



TALC Contract Negotiations  
November 16, 2020  
FY21 (2020-2021 school year)

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**Agenda**

- Check-In
- Approval of Minutes
- Article 10 (Compensation)
  - Recommendation: TALC Supplement Committee
  - Recommendation: Special Instructional Labor/Management Committee
- Check-Out

**Check-In**

Time constraints:

Elephants:

Missing:

Christine Carberry (*virtual*)  
Bonnie McFarland  
Jennifer Medlin  
Kristine Shrode

Expectations:

Continue the conversation\*\*\*\*\*

**Minutes:**

- Minutes from October 26, 2020 and November 2, 2020 were printed and provided to all members of the bargaining teams
- Will approve at the next bargaining session on November 30, 2020

**Article 10 (Compensation) – Story**

- The TALC Supplement Committee and Special Instructional Labor Management Committee met last week to discuss recommendations that they needed to get in front of the bargaining teams. The recommendations are as follows:
  - TALC Supplement Committee Recommendation:



- Maintain existing dollar amounts for supplements and reset index numbers based on new minimum base salary
- Adjust Special Instructional supplements to balance amounts for School Counselor, School Social Worker, and Licensed Mental Health Professionals (LMHP) (similar credentials, currently different supplement amounts)
- Adopt language to allow changes to the Instructional Supplement Salary Schedule by Memorandum of Understanding (MOU), if the total amount spent is no greater than the budgeted amount
- Special Instructional Labor Management (SILM) Committee Recommendation:
  - Highlighting work that has already been done by the Committee to addressing concerns about the following:
    - Career Ladder, Performance Evaluations, and Supplements
    - Professional Development, mentors and interns
    - Workload and coverage concerns
    - COVID-related concerns
  - Include School Nurses, School Social Workers, and Licensed Mental Health Professionals in the group for base salary increase to \$50,500.00
  - Strengthen channels of communication for Special Instructional Staff to address common concerns
    - TALC will work with reps. for each area to identify and address site-based issues and develop a process for referring issues to SILM and bargaining

### Option

Accept one or both of the recommendations made by the TALC Supplement Committee and the TALC Special Instructional Labor Management Committee

- Facilitators reviewed the interests of the group relative to Article 10 (Compensation) (*see minutes from 3-9-20 for interests*)
- Clarification was given that School Counselors are on the Special Instructional list, and that the TALC Supplement Committee recommended that School Social



Workers, School Counselors and LMHPs receive a supplement in the same amount

### Caucus

**District Report Out:** The majority of discussion was around the implications of the option. When the District presented the overall plan, it was based on an order of operations, making certain assumptions and the District's proposal to raise the minimum base salary to \$47,500.00. The District team has concerns about whether TALC is aware of the potential implications of approving the option. Depending on where we end up on the Teacher Salary Increase Allocation (TSIA) funds and the 80/20 split, committing to \$50,500.00 for these positions will impact the money that available for classroom teachers, including experienced teachers. We can live with it, but we're concerned that committing now could have a potential impact on other options.

### Article 10 (Compensation) – Story (continued)

- As mentioned earlier, this is the recommendation of committees made up of District and TALC representatives; TALC understands that anyone we allocate extra money for takes away from the total "pot" of money
- The overall goal is to negotiate the best deal for all employees; if \$46,000.00 is the highest we can raise our minimum salary in order to give experienced teachers a little extra then that's the best we can do
- These were the recommendations of two committees with unanimous support from all committee members and we should honor that
- This is not about honoring or not honoring the process; we do not want to get down the road and have this commitment of funds prevent us from doing other things
- TALC would like to make a data request:
  - How many School Nurses, School Social Workers, and LMHPs are moving to \$50,500.00? What is the total cost?
  - How many employees are considered Special Instructional and would not be moving to \$50,500.00?
  - For the Special Instructional positions that we are increasing the supplement, what is the total cost of that increase?



- Is it possible to see a graph that maps out how much different group will get depending on how TSIA money is split?
- The District has a concern about committing to this option, but if TALC would like to test it, we can test the option

### Caucus

**TALC Report Out:** We understand that any type of increase to the minimum base salary for Special Instructional Staff will cost money and that there are implications for other things. Some scenarios we've been running anticipate those costs. You'll see in our discussions of an option we've created that we've anticipated this and don't think it will break the bank. TALC estimates there are about 108 School Social Workers and School Nurses, with roughly 79 of those employees falling below \$50,500.00. The cost to get them all to \$50,500.00 would be about \$546,000.00. TALC agrees we cannot exclude these two groups of employees. Since this does impact on our conversation about minimum base salary, maybe we can agree on the concept and not tie it to a number yet. It is very likely that we will land on \$50,500.00, but if we get somewhere down the line and need to tweak things, TALC would like to have that option. All of this is being said we anticipate that things will work out.

### Option

Agree to the TALC Supplement Committee's recommendation and agree to moving Special Instructional Staff's minimum base salary to an amount up to \$50,500.00 with no experience credit applied towards salary

### Article 10 (Compensation) – Story (continued)

- Clarification was given that Special Instructional Staff will still receive supplements attached to their job
- The District reiterated that no experience credit will be given to Special Instructional Staff; data shows that there has been a lot of frustration for Special Instructional staff and District staff when it comes to work experience verification; employees will no longer have to find old W-2s or worry about



getting documentation from companies they've worked for in the past that have closed

- School Social Workers have been limited to 5 years of experience credit; awarding a minimum base salary comparable to the maximum amount of experience credit available now may create compression issues
- Employees will still be able to submit experience credit but it won't impact their salary; it might be beneficial to some people for Career Ladder purposes

### Caucus

**TALC Report Out:** This is a big change for experience credit; we're now frontloading. We're on the same page now and clarified the details of the option.

### Article 10 (Compensation) – Story (continued)

- The District is still waiting on a written legal opinion regarding making longevity pay and Florida Retirement System (FRS) eligibility
- There is an almost a \$200,000.00 difference in terms of fiscal impact, if longevity pay is not FRS eligible
- TALC read the following figures to the group to summarize the bargaining authority of other Florida districts and the minimum base salary that they agreed upon

County	Contribution	Minimum Base Salary
Baker	-	\$41,880
Brevard	\$1.4 million	-
Broward	-	(+ millage)
Citrus	\$2.4 million	-
Collier	-	\$44,700 (grandfather) \$47,720 (non-grandfather)
Columbia	-	\$42,975
Dade	-	\$47,500 (+ millage)
Desoto	\$500,000	\$45,200
Dixie	\$60,000	\$42,000



FL School Deaf/Blind	-	\$42,350
Flagler	-	\$48,994
Gadsden	-	\$41,926
Glades	\$50,000	\$45,700
Gulf	\$89,531	\$40,555
Hamilton	Undisclosed	\$39,785
Hardee	\$500,000	-
Highlands	\$250,000	-
Hillsborough	\$9 million	\$47,500 (+ millage)
Indian River	-	\$47,700 (+ millage)
Lake	\$78,000	
Lee	\$7.1 million to salary \$7.8 million to insurance	TBD
Leon	\$4 million	\$43,304
Nassau	-	\$45,242
Okaloosa	-	\$44,300
Pinellas	\$6 million to insurance	-
Seminole	\$400,000	\$46,310
St. Lucie	-	\$44,600
Suwanee	\$55,000	\$46,000
Union	-	\$39,950
Wakulla	-	\$42,920

**Article 10 (Compensation) – Story (continued)**

- The District asked if TALC is aware if the Florida Department of Education (FL DOE) has approved the plans for any of the districts mentioned
- TALC is only aware of an issue with Union County’s plan, as it including “banding”, which FL DOE said is not permitted
- The District would like to know if any of the districts mentioned put any additional money toward their compensation packages, or if this is just TSIA money that came from FL DOE
- The District would like to know the current minimum base salary of the districts mentioned before the proposed changes



- The District would like to know whether the minimum base salary for all instructional staff is being increased in the districts mentioned, or if they've stuck to the narrow definition of "classroom teachers" that's in Florida Statute
- TALC will work on getting answers to these questions and will bring answers to TALC Labor/Management Committee
- The District is aware that some of the districts mentioned excluded Voluntary Pre-Kindergarten (VPK) teachers from their proposals, because of a technicality in the law
- Districts are required to make detailed reports to FL DOE by due December 1, 2020 explaining how they plan to spend TSIA funds; FL DOE wants to know person by person what the increase will look like
- TALC presented the option they discussed earlier, which is outlined below:
  - After reviewing data provided in response to an earlier data request, TALC landed at \$46,400.00 as the minimum base salary that can be reached using only the TSIA funds from FL DOE
  - TALC used the same order of operations that was discussed earlier: movement on the Career Ladder, a 2% increase across the board, a True-up using available funds, and then looked at minimum base salary for Special Instructional Staff
  - The amount in TALC's option includes moving non-classroom instructional staff at \$46,400.00
  - TALC used only the TSIA funds when determining this number and did not include employees who work fewer than 37.5 hours/week or JROTC instructors, because we're of the understanding that those positions are funded by the military
  - It was clarified that the District has an agreement with the military and pays half of the salary for JROTC instructors
- TALC believes that \$46,400.00 is the most comfortable number for the most of their bargaining unit members, because the spread in terms of percent increase won't be quite as large, and it's possible that District funds could support a 2.5% increase across the board with this minimum base salary
- The District received information from FL DOE detailing what kind of reporting we have to do on December 1, 2020; FL DOE is asking for a breakdown, person by person, of starting salary and salary after the TSIA funded increase, and what



the individual and overall costs of these changes are and how they're being funded

- The District calculated minimum base salary using the 80% split of the TSIA funds the way TALC is describing, and arrived at an amount of \$47,140.00
- FL DOE estimated that the District would be able to get to an amount of \$47,300 and we are concerned that if we don't get to that amount, FL DOE may ask why we're not hitting that number
- TALC would like to discuss the details of the calculations further in the TALC Labor/Management Committee, because there are obviously a lot of moving parts
- For employees working fewer than 37.5 hours per week, there is still a cost that needs to be accounted for; we have to multiply the amount they'll receive by their FTE value, so they get an equivalent amount based on their hours worked
- On Wednesday, November 18, 2020 at the TALC Labor/Management Committee meeting, we will review the math behind these calculations
- TALC knows there's money left on the table to cover some of those unknowns based on the option they've presented, but would like the District to also run the numbers using \$46,400.00 as a minimum base salary to see how the numbers line up

### Check Out