



# Special Edition

ESP Newsletter

Special Edition—April, 2008

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## SPALC - Budget Cuts - What You Need to Know and Do

Many of you have been made aware of the significant budget cuts we will face next year in light of decreased funding from the State. Lee County School District can lose up to 30 million dollars which will have a significant impact on the district. This problem did not occur by itself. It has a direct relationship with legislative actions over the past years. The purpose of this newsletter is to inform you of your contract and state statute rights as well as School Boards decisions. Your Association leadership has been involved in several discussions about the impact of these budget cuts and will continue to advocate on your behalf. If you have questions or need additional information, please feel free to contact the Service Unit office at 239-275-8252.

- Seniority is the length of continuous service (Article 7.071) with the School District as a full time or part-time employee. If the District was to have a District wide layoff, the Board will determine the classification by departments and job classifications at work sites to be reduced.
- The School District has notified the Association that at this point, they will not declare a lay off of any one job classification. However, SPALC understands that there will be reductions/displacements at both the district office and work sites due to the extreme loss of funding. This is due to reduction in property taxes and sales taxes at the state level.
- The Board will notify the Association in advance of any reduction-in-force or reduction in hours action District wide. If this was to occur employees will be laid off or reduced in hours in the inverse order of their seniority in the District. If you are a full time employee, you will be placed on the district surplus list, if your position has been closed. Employees who are laid off or reduced in hours may fill a vacant position, if qualified. However, you do have to accept a reduction hours as your position is renewed annually and the law allows for such a reduction. If the employee's hours are being reduced for the coming year, the employee has the right to be placed on the surplus list for position at a different location. If you have good evaluations, every effort will be made to help you find placement within the district, these job placements are achieved by seniority, starting with the highest seniority to the lowest seniority.
- If you are an employee with less than two years and your position is cut, you will be non-reappointed; however, you will be eligible for unemployment benefits, SPALC will help you secure these benefits and apply for other positions within the District as the become available.
- SPALC and TALC will be entering into a joint bargaining discussion with the District Thursday, April 10, 2008 at 2:00 p.m. at LEPEC in training rooms A&B. SPALC will keep you informed.
- For update information contact the SPALC information **Hotline**. Spanish - 239-275-8252 extension 17 and English- 239-275-8252 extension 15.
- **Enough is Enough. It is time to "Take A Stand."**
  1. Write and/or Call your Legislators and the Governor! Visit [IslandCoastFEA.org](http://IslandCoastFEA.org) or [LeeSchools.net](http://LeeSchools.net) for Contact Information!
  2. Sign the **TAKE A STAND** Petition! Contact the Island Coast FEA office (239-275-8252) to find out how and where you can sign!
  3. Write letters to all of our local newspapers—The Fort Myers News-Press, The Cape Coral Daily Breeze, The Naples/Bonita Daily News!
  4. Write on the Blogs of All Local Media Outlets—The News-Press, Naples/Bonita Daily News, NBC-2, WINK-TV, ABC-7, FOX 4
  5. Talk to Neighbors, Friends and Relatives and encourage them to **TAKE A STAND**