

## JOINT STATEMENT OF CLARIFICATION

The Florida Association of District School Superintendents (FADSS), the Florida School Boards Association (FSBA) and the Florida Education Association (FEA), offer this joint statement of clarification of the language inserted into the Race To The Top Grant Memorandum of Understanding (MOU), relating to the impasse resolution procedures described in Section 447.403, Florida Statutes (entitled "Resolution of impasses").

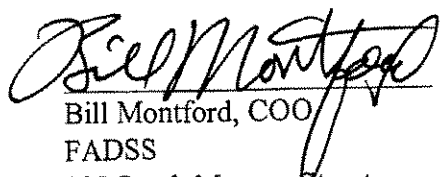
In Section II D of the MOU, the following language was inserted by the Task Force:

"Only the elements of this MOU which are contained in existing law are subject to the provisions of section 447.403."

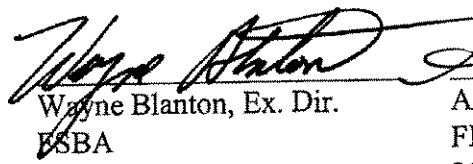
The language was chosen to provide assurance that participation in the Grant would remain a collaborative process at the local school district level. It represents an understanding that some of the Grant requirements (those matters which relate to wages, hours and terms and conditions of employment) are subject to the collective bargaining process. While we fully believe that the collective bargaining collaborative process will result in local agreements, there may be some instances in which bargaining reaches an impasse. The language provides that in those instances, the impasse resolution procedure will be deemed waived by the parties; there will be no unilateral imposition of terms.

It is also important to note that this provision only relates to those elements of the Grant subject to collective bargaining which, but for the Grant, would not be before the parties for bargaining. Matters relating to wages, hours and terms and conditions of employment, generally, which are subject to bargaining under existing law (i.e., in the absence of the Grant) will continue to be subject to the impasse resolution process described in Section 447.403, Florida Statutes, including unilateral imposition of terms.

Respectfully,



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