

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



Kerr Fazzone, Ph.D.

Teachers Association of Lee County
6830 International Center Boulevard
Fort Myers, FL 33912

Dr. Kenneth Savage, Superintendent
School District of Lee County
2855 Colonial Boulevard
Fort Myers, FL 33966

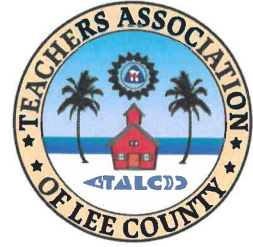
Re: Demand to Bargain over Increased Bargaining Authority for TALC

Dear Dr. Savage

On behalf of the Teachers Association of Lee County (TALC), I am writing to formally request a bargaining session to address an increase in TALC's bargaining authority for FY25 (the 2024-2025 school year). We have recently been made aware that the School Board approved an increase of 19.44% in bargaining authority for our sister union, SPALC, equating to an additional \$1.4 million. TALC is seeking to bargain over a comparable adjustment in alignment with this precedent.

TALC's bargaining authority for FY25 was \$20.3 million, and hence a 19% increase would amount to an additional \$3.857 million. We believe this adjustment is both reasonable and necessary to ensure parity and equity in how bargaining authority is allocated.

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Although we recognize the District's transition with a newly elected superintendent and school board, this does not relieve the district of its responsibility to negotiate a remedy for this situation, nor should it result in unnecessary delays. We look forward to scheduling a meeting at your earliest convenience to discuss this request further and negotiate a mutually agreeable adjustment.

Thank you for your attention to this matter, and we look forward to your response.

Kerr Fazzone, Ph.D.

Service Unit Director, Island Coast FEA

Teachers Association of Lee County

Cc: Kevin Daly, TALC President

Samuel Fisher, Board Chairman

Kathy Dupuy-Bruno, School Board Attorney

Ron Iarussi, Director of Labor and Employee Relations

Virginia Edwards, FEA General Counsel