



STATE OF FLORIDA
PUBLIC EMPLOYEES RELATIONS COMMISSION

Kerey Carpenter
Chair

Jeff Aaron
Michael Sasso
Commissioners

March 13, 2026

Betsy C. Reagor
2655 Capital Circle NE, Suite 8
Tallahassee, FL 32308

Leonard J. Dietzen, III, Esquire
Rumberger Kirk & Caldwell
101 N. Monroe Street, Suite 1050
Tallahassee, FL 32301

RE: Jefferson County Education Association v. School Board of Jefferson County, Florida, PERC Case No. EL-2025-310 (Relates to RC-2025-108)

Dear Madam and Sir:

This letter is to confirm that a mail ballot election concerning the above-referenced case will be held **March 26, 2026, through April 23, 2026**. The ballots will be counted at the Commission's office in Tallahassee on **April 23, 2026, 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 **March 19, 2026**. 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

THIS IS AN OFFICIAL GOVERNMENT NOTICE AND MUST NOT BE DEFACED

VOTING UNIT:

INCLUDED: All employees of the School Board of Jefferson County in the following classifications:

Classroom Teachers, Education Media Specialists,
Guidance Personnel, Social Workers, and all other
certificated contractual personnel not involved in the
employment, dismissal and/or evaluation of the bargaining unit.

EXCLUDED: All other employees of the School Board of Jefferson County.

ELIGIBLE VOTERS: All those employees included in the voting unit as of **December 23, 2025**.

THE ELECTION WILL BE CONDUCTED AS FOLLOWS:

1. Ballots will be mailed to all eligible voters on **March 26, 2026**.
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 **April 23, 2026**.
3. If you believe you are an eligible voter and have not received a ballot in the mail by **April 2, 2026**, 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**.

**BALLOTS WILL BE COUNTED AT THE COMMISSION'S OFFICE
IN TALLAHASSEE ON APRIL 23, 2026, AT 10:00 A.M.**

**STATE OF FLORIDA
Public Employees Relations Commission**

Official Secret Ballot

FOR CERTAIN EMPLOYEES OF
SCHOOL BOARD OF JEFFERSON 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 – Jefferson County Education
Association**

No