



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

TALC Bargaining Committee
Monday, February 25, 2019
Agenda

Items

1. Check-In
2. Minutes
3. Article 10 (Compensation)
4. Article 14 (Acceptance, Duration and Reopening)
5. 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 25, 2019

Agenda

Check-in

Minutes

Article 10 (Compensation)

Article 14 (Acceptance, Duration, and Reopening)

Check-out

Check-in

Time Constraints: 7:00 PM**, 4:55 PM

Elephants: (none)

Missing: ~~Brian Williams~~, Bonnie McFarland, Kim Hutchins, ~~Carl Burnside~~

Expectation: make progress *****, emphasize equity

Minutes: February 4, 2019

- Approved as amended

Story - Article 10 (Compensation)

- Review of Snapshot and Interests from June 4, 2018. Please remember anyone can add an interest if needed
- Since the bargaining session on February 4, 2019, TALC has met as a bargaining team and the TALC Representative Assembly has spoken to many TALC members about where we are at in bargaining
- At previous bargaining sessions, we looked at \$1,580.00 for a “Highly Effective” teacher and \$790.00 for an “Effective” teacher
- TALC has considered \$1,500.00 for a “Highly Effective” and \$850.00 for an “Effective” because our members feel the gap between “Highly Effective” and “Effective” is too great, so we would like to start the discussion tonight with another option: \$1,300.00 for a “Highly Effective” and \$900.00 for an “Effective”

Option

2. \$1,300.00 for a “Highly Effective” and \$900.00 for an “Effective” with all other parts of Option 1 to remain the same

Story - Article 10 (Compensation)(continued)

- When developing Option 2, TALC considered changes in Florida Statute that resulted from Senate Bill 736 and TALC feels Option 2 satisfies the statutory requirements; TALC would like to only change the “Highly Effective” and “Effective” amounts from Option 1
- Did you consider the impact of the \$1,000.00 salary increase for Career Ladder Movement when developing Option 2? Reviewing these numbers for compliance with Florida Statute, someone who is eligible for Career Ladder Movement and “Effective” would receive 82% of what someone who is eligible for Career Ladder Movement and “Highly Effective” would receive; because of this Option 2 is not in compliance with Florida Statute
- Salary increases associated with Career Ladder Movement are part of Performance Based Pay; providing a greater amount to employees based on their classification as “eligible” and “ineligible” for Career Ladder Movement is what allows us to provide all ineligible employees the same salary increase
- Is the higher amount for an “Effective” creating the issue that leads to it being at 82%? If so, what amount do we need in order to meet the statutory requirement of being at 75%?
- We provided TALC with our spreadsheet to help determine whether we’re in compliance with Florida Statute, we can put it up on the screen and talk through some scenarios (see attachment)
- We have been told that principals are only allowed to award a certain number of “Highly Effective” ratings each year, is this true? No, that is not true; there has never been, nor will there ever be such a communication from the District to principals
- How is it beneficial to a teacher to require them to defend a “Highly Effective” rating to their principal?
- With any evaluation rubric there is going to be some flexibility or room for interpretation; it is the District’s expectation that performance evaluations be done collaboratively with principals and teachers; principals should know as much about the performance of an individual teacher as the teacher knows themselves
- It’s important to note that Florida Statute requires that Performance Based Pay be related to the Final Performance Evaluation, which means that it’s the Manager’s rating and the VAM rating; the Manager’s rating is just one part of the Final Performance Evaluation
- For Option 2 to be in compliance with Florida Statute, and for the amounts for “Highly Effective” and “Effective” to remain the same, teachers who are eligible for Career Ladder Movement would only receive an additional \$300.00
- This creates an equity issue since almost 500 people are eligible and Career Ladder Movement has been associated with a \$1,000.00 salary increase; the recommendation of the Career Ladder Committee has been to keep that amount consistent, so that there is no “buyer’s remorse” in terms of people wishing they had moved on the Career Ladder sooner or later due to different amounts being associated with Career Ladder Movement
- For the benefit of the audience, I think we should take a step back and explain how compliance is determined, so that they understand the complication created by the Florida Legislature

- Florida Statute 1012.22 states that the highest salary increase must be available to employees who are “Highly Effective”, employees who are “Effective” must receive between 50% and 75% of what an employee who is “Highly Effective” receives, and Cost of Living Adjustments must be no greater than 50% of what an employee who is “Effective” receives
- The creation of the Career Ladder allowed our District additional flexibility necessary to address historic equity concerns resulting from how restrictive the statutory language is
- What would the amount need to be for “Effective”, if “Highly Effective” was \$1,300.00 and the Career Ladder Movement was worth \$1000.00?
- At the last bargaining session, the amounts that were shared were \$1500.00 and \$850.00; how does Option 2 not work?
- Florida Statute requires a salary increase associated with an “Effective” be valued at 50% to 75% of the value of a “Highly Effective”; if you add \$1,000.00 to those amounts for the almost 500 individuals who were eligible for Career Ladder Movement, then you’ll see that it does not work
- The District’s proposed Option 1 in December and the amounts were \$1,580.00 for “Highly Effective” and \$790.00 for “Effective”; the amounts that you’re mentioning are not officially an option yet, but are numbers that TALC asked the District to prepare to see if they would be in compliance with Florida Statute
- For clarification, do the amounts for those that are ineligible to move on the Career Ladder need to be at 75% of what’s available to those who are eligible to move on the Career Ladder? To stay in the 50% to 75% range what do those amounts need to be?
- How many teachers are eligible for Career Ladder movement? Can we do anything to close the gap between eligible and ineligible?
- Approximately 500 teachers are eligible to move on the Career Ladder
- The Career Ladder Committee met on February 21, 2019 and their recommendation is that the dollar amount associated with Career Ladder Movement remain consistent
- An option with \$1,500.00 for “Highly Effective” and \$850.00 for “Effective” was not ever proposed at the bargaining table; it’s something that TALC discussed
- Practically speaking, what would the total cost be if we had \$1,500.00 for “Highly Effective” and \$850.00 for “Effective”?
- Are we still talking about a July 2019 payout and a December 2019 payout (once VAM ratings are received)? Yes, that’s the option that was mentioned, but that has not yet been presented; those numbers are compliant and within our bargaining authority
- Would \$1,475.00 for “Highly Effective” and \$875.00 for “Effective” be compliant with Florida Statute? No
- Are we talking about an increase for FY19 (2018-2019 school year) that would be effective in July 2019? Yes
- Is there any way to put money in teacher’s pockets by the end of FY19 (2018-2019 school year)? Can we tap into the reserves and then pay it back later?
- There is no money sitting in reserves, except for the 3% that we’re required to maintain at all times by law; all other monies are currently in use throughout the District
- So the General Fund balance of 10% that we talked about earlier cannot be allocated and then repaid later?
- The General Fund balance of 10% is a snapshot from June 30, 2018; all of the money available to the district through the General Fund goes out to schools to be used

- The only reserve is the 3% required by state law to cover us in the event of an emergency
- There is a second snapshot of the General Fund balance taken in November; as of November 2018 the General Fund balance was down to less than \$20M, which means we have enough cash on hand to run the District for about 10 days
- The General Fund balance is not a reserve and it's not a savings account, although some people seem to be confused about how this works
- For FY19 (2018-2019 school year), there is only \$2.6M available to put toward pay increases, the additional money available has already been committed to increasing the Board Contribution to Flex Credits for health insurance
- Governor DeSantis is doing away with the Common Core and the textbook adoption committee is not moving forward with the adoption of math textbooks as planned; can these funds be put toward compensation?
- No, the State gives districts money specifically earmarked for instructional materials; therefore, these funds can only be used for the purchase of instructional materials

Caucus

TALC Report out: TALC discussed the options at length and would like to propose another option.

District Report out: The District reviewed the options and ran the numbers for Option 2 again to check for compliance and to see if it is within our bargaining authority.

Story - Article 10 (Compensation) (continued)

- We have been looking at these numbers at length; the fact is the State gave the District an increase of only 47 cents per student; this is only one of the reasons that TALC will be rallying with teachers across the state on March 4, 2019 to mark the start of the legislative session

Option

3. \$1,400.00 for a "Highly Effective" and \$800.00 for an "Effective" and keep the amount for the Career Ladder movement at \$1000.00

Caucus

District Report out: We ran the numbers for Option 3 and it would put us over budget by at least \$1M dollars. For FY19 (2018-2019 school year), there is only \$2.6M available at this time. Option 3 is \$1.1M over the \$2.6M that's available for FY19 (2018-2019 school year).

TALC Report out: We reviewed the options and it was our assumption that amount for the Career Ladder movement would not be cut in half, because it's only available for half the year.

Story - Article 10 (Compensation) (continued)

- The differences in Option 1 and the other options, in terms of compliance, is a result of the increase for Career Ladder Movement

- The increase for Career Ladder Movement has to in the full amount in order to be compliant; the statute mentions the terms “available” and “provided” and we need to account for both
- Does that mean that if we were to start payment at Paycheck 13 in FY19 (2018-2019 school year) we would not be in compliance, because of the increase for Career Ladder Movement?
- No, it means that we would need to take the Career Ladder Movement into consideration when determining whether we’re in compliance when it comes time for implementation
- If we increased it to the full \$1000 for Career Ladder Movement what would the other amounts look like?
- We would need to look at it more closely before we would be able to say whether it could be compliant
- The option includes an increase to base salary with no retroactive pay and the amount of the increases meets the ratios required by Florida Statute, so why would there be a potential issue in terms of compliance?
- For the record, the bigger issue is that the option is not within our bargaining authority and may not be in compliance with Florida Statute either; the option is \$1.1M beyond what the District has been provided by the Board
- The bigger issue is affordability, teachers cannot live on their current incomes
- The District agrees with TALC; teachers are not paid enough, but the money is not there for us to provide what is being asked
- Teachers know that the funding issues start with the State, not the District
- The District added compensation for Career Ladder Movement, which allowed us the ability to increase the amount that would be available to teachers on the Grandfathered Salary Schedule for a “Highly Effective” Final Performance Evaluation rating
- We were challenged on this decision and prevailed; an increase for Career Ladder Movement is part of what has allowed us to improve pay equity among teachers over the past three years
- Legal challenges not only throw everything into question, they’re also very costly, which means that they take money away from the overall pot of money we have to increase pay
- In addition, the Florida Legislature has shown they will rewrite laws as many times as necessary in order to address districts that they feel have gone astray from what they think is best, which is performance-based pay
- Our bargaining team is struggling to come to terms with the bargaining authority that has been made available for FY19 (2018-2019 school year); it amounts to just \$500.00 for a “Highly Effective” and \$250.00 for an “Effective”, which is not a lot
- We understand the money is what it is, but we have heard from TALC members that it is more important to put money in their pockets by the end of this school year than it is to put money in their pockets next school year
- Supporting teachers does not always involve more money; I have been on the bargaining team for the last 12 or 13 years and we have discussed other things that impact teacher retention, like taking things off of teacher’s plates
- One thing that can be offered is to take the additional 30 minutes per week of planning off of their plate and to allow them to continue to receive that pay; adjust the language in Article 7 (Work Schedule) on Page 23 of the TALC contract to make the workday 7.5 hours, instead of 7.6 hours

Option

4. On Page 23 of the TALC Contract, change the workday language to remove the additional 30 minutes for the purpose of planning.

Story - Article 10 (Compensation) (continued)

- A teacher's base salary does not include the additional 30 minutes for planning; this 30 minutes is an additional line item on the paycheck
- That is not correct; a teacher's base salary does include the additional 30 minutes for planning, the 30 minutes is an additional line item on the paycheck, but this is due to a programming issue; it is part of the base salary it is just displayed differently on PeopleSoft and on the paycheck
- We cannot just reduce the work day and allow people to keep their pay; in other words, we can't pay teachers or any other employee for work they're not doing
- Past audits have shown we do not track work hours well enough, especially when it comes to work hours for teachers
- We appreciate the spirit of what is being said, but it is not as simple as it appears to be

Caucus

TALC Report-out: We are still struggling as a team, so we discussed the options again. The issue seems to come down to \$1M and in the grand scheme we think this is just a small part of the overall District budget. We would like to request that the District go back to the Board and ask for additional bargaining authority for FY19 (2018-2019 school year) to go toward teacher compensation. We would like to allow time for the District to consider this request, before we continue the discussion.

District Report-out: No caucus

Story - Article 10 (Compensation) (continued)

- Option 4 was not meant to be in lieu of the proposed compensation in other options, it was meant to be in addition to the proposed compensation in other options; since it's already budgeted for FY19 (2018-2019 school year), it would not impact the bargaining authority
- Option 4 is meant to give teachers the time back and to allow them to decide how to use that additional 30 minutes a week without it having to be scheduled work hours
- The District will present TALC's request to the Superintendent

Calendar

- March 4, 2019, TALC is unable to meet due to Fund Our Future rally
- March 18, 2019 is Spring Break
- The next bargaining session will be on March 11, 2019
- TALC President, Kevin Daly, encouraged those in attendance to go to the Island Coast FEA website and sign-up for the March 4, 2019 event; the official headcount, as reported on the website, suggests there will be a lower turnout than TALC actually expects

Estimate of Fiscal Impact for TALC FY19 Contract Options

Budget vs. Proposed Estimates	
Budgeted Amount of TALC Increases	\$ 2,600,000.00
Estimated Performance Pay FY19 (Effective 1/2 the school year)	\$ 3,316,880.56
Estimated Career Ladder Movement FY18	\$ 395,253.10
Total of Proposed Changes	\$ 3,712,133.66
Difference	\$ (1,112,133.66)

Performance Pay Details			
Estimated number of IPRF Employees			3,747
Estimated number of ITUN/IRTC Employees			2,163
Estimated Total Number of Instructional Employees			5,910
Retirement Rate			8.26%
FICA/Med Rate			7.65%

Estimates: Performance Pay FY19 (Full Year Estimate)					
Final Evaluation Rating	Estimated Number of Employees	Proposed Performance Pay Amount	Estimated Total	Estimated FRS Retirement and FICA/Med	Estimated Total with FRS and FICA/MED
IPRF					
Highly Effective	1,356	\$ 1,400.00	\$ 1,898,400.00	\$ 302,035.44	\$ 2,200,435.44
Effective	1,776	\$ 800.00	\$ 1,420,800.00	\$ 226,049.28	\$ 1,646,849.28
Other/No Increase	615	\$ -	\$ -	\$ -	\$ -
ITUN/IRTC					
Highly Effective	1,148	\$ 1,400.00	\$ 1,607,200.00	\$ 255,705.52	\$ 1,862,905.52
Effective	996	\$ 800.00	\$ 796,800.00	\$ 126,770.88	\$ 923,570.88
Other/No Increase	19	\$ -	\$ -	\$ -	\$ -
Totals	5,910		\$ 5,723,200.00	\$ 910,561.12	\$ 6,633,761.12

FY18 Career Ladder Movement (Full Year Estimate)					
Career Ladder Level	Estimated Number of Employees	Career Ladder Movement Incentive	Estimated Total	Estimated FRS Retirement and FICA/Med	Estimated Total with FRS and FICA/MED
Apprentice to Career	334	\$ 1,000.00	\$ 334,000.00	\$ 53,139.40	\$ 387,139.40
Career to Accomplished	7	\$ 1,000.00	\$ 7,000.00	\$ 1,113.70	\$ 8,113.70
Totals	341		\$ 341,000.00	\$ 54,253.10	\$ 395,253.10

Estimate of Fiscal Impact for TALC FY19 Contract Options

Budget vs. Proposed Estimates	
Budgeted Amount of TALC Increases	\$ 16,250,000.00
Estimated Performance Pay FY19	\$ 7,164,976.65
Estimated Performance Pay FY20	\$ 7,164,976.65
Estimated Career Ladder Movement FY18	\$ 395,253.10
Estimated Career Ladder Movement FY19	\$ 492,617.50
New Hire Salary Schedule	\$ 1,114,212.50
Total of Proposed Changes	\$ 16,332,036.40
Difference	\$ (82,036.40)

Performance Pay Details			
Estimated number of IPRF Employees			3,747
Estimated number of ITUN/IRTC Employees			2,163
Estimated Total Number of Instructional Employees			5,910
Retirement Rate			8.26%
FICA/Med Rate			7.65%

Estimates: Performance Pay FY19					
Final Evaluation Rating	Estimated Number of Employees	Proposed Performance Pay Amount	Estimated Total	Estimated FRS Retirement and FICA/Med	Estimated Total with FRS and FICA/MED
IPRF					
Highly Effective	1,356	\$ 1,500.00	\$ 2,034,000.00	\$ 323,609.40	\$ 2,357,609.40
Effective	1,776	\$ 875.00	\$ 1,554,000.00	\$ 247,241.40	\$ 1,801,241.40
Other/No Increase	615	\$ -	\$ -	\$ -	\$ -
ITUN/IRTC					
Highly Effective	1,148	\$ 1,500.00	\$ 1,722,000.00	\$ 273,970.20	\$ 1,995,970.20
Effective	996	\$ 875.00	\$ 871,500.00	\$ 138,655.65	\$ 1,010,155.65
Other/No Increase	19	\$ -	\$ -	\$ -	\$ -
Totals	5,910		\$ 6,181,500.00	\$ 983,476.65	\$ 7,164,976.65

Estimates: Performance Pay FY20					
Final Evaluation Rating	Estimated Number of Employees	Proposed Performance Pay Amount	Estimated Total	Estimated FRS Retirement and FICA/Med	Estimated Total with FRS and FICA/MED
IPRF					
Highly Effective	1,356	\$ 1,500.00	\$ 2,034,000.00	\$ 323,609.40	\$ 2,357,609.40
Effective	1,776	\$ 875.00	\$ 1,554,000.00	\$ 247,241.40	\$ 1,801,241.40
Other/No Increase	615	\$ -	\$ -	\$ -	\$ -
ITUN/IRTC					
Highly Effective	1,148	\$ 1,500.00	\$ 1,722,000.00	\$ 273,970.20	\$ 1,995,970.20
Effective	996	\$ 875.00	\$ 871,500.00	\$ 138,655.65	\$ 1,010,155.65
Other/No Increase	19	\$ -	\$ -	\$ -	\$ -
Totals	5,910		\$ 6,181,500.00	\$ 983,476.65	\$ 7,164,976.65

FY18 Career Ladder Movement

Career Ladder Level	Estimated Number of Employees	Career Ladder Movement Incentive	Estimated Total	Estimated FRS Retirement and FICA/Med	Estimated Total with FRS and FICA/MED
Apprentice to Career	334	\$ 1,000.00	\$ 334,000.00	\$ 53,139.40	\$ 387,139.40
Career to Accomplished	7	\$ 1,000.00	\$ 7,000.00	\$ 1,113.70	\$ 8,113.70
Totals	341		\$ 341,000.00	\$ 54,253.10	\$ 395,253.10

FY19 Career Ladder Movement					
Career Ladder Level	Estimated Number of Employees	Career Ladder Movement Incentive	Estimated Total	Estimated FRS Retirement and FICA/Med	Estimated Total with FRS and FICA/MED
Apprentice to Career	350	\$ 1,000.00	\$ 350,000.00	\$ 55,685.00	\$ 405,685.00
Career to Accomplished	75	\$ 1,000.00	\$ 75,000.00	\$ 11,932.50	\$ 86,932.50
Totals	425		\$ 425,000.00	\$ 67,617.50	\$ 492,617.50

Estimates: Proposed New Hire Salary Schedule Effective July 1, 2019					
Salary Increase (\$41,000 plus \$500/year)	Estimated Number of Employees	Estimated Average Increase	Estimated Total	Estimated FRS Retirement and FICA/Med	Estimated Total with FRS and FICA/MED
Tru-Up for Current Employees	275	\$ 1,000.00	\$ 275,000.00	\$ 43,752.50	\$ 318,752.50
New Hires	600	\$ 1,000.00	\$ 600,000.00	\$ 95,460.00	\$ 695,460.00
Salary Supplements			\$ 100,000.00	\$ -	\$ 100,000.00
Totals	875		\$ 875,000.00	\$ 139,212.50	\$ 1,114,212.50

Sample Calculator

Highly Effective	\$ 1,400.00			\$ 2,400.00
Effective	\$ 800.00	57.14%	50-75%	\$ 1,800.00
Career Ladder	\$ 1,000.00	75.00%	50-75%	75.00%
Highly Effective	\$ 1,300.00			
Effective	\$ 900.00	69.23%	50-75%	
Career Ladder	\$ 300.00	75.00%	50-75%	



**THE SCHOOL DISTRICT OF LEE COUNTY and
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**TALC Bargaining Committee
February 25, 2019
Sign-In**

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

Levy Lecher Business Services

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
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GUESTS			February 25, 2019	172
Name	Position	Initials	not including children & media	
Vanesa Morales	Teacher	[Signature]		
Samantha Savage	Teacher	[Signature]		
Alissa Germaine	Teacher	ag		
Quincy Hosey	Teacher	QH		
Alexis Camputaro	teacher	AC		
Terri Santora	teacher	TS		
Rosbie Thompson	Teacher	RT		
Tamara Roberts-Cobb	Teacher	TR		
Alec Scott	Teacher	AS		
Britt Monroe	teacher	BM		
DAVID LORENZINI	teacher	DL		
Lucrecia Lucero	TEACHER	LL		
SEAN GRIFFIN	TEACHER	SG		
Rebecca Mendez	Teacher	RM		
Ava Mendes	Student	AM		
Akuepp	Teacher	AK		
Suzanne Donnelly	Teacher	SD		
Walter Donnelly	"	WD		
Julius Richardson	Teacher	JR		
Kyle Reynolds	Huber	KR		
Christine Koble	Teacher	CK		
Jennie Costa	Teacher	JC		
Debbie Hill	teacher	DH		
Dinora Ruiz	teacher	DR		
Ruby Estale	Teacher	RE		
Debbie Prichard	teacher	DP		

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GUESTS		February 25, 2019
Name	Position	Initials
Lisa Kaufman	HH Teacher ESE	UK
Susan Delo	Teacher EHS	SD
Lisa Dufrene	Teacher Edgwood	LD
W. R. R. R.	Counselor	WR
Jean Darden	Teacher	JD
Peggy Bos	Teacher LAMP	PB
Dave Kearney	Teacher GWH	DK
Tyidy Doty	Teacher	TD
Natasha Hodge	Teacher ESE	NH
Jamie Smith	teacher South Fort Myers HS	JS
Aaron Smith	Guest	AS
Jonathan Perez	Teacher	JP
Andrea Lechner	Teacher	AL
Merritt Blandford	Social Worker	MB
Daniela Orta	Teacher	DO
Dawn Bernadine	Teacher	DB
Carlynn Huth	Teacher	CH
April Boock	"	AB
Meredith Slough	Teacher	MS
Justine Frezza	"	JF
Carrie Campbell	Teacher	CC
Jan Dote	Teacher	JD
Roger Christen	Teacher	RC
Lynne Fallica	Teacher	LF
Joseph Campton	Teacher	JC
Kristen Robinson	Teacher	KR

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GUESTS		February 25, 2019
Name	Position	Initials
Ann Seeley	Teacher	AS
Alison Murphy	Teacher	AM
Karie Rathbun	teacher	KR
Melanie Auer	Teacher	MA
JP Druski	Teacher	JD
Meagan Giff	Teacher	MG
Cindy Setruzelli	Teacher	CS
Grethel Matos	Teacher	GM
James, Carey T.	Teacher	CT
Christy Moore	Teacher	CM
Amanda Strauss	Teacher	AS
Shannon Richards	Teacher	SR
Marie L'Estrange		
Marie L'Estrange	Teacher	ME
Gabriela Hechavarria	Teacher	GH
JERRY YOUNG	TEACHER	JY
Carolyn Remington	Teacher	CR
Tracey Scimera	Teacher	TS
Matthew Carey	Teacher	MC
Ada Bromley	Teacher	AB
Adriana Bromley	-	AB
Tyler Bromley	-	AB
Robin Osborne	Teacher	RO
Valerie Whitman	Teacher	VW
Lyette Rodriguez-Wibbels	teacher	LW
Dagny Cowell	Teacher	DC

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GUESTS		February 25, 2019
Name	Position	Initials
Angela Haas	Teacher	Alt
Susan Caissing	Teacher	TC
Christine Mayhew	ESE	CM
Therese	ESE	Th
Marie Pierre-Louis	Teacher	MP
Colt Huston	teacher	CH
Melissa Rod	Teacher ☺	MR
Claudia Williams	Teacher	CW
Valerie Shough	teacher	VS
[Signature]	[Signature] Teacher	[Signature]
Aaron Waldo	Teacher	AW
Debra Rodriguez	Teacher	DR
Kathryn Pollack	Teacher	KP
Tammy Krancy	Teacher	TK
Brooke Philbert	Teacher	BP
James Samz	Teacher	JS
Nashara Tyson	Teacher	NT
Rachel Tuma	Teacher	RT
Melissa Alvarez	Teacher	MA
Carrie Stecklein	Teacher	CS
Keegan Fite	teacher	KF
Jessie Smith	teacher	JS
Carla Tennant	teacher	CT
Vicki Santini	teacher	VS
Wm Henson	Teacher	WH
Danielle Steuts	Teacher	DS

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TALC Bargaining Committee
FY19 (2018-2019 School Year)



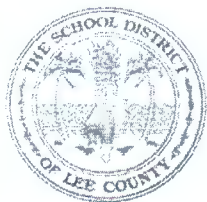
**THE SCHOOL DISTRICT OF LEE COUNTY and
THE TEACHER'S ASSOCIATION OF LEE COUNTY**

GUESTS		February 25, 2019
Name	Position	Initials
Kim Adderley	Kindergarten / PC PC I	KA
Tamara Sendejic	2nd Grade Teacher	TS
Michael Cochran	Teacher	mc
Dawn Trendelenburg	Teacher	DT
Alan Rasher	"	AL
Korie Remer	Teacher	KIR
Shelley Conso	Teacher	SC
Jamie Michael	SPA President	JM
Johanna Moreno	Kinder	JM
Kayla Bias	4th Grade Math Teacher	KB
Matthew Estevez	Teacher	ME
Michael Lynch	Teacher	ML
Barbara Hardcastle	Teacher	BH
Carrie Fry	Teacher	CF
Andrea Saborn	Staffing Specialist	AS
Nora McDand	Teacher	NM
Gillian CEO	Teacher	GC
Heather Rodriguez-Wibber	Teacher	HR
Jaya Buella	Behavior Specialist	JB
Nicole Pappas	Resource Teacher	NP
Julie Camerlingo	Reading Teacher	JC
Crystal Crechins	Teacher	CC
Emily Brown	Teacher	EB
Michael Johnson	Teacher	MB
Angie Chase	Teacher	AC

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GUESTS		February 25, 2019
Name	Position	Initials
Joanne Moran	TOA	SM
D'Arcy Toyls	Hospital Homebound Teacher	NT
Tracy Lorenzini	Teacher	TL
Krista Dwyer	Educator	KD
Jodie Dearman	Teacher	
Brittany Lamb	Teacher	BL
David Cortugena	Principal	DC
Robert Leusch	Teacher	RL
Noel Shields	Teacher	NS
Kate Collins	Teacher	KC
Matthew Freshen	Teacher	MF
Sharon Adelin	Teacher	SA
Amy Jacobs	MTSS & ESOL Contact	AJ
Jess Bulluck	Teacher	JB
James Danner	Teacher	JD
Caitlin Hale	Teacher	CH
Jane Kelly	Teacher	JK
Chris Rutter	Teacher	CR
Catherine Sheer	Teacher	CS
Larry Rubin	School Psychologist	LR
Helen Sadler	Teacher	HS
Karen Kuzer	Teacher	KK
Zoraya Strick	Teacher	ZS
Elena Sestac	Teacher	ES
Rob Allen	Teacher	RA

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GUESTS		February 25, 2019
Name	Position	Initials
Maria Socarras Dominguez	Spanish Teacher	MD
Claire Tine	Teacher	CT
Raúl Sapien	Teacher	RS
Amanda Bing	teacher	AB
Rebecca Blank	Teacher	RB
Don Collins	Teacher	DC
Carla Mialkhal	Teacher	CM
Alan Staal	Teacher	AS
Jim Canale	School Nurse	JMC
Martha McVannet Erwin	School Counselor	MME
Tommerlee Castellanos	Teacher	TC
Brian Blawt	Teacher	BB
Brooke Thomas	Teacher	BT
David Johnson	Teacher	DJ
Joe Maller	Teacher	JM
Lisa Alexander	Teacher	LA
Barbara Rebeor	Teacher	BR
Lynn Brashear	Teacher	LB

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154
18
172
26
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