



TALC Contract Negotiations

March 9, 2020

FY21 (2020-2021 school year)

Agenda

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

Check-In

Time constraints: 7:00pm, 5:15pm, 4:45pm, 6:15pm

Missing:

Ami Desamours
Anna Whitten
Christina Lindner
Heather Leonard
Christine Carberry
~~Tina Sterratt~~

Elephants: (none)

Expectations:

Get started with norms and interests
Get off to a good start *****
Leave bargaining having made progress ***
Work collaboratively *

Norms

- Limit sidebars
- Begin and end on time
- Respect the process
- Silence cellphones
- Be prepared

- Stay engaged in the process
- Maintain confidentiality: talk about issues not individuals
- Timeline for minutes in advance of bargaining to allow time for review
 - If every other Monday bargaining sessions need minutes on Wednesday prior bargaining, so there's 72 hours to review
 - If back-to-back sessions willing to compromise on time needed to review
- Speak loudly and clearly for facilitators, minute takers, and those charting; helps to have clean minutes and a quicker turnaround
- One conversation at a time

Calendar

- Every other Monday starting March 9, 2020
- An Executive Session is needed with the board, so one of the upcoming dates for bargaining may be canceled if needed to allow that meeting to occur
- Next meeting dates:
 - March 16 - no meeting, Spring Break
 - March 23 - TALC
 - March 30 - SPALC (alternating every other Monday)
 - April 6 - TALC
 - April 20 - TALC
 - May 4 - TALC
 - May 18 - TALC

Overview of the Interest-Based Process

See [handout](#)

Snapshots

Check-Out

Snapshots

Article 6	
Working Conditions	
Headlines: <ul style="list-style-type: none"> • Article 6.01 (Physical Facilities) says "The Board shall involve teachers in the preparation of educational specifications for school facilities..."; with new construction would like clarification on definitions 	Interests: <ul style="list-style-type: none"> • Employee Morale • Employee and Student Health • Recruitment and Retention • Manageability • Clarity

<ul style="list-style-type: none"> • Article 6.01(3) (Safe and Secure Conditions); need to discuss how often classrooms being disinfected and if it's adequate <ul style="list-style-type: none"> ○ We have to be careful, because this may be TALC negotiating an impact to terms and conditions of employment for SPALC bargaining unit members, which is not allowed • Article 6.02(1) (Student Discipline); need to discuss how student discipline affects working conditions • Need to discuss Florida Statute on Alcohol, Tobacco, and Drug-free Workplace and Board Policy; related to disciplinary procedures and Last Chance Agreements • Florida Statute provides workplace protections for victims of domestic violence; need to discuss a reference to Florida Statute in Article 6 and consider adding Employee Assistance Program (EAP) information • Article 6.02 (Protection of Person); Board Policies are going through an update, including potential changes to policies related to harassment, discrimination, and workplace civility; need to discuss potential bargainable issues <ul style="list-style-type: none"> ○ May also need to look at references in Article 2 (Rights, Privileges, and Responsibilities) 	<p>Data:</p> <ul style="list-style-type: none"> • Florida Statute • Number of verbal and physical assaults by students on staff <ul style="list-style-type: none"> ○ Student Discipline Referral Forms do not capture if a student is an ESE student or not, nor will they always capture who is being assaulted ○ Workers Compensation data is only available if a claim is filed; identifying information would need to be redacted ○ School Environmental Safety Incident Reporting (SESIR) data will only show numbers ○ Is there an interest in looking at trend data? • Information on requirements for how often disinfecting of classrooms is to take place <ul style="list-style-type: none"> ○ Any process or procedure documents related to SPALC employees cleaning classrooms versus disinfecting classrooms ○ Any documents showing the difference between Flu season protocols and regular protocols for disinfecting • Number of Last Chance Agreements by type of incident • Documentation on the ½ cent sales tax referendum <ul style="list-style-type: none"> ○ Publicly available online ○ How often is equipment being replaced and with what parts? • Proposed Board Policies including the Whistleblower policy and any related employee handbooks
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	<ul style="list-style-type: none"> ○ Proposed Board Policies are currently in draft form only; TALC and SPALC involved in the discussion
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Article 7	
Work Schedule	
Headlines: <ul style="list-style-type: none"> • Article 7.01(1)(d) (Professional Learning Communities (PLCs); need to discuss frequency, duration, and when are they are or are not mandatory • Article 7.01(1)(c) (Planning); need to discuss Mandatory Meetings during planning • Article 7.01(1)(c)(3) (Teaching During Planning Period); need to continue conversation in an effort to provide clarification and support consistency in the application of this language; need to discuss situations like resource teachers and special instructional staff providing coverage <ul style="list-style-type: none"> ○ Housekeeping Note: In the SPALC Contract, Article 5 (General Employment Practices) contains information about assignment of duties and that “other duties” must be reasonably related to what is in the job description • Article 7.01(2)(c)(1) (Mandatory Attendance); need to discuss how many events outside of contract-hour events can be mandatory for teachers • Article 7.03(2) (Professional Duty Days); need to discuss setting aside 	Interests: <ul style="list-style-type: none"> • Clarification • Consistency • Employee Morale • Recruitment and retention • Equity • Manageability
	Data: <ul style="list-style-type: none"> • Supplemental Contracts paid for Instructional Coverage • Professional Learning Community (PLC) Guidelines • Employee and student attendance at DJJ locations • Comparable information from other districts for DJJ locations

<p>a reasonable amount of time for a meeting on duty day, since this is a past practice; need to define what is “reasonable”</p> <ul style="list-style-type: none"> • Housekeeping Note: SPALC Contract Article 7 (Work Schedule) lists paid holidays, we would like to include these in the TALC Contract as well • Article 7.04(2) (Emergency); need to discuss what counts as an emergency, disruptions especially around testing are known in advance and planned for; testing takes place at a reliable time each year and these disruptions are predictable, need to discuss ways to minimize the impact of “emergency” schedule changes on employees • 7.03(4)(a) (Department of Juvenile Justice); District has an interest in revisiting the work year for employees assigned to work at DJJ locations 	
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Article 9	
Disciplinary Procedures	
<p>Headlines:</p> <ul style="list-style-type: none"> • Rewrite of Article 9 (Disciplinary Procedures) agreed to in FY19/FY20 bargaining • Proposed language to be presented is an adaptation of SPALC Contract language; now in ADMIN Salary Schedule and Salary Schedule N • TALC Labor/Management Committee worked on proposed language in FY19/FY20 and will return with recommendation • TALC would like to memorialize their right to attend all district-based pre-determination 	<p>Interests:</p> <ul style="list-style-type: none"> • Clarity • Equity • Manageability • Contract alignment • Consistency • Morale • Recruitment and retention • Process Transparency <p>Data:</p> <ul style="list-style-type: none"> • None

<p>conferences for TALC bargaining unit members, since decisions could impact TALC Contract</p> <ul style="list-style-type: none"> • Last Chance Agreement language to be added to capture established past practices more accurately • Define standard processes and discuss training on Disciplinary Procedures and “Rules of Engagement” for administrators and union representatives 	
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Article 10	
Compensation	
<p>Headlines:</p> <ul style="list-style-type: none"> • Requirements for experience credit used to be in Florida Statute, need to revisit since this is no longer the case • Need to discuss impact of using outside vendors to fill vacancies in Special Instructional Staff positions • Out-of-country work experience needs to be discussed; more teachers with experience teaching online or overseas • Need to discuss Military Experience, currently only available for serving as a military instructor; TALC interested in expanding to anyone with Military Experience generally based on DD214 • Article 10.04(4) (Instruction During Missed Planning); need to discuss elementary specials teachers being compensated for taking on extra students when no substitute is available for other specials teachers • Article 10.03 (Incentives and Bonus Programs); need to be more explicit in listing available incentive and 	<p>Interests:</p> <ul style="list-style-type: none"> • Recruitment and retention • Morale • Equity and fairness • Manageability • Consistency • Clarity • Communication • Ratifiability • Affordability • Efficiency <p>Data:</p> <ul style="list-style-type: none"> • Number of teachers at each year of experience • Number of teachers by Career Ladder level • Amount budgeted and paid for supplements in FY20 (2019-2020 school year) • Other district data around Military Experience and Military Leave • Work Experience submitted for School Social Workers to determine negative impact of only allowing 5 years of experience credit • Survey of School Social Workers

<p>bonus programs; Compensation & Labor Relations and Payroll working on proposed language to help clarify paycheck, to be shared with TALC Labor/Management Committee</p> <ul style="list-style-type: none"> • Special Instructional Staff work experience needs to be discussed; difficult to track down, especially for health care related positions; number of years allowed is different for each position, i.e. School Social Workers are capped at 5 years of work experience • Continue discussion on improving clarity of paychecks • Article 10.01(1) (Starting Salary); changes in Florida Statute and funding available to increase base salary for “classroom teachers” as defined by Florida Statute • Article 10.05(1)(a)(1) (Summer Pay Options); need to discuss number of options available and number of employees selecting these options • Article 10.04(3)(a) (Attendance at Mandatory Training); need to discuss what trainings are “mandatory”, who decides what is mandatory, and whether training rate is appropriate, currently at \$15.00 per hour and bus operators pay is at \$16.00 per hour • Article 10.05(1)(c) (Payroll Dates) need to clarify language regarding “holiday” • Article 10.04(4) (Instruction During Missed Planning); need to discuss in relation to Article 7 • Need to discuss Career Ladder placement for employees who are 	
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<p>rehired with and without a break in service</p> <ul style="list-style-type: none"> • Need to discuss Experience Credit for TALC bargaining unit members who become Administrators and return to bargaining unit • Article 10.05(5)(b) (Athletics); need to discuss options available and the number of employees selecting these options • Need to incorporate MOUs into the TALC contract, i.e. reading endorsements and other supplements • Article 10.05(5)(a) (Academics/Administrative, Activities/Clubs, and Arts); need to discuss options available and the number of employees selecting these options • Need to discuss 2-year cutoff for bring in work experience 	
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Article 11	
Benefits	
<p>Headlines:</p> <ul style="list-style-type: none"> • Article 11.02 (Flex Credits); need to discuss any potential increase in board contribution to Flex Credits • Insurance Task Force (ITF) update and recommendations; may require scheduling a joint session with SPALC • Article 11.05 (Option to Decline Benefits) • Need to discuss adding reference to retirement and other benefits; terms of employment for other employee groups now include these references 	<p>Interests:</p> <ul style="list-style-type: none"> • Recruitment and retention • Employee affordability • Morale • District affordability • Manageability • Compliance with law • History of the Insurance Task Force (ITF) • History of bargaining, i.e. flex credits <p>Data:</p> <ul style="list-style-type: none"> • Insurance Task Force (ITF) update and recommendations; possible joint session

<ul style="list-style-type: none"> • Need to discuss Wellness programs and people's awareness of the program and how the Wellness incentive is paid 	<ul style="list-style-type: none"> • Lee Health and Lee County Sheriff's Office (LCSO) comparisons • Cost effectiveness of being self-insured versus insured by a third-party vendor • Comparison of board contribution with other Florida districts
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Article 12	
Leave	
Headlines: <ul style="list-style-type: none"> • Rewrite of Article 12 (Leave) agreed to in FY19/FY20 bargaining • Article 12 (Leave) is difficult to read and understand for all parties involved; requires a total re-write • Existing language was written based on Florida Statute; written in the negative and based upon what's required for record keeping and compliance purposes; not written with end users in mind, not reader friendly • Need to discuss types of leave: <ul style="list-style-type: none"> ○ Interest in adding bereavement leave ○ Consider switching to paid time off (PTO), instead of sick leave and personal leave charged to sick leave • Article 12.02(1) (Sick Leave); need to discuss language that says employee must work "one day more than half" for accruals, clarity needed for manageability reasons • Interested in discussing TALC Sick Leave Bank (SLB) • Need to discuss use of leave in smaller increments than ½ day or whole day 	Interests: <ul style="list-style-type: none"> • Retention and recruitment • Manageability • Compliance • Equity • Consistency • Morale • Transparency Data: <ul style="list-style-type: none"> • A count of bereavement leave and other types of leave

<ul style="list-style-type: none"> • Article 12.02(3) (Personal Leave); need to discuss language around requesting information about the reason for the request • Article 12.06 (Shared Sick Leave); interest in discussing the amount of sick leave that can be shared among people in the District and consider open this to people beyond relatives • Need to discuss “Light Duty” classification • Interest in improving display of leave balances on PeopleSoft and paychecks • Need to discuss employees missing work due to domestic violence related issues 	
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- Additional housekeeping may be required in Article 2 (Rights, Privileges, and Responsibilities), Article 5 (General Employment Practices), and Article 14 (Duration and Acceptance); would like to reserve the right to address housekeeping issues as they arise

Check out