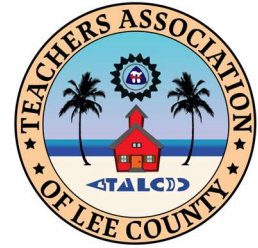


**Teachers Association of Lee County**  
**6830 International Center Boulevard**  
**Fort Myers, FL 33912**  
**239.275.TALC**  
**[www.islandcoast.org/talc](http://www.islandcoast.org/talc)**



#### **FOR IMMEDIATE RELEASE**

### **Teachers Union Files Unfair Labor Practice Charge Against Lee County School District for Illegally Imposing Pay Incentives Without Bargaining**

**Fort Myers, FL – August 15, 2025** – The Teachers Association of Lee County (TALC) has filed an Unfair Labor Practice (ULP) charge alleging the School District of Lee County violated Florida law by unilaterally implementing a selective pay incentive scheme without negotiating with the union.

On June 3, 2025, the School Board passed a resolution creating new financial incentives for instructional staff — but **only for those teaching specific subjects or working at certain schools**. These sweeping pay changes were enacted without any bargaining with TALC, the legally recognized representative for all instructional personnel.

The School Board posted the resolution **less than 24 hours** before its regular meeting, and immediately after the vote, the Superintendent distributed a **pre-recorded video** announcing the incentives to staff. The sequence shows the plan was **premeditated and intentionally excluded the union** — a deliberate circumvention of TALC while contract negotiations were in progress.

“This is an unlawful end-run around the bargaining process and a blatant attempt to divide educators into ‘haves’ and ‘have-nots,’” said Kevin Daly, President of TALC. “Our members deserve better than unilateral decisions that reward some and disregard the commitment and workload of others. We will fight to ensure every pay decision is made lawfully and fairly — with educators at the table.”

#### **Unfair and Divisive**

TALC asserts the incentive scheme creates an unequal and divisive pay structure, undermining morale and sowing discord among educators who work equally hard to support Lee County students. The decision disregards the collective bargaining process, eroding trust between educators and District leadership.

#### **Legal Action Underway**

TALC has filed the ULP charge with the Public Employees Relations Commission (PERC) and is seeking a legal remedy requiring the District to bargain any compensation changes with the union before implementation.

“The integrity of the collective bargaining process is on the line,” Daly added. “If the District can ignore the law on pay, they can ignore it on anything. We will not allow that precedent to stand.”

**Media Contact:** Kevin Daly  
President, Teachers Association of Lee County  
**[Kevin.Daly@Floridaaea.org](mailto:Kevin.Daly@Floridaaea.org)**  
(239) 275-8252

*The Teachers Association of Lee County (TALC) represents thousands of instructional personnel in Lee County Public Schools. For 50 years, TALC has fought for competitive pay, fair working conditions, and high-quality education for every student in Lee County.*