



*THE SCHOOL DISTRICT OF LEE COUNTY and
THE TEACHERS ASSOCIATION OF LEE COUNTY*

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

Agenda

Check-in

Minutes

Article 9 (Disciplinary Procedures)

Article 12 (Leave)

Article 10 (Compensation)

Check-out

Check-in

Time Constraints: none

Elephants: none

Missing: Rachel Gould, Ben Ausman

Expectation: make progress*****

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 teachers 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 75th percentile is that based on the District average? Yes, our goal is to start by getting everyone to the 75th 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 overstating 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 (proposed plan)
FY20	unknown	

*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.



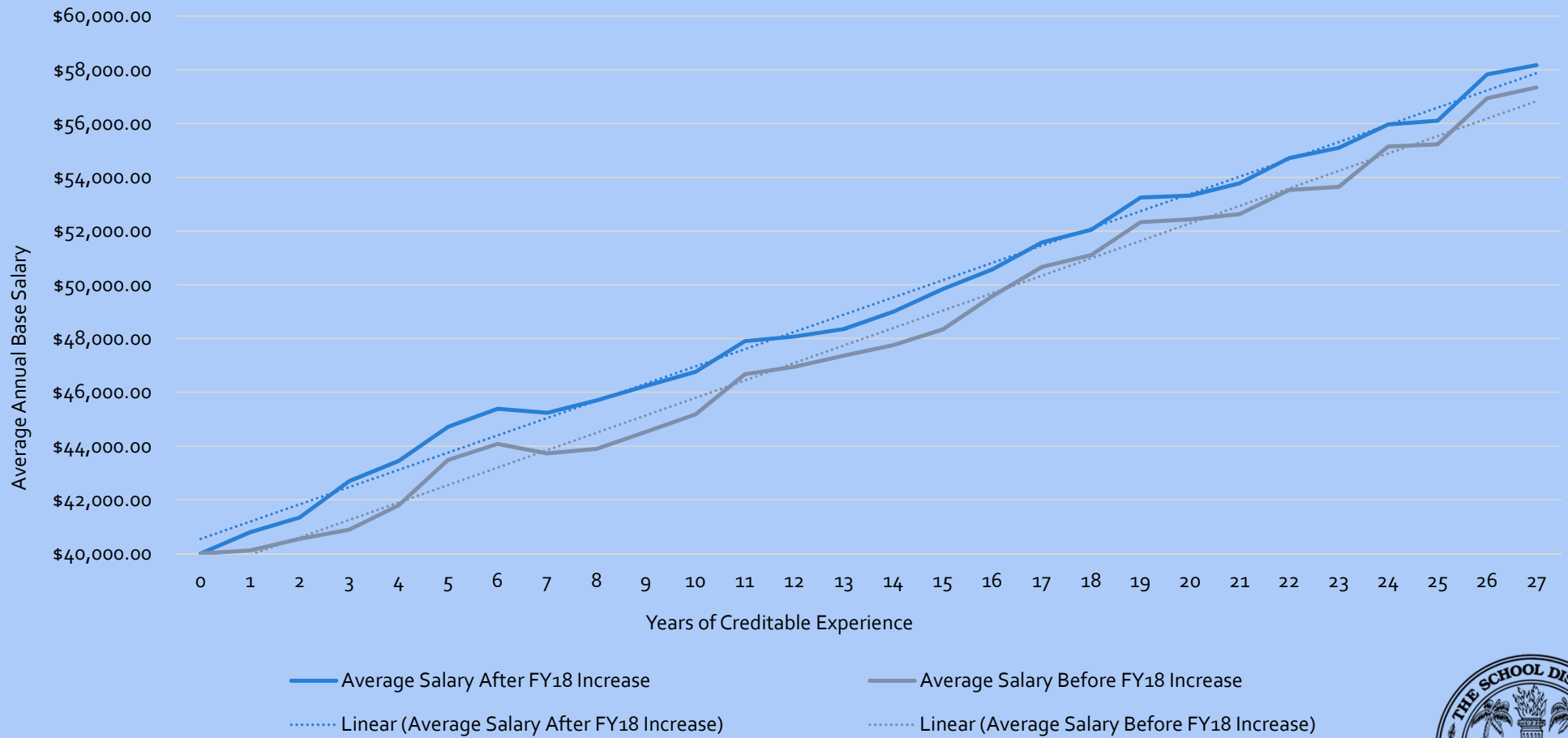
Salary/Year Trend FY16 to FY20

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

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



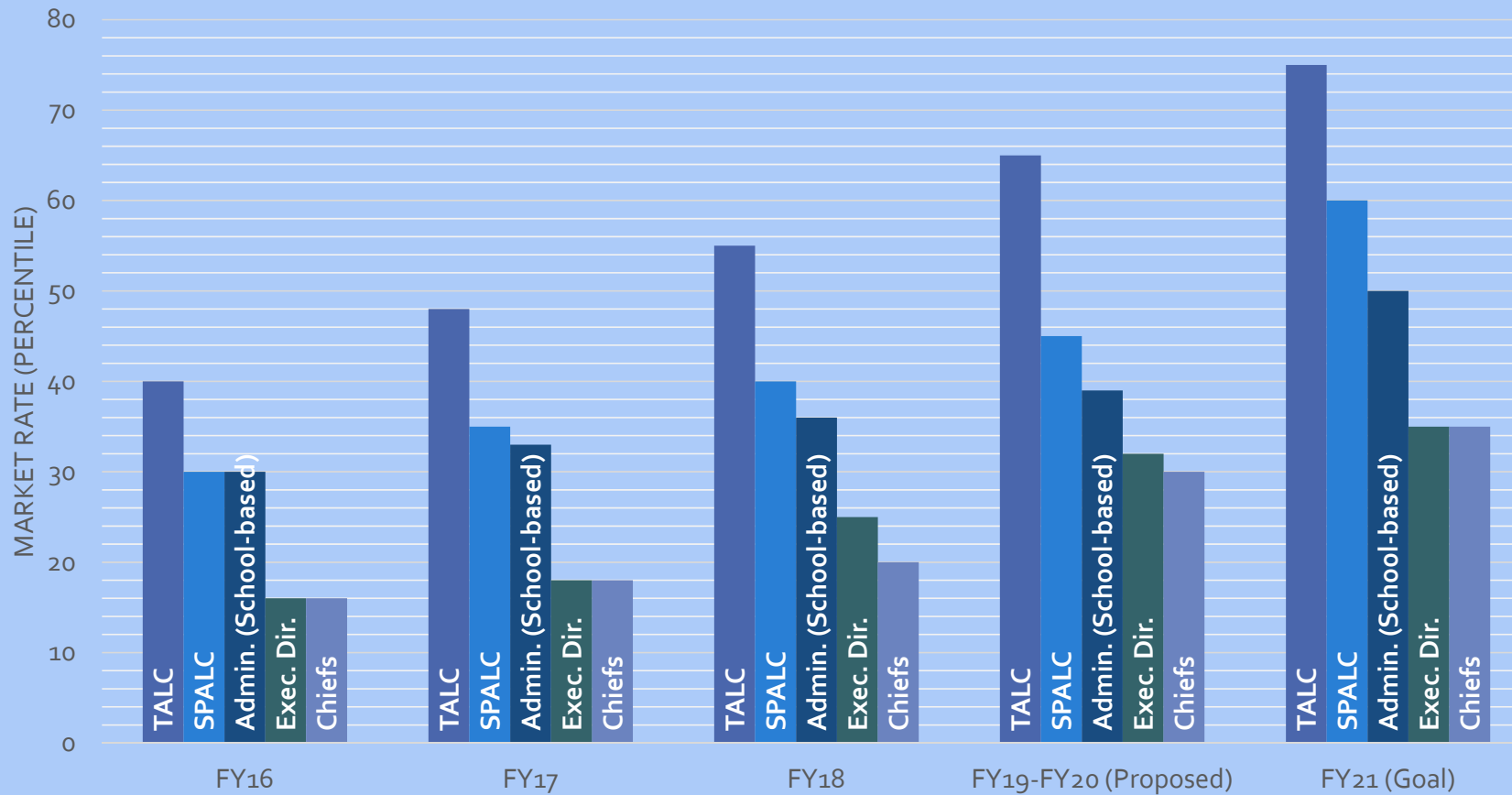
FY18 Salary Increase Impact (Credible Years)



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



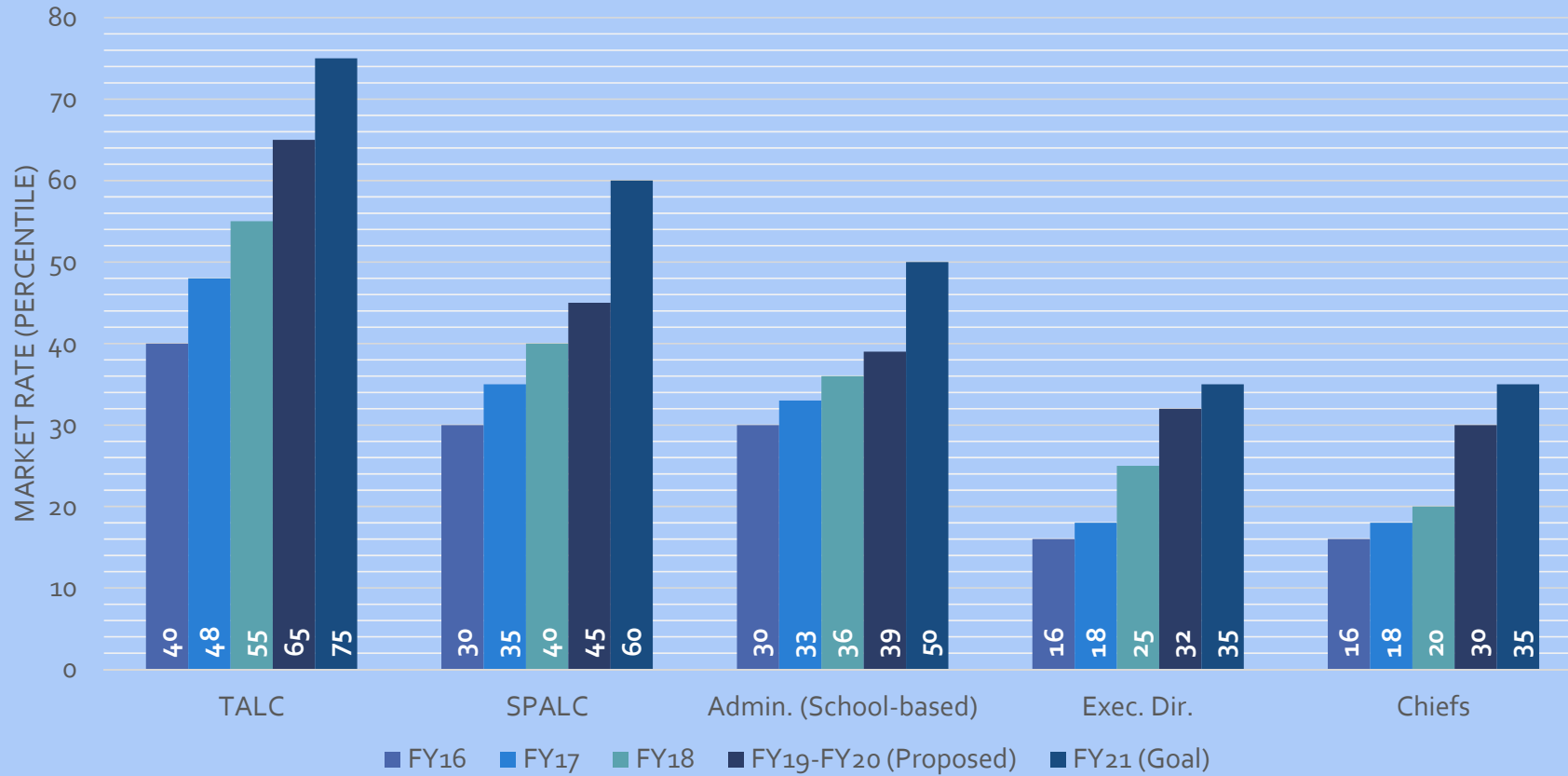
Market Rate Comparison (By Fiscal Year)



*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		Jackson		Orange		Collier		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
NonSpendable/Restricted	22,264,583	16%	3,565,419	30%	-	0%	6,389,657	8%	5,264,189	9%
Assigned/Unassigned	117,914,378	84%	8,180,477	70%	418,660,657	100%	75,635,594	92%	51,477,815	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	Highlands		Citrus		Holmes		Pinellas		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%	4,242,536	47%	89,402	10%	28,729,778	42%	19,826,904	31%
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%		3.21%		4.86%		6.26%	

FY17	Lee	
	Ending Fund Balance	% of Fund 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 Balance	% of Fund 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 Balance	% of Fund 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 Balance	% of Fund Balance
16,356,957	9%
158,943,161	91%
175,300,118	
2,672,460,968	
5.95%	

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

- # of years giving 1% raises

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- Total assigned FY18



***THE SCHOOL DISTRICT OF LEE COUNTY and
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**TALC Bargaining Committee
February 4, 2019
Sign-In**

COMMITTEE MEMBERS		
Name	Position	Initials
Dr. Angela Pruitt, Chair	Chief Human Resources Officer	ASP
William Rothenberg	Director, Compensation & Labor Relations	WR
Mike Gatewood	Compensation & Labor Relations	MG
Ben Ausman	Principal (Bayshore Elementary)	
Greg Blurton	Business & Finance	GB
Carl Burnside	Principal (Dunbar High)	CB
Jessica Duncan	Director, ESE	JD
Rachel Gould	Principal (Mariner Middle)	RG
Kim Hutchins	Director, Payroll	KH
Bonnie McFarland	Insurance & Benefits	BM
Shannon Smith	Staffing & Talent Management	SS
Brian Williams	Staff Attorney	BW
Dr. Kerr Fazzone	Director, Island Coast FEA	KF
Kevin Daly	President, TALC	KD
Heidi Brennan	Curriculum & Staff Development	HB
Christine Carberry	Buckingham Exceptional Cener	CC
Jill Castellano	East Lee County High	JC
Samantha Hower	Mariner High	SH
Amy Johnson	Mariner Middle	AJ
Christina Lindner	Villas Elementary	CL
Bob Scoppettuolo	Three Oaks Middle	BS
Christina Sterrett	Tortuga Preserve	CS
Sheena Torres-Nunez	Student Welfare	ST
Anna Whitten	Colonial Elem	AW

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Vision: To be a world-class school system

TALC Bargaining Committee
FY19 (2018-2019 School Year)



**THE SCHOOL DISTRICT OF LEE COUNTY and
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GUESTS		February 4, 2019
Name	Position	Initials
Rebecca Blank		RB
Cary Gorsline	Teacher	CG
Barbara Moreland	LHT	BM
Quincy Hosey	Teacher	QH
Rachel Taylor	Learning Resource Specialist	RT
Dawn Bernadyn	Teacher	DB
Janie Cojocar	School Social Worker	JC
Cathy Weber	School Social Worker	CW
Brenna Long	ESE teacher	BL
Susan Taylor	Teacher	ST
Kathryn Pollack	Teacher	KP
Katie Collins	Teacher	KL
Kevin Mars	Teacher	KM
Andrea Kozak	Teacher	AK
ATT. FRONCH. MASON	TEACHER	PCR
Alan Staal	Teacher	AS
Benita James	Teacher	BJ
Rosalin Rivera	Teacher	RR
S. Downey Conso	Teacher	SDC
JUSTINE HETTER	SSW	JH
Lawrie Metz	Teacher	LM
Nancy Eggeling	Staffing Specialist	NE
Kasey Exeun	teacher	KE
Credel Santos	Teacher	CS
LUCECIA LUCERO	TEACHER	LL
Lynne Strick	Teacher	LS

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GUESTS		February 4, 2019
Name	Position	Initials
Mina S. Morris	Teacher	MS
Jene Kelly	Teacher	JK
Marilyn Trizany	Teacher	MT
Danielle Knapp	SSS	DK
Alan Rod	Teacher	AR
Michelle Candiano	Nurse	MC
Charla S. Fox	Teacher	CF
Mark Shamsack	Teacher	MS
Tris Grimaldi	School Social worker	TG
Sheryl Wenzel	School Social Worker	SW
Per Ritchie	Teacher	PR
Lisa Leonhardt	Teacher	LL
S.F. Moreland	Teacher	SM
Alexis Campyaro	Teacher	AC
Jacob Nordge	Teacher	JN
M. Powelka	School Counselor	MP
Jen Medina	School Counselor	JM
Jose Nunez	Teacher	JN
J. Young	Teacher	JY
Kristen Robinson	Teacher	KR
Rachel Oswatt	Teacher	RO
Michelle Mars	Teacher	MM
Kayla Watts	Teacher	KW
Jordan Lill	Teacher	JL
Ben Bauer	Teacher	BB
Monica Hamme	ESE Teacher	MH

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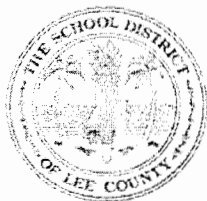
**THE SCHOOL DISTRICT OF LEE COUNTY and
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GUESTS		February 4, 2019
Name	Position	Initials
Ann Seeley	Teacher	AS
Jan Dolen	Teacher	J.D.
CHRISTINA MAUGHAN	LEARNING RESOURCES Spec.	CM
Lori Sanger	Teacher	LS
Angela Huns	Teacher	AH
Samantha Sevrance	Teacher	SS
Noel Shields	Teaching	NS
Merritt Blandford	Social Worker	MB
RAY DEVENS	Teacher	RD
Robyn Haming	Teacher	RH
Joanne Moran	TOA	JM
Linda Santiago	Teacher	LS
Cassandra Chan	Teacher	CC
ENN GREEBLAT	Teacher	EG
EUGENIA LEWIS	TOA	EL
INA WERDERMAN	TEACHER	IW
James, Corey	Teacher	CA
Carol Bannasch	Teacher	CB
Shannon Richardson	Teacher	SR
Debbie Fite	Teacher	DF
Vickie Scott	Teacher	VS
Christy Moore	Teacher	CM
Jennie Cotoia	Teacher	JC
Nora McDonald	Teacher	NM
Sue Donnelly	Teacher	SD
Lauren Spearberg	Teacher	LS

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GUESTS		February 4, 2019
Name	Position	Initials
Missy Turbeville	Resource Teacher	MT
Tammy Keaney	Resource Teacher	TK
Dave Keaney	Physical Educator	DK
April Nelson	Teacher	AN
Melissa Ross	Teacher	MR
Matthew Puerlin	Teacher	MP
Brandi Wagoner	teacher / ISS	BW
Terry Samra	teacher	TS
Spring Dickson	Teacher	SD
Sally Ball	Teacher	SB
Larry Rubbe	School Psychologist	LR
Julie Hall	Teacher	JH
Susan Delago	Teacher	SD
TR Vdy Dolen	teacher	TD
Joe Camptaro	teacher	JC
Kristin Wilhelm	Teacher	KW
Carlynn Hutto	Teacher	CH
Debra Reese	Teacher	DR
Pamela B King	Teacher	PBK
Colby Kruse	PCI	CK
Kathi Weller	Teacher	KW
Marie Leclerc	Social Worker	ML
SEAN GRIFFIN	teacher	SG
Danyello Starks	Teacher	DS
Jess: Sisk	Teacher	JS
Liseth Rivas	Teacher	LR

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GUESTS		February 4, 2019
Name	Position	Initials
Alexandra Spazian Smith	SCHOOL PSYCHOLOGIST	AlexS
Candace Drannon	TEACHER	CS
Ruth Hard-Tyson	Teacher	RT
Brett Monroe	Teacher	BM
Vanessa Reynolds	Teacher	VR
Barbara Lett Raymond	Teacher	BR
Nalinda Wilson	Teacher	NW
Don Collins	Teacher	DC
Ms. Duffy	Teacher	MD
Elena Sestac	Teacher	ES
Andrea Lechner	Teacher	AL
Melisa Pie	School Social Worker	MP
Jessica Frogg	Teacher	JF
Nancy Kishner	Social worker	NK
Vicki Senforn	instructor	VS
Karin Black	teacher	KB
Kimberly Johnson	teacher	KJ
Leon Ortiz	Teacher	LO
Katharine Bell	teacher	KB
Molly Phennice	Peer Collaborative teacher	MP
Cindy Pollaro	Teacher	CP
Shaye Sutherland	Teacher	SS
Stacy Bradley	Teacher	SB
Michael Tuckert	Teacher	MT
Erin Roberts	Teacher	ER
Barbara Diaz	ESOL Specialist	BD

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GUESTS		February 4, 2019
Name	Position	Initials
Colt Hartstern	Teacher - Math	CH
Rich Serapilio	Teacher 2nd	RS
Dawn Trendelen	Teacher math	DT
Michael Cochran	Teacher	MC
Wendy Straley	Teacher	WS
Kyle Nelson	Teacher	KN
Catherine Griffin	Teacher	CG
Jamie Mihal	SPALC	JM
Matthew Estevez	Teacher	ME
Dinora Ruiz	Teacher	DR
Matthew Carey	Teacher	MC
Frederick David	H.S. Teacher	FD
Michael Barbosa	Teacher	MB
Janice Charles	Teacher	JC
Michelle DeBart	Teacher	MD
Kelly Howiszak	Teacher	KH
Crystal Crealas	Teacher	CC
Kristen Tarnese	Teacher	KT
Susan Wingenroth	Teacher - Art	SW
Linda Petrucci	Teacher -	LP
Gabriel Graddings	Teacher	GG
Ruby Evans	Teacher	RE
Sarah Rozdzinski	Teacher	SR
Debbie Prater	Teacher	DP
Cindy James	Teacher	CJ
Bill James	Teacher	BJ
Daimary Perez	Social worker	DP

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)

Rebecca Mendes

Dennis Hall

Rob Mar

RJ teacher

Q Ten

J Ten