHER DAY
- 5/6 TIGER Ex. Bd.
CCEA Office (4:30)
- 5/9 Early Dismissal
- 5/13 School Board Meeting
Ad Center (4:00)
- 5/15 CCEA Candidate ballot deadline
- 5/16 CCEA/OCAP Retirement Party
Naples Hilton (6:00)
- 5/20 CCEA Executive Bd Mtg
CCEA (4:30 p.m.)
- 5/26 Schools/Office Closed – Memorial Day
- 5/27 CCEA Rep Council
CCEA Office (4:30)
- 5/30 Graduation
- 6/4 Last Student Day/Early Dismissal
- 6/5 Last Teacher Day

Priscilla Rodriguez**Office Sought: CCEA Executive Board**

Ever since I was a young girl traveling back to my native country of Brazil during vacations, I knew I wanted to be a teacher. I used to pass out paper and pencil to all of my friends and had them sit in front of me while I taught them English words that I had just learned myself. I never spent a second thinking that it would be a struggle to survive on a teacher's salary or that receiving what you were promised in a contract would ever be an issue in the United States.

I discovered my innate desire to promote the rights of all humans early on in my life. My passion for teaching and desire for human rights have collided and now, I feel my calling is to bring positivity, passion for teaching, and desire to advocate for teachers' rights to the only organization that will ALWAYS fight for the rights of ALL teachers of Collier County Public Schools. NOW is the time to make an important decision! YOU have a voice – make it heard! I aspire to earn your vote in the CCEA election for **District One Vice President**. Thank you for your time and consideration and let's keep moving forward with the incredible momentum we have with the leading salary contract settlement in the entire state of Florida!

Please, visit my website and feel free to contact me with any questions or concerns you may have:

Vote.MrsRodriguez.org

Like my FaceBook page at:

<http://www.facebook.com/pages/Priscilla-Rodriguez-for-CCEA-District-1-VP/868061026543063>

Priscilla Rodriguez

Annette Hall**Office Sought: CCEA Executive Board**

Hello CCEA Colleagues! This is Annette Hall, and I am hoping to continue to be your District 1 Vice President on CCEA's Executive Board. As a veteran high school English teacher who has taught in Collier County Public Schools since 1999, I know the many challenges and rewards of our calling, and if it weren't for four inspirational teachers in my own life, I may not be where I am today. I am thankful for my 3rd grade teacher who saw my love for reading and gave me wonderful books of her own to read. I am thankful for my middle school Biology teacher who insisted we think for ourselves and find the answers to our questions no matter how difficult it might be. I am thankful for my college math teacher, without whom I may never have passed the math section of the CLAST. I am thankful for my American Literature teacher at USF, who pulled me aside one day and convinced me to give up my aspirations to attend law school and do something more meaningful with my life—teach—and in the end, here I am. (Some days I don't know whether to thank him or curse him.) How many of you were inspired by such teachers? How many of you are that inspirational teacher? I hope I am one for my students and colleagues alike. Many years ago, I worked for CCEA as a receptionist and secretary; yet, I still became a teacher despite what I knew: the pay wasn't great, the days are long, and the challenges many. However, I believe in what teachers do, and I value public education; furthermore, I believe that teachers who are supported and empowered by a professional association can do even more good in the classroom. Because of my background and beliefs, I became involved in supporting and defending my profession by joining CCEA; writing letters to the editor and my Congressmen; picketing in support of education; serving on the Collective Bargaining Team; becoming my school's CCEA representative, and finally, joining the Executive Board last summer when asked to fill a vacant seat. As a freshmen member of the Executive Board this year, I learned a lot. I also asked questions, reviewed past practices, read documents, proposed ideas, compromised with other members, and ensured that our dues money was spent responsibly. Rest assured I am not a representative that shows up to meetings and rubber stamps whatever is brought before the board, and if I believe something needs to be said, I am not afraid to speak up. I am looking forward to a sophomore year on the Executive Board, and I hope you see fit to cast your vote to keep me there working for all of us. I am a teacher. I am a CCEA member. I am a public school advocate. I am Annette Hall. Thank you!

Please mark your calendar

The CCEA/CCAEOCAP
Retiree Reception

Friday, May 16th
(6-9 p.m. at the Naples Hilton)

Tickets are currently on sale
at the CCEA/OCAP office

\$20

(includes full dinner and drink)



Changes are Coming to CTEM

Most teachers are well aware by now of the law passed last year which requires that the student growth portion of a teacher's evaluation must be based on students the teacher actually teaches. The need for such a common-sense law gives us some indication of how seriously flawed the original law that brought us this evaluation system (Senate Bill 736) actually is!

Nonetheless, this is the law of the land and the district says we have to abide by it. CCEA and the district have been discussing the impact of this law for months. We agreed that we would approach this as minimally as we could and keep our existing agreement to the greatest extent possible. The biggest changes we know must occur are the elimination of the use of school wide scores for teachers not responsible for all students in the school and the tests used for 11th & 12th grade teachers that have no students taking a statewide assessment.

We also discussed that since the rules are changing in the middle of the year and there are so many unknowns, the lowest score a teacher could receive on the student learning growth portion of their 2013-14 final evaluation would be five points. It may not seem like much, but this would mean that any teacher who receives an instructional practice score of 2.8 (35 points out of 50) or higher would be guaranteed to receive a final evaluation rating of Effective.

We have not finalized negotiations yet, but it's clear changes are coming and CCEA is working hard to make sure those changes don't hurt our teachers.

Jonathan Tuttle
Executive Director

Know Your Contract - FAC



Article 3 of the Collective Bargaining Agreement covers your rights and responsibilities. Outside of Article 12 (Salary), it is one of the most important sections of the contract. Within Article 3, by far the most important section is 3.11, which deals with the Faculty Advisory Council, or FAC.

Many things happen in the day to day operation of a school. When major things occur that break the contract, CCEA needs to be made aware of them right away so that grievances can be filed if needed.

When minor things occur, that are still contract violations but don't necessarily rise to the level of an immediate grievance, the FAC language is there to offer an option for a solution.

Let's suppose for example that your principal asks that you stay late to take some training or you are asked to do lunchroom duty during your lunch time. These are examples of issues that need to be brought up to the FAC. As we look at our contract, it is vital that CCEA members are conscious of the site-based apparatus that should be present in every building and at every level. It works great at some of our buildings but is dysfunctional or non-existent at others. As union members, we need to hear from you if it is not working at your school. Here is the contract language:

3.11 Faculty Advisory Council (FAC)

A Faculty Advisory Council (FAC) shall be established at each school center for the purpose of acting as an advisory group to the School's administration.

One (1) EMPLOYEE from each recognized department or team shall be elected by the members of such department or team to serve on the FAC. The FAC and Principal shall meet upon the request of either at a mutually agreed upon time. The agenda for any meetings of the FAC with the Principal shall be the responsibility of the requesting party. At the outset of the meeting, the invited party shall have the right to add items to this agenda after all items originally submitted for the agenda have been addressed. Minutes of all meetings of the FAC and Principal shall be the responsibility of the EMPLOYEES serving on the FAC.

Lyle Farmar
Member Rights Advocate

The Pelican Post is the official publication of the Collier County Education Association located at 6710 Lone Oak Blvd., Naples, FL 34109. Our hours are from 8:30 a.m. to 5 p.m., Monday-Thursday, and 8:30 a.m. to 4:30 p.m. on Fridays.

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Security. Solidarity. Savings.

This issue of the Pelican Post is going to members only. Our request of you is to take this newsletter to your friends in the building who are not yet members of CCEA and encourage them to get on board! If they join now, they will enjoy full membership and all the financial benefits that come with it through the summer but won't pay any dues until August! They will then begin the next school year standing shoulder to shoulder with their CCEA member colleagues as we gear up for the August primaries and take care of our School Board election. We're all in this together!

Join CCEA TODAY!
Three for Free!

join Us! join Us!

Last Call for Your Business Information

CCEA is trying to put together a list of contact information of businesses/trades that are owned or operated by our own members or members of their families. We would like to get a complete list out to members in the May edition of the Pelican Post for your reference over the summer. If you have projects around the house or other needs over the summer, it is our hope that you will help out your fellow CCEA members and try to utilize their services if possible. They, in turn, will offer a discount for CCEA members. It seems like a win/win to us, but we need your information! Please send us:

Business Type/Name
Location/Website info
Contact Number
Description of the business
Discount to Members
Name of Member/School



ADDENDUM – this is to replace the candidate statements found on pages 4, 5, and 6 of your April 2014 Pelican Post.

Candidate Name: Maryfrances “Miffy” Ruggiero
Office Sought: 1st Vice President

I’m a person who believes if you don’t like something, stop complaining and do something about it. So I am. I’m not in agreement with some ways our district directs our profession and I oppose how CCEA sometimes responds. I’d like the opportunity to explore both. As I mentioned in my email, in 1979 I began my teaching career AND my union membership as a fourth grade teacher. I grew up in a house where my parents were union workers. They joined their union and worked tirelessly for fair working conditions and fair pay. They went to meetings, went on strike when necessary, and worked hard for everything I have the privilege of enjoying. I never forget that. Never. This is my 8th year in Collier County. I’ve been a CCEA Rep here at Lely Elementary, sat on the Issues Committee for the CCEA and attended and spoken up at both board meetings and negotiation meetings. My experience was both incredibly frustrating and incredibly important. I stepped down from the Issues Committee earlier this school year after feeling frustrated by the administration and their lack of response. I felt then, and still feel now; the CCEA could have done things differently. Now I am asking to work for you as your Vice President. Your vote is important. Please consider voting for me and if you have hesitancy, comments or questions, please email me: miffala@aol.com. Thanks for your time and your dedication to our profession.

Candidate Name: Sarah (Strahan) Ross
Office Sought: 2nd Vice President

I began teaching the year that CCPS tried to drop block scheduling. The meeting was **packed** for the vote. Most teachers had left by the time public comments were allowed. All who spoke were addressing the concerns of high schools, but there was no voice for the affected middle school students. I decided to be that voice; when I went up to the podium, I asked why no one was talking about the change affecting middle schools. The board replied that middle school was not on the agenda provided by the superintendent. As the meeting ended and people were filing out, I went up to Dr. Thompson and enquired (though he tried to avoid me!) why middle schools were being ignored. He explained, and while there was nothing more to be done at that moment, I was glad that I had the opportunity to speak up for my students and my colleagues. I was told by countless people that I was going to lose my job (being an annual-contract teacher). I stated that I would not want to be a teacher if I could not speak up for myself, my students, or my colleagues. CCEA offers an opportunity for us all to come together for this very reason. I have been an increasingly active member of CCEA from the moment I began here, and I am asking for your support and your vote so that I can be your voice and make CCPS stronger every day. Thank You!

ADDENDUM – this is to replace the candidate statements found on pages 4, 5, and 6 of your April 2014 Pelican Post.

Candidate Name: Priscilla Rodriguez
Office Sought: CCEA Executive Board

Ever since I was a young girl traveling back to my native country of Brazil during vacations, I knew I wanted to be a teacher. I would pass out papers to all my friends and teach them English words that I had just learned myself. I never spent a second thinking that it would be a struggle to survive on a teacher's salary or that receiving what you were promised in a contract would ever be an issue in the United States!

I have taught at PSE for seven years and am constantly working to make sure teachers, students, and parents have a voice through FAC (member), SAC (Chair), and PTO (treasurer).

My passion for teaching and desire to advocate for teachers' rights have collided and I feel my calling is to bring positivity and my awesome problem-solving skills to the only organization that will ALWAYS fight for the rights of ALL teachers of Collier County Public Schools.

NOW is the time to make an important decision! YOU have a voice – make it heard!

I aspire to earn your vote in the CCEA election for **District One Vice President**.

Thank you for your time and consideration and let's keep moving forward with the incredible momentum we have – the leading salary contract settlement in the entire state of Florida!

Please, visit my website and feel free to contact me with any questions or concerns you may have: Vote.MrsRodriguez.org

Like my FaceBook page at: [Priscilla-Rodriguez-for-CCEA-District-1-VP](https://www.facebook.com/Priscilla-Rodriguez-for-CCEA-District-1-VP)

Thank you for your support!!!

Priscilla Rodriguez

Candidate Name: Annette Hall
Office Sought: CCEA Executive Board

Hello CCEA Colleagues! I am asking you to vote for me and here's why: I have a connection with CCEA that no other board member can claim. Over twenty five years ago, I was a part of CCEA's office staff. I left to earn a college degree, and in 1999, I started my teaching career and returned to CCEA, this time as a member. When my school needed a representative, I stepped up, and when asked to serve on the Collective Bargaining Team, I did. So when the call came to fill a vacant seat on the Executive Board last year, I accepted. But I soon discovered I was expected to rubber stamp what was brought before the board, there was a lack of transparency, and questions were not welcome, as I am now facing a challenger for this office when last year I was *asked* to fill it. I am an active advocate for CCEA, teachers, students, and public education; therefore, I hope I can secure your vote to keep me at the Executive Board table and that you will also vote for Terry Clark, Miffy Ruggiero, and Sarah Ross to have seats around the table, too, as we know as a team we can work together with the remaining board members to formulate meaningful improvements for our members and public education. We will work for a better, stronger, more professional CCEA on your behalf. Thank you. --Annette