

EXECUTIVE SUMMARY

60 or 100% of Florida school districts who are Florida Educational Negotiators (FEN) members were surveyed.

30 or 50% of Florida school districts who are FEN members responded to the survey.

12 or 40% of responding Florida school districts pursue ***interest-based*** collective bargaining with their instructional employees bargaining unit.

18 or 60% ... ***traditional*** collective bargaining.

6 or 20% ... a ***hybrid*** of traditional and interest-based collective bargaining.

5 or 42% of responding Florida school districts (that pursue ***interest-based*** collective bargaining with their instructional employees bargaining unit) include the agreement language in the ***contract***.

3 or 25% ... in a ***memorandum of understanding (MOU)***.

4 or 33% ... have an ***understood or verbal agreement***.

21 or 70% of responding Florida school districts do **NOT** conduct ***monthly meetings*** for collective bargaining with their instructional employees bargaining unit.

28 or 93% of responding Florida school districts conduct ***ten (10) or more collective bargaining meetings*** with their instructional employees bargaining unit depending upon the issues.

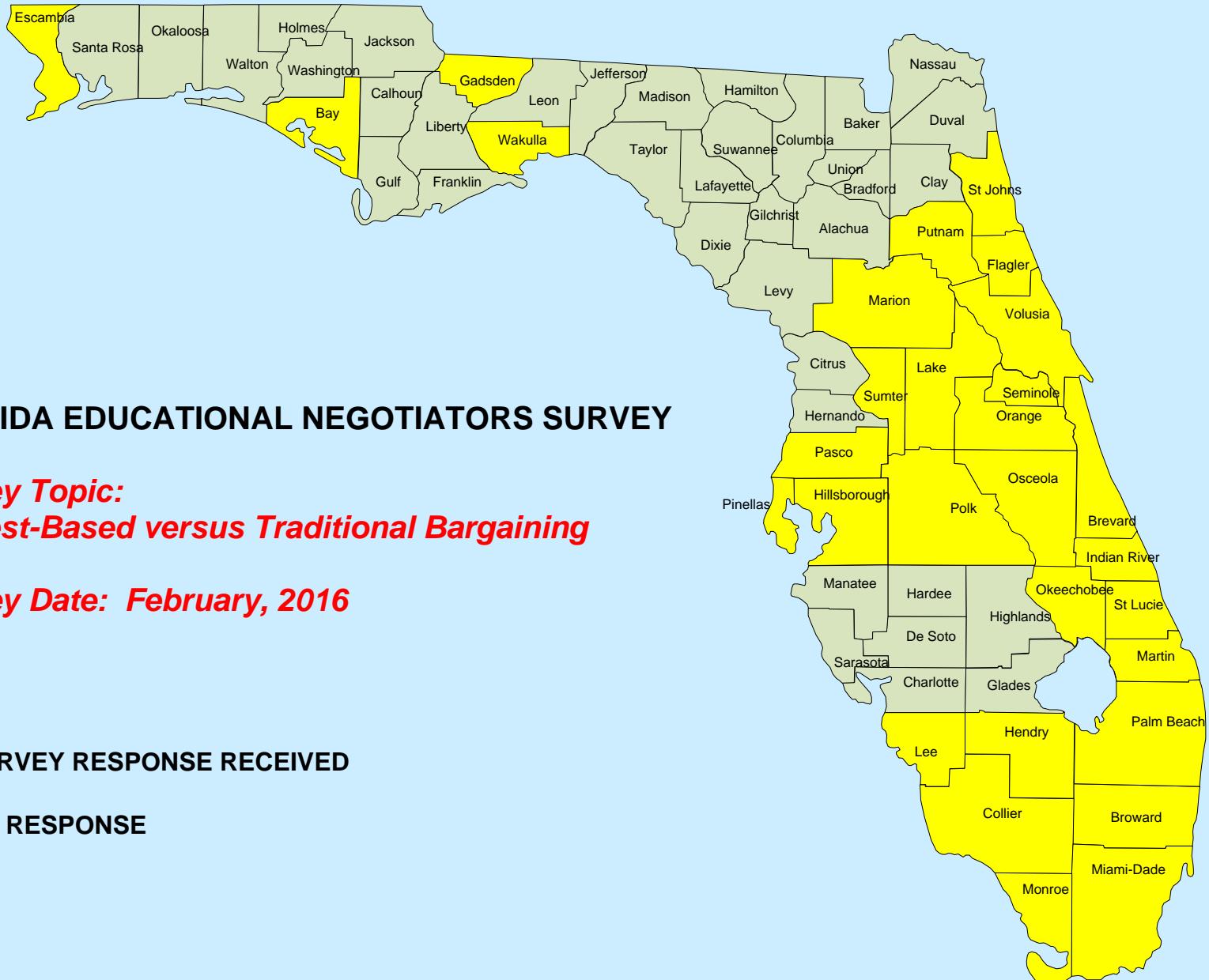
FLORIDA EDUCATIONAL NEGOTIATORS SURVEY

Survey Topic: Interest-Based versus Traditional Bargaining

Survey Date: February, 2016

SURVEY RESPONSE RECEIVED

NO RESPONSE



FLORIDA EDUCATIONAL NEGOTIATORS SURVEY

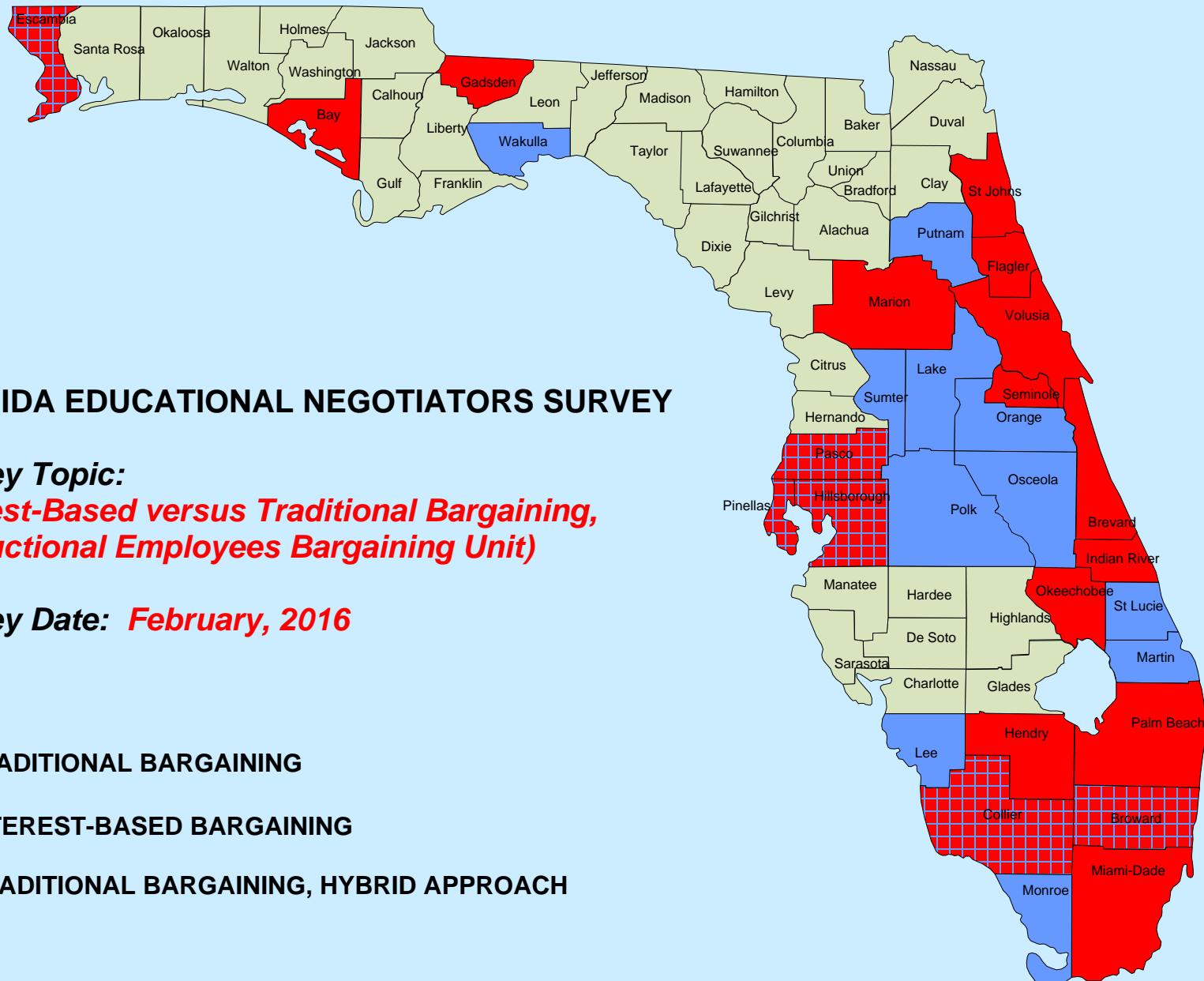
Survey Topic: *Interest-Based versus Traditional Bargaining, Instructional Employees Bargaining Unit*

Survey Date: **February, 2016**

TRADITIONAL BARGAINING

INTEREST-BASED BARGAINING

TRADITIONAL BARGAINING, HYBRID APPROACH



Florida Educational Negotiators (FEN) Survey: Interest-Based versus Traditional Collective Bargaining

Survey Question	# RESPONDENTS	# INTEREST-BASED	% INTEREST-BASED	# TRADITIONAL	% TRADITIONAL	# TRADITIONAL, HYBRID	% TRADITIONAL, HYBRID
2. Which type of collective bargaining does your school district agree to follow for your instructional employees bargaining unit?	30	12	40%	18	60%	6	20%
3. Which type of collective bargaining does your school district agree to follow for your professional support staff employees bargaining unit?	30	9	30%	19	63%	6	20%
4. Which type of collective bargaining does your school district agree to follow for your transportation employees bargaining unit?	30	7	23%	22	73%	6	20%
5. Which type of collective bargaining does your school district agree to follow for your food service employees bargaining unit?	30	7	23%	22	73%	6	20%
6. Which type of collective bargaining does your school district agree to follow for your custodial employees bargaining unit?	30	6	20%	21	70%	6	20%
Survey Question	# RESPONDENTS	# CONTRACT	% CONTRACT	# MOU	% MOU		
7. If your school district agrees to follow interest-based bargaining for any bargaining unit, where is the agreement language located? (e.g., Contract or MOU)	30	5	17%	3	10%		
Survey Question	# RESPONDENTS	# YES	% YES	# NO	% NO		
8. Do you conduct bargaining sessions/negotiations meetings on a monthly basis?	30	9	30%	21	70%		
Survey Question	# RESPONDENTS	# LESS THAN TEN	% LESS THAN TEN	# DEPENDS/ MORE THAN TEN	% DEPENDS/ MORE THAN TEN		
9. How many bargaining sessions/negotiations meetings do you conduct each year with the bargaining team for your instructional employees bargaining unit?	30	2	7%	28	93%		

Florida Educational Negotiators (FEN) Survey: Interest-Based versus Traditional Collective Bargaining

District Number	District Name	Respondent Name	2. Which type of collective bargaining does your school district agree to follow for instructional employees bargaining unit?	3. Which type of collective bargaining does your school district agree to follow for professional support staff employees bargaining unit?	4. Which type of collective bargaining does your school district agree to follow for transportation employees bargaining unit?	5. Which type of collective bargaining does your school district agree to follow for food service employees bargaining unit?	6. Which type of collective bargaining does your school district agree to follow for custodial employees bargaining unit?	7. If your school district agrees to follow interest-based bargaining for any bargaining unit, where is the agreement language located?	8. Do you conduct bargaining sessions/negotiations meetings on a monthly basis?	9. How many bargaining sessions/negotiations meetings do you conduct each year with the bargaining team for your instructional employees bargaining unit?	Declaration of Traditional Bargaining, Hybrid Approach?
01	ALACHUA										
02	BAKER										
03	BAY	Charles Martin	Traditional	Traditional	Traditional	Traditional	Traditional	N/A	No	Depends/ More Than Ten	
04	BRADFORD										
05	BREVARD	Rhonda Stewart	Traditional	Traditional	Traditional	Traditional	Traditional	N/A	No	Depends/ More Than Ten	
06	BROWARD	Lorenzo Calhoun	Traditional	Traditional	Traditional	Traditional	Traditional	N/A	No	Depends/ More Than Ten	Hybrid
07	CALHOUN										
08	CHARLOTTE										
09	CITRUS										
10	CLAY										
11	COLLIER	Ian Dean	Traditional	Traditional	Traditional	Traditional	N/A	N/A	No	Depends/ More Than Ten	Hybrid
12	COLUMBIA										
13	DADE	Andrea Williams	Traditional	Traditional	Traditional	Traditional	Traditional	N/A	No	Depends/ More Than Ten	
14	DESOTO										
15	DIXIE										
16	DUVAL										
17	ESCAMBIA	Kelly Krostag	Interest-Based	Traditional	Traditional	Traditional	Traditional	Contract	Yes	Depends/ More Than Ten	Hybrid
18	FLAGLER	Vernon Orndorff	Traditional	Traditional	Traditional	Traditional	Traditional	N/A	No	Depends/ More Than Ten	
19	FRANKLIN										
20	GADSDEN	Rocky Pace	Traditional	Traditional	Traditional	Traditional	Traditional	N/A	No	Depends/ More Than Ten	
21	GILCHRIST										
22	GLADES										
23	GULF										
24	HAMILTON										
25	HARDEE										
26	HENDRY	Larry Worth	Traditional	Traditional	Traditional	Traditional	Traditional	N/A	No	Depends/ More Than Ten	
27	HERNANDO										
28	HIGHLANDS										
29	HILLSBOROUGH	Mark West	Traditional	Traditional	Traditional	Traditional	Traditional	N/A	Yes	Depends/ More Than Ten	Hybrid
30	HOLMES										
31	INDIAN RIVER	William Fritz	Traditional	Traditional	Traditional	Traditional	Traditional	N/A	Yes	Less Than Ten	
32	JACKSON										
33	JEFFERSON										
34	LAFAYETTE										
35	LAKE	Laurie Marshall	Interest-Based	N/A	Traditional	Traditional	Traditional	N/A	No	Depends/ More Than Ten	
36	LEE		Interest-Based	Interest-Based	Interest-Based	Interest-Based	Interest-Based	Contract	Yes	Depends/ More Than Ten	
37	LEON										
38	LEVY										
39	LIBERTY										
40	MADISON										
41	MANATEE										
42	MARION	Jaycee Oliver	Traditional	Traditional	Traditional	Traditional	Traditional	N/A	No	Depends/ More Than Ten	
43	MARTIN	Kim Sabol	Interest-Based	Interest-Based	Interest-Based	Interest-Based	Interest-Based	N/A	No	Depends/ More Than Ten	
44	MONROE	Mark Porter	Interest-Based	Interest-Based	Interest-Based	Interest-Based	N/A	N/A	No	Depends/ More Than Ten	
45	NASSAU										
46	OKALOOSA										
47	OKEECHOBEE	Joni Ard	Traditional	Traditional	Traditional	Traditional	Traditional	N/A	No	Depends/ More Than Ten	
48	ORANGE	Krista Russell	Interest-Based	Interest-Based	Interest-Based	Interest-Based	Interest-Based	Contract	Yes	Depends/ More Than Ten	
49	OSCEOLA	John Boyd	Interest-Based	Interest-Based	Traditional	Traditional	Traditional	MOU	Yes	Depends/ More Than Ten	
50	PALM BEACH	Van Ludy	Traditional	Traditional	Traditional	Traditional	Traditional	N/A	No	Depends/ More Than Ten	
51	PASCO	Elizabeth Kuhn	Traditional	Traditional	Traditional	Traditional	Traditional	N/A	No	Depends/ More Than Ten	Hybrid
52	PINELLAS	Ronald Ciranna	Traditional	Traditional	Traditional	Traditional	Traditional	N/A	No	Depends/ More Than Ten	Hybrid

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53	POLK	Laura McCabe	Interest-Based	Interest-Based	Traditional	Traditional	Traditional	Contract	Yes	Depends/ More Than Ten	
54	PUTNAM	Deborah Decubellis	Interest-Based	Interest-Based	Interest-Based	Interest-Based	Interest-Based	MOU	Yes	Depends/ More Than Ten	
55	ST. JOHNS	Cathy Weber	Traditional	Traditional	Traditional	Traditional	Traditional	N/A	No	Depends/ More Than Ten	
56	ST. LUCIE	Kathleen McGinn	Interest-Based	Interest-Based	Interest-Based	Interest-Based	Interest-Based	Contract	Yes	Depends/ More Than Ten	
57	SANTA ROSA										
58	SARASOTA										
59	SEMINOLE	Mark Russi	Traditional	Traditional	Traditional	Traditional	Traditional	N/A	No	Depends/ More Than Ten	
60	SUMTER	Hannah Foster	Interest-Based	Interest-Based	Interest-Based	Interest-Based	Interest-Based	MOU	No	Less Than Ten	
61	SUWANNEE										
62	TAYLOR										
63	UNION										
64	VOLUSIA	Michael Dyer	Traditional	Traditional	Traditional	Traditional	Traditional	Traditional	No	Depends/ More Than Ten	
65	WAKULLA	Karen Wells	Interest-Based	N/A	N/A	N/A	N/A	N/A	No	Depends/ More Than Ten	
66	WALTON										
67	WASHINGTON										