

County	Name of your School District	The name (s) or your Chief Negotiator (s)	Is/are the person(s) listed in item #2 above school district employees Yes or No?	What is/are the job title(s) of the person(s) listed in #2 above?
BAY	Bay County	Patrick Martin	N/A	Director of Exceptional Student Education
BRADFORD	Bradford County	David W. Harris	YES	Assistant Superintendent
CHARLOTTE	Charlotte County	Chuck Breiner and Dr. Patrick Keegan	YES	Assistant Superintendent HR and Employee Relations (CB) and Director of Human Resources (PK)
GADSDEN	Gadsden County	Rocky Pace	YES	Assistant Principal
HAMILTON	Hamilton County	Philip Pinello	YES	Assistant Superintendent-Administrative Services
HARDEE	Hardee County	George Kelly	YES	Director of Human Resources
HIGHLANDS	Highlands County	Andrew G. Lethbridge	YES	Deputy Superintendent
MARION	Marion County	Philip Leppert (IUPAT), Jaycee Oliver (MESP/Non Instructional Union), Jonathan Grantham (MEA/Instructional Union)	YES	Philip Leppert, Executive Director HR, Jaycee Oliver, Exc. Director Employee Relations, Jonathan Grantham, Deputy Superintendent
NASSAU	Nassau County	Ray Poole	YES	Chief of Legal Services

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ORANGE	Orange County	Ronald Pilgrim, Krista Russell, Patricia Walker	YES	Senior Exec. Dir. HR-(RP), Senior Administrator, Inst. Contract-(KR) and Senior Administrative, Classified contract-(PW)
OSCEOLA	Osceola County	John Boyd	YES	Director of Government and Labor Relations
PALM BEACH	Palm Beach County	Gonzalo LaCava and Vicki Evans-Pare	YES	Chief of Human Resources and Director of Labor Relations
PASCO	Pasco County	Tom Neesham SRP and Kathy Scalise Instructional	YES	Tom Nesham-Supervisor, Employee Relations and Kathy Scalise, Director, Employee Relations
PINELLAS	Pinellas County	Paula Texel and Laurie Dart	YES	Assistant Superintendent HR & Staff Attorney

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POLK	Polk County	Teddra Porteous and Tony Kirk	YES	Associate Superintendent of HR and Director, Employer Relations
SEMINOLE	Seminole County	Mark Russi	YES	Director, Employee and Governmental Relations Personnel Services
SUMTER	Sumter County	Hannah Foster	NO	Educational Consultant

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WAKULLA	Wakulla County	Nagie Walker and Randy Beach	YES	(AW)-Executive Director of HR and (RB)-Chief Financial Officer

County	Does your district use an outside bargaining consultant in any capacity during the negotiation process? Yes or No	The Name (s) of your outside consult listed in #5 above is/are	If you answered YES to item #5 above what are the specific responsibilities of your outside consultant?	If you answered YES to item #5 above is the person the Chief Negotiator for your school district? YES or NO
BAY	N/A	Do not use a Consultant	N/A	N/A
BRADFORD	YES	Denise Adams	Advisment	N/A
CHARLOTTE	NO	N/A	N/A	N/A
GADSDEN	NO	N/A	N/A	N/A
HAMILTON	NO	N/A	N/A	N/A
HARDEE	NO	N/A	N/A	N/A
HIGHLANDS	YES	Leonard Dietzen	Helps organize meetings, consults on legal matters, runs the actual negotiation meetings with the bargaining groups.	YES
MARION	NO	N/A	N/A	N/A
NASSAU	NO	N/A	N/A	N/A

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ORANGE	NO	N/A	N/A	N/A
OSCEOLA	NO	N/A	N/A	N/A
PALM BEACH	NO	N/A	N/A	N/A
PASCO	NO	N/A	N/A	N/A
PINELLAS	NO	N/A	N/A	N/A

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POLK	YES	Allen Norton & Blue, PA: Mike Mattimore and Jason Vail	Impasse Proceedings SY16-17	Yes for SY16-17 Negotioans at impasse but not moving forward
SEMINOLE	YES	N/A	N/A	N/A
SUMTER	YES	Hannah Foster	Bargaining, Contract Administration, Grievances	YES

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WAKULLA	NO	N/A	N/A	N/A

County	How many times during the last 10 years has your district gone to impasse?	Please list the cause/issue(s) for each time your district went to impasse
BAY	Have not gone to impasse in last 10 years	N/A
BRADFORD	None	N/A
CHARLOTTE	1 time	Salary
GADSDEN	None	N/A
HAMILTON	1 time	Salary
HARDEE	None	N/A
HIGHLANDS	2 times	Salary
MARION	a few times, exact number unsure	always over money
NASSAU	1 time	Financial/Raises

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ORANGE	2008-09 SY and 2013-14 SY	in 2008-09 SY the main reason was salary. We could only offer a \$500.00 bonus due to the beginning of the recession. In 2013-14 SY we wanted to begin performance pay and to move the salary schedule away from a step increase, only having performance pay. The Union's salary proposals were outrageous. Several language issues as well. Tom Gonzalez was our counsel for both impasse hearings
OSCEOLA	1 time	Salaries
PALM BEACH	None	N/A
PASCO	1 time	SRP Economics, Instructional Economics, Annual Contract renewal guarantees and leaves language
PINELLAS	None	N/A

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POLK	4 times with Teachers/Paraeducator/Educational Support (clerical) Personnel Union: 2008, 2010 (withdrawn), 2011 & 20107 (to be resolved 01/23/18)	<p>**SM-2008-015: Salaries and Supplements, Secondary Teacher Scheduling Model, Pay for Teaching all day, Educator Quality (Certified/Qualified/HQ), and Involuntary Transfer for Paraeducators and Clerical Support personnel.</p> <p>**SM2010-091 Health Insurance Benefits-District filed 10/08/10, Union files ULP Charge 10/22/10, District withdrew impasse 10/25/10, Union withdrew ULP Charge 10/25/10.</p> <p>**SM-2011-001: Salaries and Supplements, Health Insurance Benefits, Splitting classes, Para and Clerical Support personnel Longevity Pay, and National Board Certification Teacher Supplement payment. **SM-2017-002: Salaries 17-18, Health Insurance 2017 Benefits, Teacher Advanced Degree Supplement payments, Teacher Evaluations Manual, and Teacher Transfer Restrictions.</p>
SEMINOLE	3 times	Compensation
SUMTER	None	N/A

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WAKULLA	None	N/A