



Good Afternoon Team:

As you know, we had scheduled a session with a Federal Mediator, Mr. Hank Groton, which took place this past Saturday afternoon, and resulted in a resolution of the 2 issues that we had declared impasse over. During our Instructional Bargaining Team meeting before last Tuesday's Executive Board meeting, we heard, loud and clear, the 2 main concerns raised with Teacher Evaluations. The issues at hand were how the process was being utilized **this year** and the concerns with where any new language would be housed in **future years**. During the mediation session, we believe we reached an understanding that would address both concerns. We agreed to pull all evaluation language proposals off the table and deal with this issue again this coming summer. We further agreed that the process agreed upon by the Teacher Evaluation Workgroup would be the standard for this year's evaluation. The District agrees that this process is grievable through step 5, arbitration. We also were able to reach agreement on the Differentiated Accountability MOU.

It also must be acknowledged that for the District to move ahead and process all instructional salary increases, we needed to reach agreement, ratify the agreement and then have the District Payroll Dept. begin the process of implementing all pay increases. We want this to happen before the end of this school year and this would have proved impossible had we gone to a lengthy and costly impasse proceeding.

Now - for concerns with this year's evaluation process, we are asking that you invite one of us out to your school to hear specific examples of these concerns and we will absolutely follow up with District representatives to address any violations of the process that was reached collaboratively through the District/Union Teacher workgroup!

Please call our offices if you have any questions or comments. There will be a joint (District & Union) announcement either later today or tomorrow but we wanted to communicate with you in advance of that notice. Thank you all again for your commitment to this paramount union activity (bargaining) and for your input in last week's meeting.

Sincerely,

A handwritten signature in black ink that reads "Don Peace". The signature is written in a cursive style with a large, looped "D" and "P".

Don Peace, USEP President

---

21322 Lake Patience Road Land O Lakes, Florida 34638  
P.O. Box 1098 Land O Lakes, Florida 34639  
Phone: (813)-996-2119 Fax: (813) 996-6693  
Website: <http://www.useponline.org> Email: [USEP@useponline.org](mailto:USEP@useponline.org)  
Facebook: <https://www.facebook.com/USEP3600> Twitter: <https://www.twitter.com/USEP3600>