

THE SCHOOL DISTRICT OF LEE COUNTY, FLORIDA
GRIEVANCE REPORT FORM

Grievant(s): Teachers Association of Lee County

EE ID #: _____

School/Department: Entire TALC Bargaining Unit

LOC #: _____

Job Title/Position: All affected job titles/positions

JDE #: _____

Bargaining Unit: SPALC or **TALC**

Action: 08 / 07 / 2023

Supervisor: N/A

Filed: 08 / 10 / 2023

Representative: Dr. Kerr Fazzone

Hearing: / /

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

Formal (Level III)

Statement of Fact(s):

On August 7, 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) Grievated:

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:

Immediate Supervisor or Superintendent's Designee

_____/_____/_____
Date of Response

CC: Immediate Supervisor
Superintendent
Legal Services
Grievance File