

## 2012 LESPA NEW MEMBERS

Light, Stephanie  
Brown, Sherri  
Davis, Kimberly  
Gary McPherson  
Bobby Parrish  
Erica Brown  
Sanders, Antre'



Smith, Dewanda

Leon Educational Staff Professional Association (LESPA)

December 2012

Volume 1, Issue 1

## Bargaining Update

The following language changes were tentatively agreed to on August 30, 2012

### Article VII, LESPA Rights

Section 7.05, Temporary Duty for LESPA Activities added the LESPA Vice President to the releases time if the President cannot make the meeting or the site visit for any reason. Added to 7.05 A, 2. C 2

### Article XI, Leaves

Section 11.20 B, Paid Holidays- added a holiday up from 4 paid holidays to 5 paid holidays.

Section 11.28 C, Bereavement Leave- if the destination of the funeral is more than 250 miles away an additional 2 days may be added for Bereavement Leave.

The following pay proposal was given to the Board's team for them to present to us the cost analysis at our next meeting.

Initial Proposal (Waiting on a Cost Analysis)

1. Each pay grade and range will remain the same;
2. The range, for example pay grade 30, (\$10.85 - \$18.08), will be equally divided by 30 years to reach maximum level;
3. Each year of service an employee has with the District will be multiplied times the range increments within their pay range, for example in the pay range listed above it would be \$.24 per hour per year;
4. This amount will be added to the base rate and become their new hourly rate, but not less than their current rate as in the example above if someone had 10 years with the District they would get a \$2.40 per hour raise from their base rate;
5. Their level will be adjusted each year on July 1 to the next level within their range until the 30 year rate is reached;

6. On 7/1/13 all LESPA employees will receive a 5% raise to their hourly rate. This will become the new permanent base rate of their grade; (Rejected)

7. Effective 07/01/2012 biweekly pay will begin. (Rejected)

As of this date we have received no cost analysis and the Board's proposal at a salary committee meeting with LCTA was 2% for everyone, which was rejected by both LCTA and LESPA. LESPA is insisting on having the cost analysis of the initial proposal before moving forward with negotiations, which is scheduled for next week for both units, LCTA on the 31<sup>st</sup> and LESPA on the 1<sup>st</sup>. The LESPA negotiations meeting will be from 9 to 12 any information will be sent out as quickly as possible.

## Membership Drive

### We need your help.

LESPA has open committee positions and rep openings at several of our school sites. Contact Lissa Stevens at [stevensl@leonschools.net](mailto:stevensl@leonschools.net) or by cell at (850-445-5351) if you are interested in the wellness committee, membership engagement



committee, Christmas Ball committee, hospitality committee, membership committee and the legislative committee. We also have rep openings at Apalachee, Canopy Oaks, Ft. Braden, Gilchrist, Hawks Rise, Killeen Lakes, Montford, Nims, Raa, Leon, Lincoln, ACE, Roberts, W.T. Moore, Cobb and Deer Lake.

**Get Active!**

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### President's Message.



We must preserve our vision and take a stand with courage if we are to instill hope to the educational support employees. I am proud to serve as your president and am willing to work for you. Lissa Stevens

### MORE 2012 LESPA NEW MEMBERS

Jefferson Anita M  
Brown Sherri M  
Daniels, Jacqueline  
Johnson, Kendra  
Colson, Billy  
Ford, Jacqueline  
Jackson, Tasha  
Marino, Dominic  
Lewis Jackson, Freda  
Walker Sia A  
Scott Leslie C  
Randle LaDonte M  
Carter-Johnson Jeriesha  
Brown James  
Wilson Ebonee M  
Stuart Howard  
Johnson Chaia  
Williams Gia  
Jones Evie  
Washington Laquetta  
Mixon Pamela  
Riley Antonio

## Leon Educational Staff Professional Association (LESPA)

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2955 Capital Circle NE, Suite #7 Tallahassee, FL 32308 (850) 488-3124 (850) 922-7145 Fax

Lissa Stevens, President

Jeremy Shaw, Vice President

### Fall Rep Training

We kicked off this school year with a leadership and rep training for our site reps. The training was held September 20, 2012 at the FEA Building. Reps engaged in True Colors training, basic leadership skill building and membership best practices training. In addition, LESPA reps developed membership plans for the year. NEA trainers Trudi Brown Clark, Floyd Cox and Phadra Tuitt conducted the training. Reps left them training with a rep survival kit and a renewed commitment to build membership at their local school sites.

### Membership Is LESPA's Business

LESPA had the opportunity to participate in a short term membership organizing project this Fall. LESPA leadership developed a membership plan that included training for reps, member engagement activities, resources for site visits for membership recruitment, community engagement activities, \$5,000.00 for professional development workshops for the 2012-2013 year and more. We're excited about building our membership capacity!



**LESPA and LCTA** leadership partnered to develop two community engagement activities this Fall. Both locals hosted a tent during the FAMU/Savannah State football game on October 13, 2012. We sponsored hot dogs and hamburgers for the youth, provided free tickets to the game to community kids and partnered with the Student FEA organization to provide face painting services. Members that stopped by received FAMU supporter t-shirts



and 30 members received a pair of tickets for the game. On October 26, 2012 prior to the FSU/Duke homecoming game, the locals hosted a "Downtown Getdown" tent to provide information to the community about early voting, amendments on the November ballot and the benefits of joining LESPA and LCTA.



### Rep Training Schedule

#### NOVEMBER

08 ED/BOD

Oak Ridge 5:00-6:30p.m

15 Rep's council

#### DECEMBER

13 EB/BOD

BBSU 5:00-6:30p.m

20 Christmas Ball (Doubletree)

#### JANUARY 2013

10 ED/BOD

Oak Ridge 5:00-6:30

17 Rep's Council

Astoria Park 5:00-6:30p.m

#### February

14 EB/BOD

12 Rep's Council

### LESPA CHRISTMAS BALL

Doubletree Hotel-Downtown  
Tallahassee-Thursdays, December  
20th 7pm-11pm- RSVP at 942-0671  
or e-mail Sherrie Coggin at [sherrie.coggin@floridaea.org](mailto:sherrie.coggin@floridaea.org). RSVP  
must be received by Dec 13th.  
Free for members/\$25.00 non-  
members. Members can bring one  
guest. Non-members must pay for  
guests. Reserve a room for \$89.00  
at the hotel. Ask for LESPA rate.