



# SPALC AND TALC CONTRACT NEGOTIATIONS FY20 (2019-2020 SCHOOL YEAR) JOINT COMMUNICATION

## March 20, 2020 – 4:00 p.m. – Joint Communication #4

SPALC, TALC, and District leadership teams met again this afternoon to discuss implementation of contingency plans for the District's response to the Coronavirus (COVID-19) pandemic. Plan development is ongoing and rapidly changing. Your patience is appreciated.

SPALC, TALC, and the District are working to provide employees with accurate information in a timely fashion. Mobilization of a large-scale operation necessary for continuity of student instruction is extremely complex and requires the involvement of a number of key stakeholders. A large part of this effort centers around communication, which is why it is appropriate to address information leaks and the spread of misinformation.

A person who is the source of a leak or misinformation may be well intentioned in their efforts to "get the word out." However, the untimely release of tentative plans and the premature release of privileged information creates a significant hardship for leadership teams tasked with responding to already the rapidly developing situation. Time spent addressing leaks and misinformation could be better spent addressing individual and strategic concerns.

People with access to confidential or privileged information are encouraged to keep this information confidential. Noise and static are inevitable as some people respond to unwelcomed changes. All District employees are encouraged to remain calm and conduct themselves in a professional manner in all interactions with students, parents, colleagues, and the public.

The health, safety, and welfare of students and employees depends on the success of our communication and your ability to rapidly deploy innovative educational measures in an uncertain and ever-changing environment. We are confident in your ability to do so, since this is and always has been an essential part of being an educator.

SPALC, TALC, and the District have agreed to the publication and distribution of joint communications on regular intervals. All joint communications will be numbered and will include a time and date. Information shared via press releases and media conferences may include details of tentative plans. Plans that impact terms of employment must and will be finalized with input from and involvement of SPALC, TALC, and District leadership.



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Our District is not alone in facing these challenges, but we are uniquely positioned to respond to them. Regular communication between the Florida Department of Education (FL DOE) and the District is taking place every afternoon at 4:30 p.m.

The District is awaiting further direction from FL DOE and emergency and health officials, including the Centers for Diseases Control, and will continue to share information as available. Additional updates will be made available on [www.leeschools.net](http://www.leeschools.net) and [www.islandcoastfea.org](http://www.islandcoastfea.org).

**Thank you again for everything that you do to support the students of Lee County!**