



February 2021

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YOU

- You are enough.
- You have influence.
- You have a contribution to make.
- You have a gift others need.
- You are the change.
- Your actions define your impact.
- You matter.

MATTER

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From Your President

Happy Valentines!

Wow it is so good to be back! My husband and I have been out for a month and 1 week battling Covid. It feels so good to be back working and feeling somewhat normal again. Thank you so much for your calls and texts and cards and letters. I know you have busy lives and schedules yet you took the time to check on us. *Thank you! Thank you! Thank you!*

I have been out of the loop during this time but I know our team was at work. A MOU was composed and ratified for Covid leave. That is a big accomplishment. Melinda Goodson and Michael Petty did host our January meeting but unfortunately no one joined the meeting. Our next meeting will be in February on the 25th the 4th Thursday of the month at 5:30 pm on



Zoom. Hope you will Zoom in.

Our Gulf Coast Leadership Conference is Saturday, February 13 at 8:30 am on zoom if you care to attend get registered please. This is the PERFECT opportunity to become more engaged in WCSP and develop new skills and gain new knowledge regarding member advocacy, leadership skills, professional development, member benefits, legal updates, and more! If you have attended the conference before, you can grow your skills. If you have never attended any WCSP/FEA trainings, you can start your journey to becoming a vested WCSP member or a future WCSP leader. This year's **virtual conference will be Saturday, February 13th** from 8:30 am to

1:15 pm CST and **attendance is FREE.**

[Click here to register for the GCLC!](#)

Member engagement has never been more important than it is right now. WCSP/FEA priorities during the legislative session this year include *more equitable salaries for all school personnel, protecting FRS pension and more.*

I have had a lot of time to reflect pray and meditate. God has shared many answers and truths. I have learned that the most important duties in life is to love our fellow man and do right by them. We know this as we are being raised but many times we put it on the back burner. I honestly want to help if you have any issue large or small do not hesitate to contact me my door is always open. We have a wonderful team that stepped in and kept things going I am truly grateful.

Victoria Wilkerson



**Law Maker
promises
are
temporary.
A union
contract is
in writing.**

In our glorious fight for civil rights, we must guard against being fooled by false slogans, such as 'right-to-work'. It provides no 'rights' and no 'works'. Its purpose is to destroy labor unions and the freedom of collective bargaining....we demand this fraud be stopped.

Martin Luther King

SB 1014—Another Blatant Attack

- all instructional **and support staff** locals to be above 50% on December 31st of each year;
- all members to **rejoin** the union on August 1, 2021 and re-sign ever 2 years;
- all members to sign a notice with the district that they know they do not have to join the union;
- requires the district to verify that the member actually signed up for the union;
- that PERC investigate and verify information provided by the union regarding membership numbers;
- that FLDOE create rules for districts to follow as they verify membership and intent of members to join the union; and, that unions include a specific disclaimer, in 14-point, bold font, basically saying Florida is right to work and you don't have to join

Our Florida Legislature is in full swing as they consider new laws that will have a direct impact on our students, your jobs and retirement, and our association. Now is a time to be vigilant and engaged.

1. Please text **edactivist** to 31996 – so you will stay current on these proposed laws
2. If you are interested in joining us in talking with our local elected officials, please reach out to Michael Petty at michael.petty@floridaea.org or 850-296-2776. There are limited spots available, so please reach out quickly.
3. Check your email regularly – read and engage with messages that have the subject line of LEGISLATIVE ACTION ALERT
4. Speak to co-workers about the importance of joining WCSP as we advocate on your behalf with our lawmakers

WCSP Officer & Delegate Elections

WCSP will be conducting elections for:

- ⇒ **President**
- ⇒ **Secretary/Treasurer**
- ⇒ **FEA Delegates (2)**



Nomination packets will be distributed to all sites by the 2nd Friday in March. Your building reps will have some nomination forms or you will be able to download and print them from the website at www.waltoncsp.org.

Elections will be held the week of April 5-9, 2021.

Representation

As we continue to represent members across our county, it is a good reminder to review your *Weingarten Rights*. Always include your BR, Victoria or Melinda, or Michael Petty in matters that may lead to counseling or corrective action. We are here to help and be by your side.

If a reasonable person would believe that discipline could result from the meeting, you have the right to representation. Ask what is the purpose of the meeting and if you feel discipline could result from the meeting state that you would like union representation. You can ask for representation at anytime during the meeting. Do not sign or agree to anything or make or write statements. Call WCSP immediately at 850-763-3416.

Walton County Support Professionals

1610 Beck Avenue
Panama City, FL 32405
850-763-3416

Victoria Wilkerson, President
tonyandvicki1126@gmail.com

Michael Petty, Executive Director
michael.petty@floridaea.org

General Membership Meeting

Thursday, February 25th @ 5:30 PM

Membership Meeting Link/Call Information

[https://zoom.us/j/91728511834?
pwd=Q2EOek1hakFrZkkONDRPbWgrQzZ5UT09](https://zoom.us/j/91728511834?pwd=Q2EOek1hakFrZkkONDRPbWgrQzZ5UT09)

or by phone 1 929 205 6099 and then enter Meeting ID: 917 2851 1834

and Passcode: 958203

We're on the web!

www.waltoncsp.org

Emergency Paid Sick Leave MOU

The memorandum of understanding (MOU) did ratify by the bargaining unit on January 25, 2021. The MOU is below for your reference.

Memorandum of Understanding between the Walton County School Board and Walton County Support Professionals

This memorandum is written to serve as an agreement between the Walton County School Board and the Walton County Support Professionals. The intent of this memorandum is to allow for an extension of the Emergency Paid Sick Leave benefits portion of the Families First Coronavirus Response Act (FFCRA) that provides up to ten (10) days of paid sick leave for certain COVID-19 related issues.

Terms:

1. Employees who have already taken Emergency Paid Sick Leave under FFCRA are not eligible for an additional ten (10) days of paid leave. The ten (10) days are cumulative from April 1, 2020. Employees who have used a portion of the leave under FFCRA but did not use all ten (10) days may be eligible to use the balance of the ten (10) days not used. All Emergency Paid Sick Leave used must be for qualifying reasons, and documentation must be submitted to the Human Resources Department for each day.

2. Employees who need to isolate or quarantine and have already used all ten (10) days of Emergency Paid Sick Leave will be required to use accrued sick leave, compensatory time or unpaid leave.

3. If a qualifying COVID-19 issue arises, employees who have not yet been allocated the ten (10) days of Emergency Paid Sick Leave must submit an Emergency Paid Sick Leave Request and required documentation to the Human Resources Department in order to be allocated Emergency Paid Sick Leave.

4. This agreement will be retroactive to January 4, 2021.

5. This agreement will be in effect until June 30, 2021.

