



STATE OF FLORIDA
PUBLIC EMPLOYEES RELATIONS COMMISSION

Kerey Carpenter
Chair

Jeff Aaron
Michael Sasso
Commissioners

March 24, 2025

Tobe M. Lev, Esquire
Egan, Lev & Siwica, P.A.
PO Box 2231
Orlando, FL 32802-2231

Jeffrey E. Mandel, Esquire
Fisher & Phillips, LLP
200 South Orange Avenue, Suite 1100
Orlando, FL 32801-3392

RE: Osceola County Education Association v. The School Board of Osceola County, Florida, PERC Case No. EL-2024-072 (Relates to RC-2024-101)

Dear Sirs:

This letter is to confirm that a mail ballot election concerning the above-referenced case will be held **April 8, 2025, through May 6, 2025**. The ballots will be counted at the Commission's office in Tallahassee on **May 6, 2025, at 10:00 a.m.**

Parties are encouraged to review the Florida Administrative Code rules pertaining to elections online at www.flrules.org/gateway/ChapterHome.asp?Chapter=60CC-2. Specifically, Florida Administrative Code Rule 60CC-2.001(2) provides that the employer shall, at least seven days before the date set for the election, post copies of the Notice of Election in conspicuous locations where employees will be reasonably apprised of the election.

Enclosed is an electronic copy of the Notice of Election. The employer's representative must print and post the Notice of Election by **April 1, 2025**. Additionally, the employer's representative may distribute the Notice of Election electronically to employees by work email and/or post it on the employer's website.

Sincerely,

Eddie Johnson
Elections Supervisor

TW

NOTICE OF ELECTION

STATE OF FLORIDA PUBLIC EMPLOYEES RELATIONS COMMISSION

PURPOSE OF THIS ELECTION

To determine whether the eligible employees want a representative for the purpose of collective bargaining with their employer. A majority of the valid ballots cast will determine the result.

SECRET BALLOT

The election will be by secret ballot under the supervision of a Commission agent. Voters will be allowed to vote without interference, restraint or coercion. Electioneering will not be permitted at or near the polling place(s). Violations should be reported immediately to the Commission agent conducting the election. A Commission agent will either hand a ballot to each eligible voter at the polling place or mail a ballot to each eligible voter. **MARK YOUR BALLOT IN SECRET. DO NOT SIGN YOUR BALLOT.** Fold the ballot and personally deposit it in the ballot box under the supervision of the Commission agent. If a mail ballot, send it to the Commission in the envelope you receive with your ballot. A sample ballot appears on this Notice.

ELIGIBILITY

Eligibility is determined by your job classification. Employees eligible to vote are described under "Voting Unit" on this Notice.

CHALLENGE OF BALLOTS

The Commission agent, or any authorized observer, may question the eligibility of a voter. The ballots of such voters may be challenged.

AUTHORIZED OBSERVERS

Each of the interested parties may designate two observers at each polling place. The observers: assist in the identification of voters, challenge the eligibility of voters, and otherwise assist the Commission agent.

YOU HAVE THE RIGHT UNDER THE LAW:

- To self-organization.
- To form, join, or assist employee organizations.
- To bargain collectively through a chosen representative.
- To act together for the purpose of collective bargaining or other mutual aid or protection.
- To refrain from any or all such activities.

Every effort will be made to protect your right to a free choice. Improper conduct will not be permitted. All parties are expected to cooperate fully with the Commission and the Designated Agent in upholding the basic principles of a fair election. If agents of either the employee organization or the employer interfere with your right to a free election, the election may be set aside by the Commission.

PUBLIC EMPLOYEES RELATIONS COMMISSION
4708 CAPITAL CIRCLE N.W., SUITE 300
TALLAHASSEE, FLORIDA 32303

THIS IS AN OFFICIAL GOVERNMENT NOTICE AND MUST NOT BE DEFACED

EL-2024-072 (Relates to RC-2024-101)

VOTING UNIT:

INCLUDED: All employees of the School Board of Osceola County listed in Attachment A.

Accounting Clerk-Finance	IEP Assistant	Secretary I
Accounting Clerk I	Instructional Technology Technician	Secretary II
Accounting Clerk II	Instructional Technology Trainer	Senior Accounting Clerk
Attendance Assistant/Truancy Officer	Interpreter	Senior Buyer
Behavior Analysis Technician	Inventory Controls Clerk	Senior Workorder Clerk
Bookkeeper (Schools/Dept.)	Inventory Controls Lead	Social Services Assistant
Bookstore Merchandising Clerk	Judicial Liaison	Student Advocate Specialist
Buyer I	Locksmith	Student Placement Technician
Campus Monitor	Media Assistant	Student Records Clerk
Child Development Assoc. for COPE	Mentor Advocate Specialist	Student Services Records Clerk
Clerk I-Food Service	Network Specialist-Department	Student Support Specialist
Clerk Typist	Network Specialist-School	Student Support Technician
Clinic Aide for COPE	Office Assistant	Technical Services Cataloger
Community Involvement-Oasis Assistant	Paraprofessional	Technology Production Specialist
Community Relations Specialist-Oasis	Paraprofessional ESE	Testing Specialist
Computer Lab Assistant	Prekindergarten ESE Paraprofessional	Testing Technician
Computer Operator	Prekindergarten Liaison	Title I Migrant Recruiter
Computer Routing Technician	Program Assistant	Title I Parent Liaison
Computer Technician I	Programmer	Title Liaison
Contract Expeditor	Project Intern Job Coach	Voluntary Prekindergarten Paraprofessional
COPE Child Care Specialist	Property Records Technician	Voluntary Prekindergarten Extended Day
Criminal Justice Academy Specialist	Psychological Services Records Technician	Assistant
Data Entry Operator	Purchasing Records Clerk	Voluntary Prekindergarten Lead
Data Quality Analyst	Receptionist	Paraprofessional
Data Quality Analyst-Lead	Records Clerk-Records Management	Work Order Clerk-Transportation
Dispatcher	Research Specialist	
Extended Day Assistant	Safe Schools/Healthy Student Transition	
Extended Day Benefited Assistant	Specialist	
Extended Day Lead Assistant	Safe Schools/Healthy Students Community-	
Facilities Records Clerk	Based Family Liaison	
Family Services Records Clerk	Safe Schools/Healthy Students Evaluation	
Fencing Specialist Driver	Data Assistant	
Field Trip Coordinator	Safe Schools/Healthy Students School-Based	
Food Service Computer Technician	Family Assistant	
FTE Specialist-Transportation		
Fundraising Development Specialist		
Grants & Marketing Specialist		
Health and Safety Technician		
Healthcare Assistant		
Help Desk Operator		

EXCLUDED: All employees of the School Board of Osceola County not listed in Attachment A, including managerial, confidential, supervisory, and professional employees.

ELIGIBLE VOTERS: All those employees included in the voting unit as of **August 12, 2024**.

THE ELECTION WILL BE CONDUCTED AS FOLLOWS:

1. Ballots will be mailed to all eligible voters on **April 8, 2025**.
2. All ballots must be received in the office of the Public Employees Relations Commission, Suite 300, 4708 Capital Circle Northwest, Tallahassee, Florida 32303, no later than **10:00 a.m., on May 6, 2025**.
3. If you believe you are an eligible voter and have not received a ballot in the mail by **April 15, 2025**, or if you want your ballot to be mailed to an address other than your **home address, currently on file with your employer**, email your request to the Elections Division at **Ballotrequests@perc.fl.gov** or communicate immediately with the Public Employees Relations Commission, Suite 300, 4708 Capital Circle Northwest, Tallahassee, Florida 32303, (850) 488-8641.

**BALLOTS WILL BE COUNTED AT THE COMMISSION'S OFFICE
IN TALLAHASSEE ON MAY 6, 2025, AT 10:00 A.M.**

STATE OF FLORIDA
Public Employees Relations Commission
Official Secret Ballot

FOR CERTAIN EMPLOYEES OF
THE SCHOOL BOARD OF OSCEOLA COUNTY, FLORIDA

- INSTRUCTIONS:
1. MARK AN "X" IN THE SQUARE OF YOUR CHOICE.
 2. MAKE NO OTHER MARKS ON THIS BALLOT.
 3. DO NOT SIGN THIS BALLOT.

DO YOU WANT TO BE REPRESENTED BY A COLLECTIVE BARGAINING AGENT?

**Yes – Osceola County Education
Association**

No