



TALC CONTRACT NEGOTIATIONS FY21 (2020-2021 SCHOOL YEAR) JOINT COMMUNICATION

September 14, 2020 – 10:00 a.m. – Joint Communication

“Classroom Teacher” Minimum Base Salary

On July 17, 2020, the Florida Department of Education (FL DOE) issued a series of memoranda regarding recently enacted laws related to salaries for instructional staff.

Two pieces of legislation were involved, one amended the process for the Florida Education Finance Program (FEFP) (HB 641) and the other appropriated funds for restricted use (HB 5001). The restrictions in place are described in the amended FEFP process and include a limit on funding available to each district, the process for districts to secure funding allocated to FL DOE, and limitations on the use of funding made available to districts.

These changes are intended to establish a statewide minimum base salary of \$47,500.00 for all “classroom teachers,” as narrowly defined by Florida Statute. Any funding remaining may be applied to salary increases for other instructional staff, provided the appropriate process is followed and the District complies with the restricted use provisions of the laws.

Although the effective date of these changes in Florida Statute is July 1, 2020, the funding is not available to the District until after the amended FEFP process is complete. In addition, the Florida Constitution requires that any changes in compensation must be collectively bargained by the District and the Teachers Association of Lee County (TALC). TALC and the District will resume regular bargaining sessions on September 14, 2020. More information about collective bargaining is forthcoming. It is important to note that the changes in law did not result in an automatic increase in salary on July 1, 2020.

The [FEA website](#) includes an FAQ with more information. For more information on bargaining, please visit [the District website](#) or www.islandcoastfea.org.

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