



Orange County Public Schools

445 West Amelia Street Orlando, FL 32801-1129 Phone 407.317.3200 www.ocps.net

September 26, 2013

VIA EMAIL diana.moore@floridaea.org AND
U.S. MAIL

Diana Moore, President
Orange County Classroom Teachers Association
1020 Webster Ave.
Orlando, FL 32801

Re: Declaration of Impasse and subsequent steps

Dear Ms. Moore:

As you are aware, pursuant to §447.403, Fla. Stats., the School District of Orange County, on September 19, 2013, declared impasse on the issues of teacher salary and all appendices dealing with the salary schedule. The District has previously declared impasse regarding proposed changes to the teacher evaluation article.

In your September 22, 2013 email communications sent to bargaining unit members, you wrote: "You can talk to your local School Board members about this decision [to declare impasse]. **We believe the Impasse process is costly and only unnecessarily delays teacher raises** while costing taxpayers for the Special Magistrate." (Emphasis added)

We agree that going to the Special Magistrate delays the teachers from obtaining the raises they so richly deserve. We propose a solution for the delay. Pursuant to §447.403(2)(a), Fl. Stats.: "However, if the parties agree in writing to waive the appointment of a special magistrate, the parties may proceed directly to resolution of the impasse by the legislative body pursuant to paragraph (4)(d)."

The District would propose that CTA waive the Special Magistrate process as allowed under §447.403(2)(a) and proceed directly to an impasse resolution hearing before the School Board sitting as the Legislative Body. Such process could cut down by months the delay for teachers in getting their raises.

Please advise within seven days from the date of this letter whether CTA will waive the Special Magistrate Process and proceed directly to the School Board for an impasse resolution hearing. If the District does not hear from CTA within seven days, the District will presume that CTA wants what you termed the "unnecessary delay" and "cost" of a Special Magistrate hearing and will proceed to contact PERC for the appointment of a Special Magistrate.

Thank you for your time and consideration to this matter.

Sincerely,

Scott D. Howat
Senior Executive Director of Planning,
Governmental and Labor Relations and
Chief Negotiator

cc: School Board
Superintendent Barbara Jenkins
General Counsel Diego "Woody" Rodriguez
Associate General Counsel John C. Palmerini
Chief of Staff Cathy Pope