

**THE SCHOOL DISTRICT OF LEE COUNTY, FLORIDA
GRIEVANCE REPORT FORM**

Grievant(s): Teachers Association of Lee County
School/Department: Entire TALC Bargaining Unit
Job Title/Position: All affected job titles/positions
Bargaining Unit: TALC
Supervisor: Robert Dodig
Representative: Dr. Kerr Fazzone
Level: Formal (Level II)

EE ID #: N/A
LOC #: N/A
JDE #: N/A
Action: 08 / 07 / 23
Filed: 08 / 10 / 23
Hearing: 09 / 15 / 23
Grievance #: G-24-006

Statement of Fact(s):

On August 8, 2023, the School District of Lee County notified by email all TALC bargaining unit members that the District had "...exhausted [the District's] ESSER funds that were allocated for coverage pay." The FY23-FY25 TALC CBA states that, for FY23 and FY24, the District shall allocate for coverage "...\$8.2 million per year in ESSER funding."

CBA Article(s) Grieved:

Article 10.04(4)(g), 10.04(4)(h)

Impact Statement:

The District did not satisfy 10.04(4)(g) as they did not share or report the specified coverage data, even when requested by TALC. The overspending in FY23 by the District does not absolve them from funding coverage in FY24 at the agreed upon amount. The shortage of instructional staff and guest teachers, and the inability for SPALC Bargaining Unit personnel to cover empty classrooms puts additional work on current instructional staff.

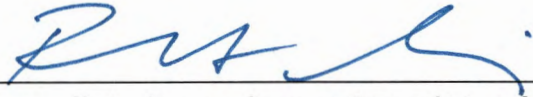
Relief Sought:

The District shall allocate for coverage \$8.2 million in funding for FY24.

Disposition: GRIEVANCE DENIED

The parties collectively bargained the terms and conditions of classroom coverage and the corresponding language in the collective bargaining agreement. The amount for coverage paid from ESSER is in excess of the agreed upon amount of \$8.2 million per year. According to district staff, more than \$34 million dollars of ESSER funds were expended on class coverage based on the collectively bargained language

language referenced above. The district appropriately notified TALC and staff of the exhaustion of ESSER funds and the required reversion back to the previously negotiated contract language regarding class coverage.



Immediate Supervisor or Superintendent's Designee

09/27/23

Date of Response

CC: Immediate Supervisor
Superintendent
Legal Services
Grievance File