



**TALC Contract Negotiations
September 14, 2020
FY21 (2020-2021 school year)**

Agenda

- **Check-In**
- **Approval of Minutes**
- **Overview of the Interest Based Process**
- **Recap of Snapshots (March 9, 2020 Bargaining Session)**
- **TALC Labor/Management Committee Update**
- **MOU Ratification & Information Session**
- **Proposed Article 9 Language**
- **Check-Out**

Check-In

Time constraints: 6:25pm

Elephants: Covid

Missing:

Ben Ausman

Jessica Duncan

Christine Carberry (*attending virtually*)

Christina Sterrett (*attending virtually*)

Expectations:

Pick up where we left off**

Make progress*****

Get off to a good start**

Approval of Minutes: March 9, 2020

Approved as written

Overview of the Interest Based Process

- Donna Mutzenard, facilitator, reviewed the Overview of the Interest Based Process handout (*see attachment*)
- The Norms that were established at the first bargaining session on March 9, 2020 were reviewed and include:



- Limit sidebars
- Respect the process
- Begin and end on time
- Silence cellphones
- Be prepared
- Stay engaged in the process
- Maintain confidentiality
- Minutes received 72 hours prior to next session
- One conversation at a time
- Remember that you can add to the Norms at anytime
- We usually discuss calendar; are we still meeting every other Monday from 4:30 p.m. to 7:30 p.m.? Yes, except we will meet next week on Monday before going to alternating weeks with SPALC
- We usually start with snapshots, however the snapshots for Article 6 (Working Conditions), Article 7 (Work Schedule), Article 9 (Disciplinary Procedures), Article 10 (Compensation), Article 11 (Benefits), and Article 12 (Leave) are included in the minutes we just approved
- We're not adversarial, we're collaborative; When voting, if you have your thumb down, you need to be ready to provide an explanation of why your thumb is down and what it would take for you to change to a thumb sideways or thumb up
- This is not a short process, but it's important that everyone has a say and that everyone can speak freely and there are no secrets
- We'll start with story tonight; we listed some interests for each of the articles and we can expand on those; we'll look at the options that are presented and compare them to our interests, the test for agreement based on those factors

Review of Snapshots

- The teams reviewed the minutes from March 9, 2020 were reviewed alongside the charts with Snapshots containing the interests for each article from March 9, 2020

TALC Labor/Management Committee Update



- This update addresses the next item on the agenda as well: COVID-19 MOU Ratification and Information Session
- We sent out information about E-Ratification of the COVID-19 MOU Ratification which will happen Wednesday, September 16, 2020 and Thursday, September 17, 2020
- On Friday, September 11, 2020, we sent out the information session video which includes timelines and other relevant information; it is also posted on the District website
- Links to the COVID-19 MOUs were sent out and posted online
- Once the E-Ratification vote is over we will take it to the Board for their approval at the next board meeting on September 22, 2020
- Kevin Daly, TALC President, and Will Rothenberg, Director, Compensation & Labor Relations have been having daily phone calls at 8:30 a.m. to discuss areas of interest and concern; these calls are in addition to the regular weekly update phone calls
- We have continued regular TALC Labor/Management Committee meetings to discuss bigger issues and discuss process; these meetings occur monthly
- TALC has also been having monthly meetings with the Superintendent to discuss larger policy issues
- Dr. Pruitt, Chief Human Resources Officer, and Will Rothenberg, Director, Compensation & Labor Relations met with the TALC Executive Board last Thursday evening, September 10, 2020; the TALC Executive Board provided feedback from teachers on the first two weeks of school with students
- There have been multiple Special Instructional Labor/Management Committee meetings to discuss job-specific concerns that relate to Special Instructional Staff, which includes Speech-Language Pathologist (SLPs), Occupational Therapists (OTs), Physical Therapists (PTs), Athletic Trainers (ATs), School Psychologists, School Social Workers, School Nurses, and School Counselors
- There is a lot being done behind the scenes and there's been a lot of dialogue, effort, and attention paid to the issues that have been brought forward to date
- Instructional Staff should be getting an email on Wednesday, September 16, 2020, from the TALC Elections Chair Carolyn Hutto about e-Ratification. We



should have results by Thursday evening and able to share them late Thursday or early Friday

- TALC appreciates the District meeting with the Executive Board last Thursday night, it was a really productive hour and a half
- TALC members have been informed about the COVID-19 hotline and the email address, which will also go up on the Island Coast FEA website
- Some TALC Bargaining Unit members have concerns that are COVID-19 related they want to add without derailing this evening's progress
- The hope is that these issues can be discussed during an upcoming phone call with TALC and the District
 - Are teachers who are assigned to hybrid classes, who don't like it able to opt out of teaching hybrid classes?
 - If a student is sent home with symptoms of COVID-19, what is the guidance being given on how to treat siblings who live in the same household?
 - If one classroom has numerous students sent home, what are the procedures for cleaning that classroom?
 - We would like clarification on remote work assignments; we discussed the possibility of certain positions, like ESE Staffing Specialists, being able to work remote, is that still a possibility?
 - If a student in a classroom tests positive for COVID-19 does the District notify their teacher? Is there a way to let employees know that someone in their class has tested positive for COVID-19?

Story - Article 9 (Disciplinary Procedures)

- We're going to move forward now with the proposed language for Article 9 (Disciplinary Procedures); the Snapshot was reviewed
- The TALC Labor/Management Committee proposed rewrite of Article 9 (Disciplinary Procedures) was distributed to the bargaining teams (see [handout](#))
- A clean copy of the proposed rewrite was shared, as well as a strikethrough copy to show where changes were made
- We planned to address this in the spring, since the TALC Labor/Management Committee approved this proposed language several months ago



- In FY19 (2018-2020 school year), we spent a considerable amount of time in bargaining talking about disciplinary procedures
- One comment made at that time was that most people don't know how disciplinary procedures work, which is good because it means most people have not been subject to discipline
- We acknowledged that there is a growing interest in knowing more about disciplinary procedures and improving them as much as possible
- Some of the discussion that began in bargaining spilled over into recently proposed Board Policies that will be moving forward sometime soon; there was a great deal of debate and discussion about the proposed Board Policies
- The language in front of you is the result of a collaborative effort
- We took feedback from the TALC side of the TALC Labor/Management Committee, including what they liked about the SPALC Contract language; TALC even provided some sample language based on what they wanted to see
- Based on this rewrite we added consistent language to the Administrator Salary Schedule and Salary Schedule N
- Professional Standards has standardized processes and applies them evenly to all employees, with the only exception being that TALC and SPALC bargaining unit members are provided the additional protection of being able to have a union representative present for any conversation where discipline might result
- A couple highlights of the rewrite include:
 - Spelling out the different types of disciplinary outcomes that make up progressive discipline
 - We need to add "Letter of Guidance" to that list, since we recently agreed to add this as a non-disciplinary outcome, based on a request from TALC; people sometimes request feedback so they have an idea of the issue that gave rise to the need for an investigation; this feedback has been helpful to those people
 - The disciplinary process is not a very user-friendly process and we're trying to make this as user-friendly as possible
 - We did a survey of 20 other counties in Florida and all said our process is the most employee friendly in the state



- Other districts don't have the same opportunities and the same degrees of due process that we have for our employees
- TALC's representation and advocacy has led to a lot of those refinements
- The Snapshot mentions "Rules of Engagement", which is related to the discussion we've had in the TALC Labor/Management Committee
- We've wanted to provide some professional development around the disciplinary process; everyone gets the Principles of Professional Conduct (formerly Code of Conduct) when they are first hired, but it would be nice to have a refresher, since the issues you might encounter change over time
- We've discussed including information in that training on the roles and responsibilities of TALC Building Representative and school-based administrators, so people have a better idea of how we think everyone should respond to a situation where an employee asks for a union representative at a meeting
- TALC also expressed an interest memorializing that they have the ability to be present at any district-based pre-determination hearings, since these hearings may involve interpretation of the TALC Contract and TALC has an interest in preserving the intent of the language that's been negotiated
- There have been one or two instances where TALC has availed themselves of this and it's important that we capture that in the TALC Contract
- This rewrite has been a long time coming; everyone can now read and understand what's going to happen from start to finish; this proposed language is a good first step in the direction of a more user-friendly process

Caucus

TALC Report Out: We talked our way through the language section by section; we need more time to digest and may need the TALC Labor/Management Committee to discuss the one-offs

Check-Out