

TALC TALK

Volume 35 Issue 1

August 2019

***Would you like to
talk to your
President?
You can at
the following
E-mail
address:***

Kevin.daly@floridaea.org

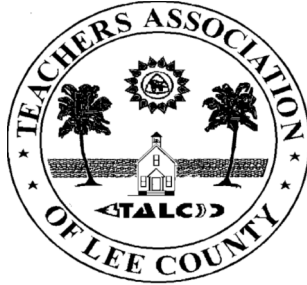
***Or visit our
Website at***

islandcoastfea.org

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Presidential Notes by Kevin Daly



On behalf of the officers, Executive Board, over 3200 members, and the Executive Director, I would like to welcome you to the Teachers Association of Lee County (TALC). Joining your local professional organization is one of the best moves you can make in your career. Whether you are a first year teacher, a transfer to our great District from another area, or an experienced Lee County teacher who has recently joined, we look forward to working with you throughout your career in Lee County.

Membership is so much more than legal defense (though that is an important aspect). As a member of TALC, you will have the opportunity to help shape public education policy in the District and across the state. The Teachers Association of Lee County advocates for its members and the students both in Lee County and the State of Florida. Choosing to belong means you have decided to become a public school advocate and wish to stand with other like-minded professionals (no matter what political affiliations we may have) in support of the greatest common good: Public Education. Your membership in TALC provides many benefits that can enrich your career and personal life such as:

FYRE (Florida Young Remarkable Educators)

This is a group of teachers within their first five years teaching who advocate for early career educators. (Contact Anna Whitten at Colonial Elem. for info.)

Membership on District Committees

TALC has an equal voice on all district committees ranging from lesson planning to insurance. If it concerns you, as a teacher, then we have a voice.

Committees within TALC

Human and Civil Rights

Government Relations

Legislative

Contract Maintenance

Public Relations

Collective Bargaining

Membership

Additional Member Benefits

A wide variety of financial discounts and promotions

Disciplinary and legal representation

If you have any questions or concerns, please feel free to contact your building representative, area coordinator, or myself.

Kevin Daly, President



 **Join Today!**

Start of School Year “Hot Topics”

Teacher Lead Money:

Once again teachers will receive money from the State to purchase classroom supplies. The dollar amount this year is \$250.00. The method of payment is still in the works at the time TALC TALK was printed. Please visit islandcoastfea.org/talc for updated information.

Transportation:

Please be patient with the busses during the first week of school as it relates to end of contract hours. The District is short bus drivers and they are adding new students/stops every day. Things should resolve themselves within the first week and the busses should be reliably on time from then on out.

Signing in and out:

Per our contract, we are required to sign in electronically using Lee Clock exclusively when reporting to work each day. As a result of an audit of the District, we will also be required to sign out electronically using Lee Clock. This is to satisfy the audit finding as it relates to being able to prove employees were at work the whole day. As we are overtime exempt employees, we are not eligible for additional pay if you stay at school beyond the contracted workday. This may, however, provide us an additional data point related to the amount of time employees work beyond their contracted time.

Community Relations

TALC has a Community Relations Committee that looks to raise awareness of TALC and the issues related to Public Education, and to increase the community's positive feelings towards our organization and our causes. The committee is headed by Susan Delago (Estero High School) and Debbie Fite (Three Oaks Middle). If you are interested in joining the committee please reach out to either Susan or Debbie. Each month the committee collects things for a local non-profit and/or engages in community projects. Let's show what 3200 members can do for our community!

August/September Community Project: Starting at the start of the school year until our September Rep meeting we will be collecting diapers for Our Mother's Home. This is an organization who works with teen mothers in the community. Donations will be collected at the school sites and the TALC office. The donations will be delivered after our September meeting rep meeting. Put October 5 on your schedule for the Walk for Wishes at FGCU. More info to come!

Contract Corner

As a part of negotiations and the new contract there were several significant changes to Article 13 to include new and continuing District and School based committees. Here is the language related to Site Based Committees

13.04 – SITE-BASED COMMITTEES: Instructional staff that serve on school-based committees represent the interests of individual worksites, therefore committee members will be elected by the instructional staff assigned to that worksite. Committee members will be elected by secret ballot election, to be counted by the Association's lead representative for the site and a site-based administrator. The Association's lead representative or their designee shall be included on all school-based committees.

Instructional Leadership Committee:

The Instructional Leadership Committee is a standing committee that meets on a regularly scheduled basis. The Instructional Leadership Committee shall be made up of no less than four (4) members, two (2) school-based administrators and two (2) members of the instructional staff. The Instructional Leadership Committee shall discuss potential labor issues without violating individual employee's right to confidentiality in employment matters. School-administrators or school-based union representatives may refer issues from these meetings to the TALC Labor/Management Committee for consideration.

School Calendar Committee: The School Calendar Committee is a standing committee that meets on a regularly scheduled basis. The School Calendar Committee shall be made up of no less than four (4) members, two (2) school-based administrators and two (2) members of the instructional staff. Prior to the beginning of each semester, the School Calendar Committee will develop a school calendar that includes anticipated dates and times for faculty meetings and school-related events. School calendars should indicate whether instructional staff attendance is mandatory or voluntary. The School Calendar Committee should also be involved in planning the schedule for the pre-school week, which is subject to the approval of administration.

School or Site-Based Safety/Security Committee: The School Safety/Security Committee is a standing committee that meets on a regularly scheduled basis. The School Safety/Security Committee shall be made up of no less than four (4) members, two (2) school-based administrators and two (2) members of the instructional staff. Committee members may make a written request for an emergency meeting of the School Safety/Security Committee. Written requests for an emergency meeting should specify the reason for the request and should include the Safety & Security Department. Requests must be responded to within 5 days.

Board Policy Highlight:

This month's policy has to do with Social Media and your status as an employee of the SDLC. Here are some pointers for the Board Guidelines concerning Social Media (these are some highlights for the entire policy please see the TALC [Webpage](#)).

General Communication with Students and Parents

In general, the District recommends all communication with students and parents go through District approved platforms. Employees, especially teachers and coaches, should refrain from asking parents or students to visit personally created websites, social media sites or outside APPs to communicate, gather information about homework, class activity, practice schedules, etc. They should refrain from providing personal email addresses and cell phone numbers to students currently enrolled in the District, only using their official District e-mail address as a way to communicate.

Social Networking Sites for Personal Use:

Special note - Employees of the School District of Lee County are not permitted to participate in the publishing of blogs utilizing their District credentials. District credentials/email addresses are not permitted to be used to sign up for personal social media accounts. If your work email is used to sign up for a personal social media account, the account is subjected to public record laws. The District recognizes the educational and communication value inherent in the responsible use of Social Media sites. The district also recognizes, however, that potential misuse can do great harm to the safety, reputations, and/or careers of those involved, as well as to the reputation of the District and the teaching profession in general.

Employees, excluding those posting on official school and District Social Media accounts, should refrain from visiting Social Media sites during student contact hours including lunch time and/or breaks since such activities will leave time-stamps that could be misinterpreted.

The District strongly discourages employees from accepting or initiating invitations to 'friend' students (family and relatives excluded) or otherwise providing students with direct access to the employee's personal Social Media accounts. The District also strongly discourages employees from engaging in private messaging exchanges with students on Social Media sites.

The district's right to release student works, photos, and "directory information" as outlined in School Board policy and the Student Code of Conduct DOES NOT transfer to individual employees acting outside of their roles as agents of the District. Posts involving students, including photos, videos, news about individual students, and displays of student work, are never appropriate for an employee's personal Social Media sites. Exceptions to this may include but are not limited to performances and athletic events that are considered public events.

If you participate in a social networking site for personal use, you may identify yourself as an employee of the District. If you do, you must state that you are expressing your own opinion, not that of the District. Even with that disclaimer though, readers will still associate you with the District and your actions will reflect on the District which could result in disciplinary action. Never pretend to be someone else and post information about the District. Tracking tools enable supposedly anonymous posts to be traced back to their authors. Do not use the District's Official Seal or individual school logos, athletic logos, mascots or any other such graphic representations or images — including photographs - during your personal online activities (Web site, blogs, etc.) or on any personal sites. Be vigilant about others tagging your page or posting about you and, if necessary, take steps to remove comments that pose a risk to you or the District.

Who's Who at TALC

Dr. Kerr Fazzzone, Executive Director

Kevin Daly, President

Jill Castellano, Vice President (Peer Collaborative Teacher East Lee County High)

Barbara Moreland, Vice President Membership (Learning and Leadership Teacher)

Sara Kohlhauff, Treasurer (Three Oaks Middle School)

Anna Whitten, Secretary (Colonial Elementary)

Matthew Estevez, Communications Director (Veteran's Park Academy for the Arts)

Sean Griffin, Area 1 Coordinator (Trafalgar Middle)

Shay Pearson, Area 2 Coordinator (Island Coast High School)

Jolene Reynolds, Area 3 Coordinator (Bayshore Elementary)

Lisa DuBrava, Area 4 Coordinator (Edgewood Academy)

Karie Rathbun, Area 5 Coordinator (James Stephens International Academy)

Michael Auer, Area 6 Coordinator (Learning and Leadership Teacher)

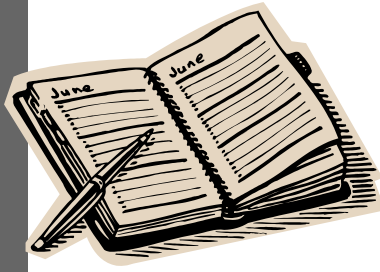
Charla Fox, Area 7 Coordinator (South Fort Myers High School)

Mina Soccarras-Daegling, Area 8 Coordinator

Bob Scoppettuolo, Area 9 Coordinator (Three Oaks Middle School)

Rob Moor, Area 10 Coordinator (East Lee County High School)

Upcoming Events



August 5, 2019	Teacher's First Day	
August 12, 2019	First Day for Students	
August 6-12, 2019	TALC Rep Elections	
August 13, 2019	School Board Meeting	6:00PM
August 21, 2019	TALC Building Rep Meeting	5:00 PM
August 22, 2019	ID Theft and Cash Management Class	3:30 PM
	(Two Classes, register for one)	4:30 PM
August 27, 2019	School Board Meeting	6:00 PM
September 7, 2019	TACO'Bout Teaching	1:00 PM

SPECIAL NOTICE

TALC Rep elections will take place in each building prior to our meeting on August 21st. Any member may put their name into nomination to be a building rep and only members may vote. A members only meeting must be held for the purpose of nominations. A member may self-nominate as well as be nominated by another member. A secret ballot election must be held and the votes counted by a person NOT seeking the position. The person receiving the most votes is designated the "Lead Rep" and the rest of the rep positions are filled in descending order. Any building is due a rep for the first 10 members and another for each majority of 10 thereafter. If you have any questions or need assistance please do not hesitate to reach out and we will help. Please be prepared to "report" the results prior to our August meeting. If you need to check membership status of a new teacher to your building please reach out to us.

Follow us on Socail Media:

<https://www.islandcoastfea.org/talc>

Facebook:

Island Coast FEA: TALC and SPALC

TALC Members (closed group for TALC members only)

Instagram: talcsocialmedia

Twitter: @islandcoastfea

YouTube:

TALC TALK is the official
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