

CHARGE OF DISCRIMINATION <small>This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.</small>	Charge Presented to: Agency(ies) Charge No(s): <input checked="" type="checkbox"/> FEPA <input checked="" type="checkbox"/> EEOC
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_____ Florida Commission on Human Relations _____ and EEOC
State or local Agency, if any

Name <small>(indicate Mr. Ms. Mrs.)</small> Florida Education Association	Home Phone (Incl. Area Code) (850) 222-4770	Date of Birth
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Street Address c/o Law Office of John C. Davis, 623 Beard St., Tallahassee, FL 32303	City, State and ZIP Code
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Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I believe Discriminated Against Me or Others. *(If more than two, list under PARTICULARS below.)*

Name STATE OF FLORIDA, DEPARTMENT OF EDUCATION	No. Employees, Members 15+	Phone No. (Include Area Code) (850) 245-0505
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Street Address 325 West Gaines Street	City, State and ZIP Code Tallahassee, Florida 32399
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Name SEE ATTACHED LIST	No. Employees, Members	Phone No. (Include Area Code)
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Street Address	City, State and ZIP Code
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DISCRIMINATION BASED ON <i>(Check appropriate box(es).)</i> <input checked="" type="checkbox"/> RACE <input checked="" type="checkbox"/> COLOR <input type="checkbox"/> SEX <input type="checkbox"/> RELIGION <input type="checkbox"/> NATIONAL ORIGIN <input type="checkbox"/> RETALIATION <input checked="" type="checkbox"/> AGE <input type="checkbox"/> DISABILITY <input type="checkbox"/> OTHER <i>(Specify below.)</i>	DATE(S) DISCRIMINATION TOOK PLACE Earliest Latest 7/1/2015 – CONTINUING <input checked="" type="checkbox"/> CONTINUING ACTION
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THE PARTICULARS ARE *(If additional paper is needed, attached extra sheet(s))*:

SEE ATTACHMENT

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.	NOTARY – <i>When necessary for State and Local Agency Requirements</i>
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I declare under penalty of perjury that the above is true and correct. _____ _____ Date Charging Party Signature	I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. SIGNATURE OF COMPLAINANT SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE <i>(month, day, year)</i>
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**ATTACHMENT 1 TO CHARGE OF DISCRIMINATION –
LIST OF ADDITIONAL EMPLOYERS**

The followings School Boards and Special/Lab Schools are additional employer/respondents in this Charge of Discrimination. Each of them employs more than 15 employees and is therefore an employer within the meaning of Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e *et seq.*, the Age Discrimination in Employment Act, 29 U.S.C. 621 *et seq.*, and the Florida Civil Rights Act of 1992, Chapter 760, Florida Statutes.

1. Alachua County School Board
Dr. Owen Roberts, Superintendent
620 East University Avenue
Gainesville, FL 32601-5448
Supt. Phone: 352-955-7546
Fax: 352-955-7255
E-mail: supt@gm.sbac.edu
Main Number: 352-955-7300

2. Baker County School Board
Sherrie Raulerson, Superintendent
270 South Blvd. E.
Macclenny, FL 32063
Supt. Phone: 904-259-0401
Fax: 904-259-1387
E-mail: sherrie.raulerson@bakerk12.org
Main Number: 904-259-6251

3. Bay County School Board
William V. Husfelt, Superintendent
1311 Balboa Avenue
Panama City, FL 32401-2080
Supt. Phone: 850-767-4101
Fax: 850-872-4367
E-mail: husfewv@bay.k12.fl.us
Main Number: 850-767-4100

4. Bradford County School Board
Chad Farnsworth, Superintendent
501 West Washington Street
Starke, FL 32091-2525
Supt. Phone: 904-966-6018

Fax: 904-966-6030
E-mail:farnsworth.chad@mybradford.us
Main Number: 904-966-6800

5. Brevard County School Board
Dr. Desmond K. Blackburn, Superintendent
2700 Judge Fran Jamieson Way
Viera, FL 32940-6601
Supt. Phone: 321-633-1000
Fax: 321-633-3432
E-mail:blackburn.desmond@brevardschools.org
Main Number: 321-633-1000

6. Broward County School Board
Robert Runcie, Superintendent
600 S.E. Third Avenue FL 10
Fort Lauderdale, FL 33301-3125
Supt. Phone: 754-321-2600
Fax: 754-321-2783
E-mail:supt_runcie@browardschools.com
Main Number: 754-321-0000

7. Calhoun County School Board
Ralph Yoder, Superintendent
20859 Central Avenue E, Rm G-20
Blountstown, FL 32424-6202
Supt. Phone: 850-674-5927
Fax: 850-674-5814
E-mail:ralph.yoder@calhounflschools.org
Main Number: 850-674-5927

8. Charlotte County School Board
Steve Dionisio, Superintendent
1445 Education Way
Port Charlotte, FL 33948-1052
Supt. Phone: 941-255-0808
Fax: 941-255-7571
E-mail:Steve.Dionisio@yourcharlotteschools.net
Main Number: 941-255-0808

9. Citrus County School Board
Sandra C. Himmel, Superintendent
1007 West Main Street
Inverness, FL 34450-4625
Supt. Phone: 352-726-1931
Fax: 352-249-2112
E-mail: himmels@citrus.k12.fl.us
Main Number: 352-726-1931

10. Clay County School Board
Charles E. Van Zant, Jr., Superintendent
900 Walnut Street
Green Cove Springs, FL 32043-3129
Supt. Phone: 904-284-6500
Fax: 904-284-6525
E-mail: cevanzant@oneclay.net
Main Number: 904-284-6500

11. Collier County School Board
Kamela Patton, Superintendent
5775 Osceola Trail
Naples, FL 34109-0919
Supt. Phone: 239-377-0212
Fax: 239-377-0206
E-mail: Patton@collierschools.com
Main Number: 239-377-0001

12. Columbia County School Board
Terry L. Huddleston, Superintendent
372 West Duval Street
Lake City, FL 32055-3990
Supt. Phone: 386-755-8000
Fax: 386-755-8008
E-mail: huddlestont@columbiak12.com
Main Number: 386-755-8000

13. Dade County School Board
Alberto M. Carvalho, Superintendent
1450 NE Second Avenue #912
Miami, FL 33132-1308
Supt. Phone: 305-995-2940

Fax: 305-995-1488
E-mail: acarvalho@dadeschools.net
Main Number: 305-995-1000

14. DeSoto County School Board

Karyn Gary, Superintendent
530 LaSolona Ave.
Arcadia, FL 34266-4911
P. O. Drawer 2000
Arcadia, FL 34265-2000
Supt. Phone: 863-494-4222
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Main Number: 863-494-4222

15. Dixie County School Board

Mark A. Rains, Superintendent
16077 NE Highway 19
Cross City, FL 32628
Supt. Phone: 352-498-6131
Fax: 352-498-1308
E-mail: markrains@dixie.k12.fl.us
Main Number: 352-498-6131

16. Duval County School Board

Dr. Nikolai P. Vitti, Superintendent
1701 Prudential Drive
Jacksonville, FL 32207-8152
Supt. Phone: 904-390-2115
Fax: 904-390-2586
E-mail: vittin@duvalschools.org
Main Number: 904-390-2000

17. Escambia County School Board

Malcolm Thomas, Superintendent
75 North Pace Blvd.
Pensacola, FL 32505
Supt. Phone: 850-469-6130
Fax: 850-469-6379
E-mail: mthomas@escambia.k12.fl.us
Main Number: 850-432-6121

18. Flagler County School Board
Jacob Oliva , Superintendent
1769 E. Moody Blvd. Building 2
Bunnell, FL 32110-5991
P.O. Box 755
Bunnell, FL 32110-0755
Supt. Phone: 386-437-7526
Fax: 386-586-2641
E-mail: olivaj@flaglerschools.com
Main Number: 386-437-7526

19. Franklin County School Board
Nina M. Marks, Superintendent
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Eastpoint, FL 32328
Supt. Phone: 850-670-2810
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E-mail: nmarks@franklin.k12.fl.us
Main Number: 850-670-2810

20. Gadsden County School Board
Reginald C. James, Superintendent
35 Martin Luther King Jr Blvd
Quincy, FL 32351-4411
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Fax: 850-627-5305
E-mail: jamesr@gcpsmail.com
Main Number: 850-627-9651

21. Gilchrist County School Board
Robert G. Rankin, Superintendent
310 NW 11th Avenue
Trenton, FL 32693-3804
Supt. Phone: 352-463-3200
Fax: 352-463-3276
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Main Number: 352-463-3200

22. Glades County School Board
Scott Bass, Superintendent

400 10th Street SW
Moore Haven, FL 33471
P.O. Box 459
Moore Haven, FL 33471-0459
Supt. Phone: 863-946-2083
Fax: 863-946-2709
E-mail: scott.bass@gladesschools.org
Main Number: 863-946-0202

23. Gulf County School Board
James P. Norton, Superintendent
150 Middle School Road
Port St. Joe, FL 32456-2261
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Main Number: 850-229-8256

24. Hamilton County School Board
Thomas P. Moffses, Jr., Superintendent
5683 US Highway 129 S Ste. 1
Jasper, FL 32052-3743
Supt. Phone: 386-792-7800
Fax: 386-792-3681
E-mail: tom.moffses@hamiltonfl.com
Main Number: 386-792-1228

25. Hardee County School Board
David D. Durastanti, Superintendent
1009 N. 6th Ave.
P.O. Drawer 1678
Wauchula, FL 33873-1678
Supt. Phone: 863-773-9058
Fax: 863-773-0069
E-mail: ddurastanti@hardee.k12.fl.us
Main Number: 863-773-9058

26. Hendry County School Board
Paul K. Puletti, Superintendent
25 E. Hickpochee Ave.
LaBelle, FL 33935

P.O. Box 1980
LaBelle, FL 33975-1980
Supt. Phone: 863-674-4642
Fax: 863-674-4090
E-mail: supt0026@popmail.firn.edu or
pulettip@hendry-schools.net
Main Number: 863-674-4642

27. Hernando County School Board
Dr. Lori Romano, Superintendent
919 North Broad Street
Brooksville, FL 34601-2397
Supt. Phone: 352-797-7000
Fax: 352-797-7002
E-mail: romano_l@hcsb.k12.fl.us
Main Number: 352-797-7000

28. Highlands County School Board
Wallace (Wally) P. Cox, Superintendent
426 School Street
Sebring, FL 33870-4048
Supt. Phone: 863-471-5564
Fax: 863-471-5600
E-mail: coxw@highlands.k12.fl.us
Main Number: 863-471-5555

29. Hillsborough County School Board
Jeff Eakins, Superintendent
901 E. Kennedy Blvd.
Tampa, FL 33602-3408
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E-mail: Jeff.Eakins@sdhc.k12.fl.us
Main Number: 813-272-4000

30. Holmes County School Board
Eddie Dixon, Superintendent
701 East Pennsylvania Avenue
Bonifay, FL 32425-2349
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Fax: 850-547-0381

E-mail: dixone@hdsb.org
Main Number: 850-547-9341

31. Indian River County School Board
Dr. Mark J. Rendell, Superintendent
1900 25th Street
Vero Beach, FL 32960-3395
Supt. Phone: 772-564-3150
Fax: 772-564-3128
E-mail: Mark.Rendell@indianriverschools.org
Main Number: 772-564-3000

32. Jackson County School Board
Steve R. Benton, Sr., Superintendent
2903 Jefferson St.
Marianna, FL 32446-5958
Supt. Phone: 850-482-1200 ext. 208
Fax: 850-482-1299
E-mail: Steve.Benton@icsb.org
Main Number: 850-482-1200

33. Jefferson County School Board
Al Cooksey, Superintendent
1490 W. Washington Street
Monticello, FL 32344
Supt. Phone: 850-342-0100 ext. 222
Fax: 850-342-0108
E-mail: al.cooksey@jeffersonschooldistrict.org
Main Number: 850-342-0100

34. Lafayette County School Board
Robert Edwards, Superintendent
363 NE Crawford St.
Mayo, FL 32066-5612
Supt. Phone: 386-294-4107
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E-mail: redwards@lcsbmail.net
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35. Lake County School Board
Dr. Susan Moxley, Superintendent

201 West Burleigh Blvd
Tavares, FL 32778-2496
Supt. Phone: 352-253-6500
Fax: 352-253-6525
E-mail: MoxleyS@lake.k12.fl.us
Main Number: 352-253-6500

36. Lee County School Board
Dr. Gregory Adkins, Superintendent
2855 Colonial Blvd
Fort Myers, FL 33966-1012
Supt. Phone: 239-337-8300
Fax: 239-337-8378
E-mail: GregAD@leeschools.net
Main Number: 239-334-1102

37. Leon County School Board
Jackie Pons, Superintendent
2757 West Pensacola Street
Tallahassee, FL 32304-2907
Supt. Phone: 850-487-7147
Fax: 850-487-7141
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Main Number: 850-487-7100

38. Levy County School Board
Robert O. Hastings, Superintendent
480 Marshburn Dr.,
P. O. Drawer 129
Bronson, FL 32621
Supt. Phone: 352-486-5231 ext. 224
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E-mail: bob.hastings@levy.k12.fl.us
Main Number: 352- 486-5231

39. Liberty County School Board
David Summers, Superintendent
12926 NW CR 12
Bristol, FL 32321-0429
Supt. Phone: 850-643-2275 ext. 230
Fax: 850-643-2533

E-mail:david.summers@lcsbonline.org

Main Number: 850-643-2275

40. Madison County School Board

Doug Brown, Superintendent

210 NE Duval Ave.

Madison, FL 32340-2599

Supt. Phone: 850-973-5022 ext. 226

Fax: 850-973-5027

E-mail:doug.brown@madison.k12.fl.us

Main Number: 850-973-5022

41. Manatee County School Board

Dr. Diana Greene, Interim Superintendent

215 Manatee Ave. W.

Bradenton, FL 34205-9069

Supt. Phone: 941-708-8770 ext. 2259

Fax: 941-708-8686

E-mail:greened@manateeschools.net

Main Number: 941-708-8770

42. Marion County School Board

George D. Tomy, Superintendent

512 SE 3 Street

Ocala, FL 34471

Supt. Phone: 352-671-7702

Fax: 352-671-7581

E-mail:george.tomyn@marion.k12.fl.us

Main Number: 352- 671-7700

43. Martin County School Board

Laurie Gaylord, Superintendent

500 East Ocean Boulevard

Stuart, FL 34994-2578

Supt. Phone: 772-219-1200 ext. 30200

Fax: 772-219-1231

E-mail: gaylorl@martin.k12.fl.us

Main Number: 772-219-1200

44. Monroe County School Board

Mark T. Porter, Superintendent

241 Trumbo Road
Key West, FL 33040-6684
Supt. Phone: 305-293-1400 ext. 53323
Fax: 305-293-1408
E-mail: Mark.Porter@keysschools.com
Main Number: 305-293-1400

45. Nassau County School Board
Dr. John L. Ruis, Superintendent
1201 Atlantic Avenue
Fernandina Beach, FL 32034-3403
Supt. Phone: 904-491-9900
Fax: 904-277-9030
E-mail: john.ruis@nassau.k12.fl.us or
robin.jones@nassau.k12.fl.us
Main Number: 904-491-9900

46. Okaloosa County School Board
Mary Beth Jackson, Superintendent
120 Lowery Place SE
Ft. Walton Beach, FL 32548-5595
Supt. Phone: 850-833-3100
Fax: 850-833-9370
E-mail: jacksonmb@mail.okaloosa.k12.fl.us
Main Number: 850-833-3100

47. Okeechobee County School Board
Ken Kenworthy, Superintendent
700 SW 2nd Avenue
Okeechobee, FL 34974-5117
Supt. Phone: 863-462-5000
Fax: 863-462-5204
E-mail: kenworthyk@okee.k12.fl.us or
arbogastg@okee.k12.fl.us
Main Number: 863-462-5000

48. Orange County School Board
Dr. Barbara Jenkins, Superintendent
445 W. Amelia St.
Orlando, FL 32801-0271
Supt. Phone: 407-317-3209

Fax: 407-317-3401
E-mail: barbara.jenkins@ocps.net
Main Number: 407-317-3209

49. Osceola County School Board
Melba Luciano, Superintendent
817 Bill Beck Blvd.
Kissimmee, FL 34744-4492
Supt. Phone: 407-870-4008
Fax: 407-870-4010
E-mail: lucianom@osceola.k12.fl.us
Main Number: 407-870-4600

50. Palm Beach County School Board
Dr. Robert Avossa, Superintendent
3300 Forest Hill Blvd, C-316
West Palm Beach, FL 33406-5869
Supt. Phone 561-649-6833
Fax: 561-434-8571
E-mail: superintendent@palmbeachschools.org
Main Number: 561-434-8000

51. Pasco County School Board
Kurt S. Browning, Superintendent
7227 Land O'Lakes Blvd
Land O'Lakes, FL 34638-2826
Supt. Phone: 813-794-2651
Fax: 813-794-2326
E-mail: ksbsos@pasco.k12.fl.us
Main Number: 813-794-2000

52. Pinellas County School Board
Dr. Michael A. Grego, Superintendent
301 4th St. SW
Largo, FL 33770-2942
Supt. Phone: 727-588-6000 ext. 6011
Fax: 727-588-6001
E-mail: super@pcsb.org
Main Number: 727-588-6000

53. Polk County School Board

Kathryn LeRoy, Superintendent
1915 S. Floral Ave
Bartow, FL 33830
P. O Box 391
Bartow, FL 33831
Supt. Phone: 863-534-0521
Fax: 863-519-8231
E-mail: Kathryn.LeRoy@polk-fl.net
Main Number: 863-534-0500

54. Putnam County School Board

Phyllis Criswell, Superintendent
200 Reid Street
Palatka, FL 32177-3736
Supt. Phone: 386-329-0602 ext. 221
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E-mail: pcriswell@my.putnamschools.org
Main Number: 386-329-0602

55. St. Johns County School Board

Dr. Joseph Joyner, Superintendent
40 Orange Street
St. Augustine, FL 32084-3693
Supt. Phone: 904-547-7502
Fax: 904-547-7515
E-mail: joseph.joyner@stjohns.k12.fl.us
Main Number: 904- 547-7500

56. St. Lucie County School Board

Wayne Gent, Superintendent
4204 Okeechobee Road
Ft. Pierce, FL 34947-5414
Supt. Phone: 772-429-3925
Fax: 772-429-3916
E-mail: Wayne.Gent@stlucieschools.org
Main Number: 772-429-3600

57. Santa Rosa County School Board

Tim Wyrosdick, Superintendent
5086 Canal Street

Milton, FL 32570-6726
Supt. Phone: 850-983-5010
Fax: 850-983-5013
E-mail:wyrosdickt@mail.santarosa.k12.fl.us
Main Number: 850-983-5000

58. Sarasota County School Board
Lori White, Superintendent
1960 Landings Boulevard
Sarasota, FL 34231-3365
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Fax: 941-927-2539
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Main Number: 941- 927-9000

59. Seminole County School Board
Walt Griffin, Superintendent
400 East Lake Mary Blvd
Sanford, FL 32773-7127
Supt. Phone: 407-320-0006
Fax: 407-320-0281
E-mail: walt_griffin@scps.k12.fl.us
Main Number: 407-320-0000

60. Sumter County School Board
Richard "Rick" A. Shirley, Superintendent
2680 West County Road 476
Bushnell, FL 33513-3574
Supt. Phone: 352-793-2315 ext 208
Fax: 352-793-4180
E-mail:Richard.Shirley@sumter.k12.fl.us
Main Number: 352-793-2315

61. Suwannee County School Board
Jerry A. Scarborough, Superintendent
702 2nd Street NW
Live Oak, FL 32064-1608
Supt. Phone: 386-647-4600
Fax: 386-364-2635
E-mail:jascarborough@suwannee.k12.fl.us
Main Number: 386-647-4600

62. Taylor County School Board
Paul E. Dyal, Superintendent
318 North Clark Street
Perry, FL 32347-2930
Supt. Phone: 850-838-2500
Fax: 850-838-2501
E-mail: paul.dyal@taylor.k12.fl.us
Main Number: 850-838-2500
63. Union County School Board
Carlton Faulk, Superintendent
55 SW 6th Street
Lake Butler, FL 32054-2599
Supt. Phone: 386-496-2045 ext. 226
Fax: 386-496-2580
E-mail: faulkc@union.k12.fl.us
Main Number: 386-496-2045
64. Volusia County School Board
Mr. James T. Russell, Interim Superintendent
200 N. Clara Ave
DeLand, FL 32720-2118
Supt. Phone: 386-734-7190 ext. 20210
Fax: 386-822-6790
E-mail: jrussell@volusia.k12.fl.us or
ddietric@volusia.k12.fl.us
Main Number: 386-734-7190
65. Wakulla County School Board
Robert Pearce, Superintendent
69 Arran Rd.
P. O. Box 100
Crawfordville, FL 32326
Supt. Phone: 850-926-0065 ext. 221
Fax: 850-926-0123
E-mail: robert.pearce@wcsb.us
Main Number: 850-926-0065
66. Walton County School Board
Carlene H. Anderson, Superintendent

145 Park Street
DeFuniak Springs, FL 32435-2909
Supt. Phone: 850-892-1100 ext. 1302
Fax: 850-892-1191
E-mail: andersoc@walton.k12.fl.us
Main Number: 850-892-1100

67. Washington County School Board
Joseph Taylor, Superintendent
652 Third Street
Chipley, FL 32428-1442
Supt. Phone: 850-638-6222
Fax: 850-638-6226
E-mail: joseph.taylor@wcsdschools.com
Main Number: 850-638-6222

68. Florida School for the
Deaf and the Blind
Dr. Jeanne G. Prickett
207 N San Marco Ave
St. Augustine, FL 32084-2762
Supt. Phone: 904-827-2210
Fax: 904-827-2598
E-mail: prickettj@fsdb.k12.fl.us
Main Number: 904- 827-2200

69. Washington Special
Joseph Taylor
652 Third St
Chipley, FL 32428-1442
Supt. Phone: 850-638-6222
Fax: 850-638-6226
E-mail: joseph.taylor@wcsdschools.com
Main Number: 850-638-6222

70. FL Virtual School
Ronald Blocker
2145 Metro Center Blvd Ste 200
Orlando, FL 32835-7642
Supt. Phone: 407-513-3587

Fax: 407-513-3485
E-mail: rblocker@flvs.net
Main Number: 407-513-3587

71. FAU Lab School

Dr. Valerie Bristor
777 Glades Rd
P.O. Box 3091
Boca Raton, FL 33431-0991
Supt. Phone: 561-297-3977
Fax: 561-297-3939
E-mail: bristor@fau.edu
Main Number: 561-297-3970

72. FSU Lab School

Dr. Stacy Chambers
3000 School House Rd
Tallahassee, FL 32311-7855
Supt. Phone: 850-245-3700
Fax: 850-245-3911
E-mail: slchambers@fsu.edu
Main Number: 850-245-3700

73. FAMU Lab School

Dr. Patricia Hodge
400 West Orange Avenue
Tallahassee, FL 32307-0001
Supt. Phone: 850-412-5930
Fax: 850-412-5920
E-mail: patricia.hodge@famuc.edu
Main Number: 850-412-5896

74. UF Lab School

Dr. Lynda Hayes
1080 SW 11th St
Gainesville, FL 32601-7845
Supt. Phone: 352-392-1554 ext. 222
Fax: 352-392-9559
E-mail: lhayes@pky.ufl.edu
Main Number: 352-392-1554

ATTACHMENT 2 TO CHARGE OF DISCRIMINATION

The Florida Education Association (“FEA”), the aggrieved person and complainant in this charge proceeding, represents more than 250,000 teachers and education staff professionals in Florida’s 67 school districts. For over a century, the FEA has been the leading advocate of raising the quality of education in Florida’s public schools, and of increasing the dignity and status of all teachers and education staff professionals. Among these 250,000 teachers and education staff professionals represented by FEA are teachers and educational staff professionals that are employed by the Florida Department of Education and the School Boards and Special/Lab Schools listed on Attachment 1 to this Charge. The FEA is an aggrieved person and complainant under Title VII and the Florida Civil Rights Act of 1992 and has standing under these statutes to bring this charge of discrimination in its own right and in behalf of the teachers and education staff professionals it represents. *Hearne v. Bd. of Education City of Chicago*, 185 F.3d 770 (7th Cir. 1999); *International Woodworkers of America, AFL-CIO, CLC v. Chesapeake Bay Plywood Corp.*, 659 F.2d 1259 (4th Cir. 1981); *Local 194, Retail, Wholesale and Dept. Store Union v. Standard Brands, Inc.*, 540 F.2d 864 (7th Cir. 1976) ; *Grogg v. General Motors Corp.*, 612 F.Supp. 1375 (S.D.N.Y. 1985); *Hutcheson v. Tennessee Valley Authority*, 604 F.Supp. 543 (M.D. Tenn. 1985).

The FEA brings this charge of discrimination in its own right and in behalf of the following classes of teachers and education staff professionals it represents who are or have been employed by the respondent employers during the period of the “*Best & Brightest Scholarship*” program describe below:

1. Class members over 40 years of age;
2. Non-white class members;
3. African-American class members; and
4. Hispanic class members.

As explained below, these classes of persons have been discriminated against by the respondent employers listed in the charge and in Attachment 1 to this charge in violation of Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act (ADEA), and the Florida Civil Rights Act of 1992, on account of their age, race, color and national origin. The actions of the respondent employers violate the disparate impact provisions of Title VII, the ADEA, and the Florida Civil Rights Act.

In 2015, the Florida Legislature enacted the “*Best & Brightest Scholarship*” salary bonus program for Florida teacher and educational professionals. Chapter 2015-232, *Laws of Florida*. The program was signed into law and became effective on July 1, 2015. While denominated as a “scholarship” program, the *Best & Brightest Scholarship* program is in fact a salary bonus program. The Legislature appropriated \$44,022,483.00 for salary bonuses of a maximum of \$10,000 each to teachers who received an employer evaluation of “highly

effective” and who scored within the 80th percentile on their college admission test, either the SAT (Scholastic Assessment Test) or the ACT (American College Testing). The law exempts all first-year teachers from the “highly effective” requirement.

The text Section 99A, *General Appropriations Act* (2015), reads as follows:

**99A SPECIAL CATEGORIES
GRANTS AND AIDS - THE FLORIDA BEST AND
BRIGHTEST TEACHER SCHOLARSHIP PROGRAM
FROM GENERAL REVENUE FUND 44,022,483**

Funds in Specific Appropriation 99A are provided to implement Florida’s Best and Brightest Teacher Scholarship Program. The funds shall be used to award a maximum of 4,402 teachers with a \$10,000 scholarship based on high academic achievement on the SAT or ACT. To be eligible for a scholarship, a teacher must have scored at or above the 80th percentile on either the SAT or the ACT based upon the percentile ranks in effect when the teacher took the assessment and have been evaluated as highly effective pursuant to section 1012.34, Florida Statutes, or if the teacher is a first-year teacher who has not been evaluated pursuant to section 1012.34, Florida Statutes, must have scored at or above the 80th percentile on either the SAT or the ACT based upon the percentile ranks in effect when the teacher took the assessment. In order to demonstrate eligibility for an award, an eligible teacher must submit to the school district, no later than October 1, 2015, an official record of his or her SAT or ACT score demonstrating that the teacher scored at or above the 80th percentile based upon the percentile ranks in effect when the teacher took the assessment. By December 1, 2015, each school district, charter school governing board, and the Florida School for the Deaf and the Blind shall submit to the department the number of eligible teachers who qualify for the scholarship. By February 1, 2016, the department shall disburse scholarship funds to each school district for each eligible teacher to receive a scholarship. By April 1, 2016, each school district, charter school governing board, and the Florida School for the Deaf and the Blind shall provide payment of the scholarship to each eligible teacher. If the number of eligible teachers exceeds the total the department shall prorate the per teacher scholarship amount.

The *Best & Brightest Scholarship* program is being implemented by the school board employers listed on Attachment 1 at the direction and with the assistance of the Florida Department of Education. This relationship creates a joint/single employer relationship between the Florida Department of Education and school boards and lab/special schools participating in the program and listed on Attachment 1.

The *Tampa Bay Times* has reported that 5,200 of the state's nearly 172,000 teachers qualified for the money with the result that teachers who qualified would receive approximately \$8400.

The *Best & Brightest Scholarship* program discriminates against and has a disparate impact on the above described classes of teachers in several ways, including, but not limited to, the following:

- Because no percentile data is available from ACT or SAT for teachers who took these tests prior to 1972, such teachers are disqualified from receiving the *Best & Brightest Scholarship* bonus. Thus, the requirement that teachers produce ACT or SAT scores to qualify for the bonus discriminates against and has a disparate impact on teachers who are over forty years old.
- The October 1, 2015 deadline for submitting applications for the bonus further discriminates against and has a disparate impact on teachers over forty years old, because a disproportionate number of them took the ACT and SAT many years ago and were unable to get access to their scores from the testing programs before the expiration of the October 1, 2015 deadline.
- The exemption of first-year teachers from the requirement that they provide evidence of being rated “highly effective” under the respondent employers’ performance evaluation system further discriminates against and has a disparate impact on teachers over forty years old. First-year teachers employed by the respondent employers are disproportionately and overwhelmingly under forty years of age. By contrast, teachers employed by the respondent employers not in their first year are disproportionately represented in the class of teachers over 40 years of age, but must meet the additional requirement of having been rated “highly effective.”
- The *Best & Brightest Scholarship* program also discriminates against African-American and Hispanic teachers in its utilization of the SAT and ACT as qualifiers. It has been well-established in the courts and peer-reviewed scholarship that the SAT and ACT are a racially/culturally biased tests that disparately impact test-takers on the basis of African-American and Hispanic race. There is no evidence that the employer respondents have undertaken any validation studies to show that there is any correlation between performance on these tests and teacher performance, which is the underlying intent and purpose of the program. It is undisputed that the SAT and ACT were not designed for measuring teacher performance, for use in granting salary bonuses, or for any other aspect of the *Best & Brightest Scholarship* program.

The FEA requests the full measure of relief, including, but not limited to, equitable and injunctive relief, compensatory damages, liquidated damages, and attorney's fees and costs, to which it and the above-described classes it represents may be entitled under Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, and the Florida Civil Rights Act of 1992. Please dual file this charge of discrimination with the Florida Commission on Human Relations.