

## Florida Educational Negotiators (FEN) Survey: Interest-Based versus Traditional Collective Bargaining

### EXECUTIVE SUMMARY

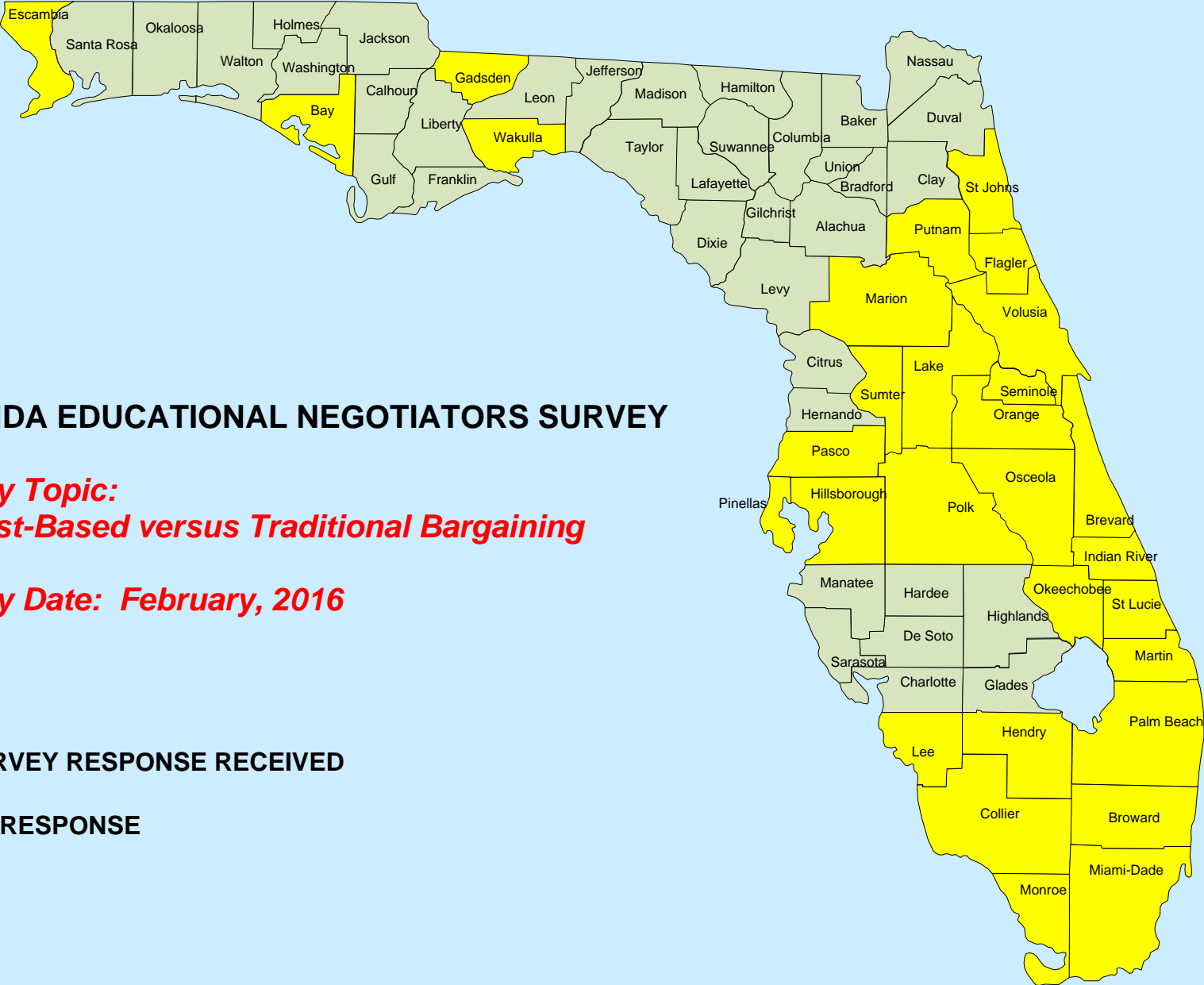
60 or 100% of Florida school districts who are Florida Educational Negotiators (FEN) members were surveyed.  
30 or 50% of Florida school districts who are FEN members responded to the survey.

12 or 40% of responding Florida school districts pursue *interest-based* collective bargaining with their instructional employees bargaining unit.  
18 or 60% ... *traditional* collective bargaining.  
6 or 20% ... a *hybrid* of traditional and interest-based collective bargaining.

5 or 42% of responding Florida school districts (that pursue *interest-based* collective bargaining with their instructional employees bargaining unit) include the agreement language in the *contract*.  
3 or 25% ... in a *memorandum of understanding (MOU)*.  
4 or 33% ... have an *understood or verbal agreement*.

21 or 70% of responding Florida school districts do **NOT** conduct *monthly meetings* for collective bargaining with their instructional employees bargaining unit.

28 or 93% of responding Florida school districts conduct *ten (10) or more collective bargaining meetings* with their instructional employees bargaining unit depending upon the issues.

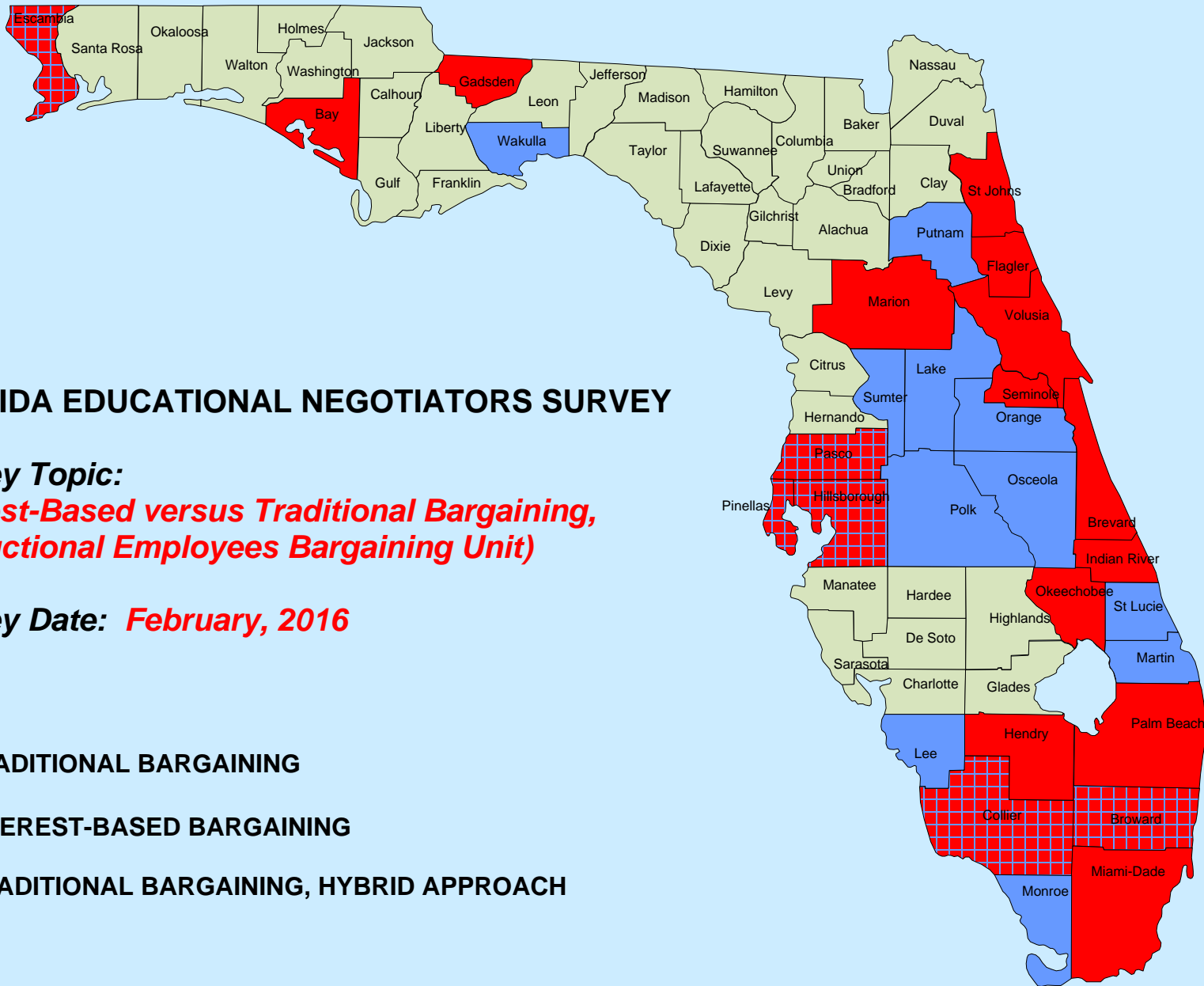


# FLORIDA EDUCATIONAL NEGOTIATORS SURVEY

**Survey Topic:**  
*Interest-Based versus Traditional Bargaining*

**Survey Date:** *February, 2016*




- SURVEY RESPONSE RECEIVED
- NO RESPONSE



## FLORIDA EDUCATIONAL NEGOTIATORS SURVEY

**Survey Topic:**  
*Interest-Based versus Traditional Bargaining,  
Instructional Employees Bargaining Unit)*

**Survey Date:** *February, 2016*

-  **TRADITIONAL BARGAINING**
-  **INTEREST-BASED BARGAINING**
-  **TRADITIONAL BARGAINING, HYBRID APPROACH**

**Florida Educational Negotiators (FEN) Survey: Interest-Based versus Traditional Collective Bargaining**

Survey Question	# RESPONDENTS	# INTEREST-BASED	% INTEREST-BASED	# TRADITIONAL	% TRADITIONAL
2. Which type of collective bargaining does your school district agree to follow for your <b>instructional</b> employees bargaining unit?	30	12	40%	18	60%
3. Which type of collective bargaining does your school district agree to follow for your <b>professional support staff</b> employees bargaining unit?	30	9	30%	19	63%
4. Which type of collective bargaining does your school district agree to follow for your <b>transportation</b> employees bargaining unit?	30	7	23%	22	73%
5. Which type of collective bargaining does your school district agree to follow for your <b>food service</b> employees bargaining unit?	30	7	23%	22	73%
6. Which type of collective bargaining does your school district agree to follow for your <b>custodial</b> employees bargaining unit?	30	6	20%	21	70%
Survey Question	# RESPONDENTS	# CONTRACT	% CONTRACT	# MOU	% MOU
7. If your school district agrees to follow interest-based bargaining for any bargaining unit, where is the agreement language located? (e.g., Contract or MOU)	30	5	17%	3	10%
Survey Question	# RESPONDENTS	# YES	% YES	# NO	% NO
8. Do you conduct bargaining sessions/negotiations meetings on a monthly basis?	30	9	30%	21	70%
Survey Question	# RESPONDENTS	# LESS THAN TEN	% LESS THAN TEN	# DEPENDS/ MORE THAN TEN	% DEPENDS/ MORE THAN TEN
9. How many bargaining sessions/negotiations meetings do you conduct each year with the bargaining team for your instructional employees bargaining unit?	30	2	7%	28	93%

# TRADITIONAL, HYBRID	% TRADITIONAL, HYBRID
6	20%
6	20%
6	20%
6	20%
6	20%

**Florida Educational Negotiators (FEN) Survey: Interest-Based versus Traditional Collective Bargaining**

District Number	District Name	Respondent Name	2. Which type of collective bargaining does your school district agree to follow for <b>instructional</b> employees bargaining unit?	3. Which type of collective bargaining does your school district agree to follow for <b>professional support staff</b> employees bargaining unit?	4. Which type of collective bargaining does your school district agree to follow for <b>transportation</b> employees bargaining unit?	5. Which type of collective bargaining does your school district agree to follow for <b>food service</b> employees bargaining unit?	6. Which type of collective bargaining does your school district agree to follow for <b>custodial</b> employees bargaining unit?	7. If your school district agrees to follow interest-based bargaining for any bargaining unit, where is the <b>agreement language</b> located?	8. Do you conduct bargaining sessions/negotiations <b>meetings on a monthly basis</b> ?	9. How many <b>bargaining sessions/negotiations meetings</b> do you conduct each year with the bargaining team for your <b>instructional</b> employees bargaining unit?	Declaration of Traditional Bargaining, Hybrid Approach?
01	ALACHUA										
02	BAKER										
03	BAY	Charles Martin	Traditional	Traditional	Traditional	Traditional	Traditional	N/A	No	Depends/ More Than Ten	
04	BRADFORD										
05	BREVARD	Rhonda Stewart	Traditional	Traditional	Traditional	Traditional	Traditional	N/A	No	Depends/ More Than Ten	
06	BROWARD	Lorenzo Calhoun	Traditional	Traditional	Traditional	Traditional	Traditional	N/A	No	Depends/ More Than Ten	Hybrid
07	CALHOUN										
08	CHARLOTTE										
09	CITRUS										
10	CLAY										
11	COLLIER	Ian Dean	Traditional	Traditional	Traditional	Traditional	N/A	N/A	No	Depends/ More Than Ten	Hybrid
12	COLUMBIA										
13	DADE	Andrea Williams	Traditional	Traditional	Traditional	Traditional	Traditional	N/A	No	Depends/ More Than Ten	
14	DESOTO										
15	DIXIE										
16	DUVAL										
17	ESCAMBIA	Kelly Krostag	Interest-Based	Traditional	Traditional	Traditional	Traditional	Contract	Yes	Depends/ More Than Ten	Hybrid
18	FLAGLER	Vernon Orndorff	Traditional	Traditional	Traditional	Traditional	Traditional	N/A	No	Depends/ More Than Ten	
19	FRANKLIN										
20	GADSDEN	Rocky Pace	Traditional	Traditional	Traditional	Traditional	Traditional	N/A	No	Depends/ More Than Ten	
21	GILCHRIST										
22	GLADES										
23	GULF										
24	HAMILTON										
25	HARDEE										
26	HENDRY	Larry Worth	Traditional	Traditional	Traditional	Traditional	Traditional	N/A	No	Depends/ More Than Ten	
27	HERNANDO										
28	HIGHLANDS										
29	HILLSBOROUGH	Mark West	Traditional	Traditional	Traditional	Traditional	Traditional	N/A	Yes	Depends/ More Than Ten	Hybrid
30	HOLMES										
31	INDIAN RIVER	William Fritz	Traditional	Traditional	Traditional	Traditional	Traditional	N/A	Yes	Less Than Ten	
32	JACKSON										
33	JEFFERSON										
34	LAFAYETTE										
35	LAKE	Laurie Marshall	Interest-Based	N/A	Traditional	Traditional	Traditional	N/A	No	Depends/ More Than Ten	
36	LEE		Interest-Based	Interest-Based	Interest-Based	Interest-Based	Interest-Based	Contract	Yes	Depends/ More Than Ten	
37	LEON										
38	LEVY										
39	LIBERTY										
40	MADISON										
41	MANATEE										
42	MARION	Jaycee Oliver	Traditional	Traditional	Traditional	Traditional	Traditional	N/A	No	Depends/ More Than Ten	
43	MARTIN	Kim Sabol	Interest-Based	Interest-Based	Interest-Based	Interest-Based	Interest-Based	N/A	No	Depends/ More Than Ten	
44	MONROE	Mark Porter	Interest-Based	Interest-Based	Interest-Based	Interest-Based	N/A	N/A	No	Depends/ More Than Ten	
45	NASSAU										
46	OKALOOSA										
47	OKEECHOBEE	Joni Ard	Traditional	Traditional	Traditional	Traditional	Traditional	N/A	No	Depends/ More Than Ten	
48	ORANGE	Krista Russell	Interest-Based	Interest-Based	Interest-Based	Interest-Based	Interest-Based	Contract	Yes	Depends/ More Than Ten	
49	OSCEOLA	John Boyd	Interest-Based	Interest-Based	Traditional	Traditional	Traditional	MOU	Yes	Depends/ More Than Ten	
50	PALM BEACH	Van Ludy	Traditional	Traditional	Traditional	Traditional	Traditional	N/A	No	Depends/ More Than Ten	
51	PASCO	Elizabeth Kuhn	Traditional	Traditional	Traditional	Traditional	Traditional	N/A	No	Depends/ More Than Ten	Hybrid
52	PINELLAS	Ronald Ciranna	Traditional	Traditional	Traditional	Traditional	Traditional	N/A	No	Depends/ More Than Ten	Hybrid

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53	POLK	Laura McCabe	Interest-Based	Interest-Based	Traditional	Traditional	Traditional	Contract	Yes	Depends/ More Than Ten	
54	PUTNAM	Deborah Decubellis	Interest-Based	Interest-Based	Interest-Based	Interest-Based	Interest-Based	MOU	Yes	Depends/ More Than Ten	
55	ST. JOHNS	Cathy Weber	Traditional	Traditional	Traditional	Traditional	Traditional	N/A	No	Depends/ More Than Ten	
56	ST. LUCIE	Kathleen McGinn	Interest-Based	Interest-Based	Interest-Based	Interest-Based	Interest-Based	Contract	Yes	Depends/ More Than Ten	
57	SANTA ROSA										
58	SARASOTA										
59	SEMINOLE	Mark Russi	Traditional	Traditional	Traditional	Traditional	Traditional	N/A	No	Depends/ More Than Ten	
60	SUMTER	Hannah Foster	Interest-Based	Interest-Based	Interest-Based	Interest-Based	Interest-Based	MOU	No	Less Than Ten	
61	SUWANNEE										
62	TAYLOR										
63	UNION										
64	VOLUSIA	Michael Dyer	Traditional	Traditional	Traditional	Traditional	Traditional	Traditional	No	Depends/ More Than Ten	
65	WAKULLA	Karen Wells	Interest-Based	N/A	N/A	N/A	N/A	N/A	No	Depends/ More Than Ten	
66	WALTON										
67	WASHINGTON										