



STATE OF FLORIDA  
PUBLIC EMPLOYEES RELATIONS COMMISSION

Kerey Carpenter  
Chair

Jeff Aaron  
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Commissioners

March 28, 2025

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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

RE: Osceola County Education Association v. The School Board of Osceola County, Florida, PERC Case No. EL-2024-067 (Relates to RC-2024-100)

Dear Sirs:

This letter is to confirm that a mail ballot election concerning the above-referenced case will be held **April 29, 2025, through May 27, 2025**. The ballots will be counted at the Commission's office in Tallahassee on **May 27, 2025, at 9:00 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](http://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 22, 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

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# 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

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**THIS IS AN OFFICIAL GOVERNMENT NOTICE AND MUST NOT BE DEFACED**

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**VOTING UNIT:**

**INCLUDED:** Teachers who are regularly employed certificated personnel, including Assistant Junior ROTC Instructor; Career and Technical Education Resource Teacher; Certificated Classroom Teacher; Curriculum Assistant High School; Guidance Counselor; Guidance Director; Hospital/Homebound Teacher; Job-Entry Coordinator; Junior ROTC Instructor; Librarian; Occupational Specialist; Occupational Therapist; Physical Therapist; School Psychologist; Social Worker; and Staff Development Resource Specialist.

**EXCLUDED:** Audio-Visual Coordinator; Coordinator of Business Affairs; Coordinator of Career Education; Coordinator of Pupil Personnel; Coordinator of School Food Services; Deputy Superintendent for Instruction; Director of Administration; Director of Curriculum and Research; Director of Finance; Director of Operations; Director of Personnel and Community Relations; Director of Special Education; Director of Vocational Education and Project Planning; Elementary Supervising Principals; Full-Time Assistant Principals; Part-Time Administrative Assistants; Principals; Reading Coordinator; Secondary Supervising Principals; Superintendent; and all other employees of the School Board of Osceola County, Florida.

**ELIGIBLE VOTERS:** All those employees included in the voting unit as of **August 7, 2024**.

**THE ELECTION WILL BE CONDUCTED AS FOLLOWS:**

1. Ballots will be mailed to all eligible voters on **April 29, 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 **9:00 a.m.**, on **May 27, 2025**.
3. If you believe you are an eligible voter and have not received a ballot in the mail by **May 6, 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 27, 2025, AT 9:00 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**