

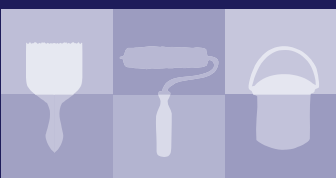
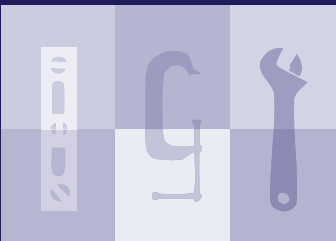
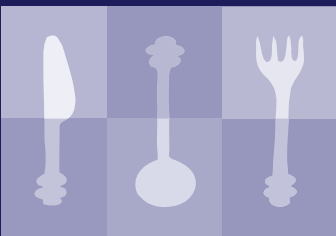
N I P S C O N E W S

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Budget Cuts Never Heal

The second SCPS Budget Workshop was held on May 13, 2008. By now it should be no surprise to anyone just what a challenge establishing this year's budget will hold. The proposed budget presented to the School Board at this workshop includes: a budget reduction of \$3.6 million due to declining enrollment; an additional \$2.8 million reserve for a further declining enrollment projection of 566 FTEs; an estimated increase for health insurance of \$2 million; a \$1.95 million necessary increase for diesel fuel cost.



In all, the actual budget deficit is estimated to be \$24.4 million. This is based upon the estimated revenue reductions, as well as projected cost increases for necessary budget items. UniServ Executive Director, Paul Sanchez and SEA President, Gay Parker have participated in several meetings, discussions and reviews of the budget at both the local and state level. UniServ will continue to advocate for all employees as decisions are made final. Next steps in the budget process will include the impact negotiations will have on critical items in the continuation budget such as salary and health insurance. As always, we will keep members updated throughout the summer.

ESP Day a Success

Over 80 employees signed up for a day of training, networking and fun that was held May 17. NIPSCO, SECA and Bus Drivers all met at the UniServ office, held group meetings and then moved into at least 2 workshops each. The entire gathering heard Legal Issues as addressed by FEA attorney Carol Buxton. She addressed a number of issues and advised employees of their rights and cautioned them about behaviors. There was a choice of sessions offered next: Dealing with Difficult People or Unemployment Questions/Marketing Yourself. The day ended with a cook-out and door prizes won by many. Thanks to all who came out for what could be termed a most successful day!

2008-09 Calendar Highlights for ESPs



Even as you prepare to close out the 2007-08 school year, the 2008-09 year beckons. Here are some highlights from that calendar: Students are back on Monday, the 18th! 186 day employees report on August 18; 196 day employees report on August 12; 202 day employees report on August 4 and 221 day employees report on July 28. Your first holiday is on September 1 (Labor Day). Schools are closed December 22 through January 2 for Winter Break and April 6-10 finds the schools closed for Spring Break. The last day for student attendance is Friday, June 5, 2009. For a more detailed view, please see the SCPS website.

NIPSCO Ready to Bargain in Hard Times

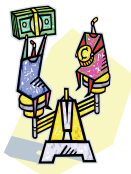
Your NIPSCO Bargaining Team will work all summer negotiating on your behalf. While we anticipate a challenging bargaining process this year, it is always reassuring to know that we have overwhelming support of the employees we represent. This is evident from the significant participation in the bargaining survey. This information is very important to the team when hard decisions have to be made. Your NIPSCO Bargaining Team is lead by Craig Hopes, President and Paul Sanchez, Chief Negotiator. NIPSCO will work in a coalition with the other three locals serviced by Seminole UniServ as it has served us well over the years. As bargaining progresses throughout the summer, NIPSCO will keep you posted.



UniServ Summer Hours



Just a reminder the UniServ Office is open all summer to advocate for you. The NIPSCO office will be open all summer from 8:00 to 5:00. If you are out of town over the summer, the staff can also be reached by e-mail at sea@scps.k12.fl.us or at seminole@floridaea.org.



Florida Legislature Throws Public Schools Under The Bus

2008-09 will be the first time in over 40 years that the state's budget has less money in it than in the year before. It is also the first time the state's share of money for public schools has fallen below 50% of the budget. SCPS has not filled every vacant ESP position recently, so we have not lost many *ESP regular employee* positions as some of the school districts around us. However, as many of you are aware, some employees have been moved from 12-month to 11-month, and 11-month to 10-month positions.

Will YOU Make A Difference In The Elections This Year?

Are you registered to vote? We get to choose who governs us - from school board to U.S. President - this fall. Registering and voting are important, and easier than ever. You will find forms at your school, at the ESC and at the UniServ Office. Register and vote! Make your voice count!



Annual Leave

If you are a 12-month employee, you earn annual leave hours (vacation) equal to one work day per month (12 days per year), until you reach 5 continuous years. At that time, you begin to earn hours equal to one and a quarter work days per month, (15 work days per year). When you reach ten years of service, this increases to one and one-half work days, or 18 per year. New employees must have finished their 60-day probationary period before taking annual leave.

When your annual leave is more than 50 days at the end of any fiscal year (June 30), *you will lose the leave that is greater than 50 days.*

When you go from a 12-month position to a 10- or 11-month position, you stop earning annual leave, but you can use the time you have earned.

If management at a work site determines vacation leave approvals must be limited, these factors will be used: program needs, calendar, and seniority.

Leaves must be presented to supervisors for approval at least ten days before the date for which the leave is requested.

Tips to Market Yourself for Employment

In order to be aggressive in today's job market, you must place yourself from the competition. The market will be very competitive with all of the recent budget cuts, and even with that, you shouldn't get discouraged. However, be aware that there is a lot of competition, but by simple preparation and performing your job search you'll be in a much better situation to get the career you desire.

Here are some tips for you to consider before searching for employment:

- **Networking.** Believe it or not, networking is still the number one way people obtain new positions. Talk to current and former managers, peers, neighbors, friends and relatives to find out if they know of any available positions. By getting a referral from someone who either works for, or knows, someone looking for help, you're one step ahead of the competition. Personal referrals can help you immensely in getting hold of a new job.
- **Researching Organizations You're Interested In.** When creating your cover letter, you should state why you're interested in working for that particular company. When you write your resume, your accomplishments should focus on how you can help their needs. Before you go to a job interview, understand what the company does, what they value, and prepare questions to ask the interviewer. This shows the interviewer that you are *interested* and excited about working for them.
- **Learning to Sell Yourself.** Even if you don't think you can sell yourself, you do it every day. You sell your ideas to friends, family, and peers. The best way to market and sell yourself is by focusing on the needs of the employer. How can you help this company succeed? By identifying their needs, and showing how you can help them, you will stand apart from the competition.
- **Don't Get Discouraged.** If you don't get a particular job, don't dwell on it. Stay focused, and move on. There are many prospects, and your best chance could be right around the corner.

Using the above tips for job searching in today's market will help you focus and make use of your time wisely when looking for a new job opportunity.
