



TALC BARGAINING MINUTES February 12, 2024 FY25 (2024-2025 school year)

AGENDA

- Check-In
- Norms
- Calendar
- Overview of Interest-Based Process
- Snapshots
- Check Out

CHECK-IN

- **Time Constraints:** 5:45pm
- **Missing:** Heather Leonard
Heather Rodriguez Wibbels
- **Elephants:** none
- **Expectations:**
 - Make progress*****
 - Get off to a good start*****
 - Complete the agenda

NORMS

- Receive Minutes prior to next meeting
- Be present and engaged
- Be transparent
- Stay on topic
- Issues not individuals
- Assume good intentions
- Respect the process
- Breaks when needed
- Limit sidebars
- Silence cell phones



- Maintain confidentiality
- Object at the table
- Respect time at the table

CALENDAR

- Next meeting, February 26, 2024
- Meetings every other Monday (4:00-7:00 p.m.)
- To conclude bargaining this school year, TA would need to be to TALC by May 17, 2024
- TALC could ratify week of May 27, 2024

OVERVIEW OF INTEREST-BASED BARGAINING

- Check-in is conducted to get participants in the mindset for bargaining
- Norms are posted every meeting
- Snapshots are used as an overview of opened Articles (story, interests, data request(s))
- Checkout is optional

ARTICLE 5.07

- Delete current language
- Replace with the following language immediately:

5.07 – Americans with Disabilities Act - Any employee that believes that they have a disability under the ADA may apply for a reasonable accommodation if the employee deems such an accommodation necessary. The request will be reviewed pursuant to the District's ADA review process. The District's application of the ADA review process shall be the sole issue under this article subject to the grievance procedures outlined in Article 4 of this agreement. The decision and/or outcome of the employee's application or request shall not be the subject of a grievance as outlined in Article 4 of this agreement but may be appealed pursuant to the District's ADA review process. Information about the ADA, ADA accommodation request forms, and the ADA medical certification forms are posted on the District's website.



SNAPSHOTS

- **Article 2 (District) – Rights, Privileges, Responsibilities**

Story

-Language regarding dues deductions needs to be removed

Interests

-Compliance

Data

-None

- **Article 5 (TALC) – General Employment Practices**

Story

-Incorporate language for Lee Virtual School employees

-Discuss timeline for mid-year transfers

-Dress Code

-Annual contract teachers

Interests

-Staff morale

-Retention

-Compliance

-Manageability

Data

-Dress codes from all schools

- **Article 7 (District and TALC) – Work Schedule**

Story

-Increase student time with teachers at the Middle School and High School levels (District)



- Teacher day will not change
- District desires to work collaboratively with TALC on this issue
- Middle School student day is currently 6.25 hours
- High School student day is currently 6.5 hours
- Adding 30 minutes to the student day = 14.79 more instructional days per school year
- Enshrine DJJ Calendar Committee in TALC agreement (TALC)
- Include Inservice and Professional Duty Days for DJJ (TALC)
- Increase Teacher day to 8 hours (TALC)
- Identify sustainable funding source
- 40 minute lunch (TALC)

Interests

- Student achievement
- Employee morale
- Competitiveness
- Retention
- Mental health – employee and student
- Equity

- Work life balance
- Consistency

Data

- District grades for Top 10 Florida districts and Collier County
- Student and teacher hours per day
- Cost of 8 hour work day

- **Article 15 (TALC) – Duration and Acceptance**

Story

- Extend contract duration to FY27
- TALC PERC certification pending

Interests

- CBA provides stability
- Manageability



- Staff morale
- Retention

Data

- None

- **Article 10 – Compensation**

Story

- Supplements (District and TALC)
- Increase number of Safety Supplements (District)
- Youth Mental Health Allocation (YMHA) – How teachers are paid (District)
- Turnround school supplements (District and TALC)
- Request to add out of state experience credit language back to contract (District)
- Increase Longevity Supplement – increase to \$10,000 for 30 years (TALC)
- Deal with compression (District)
- Differentiate ESE Supplement by service delivery model (TALC)
- Equalization for supplement for Special Instruction (TALC)
- Include all Center Schools in Special Center Supplement (TALC)
- Create separate pot of money for supplements (TALC)
- Salary (District and TALC)
- Create full time positions for Testing and ESOL Coordinators (TALC)
- Class coverage (TALC)

Interests

- Student achievement
- Transparency
- Respect
- Sustainability
- Viability

Data

- Salary Schedule survey
- Use of testing and ESOL Coordinators in Elementary and Middle
- Medicaid billable hours

- **Article 11 –Benefits**



Story

- Increase Board contribution (TALC)
- Increase Wellness Incentive to \$1000 over a three-year period (TALC)
- Increase Group Life Insurance (TALC)
- Decisions impact all employee groups

Interests

- Retention
- Recruitment
- Employee morale
- Employee health
- Competitiveness

Data

- Cost for increase to life insurance
- Cost for increase to wellness incentive

NOTES

- Will start next session with Article 2
- Joint Communication will be prepared promptly for distribution

CHECK-OUT