



TALC COLLECTIVE BARGAINING FY22 (2022-2023 SCHOOL YEAR) JOINT COMMUNICATION

January 12, 2022

The TALC and District bargaining teams recently met to continue negotiations for a successor agreement to the FY21 TALC Collective Bargaining Agreement.

The teams will continue to meet from 4:00 p.m. to 7:00 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 sessions is scheduled for Tuesday, January 18, 2022. All meetings are livestreamed on [the District's YouTube channel](#). Bargaining sessions will remain closed to the public for in-person viewing while local COVID transmission rates remain high.

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

Elementary and Secondary School Economic Relief (ESSER) Act

Instruction during missed planning and classroom coverage by Classroom Instructional Staff or Non-Classroom Instructional Staff will result in additional compensation to be paid in accordance with parameters listed below:

- Payment is contingent upon Florida Department of Education (FL DOE) approval for the expenditure of available ESSER funding
- Payment will be effective January 12, 2022 and expire upon the exhaustion of ESSER funding
- Classroom Instructional Staff, Non-Classroom Instructional Staff, and Special Instructional Staff are defined in Appendix C (see attached)
- Special Instructional Staff will not be eligible to provide classroom coverage
- The TALC Labor/Management Committee may review situations where there is a concern about equitable opportunities for employees to provide classroom coverage, or other unique challenges related to implementation or manegability



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Elementary Schools

- Each absence or vacant position (instructional staff only) will result in additional funding at a rate of \$375.00 per day for classroom coverage
- Available funding will be split evenly among employees who are responsible for providing classroom coverage for each absence or vacant position
- Students will be split equitably among employees responsible for providing classroom coverage for each absence of vacant position
- Students will be split among employees who teach the same grade level or are part of the same team, if possible
- Coverage that is provided for less than two (2) hours per day will be paid at the employee's regular hourly rate

Secondary Schools

- Each absence or vacant position (instructional staff only) may result in an opportunity for employees to provide instruction during missed planning or classroom coverage
- Employees may be required to provide classroom coverage: volunteers should receive these additionally assigned duties before resorting to a involuntary rotation of employees
- Eligible employees will receive an additional \$60 per hour on top of their regular rate of pay (hourly rate) for daily coverage
- Eligible employees will receive an additional \$75 per hour on top of their regular rate of pay (hourly rate) for semester coverage

Special Centers and K-8 schools

- Employees who teach elementary school students will be paid based upon the guidelines for Elementary Schools
- Employees who teach middle and high school students will be paid based upon the guidelines for Secondary Schools
- Unique scheduling situations should be referred to the TALC Labor/Management Committee for review



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Administrative Tasks

- Employees who provide support to a classroom in need of classroom coverage by providing assistance with lesson plans, grading of assignments, parent contact, or other administrative tasks will be paid at their hourly rate for an additional one (1) hour per day

Next Steps

In an effort to provide clear and concise communication about these changes, which received approval from the TALC and District teams for emergency implementation, the following next steps will be taken:

- Payroll will be providing updated guidelines to school-based administrators for the completion of requests for payment to aid in the timely and accurate processing of payment for classroom coverage
- TALC will provide a Helpful Hints page that provides a more detailed explanation and includes specific examples of common classroom coverage situations

The parties will continue to discuss interests related to retroactive payment for classroom coverage provided in FY22 (2021-2022 school year) that occurred prior to January 12, 2022. This will be an item on the agenda for upcoming TALC Bargaining Sessions.

INSTRUCTIONAL AND SPECIAL INSTRUCTIONAL POSITIONS

Position	JDE	Work Year	Last Action
CLASSROOM			
Teacher, Classroom	T-1.04	196, 201, 206, 216, 226, 255	01/26/2021
Teacher, Exceptional Student Education (Separate Classroom/Self-Contained)	T-1.03	196	01/26/2021
Teacher, Learning and Leadership	T-1.16	226	01/26/2021
Teacher, Peer Collaborative	T-1.17	196	01/26/2021
Teacher, Professional Development Resource	T-1.02	196	01/26/2021
Teacher, Transformation	T-1.18	196	01/26/2021
Teacher, Virtual Education	T-1.12	196	01/26/2021
Teacher on Assignment (District)	T-1.09	196, 201, 206, 216, 226, 255	01/26/2021
NON-CLASSROOM			
Advisor, Financial Aid	A-7.01	255	01/26/2021
Coach, Diversity and Inclusion	C-30.06	226	01/26/2021
Coach, Literacy	C-30.02	196	01/26/2021
Coach, Literacy (District)	C-30.04	196, 206	01/26/2021
Coach, Mathematics	C-30.01	196	01/26/2021
Coach, Mathematics (District)	C-30.05	206	01/26/2021
Coach, Science	C-30.03	196	01/26/2021
Dean, Student Discipline	D-1.11	196	01/26/2021
Instructor, Healthy Fit Lab	P-18.01	196	01/26/2021
Instructor, Healthy Living Lab	M-1.38	196	01/26/2021
Specialist, Behavior	S-11.56	196	01/26/2021
Specialist, Career	S-11.04	196, 255	01/26/2021
Specialist, Coaching (District)	S-11.69	196	01/26/2021
Specialist, Content (District)	S-11.77	226	01/26/2021
Specialist, Education (Primary)	S-11.07	196	01/26/2021
Specialist, English for Speakers of Other Languages	S-11.05	196	01/26/2021
Specialist, Exceptional Student Education (Child Find)	S-11.46	196, 216	01/26/2021
Specialist, Exceptional Student Education (Florida Inclusion Network)	S-11.72	196	01/26/2021
Specialist, Exceptional Student Education (Parent Services)	S-11.48	196, 216	01/26/2021
Specialist, Exceptional Student Education (Professional Development)	S-11.47	196, 216	01/26/2021
Specialist, Exceptional Student Education (Staffing)	S-11.38	196	01/26/2021
Specialist, Learning Resource	S-11.65	196	01/26/2021
Specialist, Media	S-11.02	196	01/26/2021
Specialist, Prevention (Teacher on Assignment)	S-11.67	196, 201	01/26/2021
Specialist, Program (Title I)	P-12.10	196	01/26/2021
Specialist, Reading	S-11.19	196	01/26/2021
Specialist, Student Enrollment (Program Placement)	S-11.75	196, 255	01/26/2021
Specialist, Support (District Intervention)	S-11.33	196	01/26/2021

Specialist, Support (School Intervention)	S-11.70	196	01/26/2021
Specialist, Technology	S-11.49	201, 226	01/26/2021
Specialist, Translator (ESOL)	S-11.51	196	01/26/2021
SPECIAL INSTRUCTIONAL			
Athletic Trainer	T-16.03	196	01/26/2021
Board-Certified Behavior Analyst	A-13.09	196	01/26/2021
Licensed Mental Health Professional (District)	L-1.01	201	01/26/2021
Occupational Therapist	T-16.05	196	01/26/2021
Physical Therapist	T-16.06	196	01/26/2021
School Counselor	C-51.01	196, 201, 206, 226	01/26/2021
School Nurse	N-1.01	196	01/26/2021
School Psychologist	P-16.03	196, 206, 216, 226	01/26/2021
School Social Worker	S-8.03	196, 206, 216	01/26/2021
School Social Worker (District Lead)	S-8.02	216	03/10/2020
Speech-Language Pathologist	S-11.58	196	01/26/2021