

NEWS & VIEWS FROM SEMINOLE UNISERV

Winter Edition

MEET OUR UNISERV DIRECTOR

Chardo Richardson is a father, veteran, and advocate. Born in Mississippi, Chardo joined the military after high school and served for nearly twelve years. He participated in the Global War on Terrorism, taught both hands-on and podium style instruction, and gave freely of his time to those in need. After honorably separating from the U.S. Air Force, Chardo attended and completed law school in two years, passed the Florida Bar Exam, and began negotiating on behalf of injured individuals. He recently worked alongside local unions and non-profits in Central Florida on school board, legislative, and presidential campaigns.

Currently, Mr. Richardson serves as the President of the ACLU of Florida Central Chapter where he advocates for civil liberties and civil rights. In this position he communicates with and educates the public on their rights, develops the next generation of ACLU leaders, and directs the fight for equality in Central Florida.



Chardo Richardson

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407-587-6806 – cell

Thomas Bugos, UniServ Council Chairperson

The tide has turned and we are headed into the downward curve of the 2016-17 school year. Although there is still a long road ahead of us, we must not lose site of the ultimate goal, providing a safe learning environment, so the future of OUR community will have the knowledge to move OUR country forward. The United Service Unit (UniServ) is here to ensure that the positive learning environment is extended not only to OUR students but to the dedicated employees that help maintain environmentally healthy facilities, safely transport and monitor students, provide and support the clerical needs of all worksites, and facilitate the learning process for OUR students.

UniServ is YOUR support group that strives to educate, protect, and elevate the SCPS Associations serving each unique group of employees. It is those employees that make SCPS one of the best school systems in Florida and the nation as a whole. The “Current Facts” sections on the newly launched SCPS website would not be possible without the dedicated employees performing at the highest levels even though many struggle to make means meet. The UniServ goal is to support each unit in the best possible manner and to provide individual advice when needed. We are proud to report that to provide that support we have hired a new UniServ Director, Chardo Richardson. We hope that you get a chance to meet Chardo in the near future during one of his many visits to the numerous worksites throughout the county.

As we look forward, there are a lot of unknowns coming to the public school system in America. WE must keep in mind that we all come from different backgrounds with different ideologies and beliefs. OUR personal and professional lives may cross many times but it should always be our goal to elevate OUR profession and provide the future with the knowledge they need to succeed and do better than the previous generation. One of the greatest things about our country is the fact that we have a peaceful change of power unlike many of the less fortunate countries of this world. After another successful execution of that democratic process there is a lot of animosity on both sides of the isle, please keep in mind we may not all be Democrats, Republicans, or Independents but we are all educators. Regardless of what party or person you support, our ultimate goal should always be the future of the public education system in the United States of America. We should not look back and remember the bitterness, but look forward at how WE can advocate for positive changes to public education regardless of ideology.

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



FROM OUR EXECUTIVE/UNISERV DIRECTOR

Happy New Year and welcome back to the second half of the 2016-17 school year. As always, time goes too fast and there never seems to be enough time to do all I want to do. It has been a busy fall and winter. As many of you know, Cristal Cruz, UniServ Director, has taken a new position as a Service Unit Director (UniServ Director) for Island Coast FEA in Lee County. Cristal will be missed here in Seminole County and we wish her well in her new assignment. Seminole UniServ has hired Chardo Richardson as our new UniServ Director. Chardo started January 9th and will be out and about with me and the local presidents to meet you and get to know you and your concerns. You can learn more about Chardo on the website and in this newsletter. Our office will continue, as always, to work with you to solve whatever issues you may be having at your worksite. The winter proves to be a very busy time with all four locals gearing up for bargaining. Please remember to complete your local survey so we can bring as many issues to the table as possible. We are also getting ready for all four local unit officer elections this spring. If you are interested in running for a local officer position please contact your local president or this office to learn more about the timelines for filing and campaigning. I hope you all have a wonderful start to 2017, and I look forward to continuing my work with you as your Executive Director and UniServ Director.

Curt Rock

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Freedom of Speech

Freedom of speech is a cherished right that both school staff and students enjoy, but rights are neither absolute nor limitless. As such, school officials may impose reasonable restrictions on the symbolic (i.e. wearing of t-shirts) and verbal speech of students, teachers, and school staff. Why? Because teachers and school staff have the power to shape the attitude of students' lives.

This shaping is of importance to the State. The State is responsible for the public education of our children. When a government employee is "on the clock" they are acting for the State, to an extent. But generally, your outside of work, unrelated to your work and concerning a topic of public importance, is protected by the First Amendment. Here comes another but; if school officials can show that your speech, even if made outside of work, could adversely affect school functions or your effectiveness as a teacher/staff, the First Amendment may not protect you.

It is not the intention of Seminole County Public Schools ("SCPS") to deprive any employee of his or her right to freedom of expression. It is, however, the intention of SCPS to reasonably limit speech that is disrupting to the learning environment, school board facility, work unit, or work site. As the political and social landscape of this country changes, please be mindful of your work environment when expressing your opinions and exercising your freedom of speech. Each and every one of you are looked up to by someone. For further information on the topic, please don't hesitate to contact me.

References:

U.S. Const. amend. I

Garcetti v. Ceballos, 2005 WL 1284578 (U.S.), 14 (U.S.2005)

Tinker v. Des Moines Indep. Community Sch. Dist., 393 U.S. 503, 506 (1969)

School Board Policy Manual: Seminole County Public Schools, Chapter 6 (2012)

For Justice,

Chardo Richardson

Director, Seminole UniServ



THIS & THAT

January 26 – SEA RA 4:30PM at Lyman HS

January 27 – Duffy's Social at 3PM

February 10 – Blood Drive 2PM-7PM at Seminole UniServ office

February 14 – Valentine's Day

February 20 – School System Closed/President's Day

February 23 – SEA RA 4:30PM at Lyman HS

March 10 – Patio Grill Social 4:30PM

March 17 – Student Holiday/St.Patrick's Day

March 20 – 24 – School Closed/Spring Break

March 30 – SEA RA 4:30PM at Lyman HS

Events subject to change.

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

Patio Grill Social

2900 South Orlando Drive
Sanford, Florida 32773
3:30PM
September 9



BLOOD DRIVE

February 10, 2017

2PM - 7PM

Seminole UniServ Office

813 Oriole Avenue

Altamonte Springs, FL 32701



DUFFY'S

SPORTS GRILL

Free Food ~ Great Company ~ Prizes

Come wind down after work and start your weekend off right!

Join Us



DUFFY'S in Altamonte Springs

525 East Altamonte Drive
Altamonte Springs, FL 32701

January 27, 2017

3:00PM - 6:30PM

SPONSORED BY SEA & SECA



"Taking it to the SCHOOLS"

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

Dear SEA Members,

I hope all of you had a great Holiday. Our Toy drive was a success and we are getting ready for the New Year. There is a lot going on for 2017. First and foremost we have started preparing for bargaining. Hopefully, all of you have taken the bargaining survey and provided your input. We will be sending out bargaining updates as the process continues. We will be holding elections for Officers, Boards, Governance and both NEA and FEA Conventions. The nominations will open at the February RA and close in the March RA. Elections will be held the week of April 10-14. Please be sure to check you emails and the webpage often for election information.

We will begin our membership campaign in January. If you want a chance to earn some extra \$ money, after all of your holiday spending, tell all your work friends to join the Union and you can earn \$20 for each one you get to join (up to \$100 per month). This will be going on for January, February and March.

GO GET NEW MEMBERS.....

There are lots of things happening in 2017, so I want to give you as much time as possible to prepare for the events:

Please see the calendar section of this newsletter.

Again be sure that you check into the webpage monthly. It always has the most up to date information: seminoleuniserv.com

Happy New Year and let's make 2017 the best year yet.

Sue Carson

Seminole Education Association President



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

Winter Edition

SECA

Hope you all had a restful and enjoyable holiday season. I hope by now you have received and completed the survey monkey we sent out. As we start negotiations with the district it is important for us to know what we need to bring to the table and negotiate on your behalf. We will always negotiate for raises and benefits. All four units will be negotiating together for the second year in a row. We think this is a start to equality among the employees. We are going to try and bargain a two year contract again instead of bargaining every year.

We wish you and your loved ones good health and safety throughout the New Year.

Cordially,
Rosie Guerrero
SECA President



NIPSCO

Happy New Year to all members!

Hope everyone celebrated and had a long rest during this winter break.

The rest of this year we are going to focus on bargaining and pay close attention to our member needs and wants.

At this point, you have received or will be receiving a survey regarding the contract. This survey helps us understand what you want on the table during negotiations and allows us to voice your concerns to the district.

If you have any questions or concerns please give me a call at 407-515-0756 or contact Curt Rock or Chardo Richardson at 407-388-1131.

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



SCSBDA

The contracts for each of the units is available at seminoleuniserv.org. In previous years for SCSBDA, the contracts were printed from the SCPS Print Shop until this year. Printing the contracts for each member was considered too expensive this year, so the board decided to follow the other units in having them posted on the website. The UniServ can print out certain articles if needed. Also, board members of the SCSBDA have a printed copy, so if you have an issue, you can consult with them.

At this point, you have received or will be receiving a survey regarding the contract. This survey helps us understand what you want on the table during negotiations and allows us to voice your concerns to the district.

James Roark
President, Seminole County School Bus Drivers Association

