

Mr. James T. Russell
Superintendent of Schools

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School Board of Volusia County

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Mrs. Melody Johnson, Vice-Chairman
Mrs. Linda Costello
Mrs. Linda Cuthbert
Dr. John Hill

June 13, 2016

VIA U.S. Mail and Electronic Mail: hramos@afscme-fl.org

Hector Ramos
American Federation of State, County and Municipal Employees
4014 Gunn Highway 120
Tampa, Florida 33618

Re: Proposed settlement to resolve all negotiation issues

Dear Mr. Ramos:

Please accept this letter as a proposed settlement to pending collective bargaining issues between the school district and AFSCME.

On May 18, 2016, the school board completed an impasse resolution hearing on the impasse between the district and the teachers' union. The school board adopted a 1 year resolution to the impasse that included an average raise of 2% starting on June 30, 2016. This raise was not retroactive. Alternatively, the school board approved a 2 year resolution providing for an average 4% raise starting on May 18, 2016. Both the 1 year and 2 year resolutions provided for a health insurance subsidy cap of \$500 per employee.

The district proposes the following to the AFSCME negotiating team as a settlement:

Proposed two-year settlement for fiscal years 2015-2016 and 2016-2017

- 2.5% raise retroactive to January 1, 2016; plus
- An additional 4% raise starting on July 1, 2016; plus
- A \$1 per hour wage increase for all School Way Café managers and assistants starting on July 1, 2016; plus
- A monthly health insurance subsidy cap of up to \$500 starting on July 1, 2016; plus
- All of the other language issues agreed to in the tentative agreement dated January 27, 2016, on the issues of:
 - Attendance bonus;
 - Transition to 250 calendar for new hires and transfers of 12 month employees;
 - Retaining same hourly rate for summer employment;
 - Increase in number of paid holidays from 1 to 6 for School Way Café managers and interns working 190 days; and
 - Increase to longevity bonuses of \$150.00 for each of the two categories

Alternative 1-year settlement for fiscal year 2015-2016

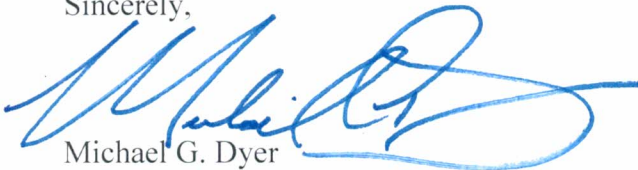
- 2.5% raise retroactive to January 1, 2016; plus
- A monthly health insurance subsidy cap of up to \$500 starting on June 30, 2016; plus
- Transition to 250 calendar for new hires and transfers of 12 month employees effective June 30, 2016, as similarly set forth in the January 27, 2016 tentative agreement.

As we discussed this morning, the district's negotiating team is free to meet to discuss this proposal at 8:30 a.m. on Wednesday, June 15, 2016, in the "bubble conference room" on the first floor of the District Administrative Complex at 200, N. Clara Avenue, DeLand, Florida in a noticed

negotiating session. Please confirm that you will attend the session with your bargaining team. Otherwise, we will assume that AFSCME does not wish to entertain this proposal.

By separate correspondence, the superintendent will file his rejections of the special magistrate's recommendations. This proposal is being provided to you with the hope of resolving the current impasse but without any delay to the impasse process. The district reserves the right to change its position at the impasse resolution hearing and this letter shall not constitute any waiver or change in position during the impasse process. The district does not agree to any delay to the impasse process.

Sincerely,



Michael G. Dyer
General Counsel (chief negotiator)

cc: Mr. Noah Scott Warman, Esq.
Mr. James T. Russell, Superintendent
Ms. Deb Muller, Chief Financial Officer
Mr. Thomas Gonzalez, Esq.
Ms. Dana Paige-Pender, Human Resources Officer