



TALC BARGAINING MINUTES May 22, 2023 FY24 (2023-2024 school year)

AGENDA

- Check-In
- Approval of Minutes
- Article 12 - Leave
- Check Out

CHECK-IN

- **Time Constraints:** 5:30PM
- **Missing:** Dr. Ami Desamours; Dr. Shana Johnston; Dr. Jessica Duncan; Iris Grimaldi
- **Elephants:** (none)
- **Expectations:**
 - Make progress*****

MINUTES

- 05.08.2023 minutes approved with corrections

Option 1

- The District is proposing to update the current Fitness for Duty timeline from 5 days to 3 days. The reason for the change is because there are options like TeleDoc that can facilitate the Fitness for Duty process. There's currently no grace period put in place. We will be going from 0 to 3.
- In the "Fitness for Duty" Option, the day count would begin the next work day.

STORY - Article 12 - Leave (Fitness for Duty)

- Language would need to be created to cover when an employee is requested to undergo a Fitness for Duty assessment while on being on leave without pay.



CAUCUS

TALC Report Out: Proposed option language for Fitness for Duty.

CAUCUS

District Report Out: The date of the doctor's note shall control when the person should come off of the Temp Duty.

DISTRICT STRAW DESIGN A

- **Options 1-5**

- 1 – Prior to Fitness for Duty exam, the District shall counsel the employee to assist in determining the necessity of the exam, unless there is an immediate health or safety risk to the employee or another person. If the District determines that a Fitness for Duty exam (either medical or psychological) in accordance with the FL statutes is required, the employee shall be placed on administrative leave with pay until the Fitness for Duty exam can be completed, within five (5) business days. After that, their sick leave would be charged.
- 2 – If the individual is deemed “not fit for duty” they would go on board leave or use sick time.
- 3 – From Option 1, change 5 days to 3 days
- 4 – The administrative leave with pay will begin the next work day.
- 5 – Fitness for Duty options apply to teachers not on leave.

TALC STRAW DESIGN B

- **Options 1-6;**

- 1 – Prior to Fitness for Duty exam, The District shall counsel the employee to assist in determining the necessity of the exam, unless there is an immediate health or safety risk to the employee or another person. If the District determines that a Fitness for Duty exam (either medical or psychological) in accordance with the FL statutes is required, the employee shall be placed on administrative leave with pay until the Fitness for Duty exam can be completed, within five (5) business days. After that, their sick leave would be charged.



- 2 – If the individual is deemed “not fit for duty” they would go on board leave or use sick time.
- 3 – From Option 1, change 5 days to 3 days
- 4 – The administrative leave with pay will begin the next work day.
- 5 – Fitness for Duty options apply to teachers not on leave.
- 6 – The day of the doctor’s note shall control the duration of temp duty.

STORY – Article 12 – Leave (Personal Days)

- The contract currently states that employees receive 5 sick days as personal days. FL Statute permits for an employee to be absent 6 days each school year for personal reasons. This would Not change how sick days are accrued.
- 196- and 206-day employees are earning 11 days a year,
- 216- and 226-day employees are earning 11 days per year.
- 255-day employees are earning 12 days/yr.
- This is coming at a time when teacher absences are high. This is a significant change.

Option 1

- Increase number of personal days available from 5 to 6.

Option 2

- Keep Turn Around Schools Status Quo
 - Fort Myers Middle Academy, Franklin Park Elementary, Tice Elementary, East Lee County High, Colonial Elementary, Edgewood Academy, Island Coast High, G-Weaver Hipps Elementary, Manatee Elementary
 - Transition Schools;
Ray V. Pottorf Elementary, James Stephens Elementary, Mirror Lakes Elementary, Orange River Elementary, Sunshine Elementary



STORY - Open Items

- Not able to ratify by the end of the school year;
- Come back in August to go over the red-lined language for Article 12;
- The following topics are to be discussed;
 - Approve language Article 12
 - Article 15 is open – Severability
 - Align Association Leave language to SPALC Contract
 - Capture explicit language regarding when a President is on leave due to TALC duties, how vacation/sick leave still accrues;
 - Ability to use sick leave and FMLA for adoption of a child – Article 12;
 - Salary, Supplements, Turn Around, Career Ladder MOU;
 - MOU for the BSI Schools before the school year starts;
 - Article 7 – Work Schedule;
 - DJJ
 - Virtual

CALENDAR

- Our next bargaining session for TALC is scheduled for:
 - August 21, 2023in the Caloosahatchee Room.

CHECK-OUT