



THE SCHOOL DISTRICT OF LEE COUNTY

2855 COLONIAL BLVD. ♦ FORT MYERS, FLORIDA 33966-1012 ♦ (239) 334-1102 ♦ WWW.LEESCHOOLS.NET

Joint Communication TALC and SPALC Negotiation Session May 15, 2008

JEANNE S. DOZIER
CHAIRMAN, DISTRICT 2
JANE E. KUCKEL, PH.D.
VICE CHAIRMAN, DISTRICT 3
ROBERT D. CHILMONIK
DISTRICT 1
STEVEN K. TEUBER, J.D.
DISTRICT 4
ELINOR C. SCRICCA, PH.D.
DISTRICT 5
JAMES W. BROWDER, ED.D.
SUPERINTENDENT
KEITH B. MARTIN, ESQ.
BOARD ATTORNEY

The SPALC, TALC and the District Bargaining Teams met in a joint session to bargain the impact of the financial crisis facing the School District of Lee County. Using the Interest Based Bargaining Process the Teams have agreed to the following straw design:

- Until negotiations are completed and an agreement is ratified the parties agreed to freeze all bargaining unit employees compensation, including step progression at 2007-2008 salary schedule pay rates (pay grade and step for SPALC and pay step rates for TALC).
- The parties agree to commence formal joint negotiations no later than September 30, 2008, to continue discussions related to the economic provisions of the agreements.
- The Insurance Task Force will continue discussions on health insurance options and the impact of the benefit bank.
- The straw design will be formalized in a Memorandum of Agreement between the parties.

THE RATIONALE FOR THE ABOVE AGREEMENT IS AS FOLLOWS:

- The bargaining units do not want to be obligated or committed to any one form of compensation increase until we have completed all negotiations to see the complete financial picture.
- Give Insurance Task Force time to look at options presented.
- Gain a better idea of student enrollment.
- Truth in Millage Notices (property taxes) will be coming out in August.
- The projected District budget for 2008-2009 will be out in August.
- Revenue Estimating Conference will be meeting in September

The TEAMS DISCUSSED AN IMPLEMENTATION PLAN THAT INCLUDES:

- Informing stewards and reps. at their monthly meetings
- ITV presentation for all District employees
- Memorandum to all District bargaining unit employees
- Continuing education through the Take A Stand campaign with participation from all parties