

THE SCHOOL DISTRICT OF LEE COUNTY, FLORIDA  
GRIEVANCE REPORT FORM

Grievant(s): Teachers Association of Lee County

EE ID #: N/A

School/Department: Entire TALC Bargaining Unit

LOC #: N/A

Job Title/Position: All affected job titles/positions

JDE #: N/A

Bargaining Unit: SPALC or TALC

Action: 06 / 03 / 2025

Supervisor: Dr. Denise Carlin

Filed: 06 / 10 / 2025

Dr. Kerr Fazzone, Mark Herdman, Esq.

Level: Informal Formal (Level I) Formal (Level II) Formal (Level III)

**Statement of Fact(s):**

On Monday, June 2, 2025 at 6:22PM, the School Board of Lee County added to the agenda Resolution 2025.0603, less than twenty-four hours before a regular meeting of the Board on June 3, 2025. By passing Resolution 2025-0603, the Board (District) violated provisions of the TALC CBA related to compensation, the interest-based bargaining process, and Florida law related to "Educational Emergencies".

**CBA Article(s) Grieved:**

Articles 2.02 Management, 3.01 Bargaining Sessions, 10.02(3)(a)(1) Turnaround School Supplement, 10.02(3)(a)(7) Changes, 10.03(2)(i) State Incentive and Bonus Programs

**Impact Statement:**

TALC and the District met in negotiations on 2.10.25, 2.24.25, 3.10.25, 3.24.25, 4.7.25, 4.22.25, 4.29.25, 4.30.25, 5.5.25, and 5.19.25. The plan in Resolution 2025-0603 was not presented at the table in the form passed by the Board. Additionally, the Board violated F.S.1008.33(4)(a) (referencing 1001.42(21)) by offering incentives to non-D and F schools.

**Relief Sought:**

The Board shall immediately cease and desist upon implementing Resolution 2025-0603 and shall vote to rescind it. The Board shall also publish a retraction of Resolution 2025-0603 and communicate to all TALC Bargaining Unit members that the Board will negotiate in good faith and refrain from unilaterally changing mandatory subjects of bargaining.

**Disposition:**

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**Immediate Supervisor or Superintendent's Designee**

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**Date of Response**

CC: Immediate Supervisor  
Superintendent  
Legal Services  
Grievance File