

# Human Resources and Employee Relations Division

*To be a World-Class School System it takes a World-Class Team!*

The e-Newsletter  
of the Division of Human Resources  
and Employee Relations

## HR Times



Vol1 Issue 10  
**September 25, 2008**

### Important Dates

**September 29, 2008**  
Hurricane Make-Up Day

**September 30, 2008**  
Schools Closed

**October 13-17, 2008**  
FTE Week (Survey 2)

**October 23, 2008**  
End of 1st Quarter

**October 24, 2008**  
Professional Duty Day

### Important Links

[FY09 Staffing Center](#)

[TALC Communications](#)

[SPALC Communications](#)

[HR Times Past Issues](#)

Questions or comments?

E-mail us @

[marcbm@leeschools.net](mailto:marcbm@leeschools.net)

or call 461-8441

### Merit Award Program Additional Pay-out Update:

As you are aware, teachers with the highest rankings in each instructional group or silo received a MAP reward equal to 5% of the average district teacher's salary as a part of the August 15, 2008, payroll. Once all MAP funds have been distributed to the instructional personnel, school-based administrators and charter school recipients, any remaining funds will be distributed to the top performing teachers within the silo until funds are exhausted. This distribution will provide an additional award to the highest scoring teachers until funds are exhausted. Guidelines for this distribution have been determined in District Labor Management.

Out of the original \$4,150,753 MAP allocation, \$4,032,927.30 was distributed in the September 15, 2008 disbursement. In accordance to the plan, the remaining MAP funds of approximately \$117,825.54 will be distributed to the highest scoring teachers until funds are exhausted. This disbursement will be awarded to the top scorers in each silo who will each receive an additional \$437.80. Approximately 250 teachers will receive the additional award which will be part of their September 29, 2008, pay check. Principals will be notified as to which teachers in their buildings will be receiving the award through a report which will be placed in their electronic folder at the close of the day on Thursday. These particular teachers posted the highest learning gains and assessment scores District-wide for their particular area and should be commended on their extraordinary effort!

### Merit Award Program Thank You :

The implementation of MAP brings in over \$4 million for Lee County teachers and administrators, which we otherwise would not receive. Behind the scenes there are many individuals that go above and beyond their job requirements to make this happen. I would like to recognize and thank these dedicated individuals because without their help, the MAP implementation would not have been possible:

**Patti Elkin, Steve Bowman, Richard Itzen, Becky Decker, Dr. Larry Tihen, Linda Wallace, Marc Mora, Linda Jo Sanders, Michelle Cort-Mora, Greta Campbell, and Greta Malaise.**

### Staff Realignment/ Surplus Update:

Through the committed hard work of School-based administrators and District staff, we have placed almost all the individual employees originally on the surplus lists. This extremely difficult process could not have been accomplished without the help of our **school principals** and **assistant principals**. Many of you took the initiative and searched the surplus list in an effort to help our displaced employees. As a result, the number of employees without a home quickly found one and helped everyone meet the Monday, September 22, 2008 deadline. I would also like to recognize and thank the Personnel Specialists, Personnel Staff as well as Shannon Smith, Heather Leonard and Georgianna McDaniel for their hard work in placing these individuals. I am deeply appreciative of these individual's efforts!!

### Negotiation Update:

Negotiations are still on hold pending the final outcome of the staffing changes resultant from recent student enrollment counts. The resumption of negotiations is expected to take place on October 14, 2008. The salary freeze will remain in effect until such time that negotiations have been concluded and agreements are ratified by both the employees and the Board. Negotiation updates are available on the web at the following address: <http://hr.leeschools.net/2008%20Negotiations/talccommunications.htm> for TALC and <http://hr.leeschools.net/2008%20Negotiations/spalccommunications.htm> for SPALC.