

STATE OF FLORIDA
PUBLIC EMPLOYEES RELATIONS COMMISSION

UNION OF ESCAMBIA EDUCATION
STAFF PROFESSIONALS, FEA, NEA,
AFT, AFL-CIO,

Petitioner,

Case No. EL-2026-133
(Relates to RC-2026-140)

v.

SCHOOL BOARD OF ESCAMBIA
COUNTY, FLORIDA,

Respondent.

_____ /

ORDER SCHEDULING MAIL BALLOT ELECTION

A party to this case requested a mail ballot election, pursuant to section 447.307(3)(b)2., Florida Statutes. The dates for a mail ballot election are set based on availability. Accordingly, the mail ballot election in the above-referenced case will be held **September 18, 2026, through October 16, 2026**. The ballots will be counted at the Commission's office in Tallahassee on **October 16, 2026, at 10:00 a.m.**

Attached to this order is an electronic copy of the Notice of Election. The employer is directed to print and post the Notice of Election at least four weeks before the start date of the election. Physical copies of the Notice of Election must remain posted until the election is completed, and the employer must take reasonable steps to ensure the copies are not altered, defaced, or covered by other materials. The employer may also post the Notice of Election on its website or distribute copies to employees by email. If the employer did not provide an email address for any employee

included in the previously filed eligibility list, the employer shall provide that employee with a physical copy of the Notice of Election.

Any party to the case may challenge this order or the attached Notice of Election no later than two weeks before the start date of the election. Failure to file a timely challenge constitutes a waiver of any objections.

It is so ordered.

CARPENTER, Chair, AARON and SASSO, Commissioners, concur.

I HEREBY CERTIFY that this document was filed and a copy served on each party on August 12, 2026.

BY: 
Clerk



/hj

COPIES FURNISHED:

For Petitioner
Kathleen Abrahamson
Dawn N. Stone

For Respondent
Caroline Gray

NOTICE OF MAIL BALLOT 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. Violations should be reported immediately in writing to the Commission.

A Commission agent will mail a ballot to each eligible voter at the address provided by the employer. **MARK YOUR BALLOT IN SECRET. DO NOT SIGN YOUR BALLOT.** Send your ballot to the Commission in the envelope you receive with your ballot. The employee organization, public employer, and their respective agents are prohibited from observing or being present when you mark your mail ballot, sign it, or mail it. 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's agent, or any authorized observer, may question the eligibility of a voter by challenging the ballot of such voter. Ballots may be challenged only at the counting of the ballots.

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

EL-2026-133 (Relates to RC-2026-140)

VOTING UNIT:

INCLUDED: All regular full-time and regular part-time employees (minimum of four-hour day), regardless of source of funding, employed within the following classifications of the School Board of Escambia County, Florida:

Air Conditioning and Refrigeration Mechanic
Audiometric Technician
Automotive Equipment Mechanic
Automotive Service Worker
Carpenter II
Construction Mechanic I and II
Courier
Crossing Guard-Custodial Worker
Custodial Supervisor
Custodial Worker
Diesel Truck & Bus Tech I
Diesel Truck & Bus Tech I-SFS
Driver-Equipment Operator
Electrician I and II
Electronics Technician
Equipment Operator I and II-Maintenance
Facilities Resource Manager
Fire Suppression Technician
Food Service Assistant I and II
Heating and Ventilation Mechanic
Heavy Equipment Operator
HVAC Controls Technician
HVAC/R Technician
Lead Custodial Worker I and II
Lead Electronics Technician
Lead Painter
Locksmith
Maintenance Mechanic I-Custodial
Maintenance Mechanic I and II-Maintenance
Maintenance Worker I and II-Grounds
Maintenance Worker I and II-Maintenance
Maintenance Worker I and II-Transportation
Office Machine Technician
Paint and Body Repairer
Painter I and II
PBX Operator
Pest Control Technician
Plumber I and II
School Bus Assistant
School Bus Operator
Shop Leader
Shop Leader-Electronics
Shop Leader-Grounds
Shop Leader-HVAC Operations
Shop Leader-Locksmiths
Shop Leader-Office Machines
Shop Leader-Paint & Body Repair
Shop Leader-Painters
Warehouse Technician I, II, and III
Warehouse Technician II and III-School Food SRVS
Warehouse Technician III-Transportation

EXCLUDED: All other School Board employees, including instructional employees, employees with a supervisory conflict of interest, managerial and confidential employees, and all employees included in other bargaining units.

ELIGIBLE VOTERS: All those employees included in the voting unit as of **July 22, 2026**.

THE MAIL BALLOT ELECTION WILL BE CONDUCTED AS FOLLOWS:

1. Ballots will be mailed to all eligible voters on **September 18, 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 **October 16, 2026**.
3. If you believe you are an eligible voter and have not received a ballot in the mail by **September 25, 2025**, or if you want your ballot to be mailed to an address different than the one previously provided by your employer, email your request to the Elections Division at **ballotrequests@perc.fl.gov**. **For your request to be fulfilled, you must include your full name, address, name of employer or agency, and the PERC case number listed above on this notice.**

**BALLOTS WILL BE COUNTED AT THE COMMISSION'S OFFICE
IN TALLAHASSEE ON OCTOBER 16, 2026, AT 10:00 A.M.**

STATE OF FLORIDA
Public Employees Relations Commission
Official Secret Ballot

FOR CERTAIN EMPLOYEES OF SCHOOL BOARD OF ESCAMBIA 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 – Union of Escambia Education Staff Professionals, FEA, NEA, AFT, AFL- CIO	No