

UNITER

A Publication of the United School Employees of Pasco

February 11, 2022

Coming Soon: USEP Elections

In April the United School Employees of Pasco will conduct USEP's internal elections for USEP executive board members and convention delegates. This election will be conducted via paper ballot between 4/18/2022-4/29/2022. Ballots will be counted and election results will be released on 5/6/2022.

In this election cycle, there will be **three Instructional Executive Board Member positions and one SRP Executive Board Member position on the ballot.** This election cycle also includes **Delegate Elections for NEA Representative Assembly and AFT Convention.**

If the elections for USEP executive board are uncontested by the deadline of February 18, 2022, we will know our new or returning officers.

A few things to keep in mind:

- ✓ USEP members retain the ultimate control of their union through the election process.
- ✓ Voting is your right and responsibility!

Who Can Run for Office?

To run for USEP office or as a delegate, you must be a USEP member in good standing as of December 3, 2021 (dues paying). Some additional requirements apply to specific offices.

Executive Board: A member must be a teacher to run for Teacher Executive Board seats and an SRP to run for SRP Executive Board seats. The nomination form requires ten (10) signatures of USEP members in good standing from the applicable unit—teacher or SRP.

Nomination Forms: Members interested in running for Officer or Executive Board must complete the *Official Officer or Executive Board Member Nomination Form* which requires ten (10) signatures of USEP members in good standing as specified above. USEP nomination forms

are available from your building rep, by contacting the USEP office, or online.

Delegate Elections

To run for delegate to any of the conventions (see reverse), a member must complete a separate *Official Delegate Nomination Form* for each convention. To be nominated as a delegate, a candidate must submit the Delegate Nomination form with the signatures of two (2) USEP members in good standing from the applicable unit. Delegate nomination forms are available from your building rep, the USEP office or online.

Possible Run-Off Election

If a candidate for one of the four offices does not receive a majority of votes cast (50% plus one) or if there is a tie for the last slot of teacher or SRP Executive Board seats or convention delegate, there will be a run-off election.



USEP

United School Employees of Pasco



USEP: One Union — Two Units

Although USEP is one union, it is composed of two units—the instructional unit and the SRP unit. **All members, regardless of whether they are teachers or SRP, vote on the four officers: President, SRP Vice President, Teacher Vice President, and Secretary-Treasurer.**

However, only teachers elect teacher Executive Board members and Convention Delegates and only SRP elect SRP Executive Board members and Convention Delegates. The Executive Board membership is determined by the ratio/proportion of teacher and SRP membership. The Executive Board will have 9 Teacher member seats and 3 SRP member seats.

Commitment, dedication, and willingness to serve are just a few of the requirements for any office in USEP. Officers & Executive Board members attend monthly meetings of both the Executive Board and the Representative Council. Many of the issues discussed at Executive Board meetings are complex in nature and require

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USEP Election Timelines

Thurs. 2/18/2022 at 4:30 p.m. Deadline for receipt of nomination forms at the USEP office.

Tuesday, 2/24/2022 at 6:00 p.m. Mandatory meeting at USEP office for candidates to meet with Elections Committee to sign procedures forms. Building Representative and/or member listing(s) available. Random drawing to determine order of names on ballots.

Wednesday, 3/09/2022 at 4:30 p.m. Deadline for USEP office receipt of candidates' request for member listings and candidates' statements for Election *UNITER*.

Wednesday, 3/23/2022 - Election *UNITER* sent to worksites.

3/29/2022- March Rep Council—candidates can make campaign speeches per the procedures guidelines

4/18/2022 - 4/29/2022 , Balloting by paper ballot

5/4/2022- Deadline for ballots to be received by USEP office

Friday, 5/6/2022 at 4:00 p.m. Ballots counted and election results released by USEP office

Who Can Vote?

Only members of USEP can vote in USEP elections.

To be eligible to vote, you must have joined USEP by Friday, December 3, 2021.

Members who are on unpaid leave of absence or who joined after the deadline are not eligible to vote. Cash-pay members' dues must be paid up to date.





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deliberation and research. As a body, the Executive Board reaches decisions and takes action on such issues as the USEP budget and dues structure, tentative SRP and Instructional contracts, USEP staffing needs and staff contracts, USEP goals, policies and actions—to name a few. In addition, individual officers and board members are responsible for duties, such as chairing committees, as assigned by the President.

Duties of USEP Officers and Executive Board

The primary responsibility of the **President** of USEP is to carry out and to oversee the policies and programs of USEP and advance its mission, vision and goals. The **President serves fulltime, year-round as USEP's Chief Executive Officer** and works with USEP affiliates, governance, staff and membership to provide continuity in the activities of USEP and to ensure the best possible service and programs to members.



The **President** represents USEP before the public, district, media, and affiliates and is the top ranking delegate to all affiliate governing conventions and bodies, requiring numerous evening and weekend assignments. The implementation of policies adopted by the Representative Council or administered by the Executive Board is the responsibility of the President along with **overseeing the collective bargaining process and contract enforcement for the bargaining units.**

The **President** also manages the USEP office by determining and overseeing the daily office procedures, assigning duties and responsibilities to officers and staff, evaluating staff performance, making hiring recommendations, negotiating with staff, and coordinating all aspects of staff contract administration.

The **Vice Presidents** are the second highest ranking officers of USEP. **They work under the direction of the President** to advance the mission, vision and goals of USEP. They advise and assist the President, preside over meetings in the absence of the President, act as the President's designee when requested by the President, and are responsible for duties as assigned by the President. **Some years, the Vice Presidents have served in a full-time release capacity** thanks to grants from the American Federation of Teachers and the Florida Education Association. **USEP will not continue the vice president positions as fulltime release for the foreseeable future.**

The **Secretary-Treasurer's** responsibility is to monitor the USEP budget, accounts, properties, investments and dues collection; oversee audits and preparation of all reports required by governmental agencies or affiliates; record minutes of all official meetings and policies, report to the Executive Board and Representative Council as necessary, and be responsible for other duties as delegated by the President. Because the **position is not fulltime re-**

lease, the Secretary-Treasurer receives a small monthly mileage stipend.

The Executive Board acts on behalf of the organization between Representative Council meetings and reviews and recommends the budget and dues, the adoption of policies and programs, and addresses concerns of Officers, Executive Board Members, Building Representatives or members. The Executive Board is responsible for directing the implementation of policies as adopted by the Representative Council, approves expenditures beyond the budget and establishes parameters for the management of USEP property and operations. The Executive Board also negotiates and ratifies contracts with staff and officers, acts as an appeal/review board in matters of USEP policies and programs including elections, grievances, and staff matters.

Executive Board members are **chosen from and by the members of the respective unit** (teacher and SRP). Because Executive Board positions are not fulltime release, members receives a small monthly mileage stipend.

USEP Convention Delegates

State and national affiliate convention delegate voting will be included on the USEP ballot. Convention delegates serve a leadership role by influencing the direction of our state affiliate, the Florida Education Association and our national affiliates. NEA holds its conventions annually while AFT holds its conventions every two years.



Delegates vote on important issues such as constitutional amendments, positions on educational issues, and candidates running for state or national offices.

Delegates also attend a variety of workshops, committees, and constituency caucuses. Only SRP members can nominate and vote for SRP delegates, and only teacher members can nominate and vote for teacher delegates.

Florida Education Association Delegate Assembly, is usually held Thursday evening through Saturday, in the month of October in Orlando, Florida. USEP sends an appropriate ratio of teachers and SRP and provide union leave for Friday. These delegates were elected in 2020 and also attended FEA's 2021 and 2022 Delegate Assemblies.

National Education Association (NEA) Representative Assembly, to be held July 2 — 6, 2022, in Chicago, IL. USEP will send a mix of teachers and SRP.

AFT Convention to be held July 14— 17, 2022 in Boston, MA. USEP will send a mix of teachers and SRP.

NOTE: USEP will offset some delegate expenses as set by the USEP budget. Typically, these expenses include travel and hotel. *However, delegates will have out-of-pocket expenses*—especially for meals and entertainment. Employees who work summer ESY session will have to use unpaid personal leave if elected.

Rep Council Approval—per our recent “electronic” review and approval process, USEP received a “YES” vote from a vast majority of Reps to use the Officer and Delegate forms and procedures for the 2022 Elections