



# The Pelican Post

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

## Comfort in Membership

At a school in the district this week, most of their faculty meeting was devoted to having teachers come to the realization that they needed to be kinder.....to each other. While the principal (overall a pretty good one I'm told) noted that there was some squabbling between teachers. It wasn't a huge problem, but nonetheless it was her observation there were some faculty members that had shown some **anger** in their dealings with one another.

It led me to wonder why otherwise good people, who were dedicated to children, would show anger in the workplace.

As we all know, anger is not a sickness. It is a symptom of a greater illness. On a daily basis we deal with

children who come from terrible situations. We deal with a state and district that doesn't listen to its teachers. They continue to load them down with more work while taking none away. BYOD Implementation and Standards Based Report Card implementation are big ones at some schools right now. I understand that at this meeting the staff was loaded down with creating a spreadsheet report for their upcoming pupil progression meetings: reformatting information that anyone can pull up right now from Data Warehouse. At other schools I have heard that principals are requiring the submission of forms for CTEM meetings that are clearly not required. Please don't get me started on CTEM.

Anger is a symptom of poor workplace morale. Most of us find a way to cope with these challenges. I'm

not just trying to sell you something here, but the way I cope with it is my membership in the CCEA. It affords me the security in meetings to ask questions that are hard. In the past it has given me the security to appear on television holding the district's feet to the fire in regard to security. It gives me a feeling of having at least some control over my environment. I hope you find it comforting too. Comfort in our present environment makes union dues seem cheap.

**Terry Clark**  
**Teacher/LES**



**Don't forget that your union dues are tax deductible!**

**2013 Tax Figures:**

**CCEA - \$609 OCAP - \$306.39**



## Recertify Today!

If your teaching certificate expires on or before June 30, 2015, do everything you can to reapply for a new certificate before June 30, 2014! Anyone applying for a teaching certificate AFTER June 30, 2014, will have to comply with a new state law that requires 20 in-service hours or one college credit of teaching students with disabilities. This applies to ALL teachers regardless of your current certification or what you teach. Teachers with certificates that expire after June 30, 2015 cannot apply for renewal prior to June 30, 2014, and must fulfill this state ESE requirement. CCEA is working with the district to help ensure that these 20 hours will be offered as in-service prior to June 30, 2016. Stay tuned for more information.....

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# Membership Committee Updates



Thank you for being a member of **our** professional organization. As you may remember from last year, the membership committee has been revived; and with the efforts of the hard-working committee members and our contract ratification, we are seeing our numbers grow. Our goal for this school year has been to reach 65% membership by May. We have contacted all potential members and have had several events for them to attend. Committee members are in the process of continuing to follow-up with potential members and make sure

they have been invited to join our organization.

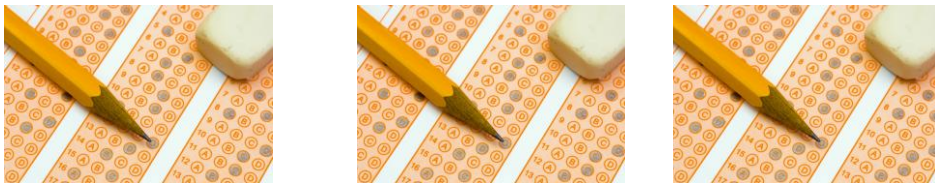
Those are the details. Big picture wise, we **need** to have active reps at all sites—if you can be of service, please come to a meeting! For those dedicated reps who have been attending, thank you! (Quick shout out to schools that have 100% attendance for this school year so far—BCHS, CMS, CPM, ENM, GCH, GGH, LOE, NPE, NNM, OMS, PRM, PCR, SGE, TBE, VOE, & ALT schools!) If your building has a rep, ask him/her how

YOU can help increase membership at your site. The membership committee is well represented by middle school; we could use some elementary, high, and TSA positions. If this interests you, consider yourself cordially invited to attend the next committee meeting February 3<sup>rd</sup> at 4:30 at the CCEA office. If you have great ideas, please send them our way. Together we can accomplish much more!

## Membership Committee

### Calendar of Events

1/30	Early Dismissal
2/4	TIGER Ex. Bd. CCEA Office (4:30)
2/17	Schools/Office Closed
2/18	CCEA Executive Bd Mtg CCEA (4:30 p.m.)
2/25	CCEA Rep Council CCEA (4:30)
2/26	Early Dismissal



## Principal Assessment Survey

Every year, the CCEA provides a method for all teachers to evaluate their principals. This Principal Assessment Survey (PAS) is the only such instrument in the county that allows teachers to grade their principals professionally and without fear of reprisal. It is our hope that CCPS principals will view the results of this survey in the constructive manner in which it was created.

The results and comments are shared with principals and select personnel at the Martin Luther King Center and will be available at the CCEA office for any member to come and review. Please bring your identification with you to the office so we may verify membership. No copies will be permitted.

Our goal is to have the survey results available for viewing while the Transfer Fair registration window is still open. In order to facilitate this, we need a quick turnaround. Hopefully each school will come up with a plan to get these completed and delivered back to CCEA by **February 25, 2014** (Rep Council). CCEA staff can assist if absolutely necessary, but with 50 schools and only 3 staff members available to travel, we hope each school can find a way to deliver them to us.

Thank you in advance for your assistance with this important project.

**Jonathan Tuttle**  
Executive Director

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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# Don't Delay!



Please don't forget about some extremely important deadlines for the CCPS Health Insurance Plan that could cost you thousands of dollars! Try to act sooner rather than later!!

The CCPS Health Plan is based on your participation in certain activities. You must perform these activities by specific deadlines to be eligible for lower deductibles and other out of pocket expenses (i.e. the Enhanced Pathway). Much more info can be found on the CCPS website at: <http://www.collier.k12.fl.us/benefits/medical-coveragereqs.asp>:

To Qualify For ENHANCED, Employees Must Meet These Deadlines:				
	ALL EMPLOYEES Hired <b>After</b> 5/13/13		EMPLOYEES Born in EVEN Year <b>AND</b> Hired <b>Before</b> 5/1/13	Born in ODD Year <b>AND</b> Hired <b>Before</b> 5/1/13 <b>AND</b> are Currently in Custom or Basic
	Option #1	Option #2		
<b>HRA</b> (Questionnaire)	<b>4/30/14</b>	<b>5/31/14</b>	<b>5/31/14</b>	<b>5/31/14</b>
<b>Labs</b> (Blood work)	<b>4/30/14</b>	<b>5/31/14</b>	<b>5/31/14</b>	<b>5/31/14</b>
<b>Coach Meeting</b>	<b>5/31/14</b>	<b>8/30/14</b>	<b>8/30/14</b>	<b>8/30/14</b>
<b>Screening</b> (Health Coach will advise)	<b>6/30/14</b>	<b>9/30/14</b>	<b>9/30/14</b>	<b>9/30/14</b>
<b>Education</b> (Health Coach will advise)	<b>6/30/14</b>	<b>9/30/14</b>	<b>9/30/14</b>	<b>9/30/14</b>
Effective Date	Effective 7/1/14	Effective 1/1/15	Effective 1/1/15	Effective 1/1/15

If you don't want to go through the screening and education – that's fine, but you will be placed in the Custom Pathway. If you don't want to do ANY of this – that's fine too, but you will be placed in the Basic Pathway. Here's a brief summary of the difference in cost (much more information can be found on the CCPS website at:

<http://www.collierschools.com/benefits/medical-costcompare.asp>):

Employee Benefit Plan: District School Board of Collier County Coverage Period 01/01/2014 – 12/31/2014			
Important Questions	Basic	Custom	Enhanced
Overall deductible for individual/family?	<b>\$3,000/\$6,000</b> In-Network, <b>\$6,000/\$12,000</b> Out-of-Network	<b>\$650/\$1,300</b> In-Network, <b>\$1,300/\$2,600</b> Out-of-Network	<b>\$400/\$800</b> In-Network, <b>\$800/\$1,600</b> Out-of-Network
Deductible for prescriptions & out of pocket maximum for individual/family	<b>\$400 deductible &amp; \$2,400/\$4,800</b> for out of pocket	<b>\$150 deductible &amp; \$2,150/\$4,300</b> for out of pocket	<b>\$100 deductible &amp; \$2,100/\$4,200</b> for out of pocket
Out-of-pocket limit on expenses for individual/family (does not include deductible)?	<b>\$6,350/\$12,700</b> In-Network, <b>\$10,000/\$20,000</b> Out-of-Network	<b>\$4,450/\$8,900</b> In-Network, <b>\$4,000/\$8,000</b> Out-of-Network	<b>\$2,400/\$4,800</b> In-Network, <b>\$4,000/\$8,000</b> Out-of-Network

***Please don't delay – sometimes life gets in the way when you least expect it and you might miss an important deadline!!***