



Mr. James T. Russell
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June 14, 2016

VIA U.S. Mail and Electronic Mail: roger.gray@floridaea.org

Roger Gray
VESA Member Representative
1381 Educators Road
Daytona Beach, FL 32124

Re: Proposed settlement to resolve all negotiation issues

Dear Mr. Gray:

Please accept this letter as a proposed settlement to pending collective bargaining issues between the school district and VESA. Please contact Mr. Akin if VESA wishes to conduct a negotiating session on the proposal this week.

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 offered 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 up to \$500 per employee.

The district proposes the following settlement to the VESA negotiating team:

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 paraprofessionals starting on July 1, 2016; plus
- \$260 one-time bonus payable in FY 2016-2017; plus
- A monthly health insurance subsidy cap of up to \$500 starting on July 1, 2016.

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.

By separate correspondence, the superintendent filed his rejection of the special magistrate's recommendations. This proposal is being provided to you with the hope of resolution of 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,



Greg Akin
Chief Operating Officer (lead negotiator)



Michael G. Dyer
General Counsel (chief negotiator)

cc: Mr. James T. Russell, Superintendent
Ms. Deb Muller, Chief Financial Officer
Mr. Thomas Gonzalez, Esq.