

# TALC Bargaining Committee Monday, February 4, 2019 Agenda

## Items

- 1. Check-In
- 2. Minutes
- 3. Article 9 (Disciplinary Procedures)
- 4. Article 12 (Leave)
- 5. Article 10 (Compensation)
- 6. Check-out

Mission: To ensure that each student achieves his/her highest personal potential Vision: To be a world-class school system

TALC Bargaining Committee FY19 (2018-2019 School Year)



## THE SCHOOL DISTRICT OF LEE COUNTY and THE TEACHERS ASSOCIATION OF LEE COUNTY TALC Negotiation Minutes FY19 (2018-2019 school year)

#### February 4, 2019

#### <u>Agenda</u>

Check-in Minutes Article 9 (Disciplinary Procedures) Article 12 (Leave) Article 10 (Compensation) Check-out

Minutes: January 28, 2019 Approved as amended

#### Story - Article 9 (Disciplinary Procedures)

• Conversation has been had in past bargaining sessions about Article 9 (Disciplinary Procedures). We have also had conversation in TALC Labor/Management about the same article

#### **Option - CONSENSUS**

1. Lift language from SPALC contract 5.09(1)(c) and add to TALC contract and remove redundant language

#### Story - Article 9 (Disciplinary Procedures)

• For purposes of the minutes, we would like to clarify that TALC Representatives will only be available for dues paying TALC members

#### Story - Article 12 (Leave)

- TALC Labor/Management has a recommendation for Article 12 (Leave); this article is written based on statutory language and requirements related to reporting of leave
- The language is not written with the end users in mind, administrators and teachers, so it's not very user friendly and it's often difficult for people to follow

#### **Option - CONSENSUS**

1. The TALC Labor/Management Committee will return with a recommendation for the next reopener that includes a complete re-write of Article 12 (Leave)

#### Story – Article 12 (Leave)

- The purpose of returning with recommended re-write is so we do not make changes regarding leave in the middle of the school year
- A data request has been made for use of bereavement leave; TALC would like to see the number of employees who use this type of leave; how many have specifically requested time off for bereavement
- The TALC Labor/Management Committee will review available data provided by Payroll

#### Story - Article 10 (Compensation)

- Review of the bargaining teams interests, as listed in Snapshot for Article 10 (Compensation) from June 4, 2018
- General fund overview (see attachment)
- Governor Scott proposed a \$37M increase for the District for FY19 (2018-2019 school year)
- The Florida Senate proposed a \$22M increase for FY19 (2018-2019 school year)
- The Florida House of Representatives proposed a \$23.6M increase for FY19 (2018-2019 school year)
- The final budget, which was approved by The Florida Senate and The Florida House of Representatives and was signed into law by Governor Scott provided the District with a \$17.6M increase for FY19 (2018-2019 school year)
- This 17.6M increase for FY19 (2018-2019 school year) equates to an additional 47 cents per student
- Previous bargaining sessions contain detailed information on the budget break down
- The information we're reviewing right now is a continuation of that information; for those in the room who cannot see, the color boxes in the overview are blank boxes
- The overview includes:
  - \$1.3M for an insurance cost increase
  - \$5M for the self-insurance fund
  - Creation of an Internal Level Auditor, as now required by law
  - Retirement rate increases
  - \$3M in the General Fund is set aside for employees who do not accept District insurance; due to life events, employee insurance coverages can change
  - \$2.9M is now required by law to go to the School Resource Officer program
  - \$2M is required by law to go toward categoricals
  - \$2.1M is required by law to go to the new mental health initiatives
  - Of the \$17.6M provided by the state, only \$1.167M is available for the District to increase employee compensation
- The multi-year compensation plan, detailed in the December 10, 2018 and January 28, 2019 minutes, is being presented because the \$1.167M we have this year does not leave us enough money to provide the type of increase that the District feels teachers deserve
- Fund balance comparisons were discussed; comparisons were made to other Districts and to our District over time (see attachment)

- The fund balance is not money just waiting to be spent; it is active in the District already
- At the end of each fiscal year the District compares actual dollars used to budgeted dollars
- The line for Non-Spendable/Restricted is money that is already spoken for when it arrives
- The line for Assigned/Unassigned is the balance from one year to the next
- Of all new revenue the District receives, the percent of Financial Condition Ratio is not to go below 10% for credit rating purposes
- The FY18 (2017-2018 school year) Financial Condition Ratio is 11.91%, we have systematically spent down the fund balance in order to fund increases in compensation
- \$73M is 10% of the District's new revenue
- The 3% that we have to have on hand for emergencies, which is required by law, lives inside the fund balance (10%)
- Why is the "left to spend" amount from the overview different from other slides? FY16 (2015-2016 school year) is the most recent data we have which is what is seen on the comparison slide
- We build in days for hurricane make-up on the instructional calendar, why do we not build into the budget contingency for hurricane damage?
- There is no way to anticipate hurricane damage and this would require us to hold back funds that could go toward compensation or academic programs
- Other counties have, through special elections, increased their millage amounts and have sales tax referendums that put funding directly toward employee compensation
- Collier County and Charlotte County recently had referendums that will put money toward their Operational budget, which is where employee compensation comes from
- Employees that opt-out of receiving the District health insurance are still accounted for in our budget
- So it is costing the District \$3.1M for employees opting-out of insurance?
- In the Joint Bargaining Session on December 17, 2018, we referenced this amount and for FY20 (2019-2020 school year) we are looking at the possibility of this money not being set aside for increase in compensation any longer, which is why it is included
- Is this \$3.1M sitting in reserve or being spent?
- The way the TALC Contract is written currently, starting in FY18 (2017-2018 school year) this money is budgeted to be spent
- Additional graphs were presented by the District that show historic increases in teacher compensation (see attachment)
- The information being displayed is focused on the past three (3) years; since Dr. Adkins became Superintendent in FY16 (2015-2016 school year) there has been an increased effort to monitor these figures and to provide regular updates to the bargaining teams
- We've improved our ability to collect and analyze this data and will continue to do so moving forward
- Since FY16 (2015-2016 school year) increase to teacher compensation has been at about 3%, not including increases to the Board contribution to Flex Credits for health insurance
- In FY16 (2015-2016 school year), 22% of teachers were at or above the state average in terms of salary per years of experience
- In FY18 (2017-2018 school year) there were about 40% of teachers at or above the state average in terms of salary per years of experience

- The District's proposal for FY19 (2018-2019 school year) and FY20 (2019-2020 school year) would lead to 55% of teachers being at or above the state average in terms of salary per years of experience
- The "Salary Range" graph shows that we have flattened the line, meaning that we've improved pay equity for teachers who are in the middle of their careers in terms of years of creditable teaching experience (see attachment)
- For those of you that were part of bargaining, you'll remember that there was a trough at about years 12 to 16 and again from about year 18 to year 24
- The trough existed because of the years that these teachers received no-step, a half-step, a double step, etc.; the Recession years and corresponding budget restrictions significantly impacted these teachers' salaries
- The gray line is for FY17 (2016-2017 school year); the blue line is for FY18 (2017-2018 school year)
- At the years 4 through 10 there were also compression issues, because there were adjustments to the starting salary, but no "true-up"; we corrected that issue last year and ensure that a teacher with 8 years of experience would no longer be hired in at the minimum base salary, \$40,000.00
- We also ensure that no teacher would be in a position where their current salary was lower than the starting salary for someone with the same number of years of experience
- By doing Market Adjustments over the past three years we have been able to bring equity in terms of the value for a year of teaching experience; prior to FY16 (2015-2016 school year), we had teachers with a salary per year of experience of \$200.00 and teachers with a salary per year of experience of \$1,600.00, this was not equitable
- The "New Hire" graph shows how the changes to the New Hire Salary Schedule have allowed us to have better range control, so that people are not being left behind
- The gray line at the bottom is based on the New Hire Salary Schedule; the blue line is based on the average salary for each year of creditable experience
- The columns are the ranges in pay for each year of creditable experience
- We applied a standard 196-day calendar and 7.6 hours per day, so it is not distorted based on part-time positions or people working 255-days per year
- The graph speaks more to the overall picture than to any individual employee's personal situation
- We have another graph that shows historic information divided up by Employee Groups; this graph shows percentile ranking as compared to the Market Rate for FY16 (2015-2016 school year) to FY18 (2017-2018 school year)
- The graph shows that the District is committed to increasing employee compensation, especially for frontline positions such as instructional staff and support staff
- Relative to the amount of money that goes toward salaries, TALC is clearly the priority (see attachment)
- The District does not believe teachers are paid enough, no one thinks teachers are paid enough
- This graph shows that in spite of very limited increases in state funding, the District is committed to increasing teacher pay
- How does an individual employee calculate the value of their salary per year of experience?

- Subtract the minimum base salary, \$40,000.00, from your annual salary as displayed on the PeopleSoft Employee Current Compensation page
- Divide the remainder by the number of creditable years of experience as displayed on the PeopleSoft Employee Current Compensation page
- That number is then your salary per year of experience
- We know there are many different salary schedules out there and not every district looks at pay equity; this allows an apples to apples comparison with other districts
- The slides being shown may have the wrong date; they should read "Updated January 30, 2019" not "January 30, 2018"; District will correct the date before publishing
- The Interest-based process allows for both sides of the table to present options
- The District has provided TALC with the amount of money that we have in total to negotiate; the bargaining teams decide as a group how that money will be divvied up
- Other Districts have adversarial bargaining, where negotiations are not transparent and the bargaining authority is not disclosed we do not operate that way
- What does 3% available for increases in salary mean?
- If 3% is available, then it's 3% based on the overall salary spending for the entire bargaining unit
- So if we spent \$100M on salaries for teachers, then 3% would be \$3M
- The District drafted their proposal by looking at what is allowable by law, this is always the first consideration
- Second, we looked at what is most beneficial for as many teaches as possible
- Florida Statute will not allow us to give everyone a 3% increase and there is not enough money to give a 3% increase to a teacher who has a Final Performance Evaluation rating of Highly Effective Florida Statute requires that teachers with Highly Effective rating be able to receive more of an increase
- Market Adjustments were made in FY18 (2017-2018 school year) to help correct equity issues with salary per year experience
- Now there are no teachers who earn less than \$500.00 per year of experience; however some people received credit for last year and have not received an increase yet
- The current district average for salary per year of experience is \$734.76, which is above the state average
- When you say the goal is the 75<sup>th</sup> percentile is that based on the District average? Yes, our goal is to start by getting everyone to the 75<sup>th</sup> percentile for the state, then to look at the national average; this has to be done over a few years due to the limited state funding we receive
- Are the percentiles based on a comparison to only similar counties in Florida or all counties in Florida? They are based on all counties in Florida and are weighted to make sure that we're not over stating teacher salaries by thinking that the averages for Holmes County and Miami-Dade County are counted the same
- Is this the same methodology that is used when looking at Salary Schedule N employees and Administrative employees? Yes, the only exception would be that we have to look at the local economy for certain positions such as HVAC Technicians in order to have an accurate picture; most of our skilled trades employees don't leave our district to work for another district, they end up doing the same job in the private sector

- Is the District average for salary per year of experience impacted by veteran teachers leaving the District or teachers who retire? No, and it is not impacted by newer teachers deciding to leave the District either
- We have reduced teacher turnover and improved retention in a few key areas
- Salary per year of experience results in a higher salary if you have more years, however it does not mean that because you have more years you would have a higher salary per year value
- The number of job openings district wide is 30 as of Friday, February 1, 2019
- We went back over the data we have on turnover and have not found anything out of the norm, so there are some misconceptions there as well

#### **BREAK**

Dr. Adkins visited and addressed the audience. He responded to a number of questions and emphasized the importance of the interest-based process. He thanked the audience for attending and encouraged their participation on District committees. He encouraged the members of the bargaining teams and the audience to continue to work together to address our shared challenges and our mutual interest in student success and employee satisfaction.

TALC Leadership addressed the audience and asked for their support with upcoming initiatives, including activities focused on requesting the support of the Florida Legislature and the Florida Governor. TALC informed that they would be participating in events sponsored by the Florida Education Association, including demonstrations to mark the start of the legislative session on March 4, 2019. TALC Leadership informed the audience of the penalties associated with strikes or other concerted disruptions of work activities or District operations.

#### Caucus

*TALC Report-out:* TALC was not able to complete its caucus due to Dr. Adkins arrival and an interest in being present when he addressed the audience. TALC plans to return on February 25, 2019 with additional options for Article 10 (Compensation).

District Report-out: No Caucus

#### Check-out



# REVIEW OF TALC COMPENSATION

January 30, 2019

	State Funding	Compensation Enhancements*	
FY17	1.00% increase in per pupil funding	3% increase	
FY18	1.38% increase in per pupil funding	3% increase (does not include increase to Board contribution to insurance)	
FY19	1.18% increase in per pupil funding	5% increase	
FY20	unknown	(proposed plan)	

\*Per Florida Statute 1012.22, actual percentage per employee varies depending on several factors, such as Final Performance Evaluation, Career Ladder, Market Rate adjustment, etc.



Salary/Year Trend FY16 to FY20							
	FY16	FY17	FY18	FY19/FY20 (Proposed)			
District Average (Salary/Year)	\$ 599.15	\$ 662.77	<b>\$ 734.76</b> Currently above the state average	Estimated \$850.00			

\*Florida State Average (Salary/Year) is approximately \$715.00.

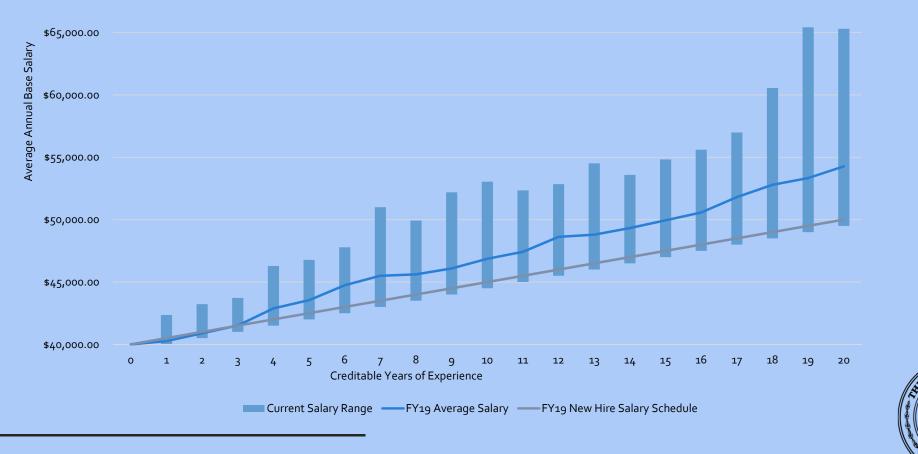


#### FY18 Salary Increase Impact (Credible Years)

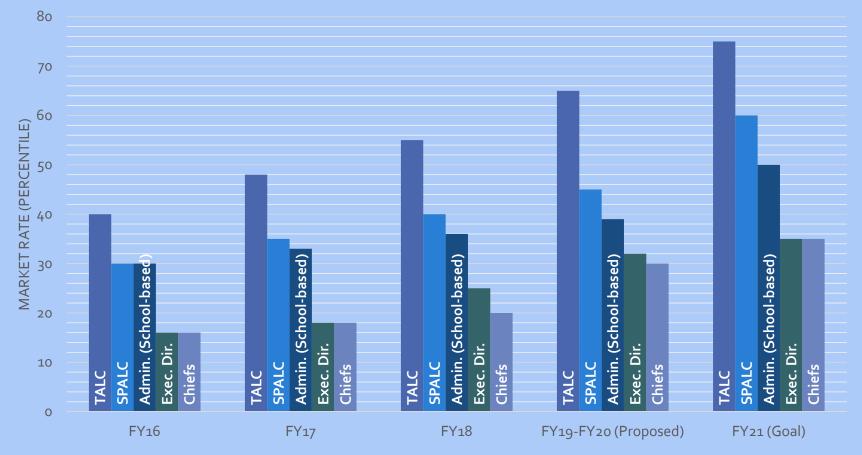


SCHOOL DISTRICT

Current Salary Range for Regular Instruction Employees (Based on Creditable Years of Experience as of August 23, 2018)



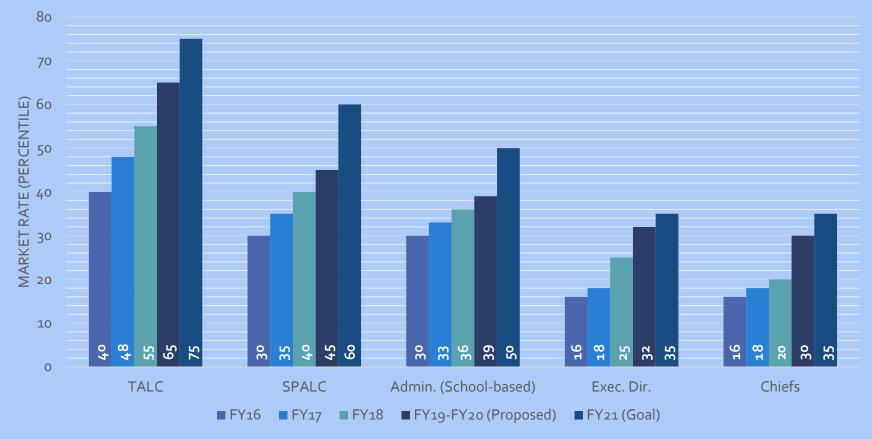
# Market Rate Comparison (By Fiscal Year)



\*Updated 1/30/19



# Market Rate Comparison (By Employee Group)





\*Updated 1/30/19



School District of Lee County FY19 Budget Overview - GENERAL FUND

Total Governor's budget increase for Lee County	\$ 37,092,707	
Total Senate budget increase for Lee County	\$ 22,309,861	
Total House budget increase for Lee County	\$ 23,634,048	
Actual budget increase for Lee County	\$ 17,636,794	
Base Student Allocation Change	\$ 0.47	
District Cost Differential Change	0.0026	
Proposed Required Local Effort Change	(0.258)	
Actual budget increase for Lee County	\$ 17,636,794	
School budget increases including growth		
Estimated Increase in Insurance Cost	\$ (1,276,743)	
Estimated Increased cost due to Self Insurance fund not covering \$500.40 for employee		
insurance	\$ (4,975,717)	
Additional Cost for Legislative requirement of Internal Auditor (estimates include staffing)		Depends on Level
Retirement rate increase	\$ (2,973,947)	
Estimated Cost of General fund paying for individuals who don't accept insurance	\$ (3,100,000)	
Additional SRO's from Safe School dollars	\$ (2,000,000)	
New Mental Health Categorical	\$ (2,143,266)	
	( , -,)	

Left to Spend

\$ 1,167,121

FY16	Lee		Ja	ackson	Orang	e	Colli	er	Pasco	)
	Ending Fund Balance	% of Fund Balance	Ending Fund Balance	% of Fund Balance	Ending Fund Balance	% of Fund Balance	Ending Fund Balance	% of Fund Balance	Ending Fund Balance	% of Fund Balance
NonSpondable / Postricted										
NonSpendable/Restricted	22,264,583	16%		30%		0%	6,389,657	8%		9%
Assigned/Unassigned	117,914,378	84%	, ,	70%	418,660,657	100%		92%		91%
Total Fund Balance	140,178,961		11,745,896		418,660,657		82,025,251		56,742,004	
Revenue	695,072,415		50,140,702		1,554,160,948		398,060,656		519,574,919	
Financial Condition Ratio	16.96%		16.32%		26.94%		19.00%		9.91%	,

FY16	Highland	ds		Citrus	Holme	es	Pinel	las	Polk	
	Ending Fund Balance	% of Fund Balance	Ending Fund Balance	% of Fund Balance	Ending Fund Balance	% of Fund Balance	Ending Fund Balance	% of Fund Balance	Ending Fund Balance	% of Fund Balance
NonSpendable/Restricted	1,204,871	29%				10%	28,729,778	42%		
Assigned/Unassigned	2,937,485	71%	4,734,560	53%	771,955	90%	39,555,262	58%	43,997,601	69%
Total Fund Balance	4,142,356		8,977,096		861,357		68,285,040		63,824,505	
Revenue	87,460,341		113,207,228		24,039,651		814,596,735		702,927,868	
Financial Condition Ratio	3.36%		4.18%	, D	3.21%		4.86%		6.26%	)

FY17	Lee	
	Ending Fund	% of Fund
	Balance	Balance
NonSpendable/Restricted	34,294,664	25%
Assigned/Unassigned	102,657,043	75%
Total Fund Balance	136,951,707	
Revenue	708,974,603	
Financial Condition Ratio	14.48%	

FY18 Estimate	
Ending Fund	% of Fund
Balance	Balance
31,894,605.16	25%
97,341,215.84	75%
129,235,821.00	
734,462,566.00	
13.25%	

FY18 Actual		
	Ending Fund	% of Fund
	Balance	Balance
NonSpendable/Restricted	37,309,403.00	30%
Assigned/Unassigned	87,142,825.00	70%
Total Fund Balance	124,452,228.00	
Revenue	731,955,011.00	
Financial Condition Ratio	11.91%	

73,446,256.60 10% of unassigned new revenue

23,000,000.00 Required 3% of New revenue (Contingency fund)

Dade		
Ending Fund	% of Fund	
Balance	Balance	
16,356,957	9%	
158,943,161	91%	
175,300,118		
2,672,460,968		
5.95%		

Charlotte						
Ending Fund	% of Fund					
Balance	Balance					
859,016	10%					
7,509,606	90%					
8,368,622						
120,845,786						
6.21%						

-	# of years giving 1% raises	#######
		#######
		#######
		#######

- Total assigned FY18



# TALC Bargaining Committee February 4, 2019 Sign-In

COMMITTEE MEMBERS					
Name	Position	Initials			
Dr. Angela Pruitt, Chair	Chief Human Resources Officer	AXP			
William Rothenberg	Director, Compensation & Labor Relations	INK			
Mike Gatewood	Compensation & Labor Relations	46			
Ben Ausman	Principal (Bayshore Elementary)				
Greg Blurton	Business & Finance	GUA			
Carl Burnside	Principal (Dunbar High)	CCR			
Jessica Duncan	Director, ESE	90			
Rachel Gould	Principal (Mariner Middle)	ab-			
Kim Hutchins	Director, Payroll	KM			
Bonnie McFarland	Insurance & Benefits	BIM			
Shannon Smith	Staffing & Talent Management	A			
Brian Williams	Staff Attorney	TE			
Dr. Kerr Fazzone	Director, Island Coast FEA	(E)			
Kevin Daly	President, TALC	dil			
Heidi Brennan	Curriculum & Staff Development	KR			
Christine Carberry	Buckingham Exceptional Cener	ac.			
Jill Castellano	East Lee County High	Ane			
Samantha Hower	Mariner High	SH			
Amy Johnson	Mariner Middle	and in			
Christina Lindner	Villas Elementary	14.0			
Bob Scoppettuolo	Three Oaks Middle	1X			
Christina Sterrett	Tortuga Preserve	ma			
Sheena Torres-Nunez	Student Welfare	the			
Anna Whitten	Colonial Elem	AW			



Name Position Initials, Rebecca BIMIL Dary Gorstina Deader Bachara Mareland Lift BOU Quincy HOSEY TEACHER Bachel Taylor Lear a ina Resource Specialist Rey Bachel Taylor Lear a ina Resource Specialist Rey Dawn Bernadyn Teacher Dawn Bernadyn Teacher Dame Coloran School Social Worker Jame Coloran School Social Worker Jame Coloran School Social Worker Datageweite School Social Worker Brennatons ESE teacher Busan Taylor Teacher Susan Taylor Teacher Katheryn Pollak Teacher Katheryn Pollak Teacher Hand Nea Teacher Alan Stagel Teacher Sobard Cher Sobard Cher Sobard Cher John Herz Teacher Jame Metz Teacher Jame Metz Teacher Jamir Metz Teacher Jamir Metz Teacher Jamir Metz Teacher Jamir Eggeling Staffing Specialist Jamir Eggeling Staffing Specialist Jamir Eggeling Staffing Specialist Jamir Bacher Scher Kicher Salan Liesen Teacher Jamir Eggeling Staffing Specialist Jamir Bacher Jamir Eggeling Staffing Specialist Jamir Bacher Jamir Bacher J		GUESTS	February 4, 2019
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	Laingstra	Teacher	K



Name Position Initials   Mind Daring Dealth Racher Man   Manylan Drizeny Teacher Man   Mark Shampout Teacher Mark   Mark Shampout Teacher School Scale worker   Str. Moreland Teacher School Consellor   Strad Nord ye Teacher Mark   Mark Shampout School Consellor School Consellor   Jose Ninez Teacher Mark   Mark Mark Mark Teacher Mark   Mark Mark Teacher <th></th> <th>GUESTS</th> <th>February 4, 2019</th>		GUESTS	February 4, 2019
Manular Trizerry Teacher Manular Trizerry Teacher Alan Roa Pearla Michelle Knopp SS Alan Roa Pearla Mark Shamsone Teacher Mark Shamsone Teacher Mark Shamsone Teacher Mark Shamsone Teacher Shend Wormel School Social worker Shend Wormel School Social Worker Str. Moreland Teacher Str. Moreland Teacher Ste Moreland Teacher Saed Nord ye Teacher Saed Nord ye Teacher Merken School Consuln Jen Mersin School Consuln Marken fullingen Teacher Marken fullingen Teacher	Name	Position	Initials
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Availle Knapp SS Alan Roa Peal Michellandicus Nurse Charla S Fix Teacher Mark Shamach Teacher Mis Grimaldi School Social worker Sheng Vark School Social worker Sheng Vark School Scar Work Se Bev Ritch'C teacher Se Ritch'C teacher S. F. Moreland Teacher S. F. Moreland Teacher Saco Nord se Teacher Mexic camputers Teacher Daco Nord se Teacher Monetic Teacher Mark School Consellor Jose Nonez Teacher Mark School Consellor Jose Nonez Teacher Mark School Consellor Mark School Consellor Mark School Consellor Mark School Consellor Mark Steacher Mark Stea	the Kelly U	Teacher	TILE
Alan Roa Peal Man Roa Peal Michellandiano Nurse Gharla S. F.X. Teacher Mark Shamson. Teacher Mis Grimaldi School Sociae worker Sheny Vocarl School Consolor Mexic Camputaro Teacher School Consolor Jose Ninez Teacher Mark Alling School Consolor Jose Ninez Teacher Mark Alling Teacher Mark Alling Steacher Mayla New School Consolor Jose Vinez Teacher Mayla New School Consolor Jose School School Consolor Mark Alling Teacher Mayla New School Consolor Jose School School Consolor Mark Alling Teacher Mayla New School Consolor Jose School School Consolor Mark Alling Teacher Mayla New School Consolor Jose School Consolor Mark Alling Teacher Mark School Consolor Mark School Consolo	Manylon Ivizar	M Jeachov	mat
Aparla 3 Fix Teacher Mark Shamsonk Teacher ITIS Grimaldi School Strine worker Sheng Witch' C teacher Sheng Witch' C teacher Sitch' C teacher Sitch' C teacher Sitch' C teacher Sitch' C teacher Sitch' C teacher Sitch' C teacher Alexis camputator Teacher Jacob Nord ge Teacher M Powelsa School Consolor Jose Ninez Teacher Norelan School Consolor Jose Ninez Teacher Nisten full Mon Teacher Mayla New Stacher John Stacher Mayla New Stacher John Jill Teacher John Jill Teacher John Jill Teacher John Jill Teacher John Jill Teacher John John Jill Teacher John Jill John John John John John John John John	Durielle Knap	555	
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Jacob Nord ye Teacher M Poweka School Conarla Jen Mecha School Conselor Jose Ninez Teacher Jose Ninez Teacher Jose Ninez Haepe Mistenfillinkon Teacher Rachel Oswalt Teacher Kayla Neiles Teacher Jordin Lill Teacher Jordin Lill Teacher Jacob C. Teacher Jordin Lill Teacher Jacob C. Teacher			Sh
M Poweka School Comarla Jer Media School Conselor Jose Ninez Teacher Howy Hacher Mistenfieldinkon reacher Rachel Oswatt reacher Michelle Mars Teacher Mayla Miss Teacher Jordin Lill Teacher Lordin Lill Teacher Lacher How Jordin Lill Teacher	Alexis Camputar		Au
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	Monica Hamme	FE TRachos	mit



	GUESTS	February 4, 2019
Name	Position	Initials
Ann Seeley	Teacher	QS
Jan Doten	Teacher	ffl.
CHRISTINEMAUGH	AN LEARNING RESOUR	oto Spec. Um
Lorisanger	Teacher	1 Sich
Bryela Hua	Teache	Alt
Samatha Severana	Teacher	8
Noel Shields	Teaching	15
Merritt Blandford	Social Worker	MB
RAY DEVENS	Teacher	RD
Robyn Haming	Teacher	Ret
Joannemora	- TOA	du
Linda Santias	nu Teacher	28
Obssandra Chai	7 Teacher	CCO
Enn Græblaut	Teacher	EX
Eugenia Leux	s TOA	Totas .
FINAULERDERMAN	V -TEACHER	ZU
Vames Covey	Andler	CArt
Censt Baranosshi	Teacher	87
Shannon Richard	ba Teacher	67)
DebbieFite	Teacher	QF
Viche Scott	Teacher	Job
Christy Moure		Cn
Vennie Otora Nora MeDade	Teachy	(m)
Nor McDade	-Tlacher	m
Sue Donnelli		30
Lauren Speanson	Teacher	



	GUESTS	February 4, 2019
Name	Position	Initials
Missy Turbeville	Resource teacher	MB.
TAMMY K-cancy	RESpurg- Tracher	TK
Done Keaney	Physical Educator	
April Nelson	Teacher	<u>A</u>
Melose Rock	Teacher	me
Matthe Presh	Teacher	AD
Brandi Wag Oner	teacher 155	BW
Terry Santara	Jeachoi	J.
Dring Dichson	Teacher	5D
Silly Dall	Teacher	A Carl
Loon Ruble	School Porcheligit	BR
Julie Hall	Teacher	ARD
Susan Delago	Teacher Jeabher	520
TR Vdy Doten	Jeabher	(PD)
508 Cumputoro	teacher	AC,
Kristin Wilhelm	Teacher	Turn
Carolyn Hitty	Teacher	CA
Debra Reese	Teacher	ki
Prine la BKing	Teacha	(PBD)
atty Kruse,	PCT,	Tal
Kathi Web	the leacher	
Marie Lecle SEAN GRITTIN	e Sacial Worker	MEL
SEAN GRITTIN	t-eachen	D
Danyello stak	r Teacher	- C
Jess Suft	Teacher	5
Lisseth Kivas	Teacher	LK

Mission: To ensure that each student achieves his/her highest personal potential Vision: To be a world-class school system

TALC Bargaining Committee FY19 (2018-2019 School Year)



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## THE SCHOOL DISTRICT OF LEE COUNTY and THE TEACHER'S ASSOCIATION OF LEE COUNTY

	GUESTS	February 4, 2019
Name	Position	Initials
ALEXANDRA SALAZAN	SMER SCHOUL PSYCHOLDUIST	Aleys
Candage Bran		Cá
Rithr trand-Typ	in Teacher	Rey
Brott Month	& Teacher	
Vanessa Reynol	des Teacher	UK
Harbaiedet	Homonal Jeacher	Blac
MALinka Heily	TEACHEN	hb
Den Cellin )	Tenche-	te
Mobutty	Teacher	MA
Elena Sestice	Teacher	ES
Andrea Lechn		Och
Melisa Pia	- School Social Work	er NP
JESSICA Mogg	8 Tradier	M
Mancy tot	Kivera Social Worker	- NORA
Vich Senter	1 Useructor	VOD
Kenn Black	teacher	143
Kimberly John	son teacher	KŢ.
Juna Hyd	Trader	J.K.
Hatterine Bell	teacher	XB
MollyPhennice		TAPS
	0 teacher	47
shaye Suther	land teacher	ALA
Stacky Gridley		- AL
Mielling To	berty Teccher	u D
Erin Koberts	lacher	- UC
Babara Diaz	ESOL Specialist	BM



	GUESTS	February 4, 2019
Name	Position	Initials
Colt Hartstern	Teacher - Math,	Sutt
Rich Serapilio	Tercher 2nd	(RS)
Dawn Trendestille	Teacher Math	- B
Michael Cochra	n Teacher	ine
Wendy Straley	Teacher	##S
Kyle Neton	Teacher	W
Catherine Griffi	Teacher	MD.
Jamie Miha	SPALC	fm
Matthew Estevez	Teacher	Della
Dinora Paiz	Teacher	ACT
Matthew Cavey p	leacher	M 1
Frederict Dand	H.S. Teacher	A
Molel & Borlos	flache	JATS-
Janice Charles	Jeacher	
Michelle DiBark	Teacher	
delly Howiszak	teache	KH
MStal Crealas	encha	last
Kulgtanne	SE TEODHER	KON
Sysamia Winger	roth Teacher - Art	Suy
Cindly Petruce	III tea Cher-	50
Jabriel bidding	Teacher	<u>C</u>
Redy Esting U	Treader	10
Sarah Rozzinski	Teacher	SE
Delbie Prahae	Teacher	21-
Cindy Junes	Teacher	Cf.
Bill James	Teacher	
Daiman Perez	Social worker	

Rebecca Mendes

Dennis Hall

Rob Mar

teacher Rfec Tey

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