



FLORIDA EDUCATIONAL NEGOTIATORS

General Membership Meeting Agenda

Date: Friday, January 30, 2026,

Location: the Rosen Centre, Orlando. Note: *this is a new hotel for our meeting and is located at 9840 International Dr, Orlando, FL 32819.*

Agenda

7:30 AM - FEN-sponsored breakfast.

8:30 AM - Welcome, Dr. Adrienne McElroy, President, FEN.

Negotiating Through Budget Uncertainty. Florida school districts are facing more than a typical tight budget year—the funding model itself has changed. Mike Degutis, retired CFO with 34 years in Florida K-12 finance, will lead a discussion on navigating this new fiscal landscape, examining financial trends, emerging challenges, and strategic decisions shaping district budgets.

Wage and Hour Exempt Employees. This session will examine the criteria that determine whether a position qualifies as exempt from wage and hour requirements. Andrew Lethbridge, Deputy Superintendent, and Willie Hills, Director of Transportation in Business Operations for Highlands County, will share insights into how one district is reviewing its classifications to ensure compliance and alignment with job duties.

How Is It Working? Fingerprinting and the Clearinghouse. Florida's fingerprint-based background screening clearinghouse is up and running, but districts continue to face challenges related to its scope, costs, vendor coordination, and integration into daily workflows. This panel will examine how districts are navigating these issues and share implementation strategies and challenges. Panelists include LeighAnn Blackmore, Director of Labor Relations, Orange School District; Dr. Dawn M. Baglos, Chief Human Capital Officer, Miami-Dade School District; Mary Faulk, HR Director, Pasco School District; and Kalee Wade, HR Director, Levy School District. [Before we meet: How is it working in your district?](#)

12:30 PM - Adjourn

Presenter materials: coming soon

If you have recommendations for our meetings or specific program needs, please email the FEN office at watson@flfen.org. We look forward to hearing from you.