

Employee Organization Registration/Renewal Application (PERC FORM 1)

Complete and Return to:
PUBLIC EMPLOYEES RELATIONS COMMISSION
4708 Capital Circle N.W., Suite 300
Tallahassee, Florida 32303
PHONE: (850) 488-8641 / FAX: (850) 488-9704
Electronic Filing (e-PERC): <https://perc.myflorida.com/co/eperc.aspx>

Please type or print legibly.

Do Not Write in This Box

CASE NUMBER
OR-

DATE FILED

1. EMPLOYEE ORGANIZATION NAME (Required by s. 447.305(1)(a), Fla. Stat.) State EXACTLY as it appears in the constitution or bylaws. If the name has changed since the registration was last granted, submit ATTACHMENT B.
Polk Education Association, Inc.

2. PERC REGISTRATION NUMBER: OR- 1986 - 096 (example: OR- 2022 - 059)

3. EXPIRATION DATE OF CURRENT REGISTRATION (mo/day/year): August 19, 2026

4. ORGANIZATION'S MAILING ADDRESS (Required by s. 447.305(1)(a), Fla. Stat.)
730 E. Davidson Street City/State/ZIP: Bartow, FL 33830

5. IF YOU HAVE A "D/B/A" OR OPERATE UNDER A DIFFERENT NAME, PROVIDE IT BELOW:
N/A

6. FEDERAL EMPLOYER IDENTIFICATION NO. (Required by s. 119.092, Fla. Stat.) 59-1152677

7. CONTACT PERSON (Required by s. 447.305(1)(e), Fla. Stat.) *If this information does not match your e-filer profile, you must update your profile. PERC Staff are not able to make changes to your e-filer profile.

Name: Stephanie Yocum Title: PEA President

Address: 730 E. Davidson Street City/State/ZIP: Bartow, FL 33830

Phone: 863-533-0908 Email: Polk@Floridaea.org & Stephanie.Yocum@Floridaea.org

8. CURRENT PRINCIPAL OFFICERS AND REPRESENTATIVES (Required by s. 447.305(1)(b), Fla. Stat.)

Name of Officer or Representative	Title	Address	Phone Number
Stephanie Yocum	PEA President	917 Rolling Woods Lane, Lakeland, FL 33813	386-916-8902
Katherine Nickell	Vice President	1055 W. Tee Circle, Bartow, FL 33830	863-529-9056
Patrick Bentley	Secretary/Treasurer	305 Paradise Island Dr. Haines, City 33844	863-333-1974

9. PARENT ORGANIZATION OR AFFILIATES (Required by s. 447.305(1)(a), Fla. Stat.) *If none, state N/A.

Name of Parent Organization or Affiliate(s)	Address
Florida Education Association American Federation of Teachers	213 S. Adams St. Tallahassee, FL 32301 555 New Jersey Ave. NW, Washington DC 20001
National Education Association AFL-CIO	1201 16th NW, Washington, DC 20036 815 Black Live Matter Plaza NW, Washington, DC 20006
Florida AFL-CIO	135 S. Monroe St. Tallahassee, FL 32301

10. MEMBERSHIP DUES (as defined in s. 447.203(13), Fla. Stat.) *If none, enter zero.
(Required to be reported - see s. 447.305(1)(c), Fla. Stat.)

TYPE	AMOUNT	HOW OFTEN COLLECTED?
Dues	\$ 60.52 Teacher/FT 30.68 Para & ESP FT	Monthly (12) Monthly (12)
Uniform Assessments	\$ 0.00	
Initiation Fees	\$ 0.00	
Other (describe):	\$ 0.00	

11. ATTACHMENTS:

- ☒ **Current Constitution and Bylaws of employee organization attached** – ONLY if changes have been made since last registration or renewal (Required by s. 447.305(1)(g), Fla. Stat.)
- ☐ **Current Constitution and Bylaws of state or national affiliate or parent organization attached** – ONLY if changes have been made since last registration or renewal (Required by s. 447.305(1)(h), Fla. Stat.) FEA provided to PERC on 12/12/2025
- ☒ **Registration fee - \$15.00** (Required by s. 447.305(10), Fla. Stat.)
- ☒ **Renewal Applications: Attachment A (for all bargaining units)** – See directions on Attachment A.
- ☒ **Renewal Applications: CPA Agreed-Upon Procedures Report for Attachment A** (Required by s. 447.305(3)(e), Fla. Stat.) – Required for all units that are not exempt under s. 447.305(9), Fla. Stat.
- ☐ **Download and submit Attachment B ONLY IF the employee organization's name has changed.**
- ☒ **Annual Financial Statement (see PERC Form 2)** – Include all information required under s. 447.305(2), Fla. Stat.

12. PLEDGE: The filing employee organization does hereby pledge that it will conform to the laws of the State of Florida and accept members without regard to age, race, sex, religion, or national origin. (Required by s. 447.305(1)(f), Fla. Stat.)

The undersigned authorized official of the employee organization has examined all information submitted (including the information contained in any accompanying documents) and states that it is true, correct, and complete to the best of his/her knowledge and belief. **FALSE STATEMENTS MAY RESULT IN FINE AND IMPRISONMENT PURSUANT TO CHAPTER 837, FLORIDA STATUTES.**

Stephanie Yocum

Authorized Official's Name (Print)

PEA President

Authorized Official's Title (Print)

Stephanie Yocum
Signature

8/14/26
Date

STATE OF FLORIDA
COUNTY OF Polk

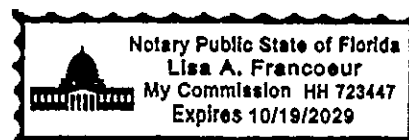
Sworn to and subscribed before me by means of ☒ physical presence or ☐ online notarization, this August day of 14, 2026, by Stephanie Yocum, who is ☒ personally known to me or ☐ produced _____ as identification.

Lisa A. Francoeur
Signature of Notary

LISA A. FRANCOEUR
Printed Name of Notary

My Commission Expires: 10/19/2029

{Notarial Seal}



**BYLAWS of
the
POLK EDUCATION ASSOCIATION, INC.**

Article I - Rules of Order

- A. Robert's Rules of Order, Newly Revised shall be the authority of the Association.
- B. The Articles of Incorporation shall serve as the Constitution of the Association [March 1994].

Article II – Executive Officers

- A. The executive officers, referred to in this document as “officers”, of the Association shall be President, Executive Vice President, Secretary/Treasurer, Vice President-Teacher, Vice President- Paraeducator, Vice President-ESP. [Jan 2025].
- B. The officers of the Association shall be the officers of the Executive Board [May 2021].
- C. Any member in good standing is eligible to hold an elected office in the Unified Association. Any member in good standing holding active teacher or active ESP membership in the Association for a period of at least two (2) years prior to the term beginning date of July 1st shall be eligible to seek elected executive office in the Association. A member in good standing is defined as a dues-paying member of PEA who is current on any and all dues payments or outstanding fees. For a member in good standing to be eligible to hold the elected office of Vice President- Teacher, Vice President-Paraeducator, or Vice President-ESP, that member must be represented under that corresponding bargaining unit in addition to meeting the other requirements in this subsection. [Jan 2025].
- D. The duties of the officers shall be the same as those ordinarily performed by such officers, as specified by Robert's Rules of Order, Newly Revised.
- E. Duties of the President
 - 1. The President, or his/her designee, shall preside at all meetings of the Board of Directors, the Executive Board, and General Membership meetings [May 2021].
 - 2. The President shall nominate committee chairs to the Board of Directors for approval at the first meeting of the Board of Directors and shall present a tentative list of committee members at the following meeting. The Negotiations and Grievance Committees ~~are~~ is exempt from this bylaw [Jan 2025].
 - 3. The President, or his/her designee, shall be an ex-officio member of every committee of the Association [March 1994].
 - 4. The President shall, in writing, charge each committee with its responsibilities for the ensuing year, subject to the program, policies, and mission of the Association [March 1994].

5. The President shall appoint a parliamentarian [March 1994].

F. Officer Salaries

1. The President shall be paid at the highest of the Rank II (masters) grandfathered teacher salary schedule, plus 25% of that amount. The Association shall reimburse the School Board for the cost of salary, insurance, retirement, unused sick leave days and worker's compensation as applicable. A release time President shall receive:
 - a. Fifteen (15) paid vacation days per year not to be used prior to September 1 of that year and not accumulated past August 1 of the next year in office [MARCH 2001].
 - b. Twelve (12) days of paid sick leave, six (6) of which may be taken as personal leave [May 2022].
 - c. No President shall be entitled to additional pay supplements for holding advanced degrees above the amount designated in Article II. F.1 of the Bylaws [May 2021].
2. Either the Executive Vice President or the Secretary-Treasurer shall be duty released, as funding permits. The second duty released officer shall be paid at the highest of the Rank II (masters) grandfathered teacher salary schedule, plus 25% of that amount. The Association shall reimburse the School Board for the cost of salary, insurance, retirement, unused sick leave days and worker's compensation as applicable. A release time Second Officer shall receive:
 - a. Fifteen (15) paid vacation days per year not to be used prior to September 1 of that year and not accumulated past August 1 of the next year in office [May 2022].
 - b. Twelve (12) days of paid sick leave, six (6) of which may be taken as personal leave [May 2022].
 - c. No Duty Released Officer shall be entitled to additional pay supplements for holding advanced degrees above the amount designated in Article II. F.2 of the Bylaws [May 2022].
3. Supplemented Officer Positions not Duty Released

These supplements are contingent upon available funding each year as presented in the annual PEA Budget as adopted by the PEA Board of Directors each April. Additionally, supplements will be paid in full by June 30th each year contingent on fulfillment of required duties of executive officers including but not limited to:

- Attendance at all Executive Board and Board of Directors Meetings
 - Attendance at PEA Membership Events
 - Attendance at District Events as Needed
- a. Executive Vice President or Secretary-Treasurer: \$5000

b. Vice Presidents of Teacher, Paraeducator, and ESP: \$1000

- G. The election of officers shall be held every three years. The term of office shall be from July 1 following election to June 30 three (3) years following election [Oct. 2006].
- H. The Executive Vice President shall assume the role of President, if for any reason, the President cannot fulfill his/her duties [Feb. 1996].
- I. If the Executive Vice President permanently succeeds the President, or if any other executive office position as defined in Article II.A is vacated in the middle of their three-year term, then a new executive officer for the vacated position will be nominated from the Executive Board by the Executive Board with a majority vote through secret ballot. If in the first round of elections, a simple majority is not met for a seat/position, then the top two candidates with the highest number of votes go to a runoff election where a simple majority will be achieved by one of the candidates. Any member of the Executive Board is eligible to be nominated to fill a vacant executive officer position if they meet the requirements in Article II.C. Upon majority vote nomination by the Executive Board, the general membership will be notified of the candidate nomination through personal email at least two weeks before the next regular convening of the Board of Directors. At the next regularly scheduled meeting of the Board of Directors, the Board will vote by secret ballot either paper-based or electronic, and if the nominee receives a majority vote, then they are elected to complete the term of office by the Board of Directors as assembled. If the nominee does not receive a majority vote by secret ballot of the Board of Directors, then the process will begin again until a nominee is elected to complete the term of office [Jan 2025].
- J. All elected and appointed officers of the Association and elected and appointed members of the Executive Board shall be guaranteed payment of all legal fees and support for any action filed against them individually or collectively for decisions made on behalf of the Association or actions taken in the name of the Association, as directed by the Board of Directors.

This amendment shall not apply to officers or Executive Board members who take personal and arbitrary actions not related to their duties, as defined in the bylaws of the Association.

Legal services shall be provided by the Association, either through their own legal representative or through those that may be provided by the FEA or the NEA.

Should officers or Executive Board members choose to contract services from their own personal attorney instead of those provided by the Association, they will be permitted to do so but will only be reimbursed for an amount that reflects the established rate for identical services that could be provided by the Association.

Should any legal action result in the assessment of punitive and/or compensatory damages by the court; such damages would be the responsibility of and paid for by the Association [May 2021].

Article III - Election and Recall

- A. Elections Committee

1. The President of the Association shall appoint an Elections Committee prior to November 1, subject to the approval of the Board of Directors.
 - a. Nomination of delegates to any state and national delegate assembly/convention convening that year will open in February with nominations closing in March. If a secret ballot vote is needed to determine the delegates to any state or national delegate assembly/convention, that vote will take place before the end of April.
 - i. The President, Executive Vice President, and Secretary/Treasurer are automatic delegates to all state and national delegate assemblies/conventions. If any elected officer is unable to fulfill their delegate role, their delegate allocation will be added to the total number of general delegate seats for nomination.
 - ii. Up to four (4) FEA Delegate Assembly allocations will be designated for the new FYRE (Florida's Young Remarkable Educators) cadre members to attend the FEA Delegate Assembly as elected delegates.
 - b. Election of State Delegates to the NEA Representative Assembly will be held in March before the end of April using either the top vote counts for allocated number of State Delegates in the event of a secret ballot election or drawing random lots if the number of nominations does not exceed the number of allocated delegates.
 - c. Election of Association Representatives to the PEA Board of Directors will be held annually in August before the first scheduled PEA Board of Directors meeting.
 - d. Election of PEA officers will be held before the end of April prior to the end of the three-year term. The nomination period will occur in the same manner as nominations to all state and national delegate assemblies/conventions as outlined in this Article section A.1.a.
 - e. The President and Executive Vice President of PEA are automatically elected to the FEA Governance Board. In the event PEA membership dictates another open seat to the FEA Governance Board, the elected Secretary/Treasurer of PEA will fill that seat [May 2021].
2. The committee shall report the names of those persons who have filed for each office at the Board of Directors meeting immediately prior to their respective election [Dec.1993].
3. Nominations may be made from the floor during the Board of Directors meeting immediately prior to an election [Dec. 1993].
4. The committee shall verify that each nominee is eligible to run in their nominated position, is a member in good standing, and shall affirm his/her candidacy. The committee shall publish a sample ballot to the membership at least two (2) weeks prior to the election [Jan 2025].
5. In any election where the number of nominees is equal to or less than the number of positions, the Chair of the Elections Committee shall declare the nominees elected and the positions filled [May 2021].
6. All officer, executive board, and delegate assembly/convention elections will be determined by simple majority. If in the first round of elections, a simple majority is not met for a

seat/position, then the top two candidates with the highest number of votes go to a runoff election where a simple majority will be achieved by one of the candidates. [Jan 2025].

7. If any member of the elections committee runs for an officer or delegate position that is contested, they must resign from the elections committee immediately.

B. Elections

The Association will conduct secret ballot elections for officers and delegates to state and national assemblies/conventions in compliance with the Labor-Management Reporting and Disclosure Act (LMRDA).

1. The President, Executive Vice President, Secretary/Treasurer, and Vice Presidents of Teachers, Paraeducators, and ESPs of the Association shall be elected every three years by secret ballot. [Jan 2025].
2. The committee shall be responsible for the conduct of all elections in accordance with the election's procedures prepared by the committee and approved by the Board of Directors.
3. When balloting occurs at individual worksites, the Senior Association Representative or his/her designee at each worksite shall serve as the election committee for that worksite and shall take charge of the voting and make a report to the President under the rules approved by the Board of Directors [Dec. 1993].
4. Election of Association Representatives to the PEA Board of Directors will be held annually in August before the first scheduled PEA Board of Directors meeting. See the Policies of PEA for the election procedures for Association Representatives to the PEA Board of Directors [Jan 2025].
5. If, at any worksite, the election of Association Representatives is in question, the President will investigate and, if necessary, conduct a new election under procedures established by the Board of Directors [Dec. 1993].
6. Challenges to elections for executive officers, state and national delegate/convention assemblies, and executive board must be submitted in writing, with a statement of supporting reasons that includes specific facts as well as any documentation, to the Elections Committee within five (5) days of the results of the election being posted to the membership. The Elections Committee shall issue its written opinion regarding the objections no later than ten (10) days after receipt of such objections. Challenges to elections for Association Representatives at the worksite will follow the same procedures as outlined above, but any challenges must be submitted to the PEA Secretary-Treasurer.

C. Recall

Officers of this association may be subject to recall should they be found to have committed misfeasance, malfeasance, and/or nonfeasance [Nov. 1998].

1. Action to recall any officer of the association may be initiated by 2/3 majority vote of the Board of Directors, meeting in regular session, or by petition signed by 30 percent of the members in good standing and presented to the Board of Directors meeting in regular session. If by petition, the petition must set forth within all allegations and charges of misfeasance, malfeasance and/or nonfeasance. Petitioners shall be required to print and sign their names on the petition. Each signature on the petition shall be dated and include the residence address [Nov. 1998].
2. When action to recall any officer of the association is initiated, a committee of nine (9) members — one from each of the seven district areas, one secretary representative, and one paraprofessional representative — shall be elected by the Board of Directors from those association members present to investigate the specific allegations of actions of misfeasance, malfeasance and/or nonfeasance. The committee will investigate the allegations and determine their merit. A part of the investigation will be a meeting of the committee with the accused for frank discussion and to hear his/her side of the story. The work of this committee is to be confidential. At the next regularly scheduled meeting of the Board of Directors, the investigating committee must report a. that the investigation finds no cause for recall hearing and that the action is ended; or b. that it has found substance to the allegations, which must be submitted in writing to the Board of Directors and recommends that a hearing be held. In case no specific allegations are brought to the investigating committee at the prescribed time and place, the action to recall shall be declared null and void [Nov. 1998].
3. When a hearing is ordered by a majority vote of the Board of Directors, it must be scheduled within twenty (20) working days. The standing Constitution and Bylaws Committee is to be the Hearing Committee. The proponents of the petition, or Board actions, shall limit their presentation to evidence substantiating allegations and charges set forth in the petition. Opponents shall limit their presentation to defending against any stated charges and allegations. The hearing will be conducted before the members; however, all deliberations of the committee will be in executive session. The hearing committee will make its recommendations to the next Board of Directors meeting. If the Hearing Committee concludes there was no merit to the allegations and charges of misfeasance, malfeasance and/or nonfeasance, the recall action is ended. If the Hearing Committee concludes that there was merit to the allegations of misfeasance, malfeasance and/or nonfeasance, they are required to recommend that the misfeasance, malfeasance and/or nonfeasance is/are of sufficient seriousness, or that they are not of sufficient seriousness to recall the officer in question. The Board of Directors must discuss the question of holding a recall election in executive session and then vote in open session by secret ballot. A simple majority of those voting is required [Nov. 1998].
4. When a majority of the members of the Board of Directors, meeting in regular session, order a recall election, that election must be conducted by secret ballot of the entire membership of the association. A simple majority of the valid ballots cast shall decide the outcome of the election. The standing Elections Committee is charged with the responsibility of conducting the election according to association policies. If the vote is to recall the officer in question, the term of that officer is ended with the announcement of the vote and procedures as outlined in these bylaws for replacement must be enacted [Nov. 1998].

Article IV - Executive Board

- A. 1. The Executive Board shall consist of the President, Vice President, Secretary/Treasurer, and at least twenty-three (23) members of the Board of Directors. Fourteen (14)
- Executive Board members will be elected from and by the general membership from each of the seven school board districts, two (2) from each district. There will be a guarantee that all committee chairs will serve on the Executive Board, a guarantee of one (1) paraeducator elected from and by the paraeducator members of the Board of Directors and a guarantee of one (1) secretary/clerk elected from and by the secretary/clerk members of the Board of Directors. All elected state and national office holders who are members of the local Association will be non-voting members of the Executive Board. All elected Executive Board members will serve a three (3)-year term which will expire at the end of the three (3)-year term at the first Board of Directors meeting of the new school year upon election of the new Executive Board. The areas shall be defined by the Board of Directors [Jan 2025].
2. Election to the Executive Board shall take prior to the first Board of Directors meeting of the new school year at the end of the three (3)-year term. The Executive Vice President will abstain from this vote in the event of a tie. In the case of a tie, the Executive Vice President will cast the deciding vote [Jan 2025].
- B. 1. The Executive Board shall meet as needed at the call of the President, but not less than once a month, excluding the months of June and July. A majority of the voting members shall constitute a quorum. All meetings of the Executive Board shall be open to the membership to attend and observe, except during executive session. [May 2021].
2. Each elected member shall be generally responsible for the membership and participation in his/her assigned schools and shall act as liaison between the membership in those schools and the President and PEA staff. Such responsibilities shall include, but are not limited to, monitoring building representative attendance at Board of Director meetings and delivering and collecting materials as needed.
3. The Executive Board will hear all grievance appeals to the association and grievances before they are moved to arbitration. Grievance deliberations will be conducted during executive sessions and not open to general membership viewing.
4. After two (2) unexcused absences, or a total of four (4) absences during a term by an Executive Board member, his/her seat may be declared vacant by the President. An unexcused absence is failure to attend a meeting without prior notification to the President [May 2021].
5. Vacancies of elected members to the Executive Board shall be filled by the Board of Directors at its next regularly scheduled meeting to fill the unexpired term [may 2021].
- C. 1. The Executive Board is a committee of the Board of Directors. All actions of the Executive Board are subject to the review and approval of the Board [may 2021].
2. After the Board of Directors approves the budget, the Executive Board may make budget adjustments not to exceed one-half of one percent (.5%) of the total budget at a given

meeting. The Executive Board shall consider and may approve attendance at nonbudgeted conferences and workshops and provide for expenses in the manner called for in this paragraph [May 2021].

3. The Board of Directors shall appoint representatives from minority groups as necessary to achieve guarantees [Sept. 1993].
4. The Executive Board may determine conditions of emergency and, upon such findings, those limiting and confining provisions of the Bylaws which impair the immediate and proper resolution of the emergency circumstances may, by a 3/4 concurring vote of the Executive Board, be deemed inoperative. This action shall be subject to ratification by the Board of Directors when next assembled [Jan 2025].

Article V - Board of Directors (Elected Association Representatives)

- A. The affairs of the Association shall be conducted by the Board of Directors composed of the officers of the Association and Directors (Elected Association Representatives) elected from membership at each worksite in the county per the PEA Policies outlined in Section IX.F. Elected officers of the State and National Associations who are members of the Polk Education Association and committee chairpersons will be non-voting members of the Board of Directors. PEA-Retired shall elect one member who shall be a voting member of the Board of Directors [Jan 2025].
- B. Directors shall attend the regular meetings of the Board of Directors unless they receive prior excuses from the President. After two (2) consecutive meetings without worksite/departments representation, and a formal discussion with the Elected Association Representative(s) and at least one (1) executive officer, the President may declare the seat(s) of those elected Association Representatives vacant and call a special worksite/departments election to fill out the term. An absent director may give his/her signed proxy vote to an active member of the Association for a specified meeting of the Board of Directors. All such proxies must be submitted on the official proxy form provided by the Association [Jan 2025].
- C. There shall be one Director for each twenty members at each worksite (as defined by the Board of Directors), but not less than one. An additional Director shall be elected once the membership reaches 21. An additional Director will be added at each additional 20-member mark thereafter. Paraeducators and Education Support Personnel shall be represented on the Board of Directors and will be guaranteed a minimum of one (1) Board member for each twenty Education Support Personnel who are members of the Association. See the Policies of PEA Section IX.F for the election procedures for Association Representatives to the PEA Board of Directors [Jan 2025].
- D. The qualifications for a Director shall be membership, in good standing, in this unified Association [Jan 2025].
- E. Once a Board of Director is elected, he/she will, unless due to resignation or duty reassignment, serve a one-year term. Should said Board member resign from PEA, resign from the PCSB, or relocate to a new job site before his/her term is up and a new election will be held at that site. See the Policies of PEA for the election procedures for Association Representatives to the PEA Board of Directors [Jan 2025].

- F. Not less than 25% of all members of the Board of Directors shall be from minority groups.
- G. The Board of Directors shall appoint representatives from minority groups to achieve guarantees.
- H. Regular meetings of the Board of Directors shall be held monthly (should any date occur during spring break; the president shall set a new date). Special meetings may be called by the President of the Association provided all persons who should be present are notified of the time, place, and purposes of the meeting. No meetings shall be held during the summer recess unless an emergency arises. [OCT. 2006]
- I. If an elected Director fails to perform their duties, the membership of that worksite may create a petition of no confidence that must be signed by at least 1/3 of the membership at that worksite that would then trigger a special election run by the PEA Office. Any member in good standing, including the currently elected Association Representative in question, is eligible to run. [Jan 2025].
- J. The Board shall take final action on the budget submitted by the Executive Board and shall approve any budget adjustments in excess of one-half of one percent (.5%) of the total budget. The Board shall approve all unbudgeted individual expenditures greater than \$500 [May 2021].
- K. The Board shall receive and act upon goals, policies, and position statements as submitted by the committee chairs.
- L. Any Director may propose the adoption of a Continuing Position of the Association. Continuing Positions are formal expressions of opinion, intent, belief or positions of the Association. They shall set forth general concepts in clear, concise language, shall be broad in nature, shall state the position of the Association positively and without ambiguity, and shall be consistent with the goals of the Association.

Such a proposal shall become a Continuing Position if it is accepted by a majority of those present and voting at one Board meeting and passed by three-fourths (3/4) of those present and voting at the next regularly scheduled meeting. At any one scheduled meeting, the Board may declare an emergency and pass a position by a four-fifths (4/5) roll call vote of those present and voting. The same procedure shall be used to amend existing positions.

These positions shall be published to the membership in September of each year and renewed by a simple majority of the Board at its November meeting.
- M. The final responsibility for the conduct of the affairs of the Association shall rest with the general membership.

Article VI – Membership

- A. There shall be five classes of PEA/FEA/NEA/AFT membership: 1. Active Teacher; 2. Active Education Support Professional; 3. Retired; 4. Student; 5. Associate.

- B.
1. **Active Teacher Membership:** a member employed by the Polk County School Board actively employed in an instructional staff position or on a District approved leave of absence. Active membership shall be limited to those persons who support PEA/FEA/NEA/AFT principles and goals and who maintain membership in PEA/FEA/NEA/AFT when eligible and/or available [Jan 2025].
 2. **Active Education Support Professional Membership:** a member employed by the Polk County School Board actively employed in a paraeducator or education support personnel position or on a District approved leave of absence. Active membership shall be limited to those persons who support PEA/FEA/NEA/AFT principles and goals and who maintain membership in PEA/FEA/NEA/AFT when eligible and/or available.

3. Retired members who are accorded the rights of state and national membership shall pay and have the opportunity to participate on all standing committees except negotiations and grievance. [MARCH 2001].
 4. Student membership shall be open to any student enrolled in, or preparing for, a teacher education program in an accredited college or university.
 5. Associate membership shall be open to any person who is interested in advancing the cause of public education, but who is not eligible for any other class of membership in the organization. Substitute teachers shall be placed in the associate membership classification.
- C. Teachers in the status of dismissal or non-renewal shall be allowed to retain their membership and/or position in the Association until such a time as their status is clarified.

Article VII - Standing Committees

- A. The standing committees of the Association shall be the Instructional and Professional Development, Constitution and Bylaws, Organizing, Election and Credentials, Government Relations, Community Engagement, Negotiations, and Budget and Goals. [OCT. 2006]
- B. The Task Force Committees of the Association shall be Instructional and Professional Development, Membership, Government Relations, and Community Engagement. [DEC. 2009]
- C. Special committees may be appointed by the President with the approval of the Board of Directors for the purpose of accomplishing a specific task within a limited period of time.
- D. Minority representation shall be guaranteed on all committees. Each committee shall have at least one representative from minority groups to achieve guarantees.

Article VIII - Negotiations and Ratification of Agreement

- A. A copy of the total agreement or its negotiated revisions shall be available on the PEA website. These copies shall be posted on the PEA website at least five (5) working days prior to the voting so that employees represented by PEA have adequate time to review tentatively agreed to revisions to their contract [MAY 2021].
- B. At the end of the review period outlined in Article VIII section A, the agreement shall be submitted to the total membership of the bargaining unit for approval by secret ballot [May 2021].
- C. A majority vote of the votes cast shall determine ratification of the agreement [March 1994].

Article IX - Amendment Procedure of the Bylaws

These Bylaws may be amended by a 2/3 secret ballot vote of the Board of Directors providing that the proposed amendment has been formulated and considered by the Board of Directors at the previous meeting, then published to all members prior to the final consideration and vote.

Once the amendment has been published to the membership, that amendment may be amended by a three-fourths secret ballot vote without publishing the amendment to the amendment to the general membership [MARCH 2001].

Article X - Finances

- A. The budget of the Association shall be recommended by the Executive Board for consideration and approval by the Board of Directors. The proposed budget shall be presented during the Spring semester and voted on no later than the April meeting [May 2021].
- B. All monies of the Association shall be deposited in the name of the Association at the designated financial institution(s) as approved by the Board of Directors.
- C. The financial records and minutes of the Association, except as may be otherwise required by the laws of the State of Florida, shall be kept at the Association's office in Bartow, Florida, or at such places the Board of Directors may from time to time designate; they shall be open to inspection at all times unless the Board of Directors, by resolution, designates a particular time for said inspection [March 1994].

Article XI - Dues and Fees

- A. The PEA Active Teacher Member local dues shall be one-half of one percent (.5%) of the previous year's base teacher's salary, in addition to the State and Nationals affiliates' dues and assessments.
- B. Active Educational Support Professional local dues shall be one-half (1/2) the Active Teacher member local dues.
- C. The membership fee for persons eligible for Active Teacher membership and Active Educational Support Professional membership, who are regularly employed for fifty (50) percent or less of the normal schedule for a full-time employee, shall be one-half (1/2) of the Active Teacher or Active Educational Support membership dues, as appropriate.
- D. The procedure of changing the portion of unified dues retained by the Association shall be the same as for amending the Constitution except that only a majority vote is required.
- E. Additional fees may be levied on members for local use other than the operation of the Association if it is presented to the Board of Directors at least one meeting prior to the vote. It shall require a 2/3 vote to pass.
- F. The Association shall submit completed FEA, AFT and NEA enrollment blanks, necessary supporting dues, per capita tax, and any reports requested by the FEA, AFT and the National Education Association.

Article XII - Disaffiliation

The Polk Education Association may not disaffiliate with the FEA without notifying the state officers and the FEA Governance Board of its intent to disaffiliate ninety (90) days in advance of any action to

disaffiliate. Such notice of intent to disaffiliate shall in detail state the reasons why the Association desires to disaffiliate and shall be supported by a statement that the desire to disaffiliate has been presented to a duly convened membership meeting of the Polk Education Association and the membership has approved the intent to disaffiliate by a vote of two-thirds (2/3) of the entire membership of the Association by secret written ballot.

Article XIII – Quorum

A quorum for the transaction of business of the Association shall be thirty (30) members of the Board of Directors [MARCH 2001].

Employee Organization Annual Financial Statement

(PERC FORM 2)

Complete and Return to:
PUBLIC EMPLOYEES RELATIONS COMMISSION
 4708 Capital Circle N.W., Suite 300
 Tallahassee, Florida 32303
PHONE: (850) 488-8641 / FAX: (850) 488-9704

Please type or print legibly.

Do Not Write in This Box

CASE NUMBER
OR-

DATE FILED

1. EMPLOYEE ORGANIZATION NAME (Required by s. 447.305(1)(a), Fla. Stat.) Must be EXACTLY as stated in the organization's constitution or bylaws.
 Polk Education Association, Inc.

2. PERC REGISTRATION NUMBER: OR- 1986-096 (example: OR- 2022 - 059)

3. FISCAL YEAR OF THIS STATEMENT:
 (most recently concluded fiscal year) 9/1/2024 to 8/31/2025
 Month/Day/Year Month/Day/Year

4. ASSETS (Required by s. 447.305(2)(a), Fla. Stat.)

BEGINNING of fiscal year \$ 269,897 END of fiscal year \$ 339,441

5. LIABILITIES (Required by s. 447.305(2)(a), Fla. Stat.)

BEGINNING of fiscal year \$ 61,669 END of fiscal year \$ 1,125

6. SOURCES AND DOLLAR AMOUNTS FOR MONEY OR OTHER ITEMS OF VALUE RECEIVED DURING THE FISCAL YEAR (Required by s. 447.305(2)(b), Fla. Stat.)

List each source on a separate line. Examples: dues, assessments, gifts, organizational income, interest earned, rents received, loans obtained, repayment of loans by others, etc. ☐ Check here if additional sheets attached.

Source: Dues Revenue	Amount: \$ 844,504
----------------------	--------------------

Source: Local Assistance and additional funding	Amount: \$ 235,041
---	--------------------

Source: Unrealized	Amount: \$ 52
--------------------	---------------

Source: Dividend and interest income	Amount: \$ 1,384
--------------------------------------	------------------

Source:	Amount: \$
---------	------------

Source:	Amount: \$
---------	------------

7. CATEGORIES AND DOLLAR AMOUNTS OF DISBURSEMENTS MADE DURING THE FISCAL YEAR

(Required by s. 447.305(2)(c), Fla. Stat.) List each category on a separate line.

☐ Check here if additional sheets attached.

Category: Contract Staff Support	Amount: \$ 462,827
----------------------------------	--------------------

Category: Salaries and benefits	Amount: \$ 246,605
---------------------------------	--------------------

Category: Membership	Amount: \$ 114,505
----------------------	--------------------

Category: Professional development	Amount: \$ 37,425
------------------------------------	-------------------

Category: Depreciation, maintenance and insurance	Amount: \$ 63,239
---	-------------------

Category: Office supplies and other	Amount: \$ 26,292
-------------------------------------	-------------------

8. OFFICER / EMPLOYEE COMPENSATION (Required by s. 447.305(2)(d), Fla. Stat.)

List the following compensation from the organization, its parent organization, and any affiliates of either the organization or its parent organization paid or accruing to each officer/employee of the organization in excess of \$10,000 in the aggregate. This section includes the reporting of any reimbursements paid by the employee organization to a public employer for amounts paid by the public employer directly to the employee organization's officer/employee. Each column must be completed for each individual listed. If none, enter zero.

☐ Check here if additional sheets attached.

Name of Officer or Employee	Salary/Wages	Fringe Benefits	Allowances	Other direct or indirect disbursements (Incl. reimbursed expenses)
Stephanie Yocum	\$ 54,294	\$ 0	\$ 0	\$ 45,474
Kat Nickell	\$ 55,539	\$ 0	\$ 0	\$ 44,229
N/A	\$ 0	\$ 0	\$ 0	\$ 0
N/A	\$ 0	\$ 0	\$ 0	\$ 0
N/A	\$ 0	\$ 0	\$ 0	\$ 0
N/A	\$ 0	\$ 0	\$ 0	\$ 0

9. DIRECT / INDIRECT LOANS TO OFFICERS, EMPLOYEES, MEMBERS (Required by s. 447.305(2)(e), Fla. Stat.)

List each direct or indirect loan made to any officer, employee, or member which aggregated more than \$250 during the fiscal year. If none, state N/A. Each column must be completed for each individual listed.

☐ Check here if additional sheets attached.

Name of Officer, Employee, or Member	Amount of Loan	Security Given, if any	Arrangements for Repayment	Purpose of Loan
N/A	\$ 0	N/A	N/A	N/A
N/A	\$ 0	N/A	N/A	N/A
N/A	\$ 0	N/A	N/A	N/A
N/A	\$ 0	N/A	N/A	N/A

10. DIRECT/INDIRECT LOANS TO BUSINESS ENTERPRISES (Required by s. 447.305(2)(f), Fla. Stat.)

List each direct/indirect loan made to any business enterprise. If none, state N/A. Each column must be completed for each individual listed.

☐ Check here if additional sheets attached.

Name of Business Enterprise	Amount of Loan	Security Given, if any	Arrangements for Repayment	Purpose of Loan
N/A	\$ 0	N/A	N/A	N/A
N/A	\$ 0	N/A	N/A	N/A
N/A	\$ 0	N/A	N/A	N/A
N/A	\$ 0	N/A	N/A	N/A

11. MEMBERSHIP DUES RETENTION AND DISTRIBUTION (Required by s. 447.305(2)(g), Fla. Stat.)

Regardless of which entity collected the membership dues, list each entity that either retained or were distributed funds out of the collected membership dues. (See s. 447.203(13), Fla. Stat. for what membership dues include.) If none, state N/A.

☐ Check here if additional sheets attached.

ENTITY	AMOUNT RETAINED BY AND/OR DISTRIBUTED TO
Employee Organization (identified in #1 above)	Amount: \$ 844,504
Parent Organization Name: ^{N/A}	Amount: \$ 0

Affiliates of Employee Organization (List below all who retained or were distributed funds from membership dues)	
Affiliate Name: Florida Education Association	Amount: \$832,918
Affiliate Name: National (National Education Association, American Federation of Teachers, AFL-CIO)	Amount: \$864,656
Affiliate Name: Florida AFL-CIO	Amount: \$37,812
Affiliates of Parent Organization (List below all who retained or were distributed funds from membership dues)	
Affiliate Name: N/A	Amount: \$0
Affiliate Name: N/A	Amount: \$0
Affiliate Name: N/A	Amount: \$0

12. NAME AND SIGNATURE OF INDEPENDENT CPA PREPARING THIS FORM (Required by s. 447.305(2), Fla. Stat.)

By my signature below, I confirm that I am an independent certified public accountant licensed under chapter 473, Florida Statutes, and that I have prepared this Employee Organization Annual Financial Statement, along with any attachments, as required by section 447.305(2), Florida Statutes.

Thomas Tschopp

CPA Name (print)

Thomas Tschopp

CPA Signature

Schafer, Tschopp & Mitchell, LLP 341 N Maitland Avenue Suite 115 Maitland, FL 32751

CPA Firm Name and Address

08/12/26

Date

13. NAMES AND SIGNATURES OF EMPLOYEE ORGANIZATION'S OFFICERS (Required by s. 447.305(2), Fla. Stat.)

By signing below, the undersigned president and treasurer or corresponding principal officer(s) of the employee organization certify that they have examined all the information submitted (including the information contained in any accompanying documents) and state that it is true, correct, and complete to the best of their knowledge and belief. FALSE STATEMENTS MAY RESULT IN FINE AND IMPRISONMENT PURSUANT TO CHAPTER 837, FLORIDA STATUTES.

Stephanie Yocum

Name (print)

Katherine Nickell

Name (print)

President, Polk Education Association

Official Title

Executive Vice President, Polk EA

Official Title

863-533-0908

Telephone Number

(863) 533-0908

Telephone Number

[Signature]

Signature

[Signature]

Signature

8/14/26

Date

8/14/26

Date

ATTACHMENT A for Registration Renewal Application

(for renewals only)

Complete the following for each bargaining unit currently represented by the employee organization with information current as of 30 days prior to the date your registration is set to expire. (Required by s. 447.305(3), Fla. Stat.) If you are not certified to represent any units, write "None."

You can search certification history on PERC's website at <https://perc.myflorida.com/co/certfilter.aspx>.

Exempt unit(s): If you represent a bargaining unit that is exempt under s. 447.305(9), Fla. Stat., list the certification number and check the "Exempt" box in Column A. No further information is required for that unit.

Unit(s) in waived status: If you represent a bargaining unit for which the Commission has granted a waiver pursuant to s. 447.207(12), Fla. Stat., check the "Waiver Granted" box in Column A and also provide the information in Columns B-D for that unit.

For any unit that is not exempt, you must obtain and submit an agreed-upon procedures report performed by an independent certified public accountant to assist in determining the accuracy of the information provided in Columns B-D below. (Required by s. 447.305(3)(e), Fla. Stat.)

PERC REGISTRATION NUMBER: OR- 1986-096 (example: OR- 2022 - 059)

PERC Unit Certification No. (not "OR" number)	COLUMN A		COLUMN B No. of employees who are in the bargaining unit	COLUMN C No. of employees who paid full membership dues sufficient to maintain membership in good standing	COLUMN D No. of employees with signed membership authorization forms on file that were not revoked
	Exempt	Waiver Granted			
80	☐	☐	6112	3085	2200
81	☐	☐	1376	566	386
628	☐	☐	499	174	108
	☐	☐			
	☐	☐			
	☐	☐			
	☐	☐			
	☐	☐			
	☐	☐			
	☐	☐			
	☐	☐			
	☐	☐			
	☐	☐			
	☐	☐			
	☐	☐			
	☐	☐			
	☐	☐			

AMENDED

POLK EDUCATION ASSOCIATION

Attestation Report on Attachment A Schedule included in the Employee
Organization Renewal Application

August 26, 2026

POLK EDUCATION ASSOCIATION

Table of Contents

August 26, 2026

Independent Accountant’s Report.....	1
Management Assertion	2
Procedures Performed and Results	3

SCHAFER, TSCHOPP & MITCHELL, LLP

Certified Public Accountants

Joseph P. Mitchell, CPA
Thomas R. Tschopp, CPA

341 N. Maitland Avenue, Suite 115
Maitland, Florida 32751
(407) 875-2760

Michael R. Schafer, CPA
Thomas R. Tschopp, Jr., CPA
Kellie E. Mitchell, CPA

INDEPENDENT ACCOUNTANT'S REPORT

The Board of Directors
Polk Education Association

We have examined the management of Polk Education Association's (the "Organization") assertion that the accompanying Attachment A Schedule included in the Employee Organization Renewal Application to the Public Employee Relations Commission, as of July 20, 2026, is complete and accurate. The Organization is responsible for its assertion. Our responsibility is to express an opinion on management's assertion based on our examination.

Our examination was conducted in accordance with attestation standards established by the AICPA. Those standards require that we plan and perform the examination to obtain reasonable assurance about whether management's assertion is fairly stated, in all material respects. An examination involves performing procedures to obtain evidence about management's assertion. The nature, timing, and extent of the procedure selected depend on our judgment, including an assessment of the risks of material misstatement of management's assertion, whether due to fraud or error. We believe that the evidence we obtained is sufficient and appropriate to provide a reasonable basis for our opinion.

We are required to be independent and to meet our ethical responsibilities in accordance with relevant ethical requirements relating to the engagement.

In our opinion, management's assertion that the accompanying Attachment A Schedule included in its Employee Organization Renewal Application to the Public Employee Relations Commission as of July 20, 2026, is complete and accurate is fairly stated in all material respects.

This report is intended solely for the information and use of the Organization and the Public Employee Relations Commission and is not intended to be and should not be used by anyone other than the specified parties.

Schafer, Tschopp & Mitchell, LLP

Maitland, Florida
August 26, 2026

POLK EDUCATION ASSOCIATION

MANAGEMENT ASSERTION

As of August 26, 2026, the Organization asserts that the information included in Attachment A Schedule related to its Employee Organization Renewal Application to the Public Employee Relations Commission is complete and accurate.



President

9/9/26

Date

PROCEDURES PERFORMED AND RESULTS

Attachment A Schedule:

	A	B	C	D
PERC Unit Certification No.	(a) Bargaining unit is exempt under s. 447.305(9) or has waived status under s. 447.207(12)	(b) No. of employees who are in the bargaining unit	(c) No. of employees who paid full membership dues sufficient to maintain membership in good standing	(d) No. of employees with signed membership authorization forms on file that were not revoked
80	No	6112	3085	2200
81	No	1376	566	386
628	No	499	174	108

We performed the following procedures in connection with this examination:

Tick mark	Procedures
A	Per discussion with Management, the bargaining unit is not exempt under s. 447.305(9) nor does it have a waiver status under s. 447.207(12)
B	We obtained a listing of employees as of July 20, 2026, directly from the Polk Education Association school district Human Resource Department, the employer associated with the Organization and confirmed the number of employees who are in the bargaining unit agreed to the listing provided without exception.
C	We obtained a listing of employees as of July 20, 2026, directly from the Polk Education Association school district Human Resource Department, the employer associated with the Organization and confirmed the number of employees who paid membership dues sufficient to maintain membership in good standing agreed to the listing provided without exception.
D	We obtained a listing of employees who have signed membership forms from management. We verified the accuracy of the listing by inspecting a random attribute sample of signed membership forms on file, noting no exceptions.

Employee Organization Annual Financial Statement

(PERC FORM 2)

Complete and Return to:
PUBLIC EMPLOYEES RELATIONS COMMISSION
 4708 Capital Circle N.W., Suite 300
 Tallahassee, Florida 32303
PHONE: (850) 488-8641 / FAX: (850) 488-9704

Please type or print legibly.

Do Not Write in This Box

CASE NUMBER
OR-

DATE FILED

1. EMPLOYEE ORGANIZATION NAME (Required by s. 447.305(1)(a), Fla. Stat.) Must be EXACTLY as stated in the organization's constitution or bylaws.
 Polk Education Association, Inc.

2. PERC REGISTRATION NUMBER: OR- 1986-096 (example: OR- 2022 - 059)

3. FISCAL YEAR OF THIS STATEMENT:
 (most recently concluded fiscal year) 9/1/2024 to 8/31/2025
 Month/Day/Year Month/Day/Year

4. ASSETS (Required by s. 447.305(2)(a), Fla. Stat.)

BEGINNING of fiscal year \$ 269,897 END of fiscal year \$ 339,441

5. LIABILITIES (Required by s. 447.305(2)(a), Fla. Stat.)

BEGINNING of fiscal year \$ 61,669 END of fiscal year \$ 1,125

6. SOURCES AND DOLLAR AMOUNTS FOR MONEY OR OTHER ITEMS OF VALUE RECEIVED DURING THE FISCAL YEAR (Required by s. 447.305(2)(b), Fla. Stat.)

List each source on a separate line. Examples: dues, assessments, gifts, organizational income, interest earned, rents received, loans obtained, repayment of loans by others, etc. ☐ Check here if additional sheets attached.

Source: Dues Revenue	Amount: \$ 844,504
----------------------	--------------------

Source: Local Assistance and additional funding	Amount: \$ 235,041
---	--------------------

Source: Unrealized	Amount: \$ 52
--------------------	---------------

Source: Dividend and interest income	Amount: \$ 1,384
--------------------------------------	------------------

Source:	Amount: \$
---------	------------

Source:	Amount: \$
---------	------------

7. CATEGORIES AND DOLLAR AMOUNTS OF DISBURSEMENTS MADE DURING THE FISCAL YEAR

(Required by s. 447.305(2)(c), Fla. Stat.) List each category on a separate line.

☐ Check here if additional sheets attached.

Category: Contract Staff Support	Amount: \$ 462,827
----------------------------------	--------------------

Category: Salaries and benefits	Amount: \$ 246,605
---------------------------------	--------------------

Category: Membership	Amount: \$ 114,505
----------------------	--------------------

Category: Professional development	Amount: \$ 37,425
------------------------------------	-------------------

Category: Depreciation, maintenance and insurance	Amount: \$ 63,239
---	-------------------

Category: Office supplies and other	Amount: \$ 26,292
-------------------------------------	-------------------

8. OFFICER / EMPLOYEE COMPENSATION (Required by s. 447.305(2)(d), Fla. Stat.)

List the following compensation from the organization, its parent organization, and any affiliates of either the organization or its parent organization paid or accruing to each officer/employee of the organization in excess of \$10,000 in the aggregate. This section includes the reporting of any reimbursements paid by the employee organization to a public employer for amounts paid by the public employer directly to the employee organization's officer/employee. Each column must be completed for each individual listed. If none, enter zero.

☐ Check here if additional sheets attached.

Name of Officer or Employee	Salary/Wages	Fringe Benefits	Allowances	Other direct or indirect disbursements (incl. reimbursed expenses)
Stephanie Yocum	\$54,294	\$0	\$0	\$45,474
Kat Nickell	\$55,539	\$0	\$0	\$44,229
N/A	\$0	\$0	\$0	\$0
N/A	\$0	\$0	\$0	\$0
N/A	\$0	\$0	\$0	\$0
N/A	\$0	\$0	\$0	\$0

9. DIRECT / INDIRECT LOANS TO OFFICERS, EMPLOYEES, MEMBERS (Required by s. 447.305(2)(e), Fla. Stat.)

List each direct or indirect loan made to any officer, employee, or member which aggregated more than \$250 during the fiscal year. If none, state N/A. Each column must be completed for each individual listed.

☐ Check here if additional sheets attached.

Name of Officer, Employee, or Member	Amount of Loan	Security Given, if any	Arrangements for Repayment	Purpose of Loan
N/A	\$0	N/A	N/A	N/A
N/A	\$0	N/A	N/A	N/A
N/A	\$0	N/A	N/A	N/A
N/A	\$0	N/A	N/A	N/A

10. DIRECT/INDIRECT LOANS TO BUSINESS ENTERPRISES (Required by s. 447.305(2)(f), Fla. Stat.)

List each direct/indirect loan made to any business enterprise. If none, state N/A. Each column must be completed for each individual listed.

☐ Check here if additional sheets attached.

Name of Business Enterprise	Amount of Loan	Security Given, if any	Arrangements for Repayment	Purpose of Loan
N/A	\$0	N/A	N/A	N/A
N/A	\$0	N/A	N/A	N/A
N/A	\$0	N/A	N/A	N/A
N/A	\$0	N/A	N/A	N/A

11. MEMBERSHIP DUES RETENTION AND DISTRIBUTION (Required by s. 447.305(2)(g), Fla. Stat.)

Regardless of which entity collected the membership dues, list each entity that either retained or were distributed funds out of the collected membership dues. (See s. 447.203(13), Fla. Stat. for what membership dues include.) If none, state N/A.

☐ Check here if additional sheets attached.

ENTITY	AMOUNT RETAINED BY AND/OR DISTRIBUTED TO
Employee Organization (identified in #1 above)	Amount: \$844,504
Parent Organization Name: ^{N/A}	Amount: \$0

Affiliates of Employee Organization (List below all who retained or were distributed funds from membership dues)	
Affiliate Name: Florida Education Association	Amount: \$832,918
Affiliate Name: National (National Education Association, American Federation of Teachers, AFL-CIO)	Amount: \$864,656
Affiliate Name: Florida AFL-CIO	Amount: \$37,812
Affiliates of Parent Organization (List below all who retained or were distributed funds from membership dues)	
Affiliate Name: N/A	Amount: \$0
Affiliate Name: N/A	Amount: \$0
Affiliate Name: N/A	Amount: \$0

12. NAME AND SIGNATURE OF INDEPENDENT CPA PREPARING THIS FORM (Required by s. 447.305(2), Fla. Stat.)

By my signature below, I confirm that I am an independent certified public accountant licensed under chapter 473, Florida Statutes, and that I have prepared this Employee Organization Annual Financial Statement, along with any attachments, as required by section 447.305(2), Florida Statutes.

Thomas Tschopp

CPA Name (print)

Thomas Tschopp

CPA Signature

Schafer, Tschopp & Mitchell, LLP 341 N Maitland Avenue Suite 115 Maitland, FL 32751

CPA Firm Name and Address

08/12/26

Date

13. NAMES AND SIGNATURES OF EMPLOYEE ORGANIZATION'S OFFICERS (Required by s. 447.305(2), Fla. Stat.)

By signing below, the undersigned president and treasurer or corresponding principal officer(s) of the employee organization certify that they have examined all the information submitted (including the information contained in any accompanying documents) and state that it is true, correct, and complete to the best of their knowledge and belief. FALSE STATEMENTS MAY RESULT IN FINE AND IMPRISONMENT PURSUANT TO CHAPTER 837, FLORIDA STATUTES.

Stephanie Yocum

Name (print)

Katherine Nickell

Name (print)

President, Polk Education Association

Official Title

Executive Vice President, Polk EA

Official Title

863-533-0908

Telephone Number

(863) 533-0908

Telephone Number

[Signature]

Signature

[Signature]

Signature

8/14/26

Date

8/14/26

Date