

NEWS & VIEWS FROM SEMINOLE UNISERV

OCTOBER 2016-DECEMBER 2016

Thomas Bugos, UniServ Council Chairperson

Welcome to Seminole County's Unified Service Unit, Seminole UniServ. We are proud to be the voice for those that have already made working for America's public school system their life long profession. We are also ready to prepare those that are just beginning their journey of discovery to become the next generation of advocates.

While Seminole County Public School (SCPS) Employee Associations work to support the needs of their unique members, UniServ works in the background to support those organizations. UniServ employs a professional staff trained to provide the best advocacy possible for all members. Additionally, the staff provides training to members that help OUR associations implement, improve and coordinate programs designed to elevate OUR Professions and ultimately the future of OUR society through the education of the SCPS students.

The 2016-2017 school year is off to a great start. UniServ helped organize all four of the professional associations, in vetting, endorsing and ultimately electing a 26 year SCPS employee to the Seminole County School Board. This marks the first time that a true veteran teacher, supported by the local associations, has been elected to the Seminole County School Board. We are proud of OUR accomplishments, but this is just the first step on OUR long journey advocating for SCPS employees. We still need to make OUR voices heard when it comes to affordable insurance, living wages and recognition for the services we provide for OUR community. As one, we stand strong with OUR voices moving OUR professions and OUR community to a better place for all.

As the UniServ Chair, I pledge to be the voice of change and work hard to promote OUR professions.

Thomas J. Bugos II
UniServ Chair 2016-2017



Hello and welcome back to another fantastic school year! it is my pleasure to be serving as the Seminole UniServ Executive Director and to be one of two UniServ Directors with my colleague, Cristal Cruz. The UniServ Office has been busy all summer and into the fall advocating for members and welcoming new members into the Union. I am appreciative of the work our office secretaries, Dawn O'Quin and Trina Whittington, do for me, this office, and our members of the UniServ. I am committed to working hard for your UniServ Board and the four local unions that make up this UniServ. It is a pleasure to work with the four presidents, Sue Carson, Carlos Crispin, James Roark, Rosie Guerrido and your UniServ chair, Thomas (TJ) Bugos. My goals are to continue my support to all our UniServ members, encourage non-members to join us in our efforts that effect the working conditions of Seminole County Public Schools and the education of the students, and continue to develop the relationships needed at the District level to bring about the changes we need for the members of this Union so we can be the best we can be for the students of SCPS. As always, I am only a phone call or e-mail away if you ever need me for anything. I'm here to meet with you in the office, your worksite, or anyplace in between.



Curt Rock

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FROM OUR UNISERV DIRECTOR

Cristal Cruz



Where did the time go? It's been a year since I've been appointed to serve as your UniServ Director and every day I feel honored and grateful for the opportunity to work alongside some of the best educators and most resilient, hard-working, and committed workers I've ever known. From representing you in grievances to helping your locals grow in membership and strength, to improving your leadership skills with trainings and inservices, to bargaining four contracts and having fun during our rallies at the School Board meetings and a unique Special Magistrate hearing, to electing the first classroom teacher and union member to the School Board... you can see that my workdays are never the same but are always a blessing and I always have a blast! This year has been filled with incredible inspiration, challenges, gratitude, and, love for the profession and the movement, all thanks to you. My door is always open to all UniServ members, so feel free to reach out, any day, any time. Your friend and sister,

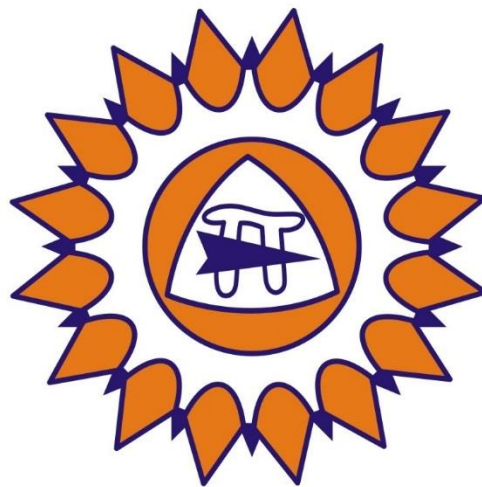
Cristal Cruz
UniServ Director
cristal.cruz@floridaaea.org

FROM OUR ASSOCIATE STAFF

I've been a secretary here at Seminole UniServ just under two and a half years. This is the first time I have worked for a union. I wasn't sure what to expect at first. But now I wouldn't trade it for anything else. I love my job and what we do for our members. Thank you for your dedication and hard work.

"In Union there is Strength"

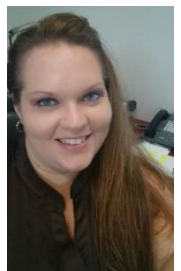
Dawn O'Quin



Visit our website early and often!
www.seminoleuniserv.com

Hello my name is Trina Whittington and I am a secretary for Seminole UniServ. I have a 9 year old son who attends Lake Orienta Elementary School. I started working for Seminole UniServ in June of 2015 as a temporary employee and was officially hired on as staff in September of 2015. I help keep the membership database up to date, post things to the webpage and Facebook, and get information out to our members via newsletters and emails as well as many other things. Thank you for supporting Seminole UniServ so that we can continue to support you.

Trina Whittington



NEWS & VIEWS FROM SEA, SECA, NIPSCO, & SCSBDA

OCTOBER 2016-DECEMBER 2016



NIPSCO

To all members, I would like to say first and foremost thank you for your hard work, service, and dedication. We appreciate you more than you will ever know. Last year we bargained a multi-year contract with language and raises for all 4 local units which was a great accomplishment since we have not had raises in several years. This year we will be starting to get ready for bargaining later in the spring. We will focus on improving in areas, such as getting situations solved in a timelier manner, getting more money from the school board for insurance, and other areas to make a better workplace for all our members. The most important entity in our union is our members. Without our members there is no Union. Period! As NIPSCO President my number one priority is YOU! Any questions, concerns, or if you want to talk please call or email me! Thank you!

In unity and Solidarity

Carlos Crispin 407-515-0756
NIPSCO President crlscrispin@yahoo.com

SCSBDA

Welcome back. As we settle in for the school year, the SCSBDA Board will be starting up committee work. Look for the form in your mailbox soon.

We have received a lot of feedback about the umbrellas and sling packs that were given out to the membership this year. Special thanks to Eric Brady for taking the lead from the initial idea, the ordering, and distribution of the gifts. If you still have not received your umbrella or sling pack, see either Eric or myself.

Some new ideas and programs will be reviewed by the SCSBDA Board in the coming weeks. More information will be available as we progress.

James Roark
President, Seminole County School Bus Drivers Association



"Taking it to the SCHOOLS"

That is our motto for the school year and our focus is building membership.

I hope all of you have had a great start to the school year. This school year I will be focusing on membership and engagement of members. We have started the committee work. You can go to our webpage seminoleuniserv.com and join a committee or attend one of our social events. We have also added to our calendars some community involvement throughout the year. I hope that all of you are excited about getting back to what we do best....Teaching and Loving our kids.

PAC which is a UniServ Committee has been hard at work with Political Action. They supported and spearheaded the endorsement of Abbey Sanchez. They are now interviewing candidates for District 30 Ryan Yadav and Bob Cortes. Once they have finished this process we will let you know their recommendation.

FYRE which stands for Florida's Young Remarkable Educators will have held their first meeting on September 8....If you missed out it is not TOO Late check out our web page at seminoleuniserv.com for most up to date information.

As always stay informed and always ask questions. We are here to serve you.

Sue Carson
Seminole Education Association President

SECA

Where did our summer go! The beginning of a new school year is here and in full swing. We hope your summer was relaxing and filled with great opportunities to recharge. We hope you have a great start to the beginning of school and we are excited that we begin our school year with a raise of 2.75%. Your SECA Board has been collaborating with the other locals to make sure we are all treated fairly.

We will continue to make a difference in the lives of the student and employees we represent. Some of the items are working towards are better salaries, benefits and professional development opportunities.

Cordially,
Rosie Guerrero



THIS & THAT

October 3 – **Rosh Hashana**
October 10 – **Columbus Day**
October 12 – **Yom Kippur**
October 13 & 14 – **Student Holiday/Teacher Workdays**
October 29 – **Trunk Or Treat**
October 31 – **Halloween**

November 8 – **Election Day**
November 11 – **Veterans Day**
November 21 – 25 – **School Closed/Thanksgiving Break**
November 28 – **Toy Drive Begins**

December 16 – **Toy Drive Ends**
December 19 – 21 – **Early Release Days**
December 22 – **Student Holiday/Teacher Workday**
December 23 – January 6 – **Winter Break**
December 25 – **Christmas Day/Hanukkah**
December 31 – **New Years Eve**

Events subject to change.

For updated information please visit our website at www.seminoleuniserv.com



Your *Vote Counts* ☒



DON'T FORGET TO
VOTE!
November 8



Your *Vote Counts* ☒

