

## Congratulations, Sylvia Pond

ESP's would like to congratulate Sylvia Pond on her successful election to the SCPS School Board. Sylvia is a veteran teacher who taught 29 and 1/2 years at Lyman High School as a business education teacher.



## Your Personnel File – It's Public

Consistent with State Statutes and the Official Agreements between each local and the School Board, an official personnel file must be maintained. This file is public record but with a written request, any person shall be permitted to examine his/her personnel file. The only exceptions are social security numbers and personal medical information. However, under State Statute there is allowance for a general exemption from inspection or copying of public information. The Human Resources Department must gather specific information for qualifying employees. Proof of eligibility consists of one of the following documents that apply to you or your spouse:

- A reference letter on employer's stationery or a completed SCPS Reference Form (814A or 814B) that indicates employment within one of the qualifying positions.
- An official evaluation that indicates employment within one of the qualifying positions.
- An official letter on employer's stationery that indicates employment within one of the qualifying positions.

If you are interested and you qualify, please send proof of eligibility for the confidentiality designation to Rosa Jones in Human Resources. She can also be reached at 407-320-0100. In addition to an official document as specified above, please provide the Human Resources Department with a letter signed and dated by the employee acknowledging that this legislation applies to you. Also in accordance with the statute, please indicate that you are requesting that your personal information be maintained in confidence.

## Looking For A Degree?



If you're interested in seeking a degree, we invite you to join us at the UniServ Office for a College Curriculum Night. Materials and information will be available from a number of colleges and universities. Find out how to earn a degree on line or on site at these schools. Some schools will have representatives on site. This is an Open House type event; refreshments will be served and you may stay as long as you wish. **Event hours are 3:30 p.m. until 6:30 p.m. on Wednesday, December 3, 2008.** This event will take place at the UniServ Office. "We want to provide all of our members, as well as potential members-teachers and ESPs- from all locals, with information they can use to improve themselves", said IPD Chairperson Barbara Nauditt.

## Minority Affairs Leadership Conference: Hold this date!



The Seminole UniServ Minority Affairs Committee will present a Leadership Conference on Saturday, February 7, 2009. The theme for the Conference is "Find Your Voice-Keep It Real!" The event will begin at 7:30 a.m. with registration and a light breakfast and end at 4 p.m. The Committee hopes this event will be memorable and will broaden our understanding of each other. The mainstay of the event will be presentations from the Leadership Cadre for NEA. Other presenters from around the state and Seminole County will also join us for the day as we earn points, network with colleagues, make new friends, develop skills and enhance our learning. This is an event for ALL members of the UniServ. Saturday, February 7, 2009: Hold this date! Details for this event will be sent at a later date.

NIPSCO President	Craig Hopes
SECA President	Betty Bailey
SCSBDA President	Ora Lee Alexander

## Bargaining Update

As you know, all the ESP Bargaining is on hold pending a settlement with the teachers which has been very challenging for them this year. The teachers are currently at Impasse and a hearing is expected to take place in early December. They have also filed an Unfair Labor Practice. A number of ESP leaders were able to attend the SEA General Membership Meeting and Rally. Your ESP Bargaining Teams thank you for this show of support. The SEA Bargaining Team also thanks you. Buttons to demonstrate support for contract settlements for all four locals are being distributed. Please wear your button and show your support. After all, we are ALL in this together! For up to date information regarding teacher bargaining, visit our web site at [www.seminole-educators.org](http://www.seminole-educators.org).

### Show your Support For Your Bargaining Team

With the Bargaining Season upon us, this is a good time to review how to show your support at the worksite. You can display a sign on your vehicle. You may also wear a lapel pin or button with a slogan on it.



### NIPSCO Welcomes New Vice-President

Lee Evans, long time NIPSCO member and an experienced advocate, is now serving as NIPSCO Vice-President due to Ernest Culbreth moving to another bargaining unit. Lee works in the cafeteria at Haggerty High School. She brings a wealth of experience and is looking forward to continuing NIPSCO's record of strong representation, experience and excellence. Let's welcome Lee to our team!

### Holiday Party 2008

SCSBDA will hold its Annual Holiday party this year at the Sanford Civic Center on Saturday, December 13, 2008 from 7 p.m. until midnight. Dinner will be served from 7:00 until 8:30. Members are complimentary and guests are \$5.00. We will also have door prizes. If you have any questions, please see Chrissy Hancher.

## New School Bullying Law



Florida passed an Anti-Bullying Law on April 30, 2008. This legislation, known as the Jeffrey Johnston Stand Up for All Students Act, prohibits the bullying and harassment of any student or employee of a public K-12 educational institution. It forces all state school districts including Seminole County Public Schools to adopt policies by December 1, 2008. Although 63 school districts already have anti-bullying policies, the law requires all of the state's 67 districts to adopt a policy that complies with the new legislation.

The State Department of Education is required to approve each school district's policy. The districts have to be in compliance with reporting procedures in order to receive safe schools funding. They also have to report the implementation of their policy, the date it takes effect, and make modifications if necessary.

Seminole County School Board voted to adopt its policy on Tuesday, November 18, 2008. Seminole's policy includes both physical and emotional bullying and procedures on how to report. A copy of the policy can be found on the school district's web site.

### Election 2008-Education Candidates Positioned To Help!

Heralding November 4 as "a historic evening unprecedented in the history of our country", FEA President Andy Ford expressed the sentiment of many of our members. No matter which party or which candidate you supported, electing pro-education and pro-labor candidates makes all of us winners! From our state organization, FEA, to the locals here in Seminole, our members took an active role in electing candidates who are friends of education thus helping students as well as employees. Thanks to each of you who played a part by educating members, sharing information with families, working campaigns, donating money, or spending time on campaigns.



### Save the Date: Retirement Workshop

Seminole UniServ is sponsoring a Retirement Workshop for *all* employees (SEA, SECA, NIPSCO, and Bus Drivers) on February 25, 2009 from 5:00 - 7:30 in Lyman High School's Media Center. There will be a spokesperson from FRS (Florida Retirement System) there, as well as others, who will answer questions. If you haven't given retirement much thought, it's time! We all need to plan our retirement *at least* as carefully as we planned our careers in this critically hard budget year! Details involving DROP will also be shared. More information will follow—so SAVE THE DATE!

Have a wonderful Thanksgiving!

