

Teachers Association of Lee County
6830 International Center Boulevard
Fort Myers, FL 33912
239.275.TALC
www.islandcoast.org/talc



December 7, 2023

Robert Dodig, Esq.
2855 Colonial Boulevard
Fort Myers, FL 33966

Dear Mr. Dodig,

I am writing on behalf of the Teachers Association of Lee County (TALC) regarding the recent decision to mandate 24 hours of the Science of Literacy and Learning training for our members, starting in January 2024. We received notice from many of our members about the district's desire to implement this training well before TALC was officially notified by district officials.

While we acknowledge the importance of professional development, we believe that the decision to implement this training during existing Professional Learning Committee (PLC) meetings is a violation of the TALC Collective Bargaining Agreement and the SDLC PLC Guidelines. This unilateral decision significantly impacts the working conditions of our members and represents a breach of the agreed-upon terms.

According to the terms outlined in our Collective Bargaining Agreement and PLC guidelines, mandated trainings are not to be scheduled during PLC meetings. The current situation, wherein staff and principals are being asked to vote on a plan that would potentially disregard the contract in favor of the proposed training, is unacceptable.

Since this action was taken without providing TALC with notice and an opportunity to bargain either the decision or effects of the change, it constitutes an Unfair Labor Practice. Accordingly, we hereby demand that the District immediately cease and desist from implementing this change in working conditions and that prior to making any future such changes, the District provide the Association with advance notice

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and a meaningful opportunity to bargain. This decision is not only a breach of our contractual agreements, but also disrupts the collaborative and constructive nature of the PLCs, which are intended for professional learning and growth. Furthermore, we hereby demand that all school-based decisions on which structures/times for implementing this training be considered null and void.

If the district wishes to implement the Science of Literacy and Learning training, we suggest that the district engage in good faith negotiations with TALC to find an alternative solution that aligns with the terms of our Collective Bargaining Agreement and respects the established PLC guidelines. Failing to address this matter promptly may compel us to pursue further legal action to protect the rights and working conditions of our members.

We expect your prompt attention to this matter and a written response outlining the actions the School District of Lee County will take to rectify this situation. We are open to constructive dialogue and collaboration to find a resolution that benefits all parties involved.

Thank you for your immediate attention to this matter.

Kerr Fazzone, Ph.D.

Service Unit Director, Island Coast FEA

Cc: Kevin Daly, TALC President
Samuel Fisher, Board Chairman
Christopher Bernier, Superintendent
Kathy Dupuy-Bruno, School Board Attorney
Kimberly Menchion, FEA General Counsel