

December 2018



# SANTA ROSA PROFESSIONAL EDUCATORS

## December Calendar

- 11th SRPE Christmas Social  
4:30 PM
- 13th School Board Meeting  
9:00 AM
- 21st- Christmas Break  
4th
- 25th Christmas
- 31st New Year's Eve



*I will honor  
Christmas in  
my heart and  
try to keep it  
all the year.*

Charles Dickens

### Attention SRPE Facebook Members:

Keep informed via DAILY updates on our SRPE Facebook page.



## Association Update

Now that your association has finalized its collective bargaining for the school year 2018-2019, we've turned our attention towards preserving what has been gained over the past 45 years. Our contractually bargained rights, salaries, and working conditions are at risk.

Each of our 2,045 teachers have received the benefits of SRPE's labor. However, not everyone in our bargaining unit financially supports our association's labor. In fact, only 36 educators out of every 100 are members of SRPE. This equates to only 36 teachers financing the efforts that the remaining 64 also receive. Our state's legislators as well as our own district has said that if teachers don't support their bargaining agent, they must not want or need it. This is the question: Do teachers really want an organization to bargain for raises, benefits, and working conditions?

Our legislators have gone so far as to create a law that says a teacher's bargaining agent, such as SRPE, must show at least 50% teacher membership each and every year. Without this level of membership, ALL past and present negotiated rights could cease to exist.

**So how does this new law effect our 2,045 teachers?** If SRPE is unable to show 50% support, you we will no longer be your voice to negotiate for you, nor will you have the negotiated rights contained in SRPE's master contract with the district. All 2,045 employees will become At-Will Employees without the contractual rights that are contained in the master contract.

### What is an at will employee?

An "At-Will Employee" refers to an employee whom an employer can terminate at will for any reason or for no reason at all. According to the At-Will Employment doctrine employment is presumed to be voluntary and indefinite for both employees and employers.

Do you know what is in your contract? Each employee has just cause employment rights protections. These rights apply to each Continuing, Professional Service, and Annual contracts. These rights were negotiated through the efforts of SRPE.

*In Unity*

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# Know Your Membership Rights

Have you been called into a meeting and asked to submit statements of events, questioned about your professionalism, and/or felt you were facing disciplinary action? Federal law has granted union members Weingarten Rights allowing you to reschedule meetings so that your union representative can be present with you. Do not feel pressured into signing documents, signing is not time sensitive.

## SRPE Member Feedback

*Thank you - the entire SRPE team - for negotiating our new contract AND for the past years when you all constantly fought for our rights and respect.*

**Melissa Abro**

*You all are the best! Thank you for everything you do.*

**Bonni Billings**



## If Not You, Then Who?



### GET INVOLVED!

Interested in Leadership and/or District Committee Roles?

[CLICK](#) to find out how you can become more involved with your professional organization.

## \$ Incentives \$

*Kudos to our 19 SRPE members who each recruited 3 new members last year. Each of these recruiters were reimbursed 1/2 of their annual dues in time for Christmas and the remaining 1/2 at the beginning of summer! Imagine getting all the benefits and protections of being a member--- but for FREE! Recruit three new members and you, too, can enjoy our membership rebate incentives.*

## In the News

### [12 Bullying Myths](#)

What do parents really need to know about bullying? It's not necessarily what you think.

### [How to Talk About Bullying So Teens Will Listen](#)

An unexpected three-minute commercial about bullying changed the conversation with my ninth graders.

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