



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

November 18, 2020

The TALC, SPALC, and District bargaining teams have been meeting regularly since September 21, 2020 to continue negotiations for a successor agreement to the FY19 TALC Contract.

Using the interest-based bargaining process, the teams discussed story, presented options, and reached consensus on the following items:

Article 9 (Disciplinary Procedures)

- Agreement to approve the TALC Labor/Management Committee recommendation for revision to Article 9 (Disciplinary Procedures), which clarifies existing standard procedures and aligns language between the SPALC and TALC Contracts

Article 10 (Compensation)

- Discussion of the impact of insufficient state-funding and restrictive state statutes concerning compensation for instructional staff, including the Teacher Salary Increase Allocation (TSIA)
- A proposed compensation plan was presented and the following items remain open for discussion:
 - A 2% across the board increase for all instructional staff
 - An increase in minimum base salary to \$47,500.00 to comply with the Teacher Salary Increase Allocation (TSIA) (see the [Joint Communication sent September 14, 2020](#))
 - A Longevity Supplement to be paid to instructional staff with ten (10) or more years of service to the District; years do not need to be consecutive and include all years of service to the District in a regular position
- Tentative Agreement was reached on the following items, which are no longer open for discussion:
 - Agreement to increase the base salary for instructional staff eligible for the FY20 (2019-2020 school year) Career Ladder Movement by \$1,000.00
 - Agreement to add three (3) schools to the list of Turnaround Schools, resulting in a \$4,000.00 supplement for all instructional staff assigned to Sunshine Elementary, Orange River Elementary, and Franklin Park Elementary for FY21 (2020-2021 school year)



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- Agreement to align the supplements for School Social Workers, School Counselors, and Licensed Mental Health Professionals to the amount of \$1,842.75
- Agreement to waive the submission of Experience Credit for Special Instructional Staff and to increase the minimum base salary for Special Instructional Staff to a tentative amount of no more than \$50,500.00; Special Instructional Staff includes: Athletic Trainers, Board Certified Behavior Analysts, School Counselors, Occupational Therapists, School Psychologists, Speech Language Pathologists, Licensed Mental Health Professionals, School Nurses, and School Social Workers
- Discussion of Florida Department of Education (FDOE) reporting deadlines for the expenditure of TSIA funds; detailed documentation must be submitted to FDOE by no later than December 1, 2020
- Discussion of additional options for the disbursement of TSIA funds and the need for further legal guidance on whether these options comply with the law
- Discussion of a shared interest in a Longevity Supplement counting as “compensation” for Florida Retirement System (FRS) purposes and the need for further legal guidance on whether this complies with the law
- Discussion of compensation plans in other Florida districts that have been tentatively agreed to and submitted to FDOE for review prior to distribution of TSIA funds
- Discussion of a shared interest in mitigating the impact of salary compression for experienced teachers in order to better support retention and recruitment of instructional staff

The teams will continue to meet on Mondays from 4:30 p.m. to 7:30 p.m. in the Caloosahatchee Room at the Lee County Public Education Center. Remaining articles will be discussed at future bargaining sessions. The next TALC bargaining session is on November 30, 2020. All meetings are livestreamed on the District's YouTube channel.