



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

December 17, 2020

The TALC and District bargaining teams met on December 9, 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 and the distribution of the \$7.8 million bargaining authority for benefits and \$7.1 million bargaining authority for compensation provided by the School Board:

## Article 5 (General Employment Practices)

- Addition of language regarding job descriptions
- Addition of language regarding subcontractors, which allows District employees priority over subcontractors for assignment of duties

## Article 6 (Working Conditions)

- Addition of language regarding workplace injuries
- Addition of language regarding protections for employees who are victims of domestic or sexual violence
- Clarification of language regarding Alcohol, Tobacco, and Drug-Free Workplace policies, including:
  - Clarifying expectations regarding drug abuse assistance or rehabilitation programs
  - Clarifying language regarding alcohol, tobacco, or drug testing of employees
  - Clarifying language regarding employees performing duties associated with the confiscation of alcohol, tobacco, or drugs
- Addition of language regarding Last Chance Agreements (LCAs) for employees in violation of Alcohol, Tobacco, and Drug-Free Workplace policies

## Article 7 (Work Schedule)

- Revision of language regarding Professional Learning Communities (PLCs) to reflect expectations set by the District's PLC Guidelines
- Addition of language regarding paid holidays for employees

## Article 9 (Disciplinary Procedures)

- Updates to existing language to improve communication and clarity regarding employee discipline procedures



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- Addition of references to relevant Florida Statute and Florida Administrative Code
- Addition of language referencing employee's right to representation for pre-determination hearings
- Addition of language regarding an employee's right to receive notice of a complaint against them prior to a pre-determination hearing
- Addition of language regarding the Association's right to attend all District-based pre-determination hearings
- Addition of language regarding the use of technology as a basis for disciplinary action, which states that disciplinary action may not be solely based upon the use of technology and must consider the totality of the circumstances.
- Addition of language regarding non-disciplinary outcomes of investigations, including "No Finding" and "Letter of Guidance"
- Addition of language regarding disciplinary outcomes of investigations, including "Administrative Notes", "Conference Summary", "Written Reprimand", "Last Chance Agreement", "Suspension", and "Termination"

## Article 10 (Compensation)

- **Changes in Compensation**
  - ***Performance Based Pay:*** A \$1,000.00 increase in base salary for employees who are eligible for the FY20 Career Ladder Movement
  - ***Teacher Salary Increase Allocation (TSIA):*** Expenditure of state funding associated with recently enacted laws, which results in an increase in base salary for "classroom teachers" and other instructional staff to the new minimum base salary allowable by available funding and guarantees a base salary increase of no less than two (2) percent for all instructional staff
  - ***Special Instructional Staff:*** An increase in minimum base salary for Special Instructional Staff, including Athletic Trainers, School Counselors, School Social Workers, Speech-Language Pathologists (SLPs), Occupational Therapists (OTs), Physical Therapists (PTs), School Nurses (RNs), School Psychologists, Licensed Mental Health Professionals, and Board-Certified Behavior Analysts (BCBAs).
  - ***Market Adjustment:*** An increase in base salary of \$350.00 for Instructional Staff with 10, 15, 16, or 17 creditable years of experience and an increase in base salary of \$600.00 for Instructional Staff with 11, 12, or 13 creditable years of experience



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- **Longevity Pay:** A longevity supplement to acknowledge the dedicated service of District employees, based total upon non-consecutive years of District service.
- **Instructional Supplements:**
  - Alignment of supplement amounts for School Social Workers, School Counselors, and Licensed Mental Health Professionals
  - Addition of three (3) schools to the list of Turnaround Schools for FY21 (2020-2021 school year): Franklin Park Elementary, Orange River Elementary, Sunshine Elementary.
- Corresponding changes to the Starting Salary Schedule and Experience Credit
  - Establishing a new minimum base salary of \$47,300.00 for Instructional Staff, excluding Special Instructional Staff
  - Establishing a new minimum base salary of \$50,500.00 for Special Instructional Staff with experience credit no longer impacting starting salary
  - Clarification of language regarding Starting Salary and Experience Credit for JROTC instructors
- Addition of language authorizing payment for Career Ladder Movement via Memorandum of Understanding (MOU)
- Addition of language authorizing annual updates to the Instructional Supplement Salary Schedule via Memorandum of Understanding (MOU)
- Addition of language clarifying existing incentive and bonus programs, including:
  - Certification (Testing)
  - Reading Endorsement
  - ActiveLee Employee Wellness
  - Recruitment
  - Qualifying Adoptive Employee
  - Dale Hickam Excellent Teaching Program
  - Florida School Recognition
  - Florida Teacher Supply Assistance
  - International Baccalaureate (IB) Exam
  - Advanced International Certificate of Education (AICE) Exam
  - College Board Advanced Placement (AP) Exam
  - Career and Professional Education Act (CAPE) Industry Certification Exam
- Clarification of expectations regarding Special Instructional Staff and instructional coverage
- Clarification of expectations regarding planning for non-classroom instructional staff, including Special Instructional Staff



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## Article 11 (Benefits)

- An increase in the Board Contribution to Flex Credits from \$7,360.80 to \$8,104.80 per employee, per year; this is an increase of \$744.00 per year or \$62.00 per month and matches the increase in Total Monthly Premiums of current major medical plans, so the net impact of increased costs of health insurance do not result in any increase to employees
- Addition of language memorializing the District's participation in the Florida Retirement System and contributions to Social Security

## Article 12 (Leave)

- Discussion of proposed changes to Article 12 (Leave), which will improve readability
- Agreement to continue working on rewrites to Article 12 (Leave) and to bring a recommendation for a clear and concise re-write in FY22 (2021-2022 school year)

## Article 14 (Duration and Acceptance)

- Extend the duration of the Collective Bargaining Agreement by three (3) years to cover FY21 (2020-2021 school year, FY22 (2021-2022 school year), FY23 (2022-2023 school year)

## Housekeeping

- Addition housekeeping to align the terms of employment with other bargaining units and employee groups, including:
  - Updating references from "Peer Teacher" to "Mentor Teacher"
  - Changing gender specific references to gender neutral references
  - Changing some references to "teacher" or "instructional staff" to "employee"
  - Changing "when" to "if" where applicable

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