



TALC Contract Negotiations
October 26, 2020
FY21 (2020-2021 school year)

Agenda

- Check-In
- Approval of Minutes
- Article 10 (Compensation)
- Check-Out

Check-In

Time constraints:

Elephants:

Missing:

- Rachel Gould
- Christina Lindner
- Christine Carberry (*attending virtually*)

Expectations:

- Have a positive conversation about compensation*****
- Make progress
- Have a conversation that makes staff happy

Approval of Minutes: October 5, 2020

- Page 2, bullet 9: strike in entirety
- Page 2, bullet 8: "refer to as assault"
- Page 4, 5th bullet from bottom: be "been"
- Page 8, 2nd bullet from bottom: "happy, healthy"
- Minutes approved as amended

Article 10 (Compensation) – Story

- Facilitators reviewed the Article 10 (Compensation) snapshot from the March 9, 2020 TALC bargaining session
- To expand on the interest related to Special Instructional Staff, TALC would like to be sure we provide fair compensation for these employees



- Retention of Special Instructional Staff is difficult and there are hiring challenges when it comes to School Social Workers, School Psychologists, and School Nurses; these three departments are district-based and have unique needs
- TALC would also like to discuss compensation for classroom coverage; Special Instructional Staff are being pulled by principals to cover classrooms, there is already a shortage of Special Instructional Staff members and people are being asked to take on additional duties without additional compensation
- House Bill 641 (HB 641) is the Teacher Salary Increase Allocation (TSIA) law that passed during the legislative session and signed into law in July 2020
- The biggest conversation TALC has had as a team is what the term “minimum base salary” will mean; it is not explicitly defined in Florida Statute; it should be determined at the bargaining table
- Right now, Guest Teachers are hard to come by and if a classroom teacher covers someone else’s class for the entire day, they are only getting compensated for the loss of their planning time, even though they are doubled up on class size
- TALC would like to discuss compensation for classroom coverage for classroom teachers as well
- If an elementary special area teacher is asked to take extra students or cover for another elementary special area teacher that is out, they do not receive extra compensation
- Lee Home Connect (LHC) coverage presents more issues; when a teacher was out for multiple weeks with no Guest Teacher to cover their classroom, coworkers were covering classes for 15-20 hours per week in addition to being responsible for their own class; they had to check LHC, grade, and post lessons; TALC would like to discuss those issues today, if possible
- The District is required to comply with the law; while this may seem obvious, it is important to note that in relation to conversation about TSIA; based on the legal guidance we’ve received our proposal follows the law
- To clarify, there are two pieces of legislation pertinent to today’s conversation: HB 641, which changed the FEFP process, and HB 5001, which is the appropriations bill that provided the funding to partially support this change



- The District and TALC sent out a Joint Communication on September 14, 2020, that gave an overview of the changes that had been signed into law, which is available on the District website (*see attached*)
- We've received a lot of questions about TSIA and have directed people to this Joint Communication, since there were a number of misconceptions about what the increase would be, who would see it, and when they would see it; it's all subject to collective bargaining and although the law went into effect on July 1, 2020, that only authorized the Florida Department of Education (FDOE) to release funds to Districts, it did not change the TALC Contract in any way
- TALC agrees that we must follow the law, however we're struggling with the FDOE pressuring school districts to make sure they're compliant
- TALC and the School District of Lee County negotiate; FDOE is not a party to collective bargaining, nor does TALC feel that FDOE has the authority to arbitrarily decide that they must bless our plan
- There is a large concern that TSIA funds will destroy the integrity of the Starting Salary Schedule due to compression
- If a lot of employees get moved up to \$47,500.00, some people may lose salary credit for the years of service they brought in at the time of their hire
- Collective bargaining allows us to agree on the maximum amount achievable for the minimum base salary on a local level; there is concern about increasing the minimum base salary without a comparable increase for experience teachers, because its disrespectful; TALC would like to mitigate the negative impact for experienced teachers
- As a District, we can't ignore FDOE and the requirements they have clearly communicated; we don't have to blindly accept their interpretation of the law, but we cannot ignore it
- The District appreciates experienced teachers and is thankful for the service of all experienced teachers who have served this District
- The District has the desire to do the best we can to show that appreciation within the means we have been given with our bargaining authority and in a way that is still in compliance with the law
- During the legislative session HB 641 went through several drafts, there was an amendment that required FDOE to approve the plan, but that amendment was not approved



- TALC agrees that the District can't thumb its nose at FDOE, but would like to point out that the amendment was specifically removed
- Anecdotally, a little less than half of the almost 6,000 teachers in the District are currently making below \$47,500.00
- Most of these teachers expect to make \$47,500.00; that cannot be ignored
- Half of the TALC bargaining unit already has an expectation about what their minimum base salary will be after bargaining is complete; they will not care about the intricacies of the law if they are still below \$47,500.00; this could become an elephant or a ratification concern
- The expectation that the minimum base salary will be \$47,500.00 has never come from TALC
- TALC has set the expectation that we will get as close as we can get to \$47,500.00 with the money the state has given us
- There is an expectation that experienced teachers will have their time, energy, and efforts recognized
- Colleges of Education across the state and nationally are closing their doors due to low enrollment; TALC can't afford to lose half of the bargaining unit
- We're all in a unique situation this year due to COVID; experienced teachers come to new teachers daily in tears, saying they can't do this anymore
- We can't afford to lose experienced teachers because we cannot agree on how to interpret this law
- We need to take into consideration our shared interests and do the best we can for all instructional staff in Lee County
- The change in law has pit teachers against teachers; it is hard to imagine that lawmakers were unaware or unable to predict that this would be the outcome
- At this point, "experienced teacher" doesn't mean someone on the Grandfathered Salary Schedule or who has tenure, it includes teachers with Annual Contract status who are on the Performance Salary Schedule
- For anyone still thinking of those things in those terms, the old narrative doesn't apply anymore; more than half of the TALC bargaining unit is on an Annual Contract and the average teacher in Lee County has eleven (11) plus years of experience
- In terms of recruitment, some of the surrounding counties have made it to a minimum base salary of \$47,500.00



- Other similar sized school districts have made strides in years past due to local tax referendums that we have not made in Lee County
- In addition to discussing the Starting Salary Schedule, we need to look at our minimum base salary if we are going to contend with them when it comes to recruiting new and experienced teachers
- We don't just recruit people who are fresh out of college; we recruit career changers and people moving from other districts, it will be tough for us to entice people to stay here or leave where they're currently working to come here if our minimum base salary is lower than surrounding counties
- TALC knows that we want to get teachers currently making below \$47,500.00 up to that amount, however our Starting Salary Schedule provides a salary of \$47,500 to a teacher with 15 years of creditable experience
- If a teacher received only "Effective" ratings on their Final Performance Evaluation, how many years would it take for them to get to \$47,500? There is not a standard answer to that, because the Starting Salary Schedule has changed over time and the amount for Highly Effective and Effective ratings changes from year to year
- If a brand-new teacher makes the same amount as someone who has been teaching for 15 years and the person with 15 years of experience is only getting a 2% raise, but the brand-new teacher is getting a \$7,000 raise, that is hard to swallow for experienced teachers
- Teachers on the TALC bargaining team have 11 years of experience, 15 years of experience, and more; hopefully everyone sees a raise that will make them happy to be a teacher in Lee County and not just the teachers earning below \$47,500.00
- Charlotte County and Hendry County use the same line that they lose people to Lee County; however, TALC looked into it and there are currently about 400 Collier teachers who reside in Lee County
- Collier County has the same size tax base as Lee County despite being small and having 1/3 of the number of schools; Collier also has local tax referendums as an extra source of income
- We have always lost to Collier when it comes to compensation and we may for a little longer; it's about compensation, but it's not all about compensation, which is why we recruit from out of state; we offer a better lifestyle than other areas



- We need the conversation to be about more than salary, for instance workload issues and other “soft” issues often come up in Lee County
- An extra \$500 towards the minimum base salary will not necessarily make us more competitive; let’s not sacrifice compensating our employees for their loyalty to the organization or give up on rewarding experience; a minimum base salary of \$47,500.00 is merely aspirational
- Looking at lines 188 to 199 of HB 641, it says that the school district shall use its share of the allocation to raise the minimum base salary of “classroom teachers” to at least \$47,500.00 or the maximum amount achievable
- If someone is currently making \$40,500.00 and we increase to \$47,500.00, that is a \$7,000 increase; if someone is currently making \$70,000.00 and we give them a 2% increase, that’s \$1,400.00; this is an equity concern
- Some of the conversation has been related to COVID and as challenging as this will be, I would like for everyone to try our best not to “COVID” the conversation; the TALC Contract was around before COVID and will be around after COVID
- The District acknowledges that TSIA is a “gut punch” for experienced teachers; we have a presentation that we’d like to share and plan to show that to the best of our ability we’d like to help that a bit
- We’re bargaining based on the law that was put into place; market adjustments can be done in the future to alleviate salary compression issues that will mostly impact teachers in the middle in terms of years of experience
- Dr. Pruitt and Dr. Desamours shared a PowerPoint Presentation (*see attached*)
- TALC would like to request data showing what percentage of the current fund balance is assigned and unassigned? The District will work on this data request
- TALC would like clarification on the Special Instructional Staff slide. Are only those positions listed on the slide being considered for the additional minimum base salary increase, because School Nurses and School Social workers were not listed? Yes, that is correct, positions were selected based on the data available
- We looked at the retention rates and the market rates for School Social Workers and School Nurses; we didn’t see the same high turnover and gaps in terms of actual salary and market rate that we saw for other positions



- Did the Market Rate look at Licensed Clinical Social Workers (LCSW) considered? Yes, we also understand that a master's degrees are now required for School Social Workers
- Data from both the Economic Research Institute (ERI) and FDOE were considered; one thing specific to School Social Workers that works against them is that social workers generally are typically not paid well except for those that work for school districts
- There have been retention and recruitment issues for many of the Special Instructional Staff positions, which have led to a need for outside vendors to provide coverage when we can't find people
- We've experienced this with Speech Language Pathologists (SLPs) and School Psychologists and tried to address this in a number of ways, all of which were unsuccessful
- School Social Workers and School Nurses fill in for one another when schools are short staffed, which is not something we can easily account for or monetize; the same applies for School Counselors, Occupational Therapists, and Physical Therapists
- Equity is a concern for Special Instructional Staff, years of creditable experience are not counted the same for starting base salary; we must be mindful of what this communicates to those on the front lines
- There are several new mental health initiatives, we need to include School Nurses and School Social Workers with the rest of the Special Instructional Staff
- TALC would like to make a data request; can we see what the amount will be after subtracting the amount that will go to the charter schools? What minimum base salary could be achieved if we only used the money from the state? The District will work on this request and can bring this back next week
- The District is interested in raising the minimum base salary based on an 8-hour work day with the increase in compensation to be what was outlined
- What is the ratio of students that attend charter schools versus traditional schools in Lee County? About 12% of students in Lee County attend charter schools
- TALC would like to make a data request, based on the District's proposal how many employees would receive only a 2% raise, meaning they would get the 2% increase, but not be part of the "true-up" to \$47,500 or get longevity pay?



- For this year, the proposal is for no change in amount paid for supplements; the index numbers would be readjusted
- When would we reinstitute indexing? This would need to be bargained, but it would cost approximately \$2 million to maintain the current index numbers
- Longevity pay would be applied annually
 - Years L= District years of experience, total (non-consecutive)
 - Years X = Years of creditable experience
 - Years D = District years of teaching experience (consecutive)
- The concept of an 8-hour work day without an increase in pay was brought up a few years ago, it's a pay cut
- We can't guarantee that a teacher gets a 25-minute duty-free lunch; we can't guarantee planning time for grading late work is protected; we can't guarantee only one PLC a week
- TALC is not interested in an 8-hour workday without extra compensation; this may be an elephant or not consistent with the interest-based process, but we feel strongly about this
- How does increasing workloads help with retention given all that teachers have on their plates already?
- What frustrates TALC is that the workload and the expectations are so high already and seem to get higher and higher, but the pay rate doesn't increase
- If we do an increase in minimum base salary, but do not offer increases for other employees, it helps with recruitment but not retention
- Asking people to work more hours and giving experienced teachers less money is an equity concern
- An 8-hour day would also involve an 8-hour leave accrual; classroom teachers working 196 days currently receive a leave accrual of 10 days at 7.6 hours per day; this would lead to an additional 4 hours per year in leave accruals
- Florida Statute has restrictive rules around Cost of Living Adjustments (COLA) for instructional staff; increases in base salary are supposed to be given based on Final Performance Evaluations first, then there's a ratio for what kind of a COLA the District can offer; ultimately it makes a COLA cost-prohibitive
- Workforce success is one of our interests, because it's part of the District's strategic plan; we need to acknowledge the role that experienced teachers



have in our schools; it is important to look at what we're proposing and ask ourselves does this acknowledge that role?

- There is a lot of turnover for teachers in the first five years, and the revolving door will continue without a support system in place, which requires experienced teachers to serve as the support
- In PeopleSoft there is a base salary listed and an adjusted base salary that includes the additional 30 minutes; does the District's proposal increase both amounts? With the District's proposal, would teachers see the increase to their base salary and would the need for a separate line to account for the additional 30 minutes go away?
- Hourly rates are a myth; instructional staff are salaried employees and PeopleSoft shows an hourly rate for things like summer school or classroom coverage only
- As a professional, the mindset that you're paid in the same as an hourly wage worker is detrimental to the cause of advancing educators as professionals
- If we move to an 8-hour day, can we reprogram how salary and hourly rate is reflected in PeopleSoft? Yes, it would allow for all kinds of improvements to the display of information in PeopleSoft
- Will the longevity pay disappear when performance pay is re-instituted next year? No, the District's proposal is for longevity pay to be paid as a supplement, but that would need to be bargained
- We already know next year's budget will be bad, so how can we guarantee that there will be funding available to support longevity pay next year? What is the District's plan to fill the hole the state is going to leave us?
- The 8-hour day stemmed from a comparison of Lee County to other districts across the state; our students are currently receiving the least amount of time for instruction in the state
- To increase instructional time, there has to be more time added somewhere
- Students in Collier County students receive far more instructional time
 - Collier County provides employees a 7.5-hour work day, with a 35-minute paid lunch, and 250 minutes of paid planning each week
 - The District's proposal is for Lee County to provide employees with an 8-hour work day, with a 25-minute paid lunch, and 330 minutes of paid planning each week



- The expectation for the additional time is that it would support an increase in instructional seat time for Lee County students; this must be clarified
- The District would like for student contact time to be more competitive in comparison to districts across the state
- Academic Services would have to weigh in on exactly what that means, because the requirements are different at each level
- The overall goal would be to provide students in Lee County with the same opportunity as other students in Florida; student contact time is the common denominator in districts currently out-performing us when it comes to student achievement
- Hourly rate is used for calculating after-school tutoring and planning, so we don't believe this rate is "arbitrary" or unimportant
- Going from a 7.6-hour work day to an 8-hour work day means possibly losing \$1.80 per day, which at the end of the month could pay a bill; if our work hours are increased, our hourly rate decreases
- LHC is taking so many more hours than designed, anyone doing LHC would tell you this; I would rather keep my current pay and hours, than go to an 8-hour day
- TALC would need to know what we're going to be doing with that time before we would be willing to move forward with conversation
- We need to focus on giving teachers the opportunity to be great at their craft and focus on the quality of our teachers for retention purposes; our turnover rate is good in relation to comparable districts
- What would be the minimum base salary for School Social Workers and School Nurses? \$47,500.00 is what the District is proposing at this time, but it would have to be negotiated
- What about creditable years of experience for School Social Workers and School Nurses? That would again have to be negotiated
- The District would fall apart if every teacher left after working only their scheduled hours every day
- Professionals are typically paid for work that requires extra effort or skill; moving to an 8-hour work day is not a good idea without additional compensation



- We have a lot of work to do to prepare responses to the data requests that TALC made; the District has heard how TALC feels about the 8-hour work day, but before we leave today, we need to discuss other pieces of the puzzle
- Middle school teachers currently arrive at 8:45 a.m. and start teaching at 9:45 a.m., we could be cut 30 minutes to allow for additional instruction, if needed
- Florida Standardized Assessment (FSA) didn't happen in FY20 (2019-2020 school year), so is the student achievement data based on two years ago?
- Our students are doing quite well, so if we're going to make data-based decisions, let's discuss the data that shows how well our students are doing now and how our recent graduates are doing
- Yes, data was looked at last year, and the request is based on a review of a 5-10-year trend
- What is the District's plan to cover the budgets for the next few years? You are asking for information that we cannot provide; the School Board must approve the budget each year
- The District is hesitant to commit to spending extra money before knowing where it is coming from
- The earlier discussion around benefits and addressing inequities in upcoming years was based on historical context, not a commitment of future funding
- If Amendment 2 passes, the District will have to begin discussing how to put in place the \$15 per hour minimum wage for SPALC and other employees
- This is not a concern at this time, based on the language in the Amendment and it's not something that TALC can bargain based upon
- Historically, the District doesn't commit to compensation in the future, but we have been more creative than other Districts in making sure funding is available
- The longevity pay is a step in the right direction to rewarding employees for their loyalty to the District
- Carving out School Social Workers and School Nurses in the increased base salary for Special Instructional Staff is unsettling
- A 2% salary increase for experienced teachers and a 17% salary increase for brand new teachers is unconscionable
- The District would like to ask that TALC take some time to review some of the data provided and to do some work on this on their own



- What we don't want to get lost in the shuffle is how the different pieces lay on top of each other; with longevity pay especially, the goal was to take the bargaining authority we have and to work within the confines of the new laws to create a proposal that is as equitable as possible
- How can we take that additional money from the bottom 50% of teachers to help with equity? What can we put in place to help those who are already above \$47,500.00? We need to continue to build on the parts of the proposal we like to come up with options that we can build a strong consensus around
- The District has agreed to share tonight's PowerPoint Presentation in advance of the minutes being shared, so bargaining team members have a chance to review everything for our next bargaining session ahead of the minutes

Check Out



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!

TALC BARGAINING

Monday, October 26, 2020



PERSONAL | PASSIONATE | PROGRESSIVE

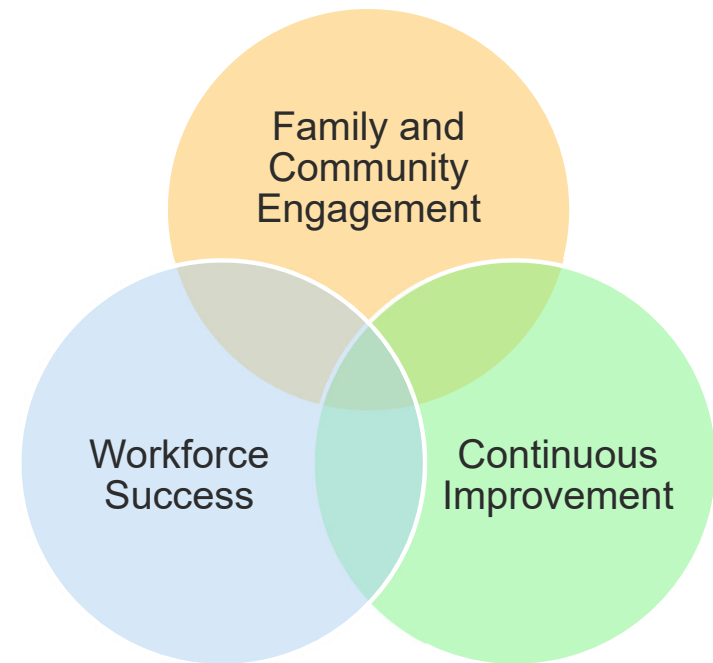
Envision 2030

Vision: To Be a World-Class School System

Mission: To ensure that each student achieves his/her highest personal potential

Goal: Increase Retention of Effective and Highly Effective Employees

- Ensure that all schools are led by Highly Effective principals and assistant principals
- Attract and hire highly qualified and effective teachers, administrators, and support staff
- Retain and support the growth of high-performing teachers, administrators, and support staff
- Ensure that all staff members have access to health and wellness opportunities



Compensation Philosophy

- Competitive Base Pay
- Recognize the education, experience, and performance of individual employees
- Differential pay for demonstrated effort and expertise
- Equitable for all employees

Interests

- Participatory and Data-Driven Decision Making
- Improved communication, i.e. timely, accurate, clear, and precise
- Improved alignment of Terms of Employment among employee groups
- Emphasis on competitive “Total Compensation,” i.e. Compensation and Benefits

Metrics

- Comparable Organizations
 - Similar Strategic Position
 - Similar Financial Position
 - Similar Size
 - Similar Geographic Location/Features
- Changes in Market Over Time
- District Benchmarks

BUDGET TRENDS

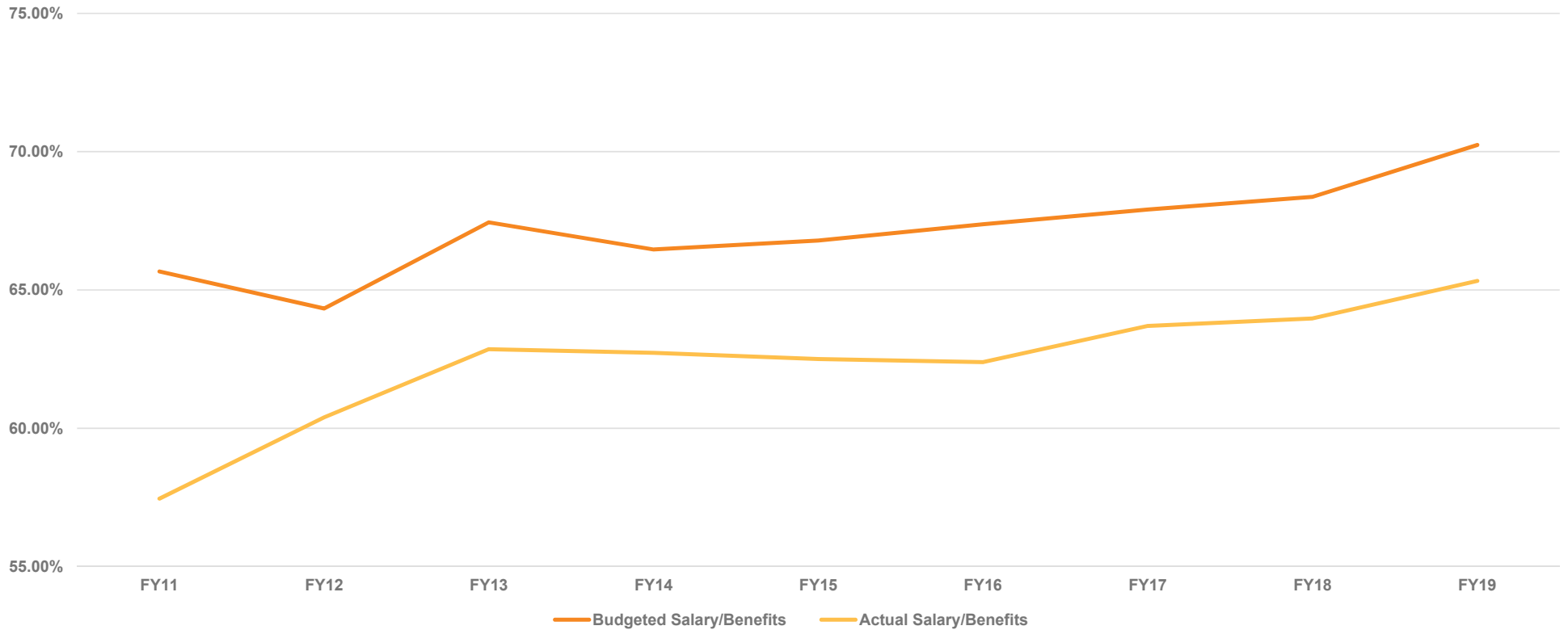


PERSONAL | PASSIONATE | PROGRESSIVE

Budget Trends: By the Numbers

- 12 straight years of student growth for the District
- \$15 million – FY21 increase in state funding of 1.18%
- \$500 million in state funding for statewide minimum base salary of \$47,500 for all “classroom teachers”
- \$ 0.47 increase in Base Student Allocation (BSA)
- 0.44% - net increase in funding (after considering growth)

Budget Trends: Budgeted vs. Actual



Fiscal Year	Budgeted	Actual	Difference
FY11	\$492,587,989 (65.67%)	\$436,516,808 (57.45%)	\$56,071,181 (8.22%)
FY12	\$491,684,902 (64.33%)	\$460,055,965 (60.40%)	\$31,628,937 (3.93%)
FY13	\$519,500,083 (67.44%)	\$482,951,521 (62.86%)	\$36,548,562 (4.58%)
FY14	\$525,923,029 (66.46%)	\$497,733,763 (62.73%)	\$28,189,266 (3.74%)
FY15	\$542,642,663 (66.79%)	\$511,253,764 (62.50%)	\$31,388,899 (4.28%)
FY16	\$559,174,106 (67.37%)	\$522,328,499 (62.39%)	\$36,845,607 (4.98%)
FY17	\$586,389,345 (67.91%)	\$543,499,385 (63.70%)	\$42,898,960 (4.21%)
FY18	\$598,559,103 (68.36%)	\$576,186,136 (63.97%)	\$22,372,967 (4.39%)
FY19	\$628,794,409 (70.24%)	\$590,600,548 (65.33%)	\$38,193,861 (4.92%)
10-year Trend (Avg.)	\$542,630,965 (67.25%)	\$506,797,459 (62.30%)	\$35,833,507 (4.95%)

SOURCE: SDLC Budget

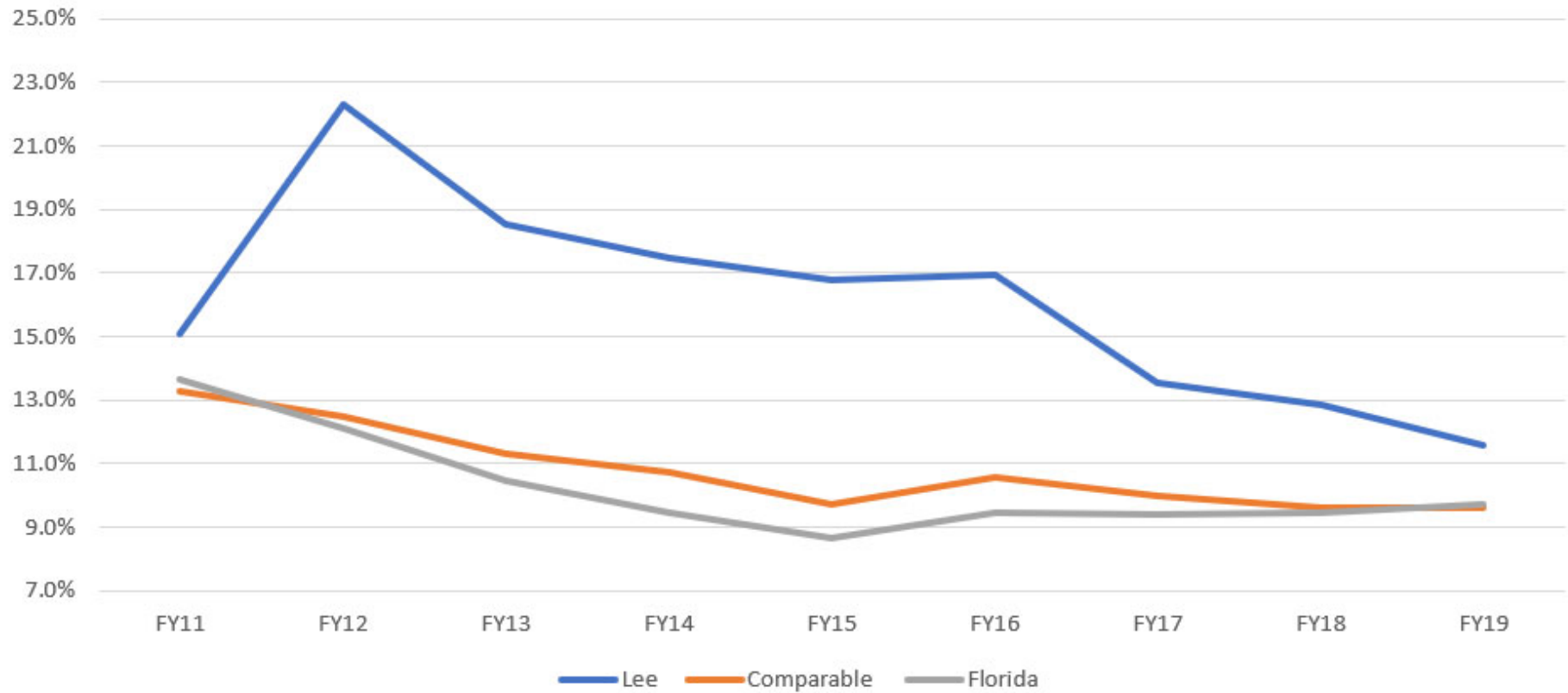
Budget Trends:

General Fund Balances

District	General Fund Assigned & Unassigned Fund Balances 6/30/19	Financial Condition Ratio 6/30/19
Lee County	\$87,769,451	11.57%
Brevard County	\$45,688,822	8.23%
Broward County	\$76,258,432	3.51%
Charlotte County	\$17,445,919	13.50%
Collier County	\$91,342,612	20.75%
Duval County	\$59,141,718	5.95%
Manatee County	\$18,039,427	4.19%
Orange County	\$359,756,139	20.32%
Osceola County	\$51,097,378	9.83%
Palm Beach County	\$146,564,446	8.87%
Pasco County	\$57,320,934	10.03%
Pinellas County	\$50,895,957	5.98%
Polk County	\$29,895,236	3.83%
Seminole County	\$63,086,653	14.04%
Volusia County	\$50,172,084	10.65%
Comparable Total	\$1,204,475,208	9.6%
Florida Total	\$2,217,236,409	9.75%

SOURCE: FL DOE, 18-19 District Annual Financial Reports

Budget Trends: General Fund Balances



COMPENSATION

ARTICLE 10



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TALC Compensation

- HB 641 – amending FEFP process
- HB 5001 – appropriated funds for restricted use
- 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
- Funding effective July 1, 2020 – implementation subject to collective bargaining and FL DOE approval of FEFP plan

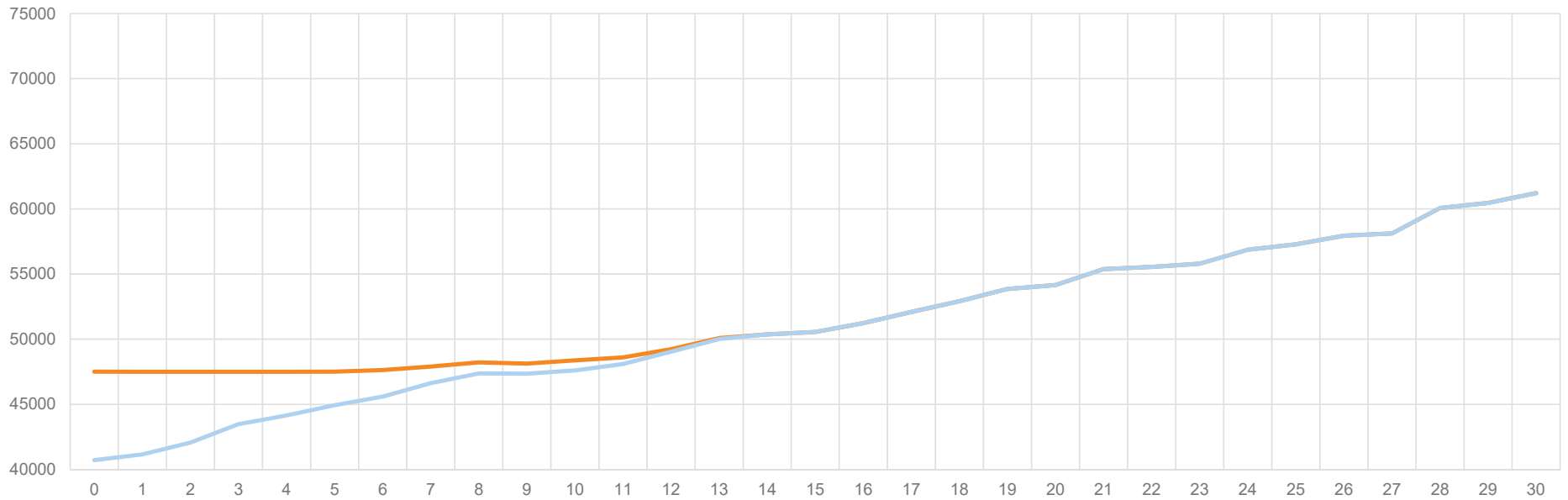
TALC Compensation

State Funding (HB 641 and HB 5011)		
	State Allocation	\$500,000,000
	District Allocation (3.35%)	\$16,784,827
-	Charter School Allocation	\$1,909,228
=	Traditional School Allocation	\$14,875,599
-	FICA/MED/FRS (17.65%)	\$2,231,656
=	Remaining Funding	\$12,643,943
80%	“Classroom Teacher” Base Salary	\$10,115,154
20%	“Instructional Staff”	\$2,528,789

CLARIFICATION: Please be advised that \$2,231,656 is 17.65% of the \$12,643,943, not 17.65% of \$14,875,599. The total budgeted amount is \$14,875,599, which includes both the salary increase plus the 17.65% for FICA/MED/FRS payroll withholdings.

TALC Compensation: \$47,500

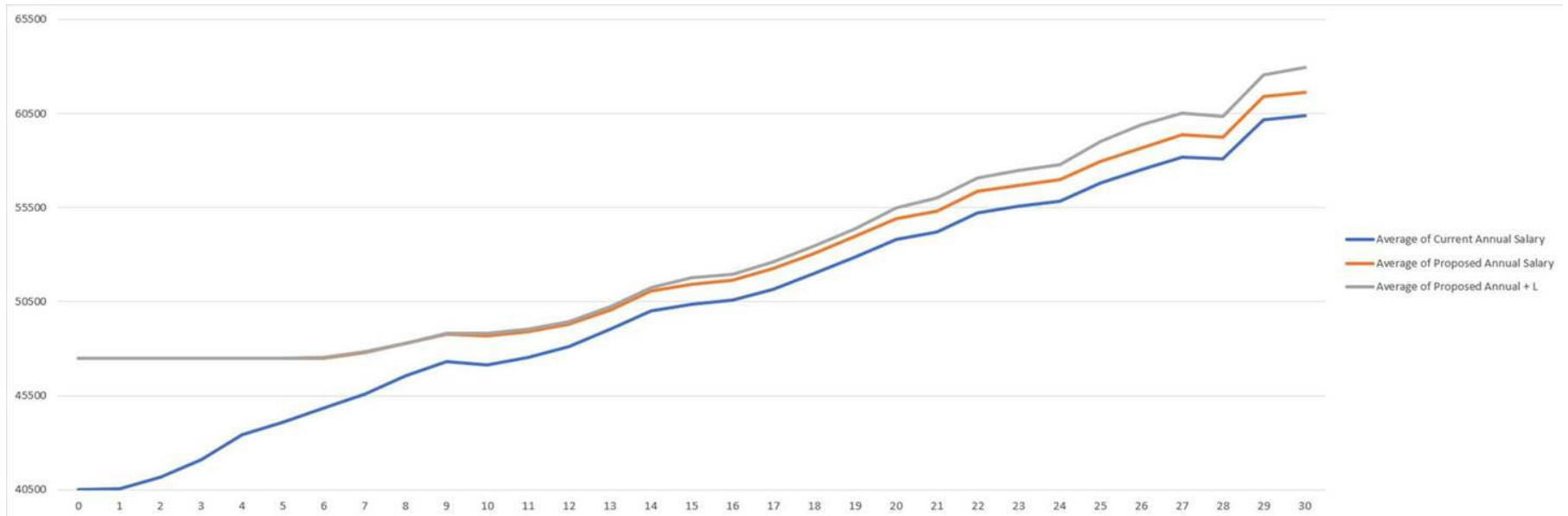
Average Salary



Longevity Pay (TALC)

Years of Experience (YRS L) Non-Consecutive					
0-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
3,543	881	691	372	215	180
District-wide Standard					
\$250	\$500	\$1,000	\$1,500	\$2,000	
10-14 years	15-19 years	20-24 years	25-29 years	30+ years	

2% + \$47,500 + Longevity Pay (TALC)



Special Instructional

(School Counselor, School Psychologist, Athletic Trainer, LMHP, BCBA, SLP, OT, PT)

- Base Salary - \$50,500
 - Retention
 - Competitive pay
 - No need to submit experience credit

TALC Compensation

Management Priorities

Career Ladder Movement

Minimum Base Salary (8 hour day)

Special Instructional Base

Longevity Supplement

Turnaround School Supplement

Special Instructional Supplement

TALC Compensation

- Base Salary
 - Career Ladder Movement
 - 2% Increase and increase to \$47,500
 - Special Instructional
- Instructional Supplements
 - District-wide Longevity
 - Turnaround School Supplement
 - Hold other supplements to FY20 total dollar amount

TALC Total: \$7.2 Million

Bargaining Authority

FY21 and FY22 Bargaining Authority	
TALC	\$7.2 Million
Board-Provided Flex Credits (Insurance) <i>(Effective Next Plan Year, April 2021)</i>	\$7.8 Million*
Total	\$15.0 Million

* Tentative Agreement reached at Joint Session on October 19, 2020

TALC Examples

Type	Years L	Increase Amount	% increase
ITUN	33	\$1431.82 + \$2,000.00 (L)	4.793%
ITUN	23	\$1,436.83 + \$1,500.00 (L)	4.087%
ITUN	13	\$1,015.59 + \$500.00 (L)	2.984%
IPRF	10	\$981.50 + \$250.00 (L)	2.509%
IPRF	7	\$937.05	2.000%
IPRF (SI)	5	\$1,695.47 + \$3,000.00 (S)	10.250%
IPRF	2	\$6,500.00	15.853%

Questions?



PERSONAL | PASSIONATE | PROGRESSIVE