

Teachers Association of Lee County
6830 International Center Boulevard
Fort Myers, FL 33912
239.275.TALC
www.islandcoast.org/talc



Kerr Fazzino, Ph.D.

Teachers Association of Lee County
6830 International Center Blvd
Fort Myers, FL 33912

Dr. Kenneth Savage
Superintendent
School District of Lee County
2855 Colonial Boulevard
Fort Myers, FL 33966

Dear Dr. Savage,

Re: Cease and Desist - Dress Code Policy Violation

On behalf of the Teachers Association of Lee County (TALC), I am writing to formally notify the School District of Lee County that its current practices regarding the employee dress code are in direct violation of the newly bargained and ratified language governing the dress code for TALC bargaining unit members.

The agreed-upon language in Article 2, Section 5.11 of the TALC contract, which was ratified last school year, clearly states:

"In order to model appropriate behavior for students, employees are expected to present themselves in a professional manner at all times, in terms of dress and appearance. Employee dress and appearance shall not disrupt the educational environment or worksite."

The recent practice of requiring employees to pay in order to wear jeans, or restricting the ability to wear jeans to certain days and only when paired with school spirit shirts, constitutes an arbitrary and

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unauthorized change to the bargained agreement. These requirements impose an undue burden on employees and contradict the flexibility intended by the language of the ratified contract.

This letter serves as official notice to the School District that unless this practice ceases immediately, TALC will have no choice but to file a formal grievance to address this contract violation.

We trust that the District will take swift action to resolve this matter, and we look forward to a prompt response confirming that these inappropriate dress code requirements will be discontinued.

Thank you for your immediate attention to this matter.

Kerr Fazzone, Ph.D.

Service Unit Director, Island Coast FEA

Cc: Kevin Daly, TALC President
Samuel Fisher, Board Chairman
Kathy Dupuy-Bruno, School Board Attorney
Ron Iarussi, Director of Labor Relations
Kimberly Menchion, FEA General Counsel