



TALC COLLECTIVE BARGAINING FY22 (2021-2022 SCHOOL YEAR) JOINT COMMUNICATION

March 19, 2022

The TALC and District bargaining teams met on March 18, 2022 to continue negotiations for a successor agreement to the FY21 TALC Collective Bargaining Agreement. Using the interest-based bargaining process, the teams discussed story, presented options, and reached consensus on the following items and the distribution of the Elementary and Secondary Schools Emergency Relief (ESSER) funding from the federal government, Teacher Salary Increase Allocation (TSIA) funding from the State, and bargaining authority for increased compensation provided by the School Board:

FY22 (2021-2022 school year) COVID Memorandum of Understanding (MOU)

- TALC and the District entered into a MOU that renewed key elements of the FY21 (2020-2021 school year) COVID MOU; information was shared with employees in August 2021
- The FY22 COVID MOU was ratified and board approved in October 2021

ESSER Classroom Coverage

- In August 2021, TALC and the District began discussing compensation for employees providing instruction during missed planning or classroom coverage
- Approximately eight (8) bargaining sessions were dedicated to discussion, which ultimately led to an MOU that increased available compensation, broadened the eligibility requirements for these supplements, and clarified some of historic confusion around compensation for instruction during missed planning or classroom coverage
- Emergency implementation was effective January 12, 2022 and additional information was provided to instructional staff and administrators, including a list of Frequently Asked Questions (FAQs), which will be updated on an ongoing basis

ESSER Retention Bonus

- The parties agreed to retention bonuses for FY22 (2021-2022 school year) and FY23 (2022-2023 school year)
- Instructional staff must be employed by the District at the time of disbursement and must be payroll active and actively working in order to be eligible for payment



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- One-time bonuses will be available to employees based upon hire date as follows:
 - For employees hired prior to the first day of the work year, a one-time bonus in the amount of \$2,575.00 will be paid on April 30, 2022
 - For employees hired after the first day of the work year, but prior to October 14, 2021, a one-time bonus in the amount of \$2,200.00 will be paid on April 30, 2022
 - For employees hired after October 14, 2021, but before January 10, 2022, a one-time bonus in the amount of \$1,900.00 will be paid on April 30, 2022
 - For employees hired after January 10, 2022, but before March 17, 2022, a one-time bonus in the amount of \$1,300.00 will be paid on April 30, 2022
 - For employees who are employed on the last regularly scheduled work day of FY22 (2021-2022 school year) that return for FY23 (2022-2023 school year) with no break in service and are still employed on September 30, 2022, a one-time bonus in the amount of \$2,500.00 to be paid on October 14, 2022; funding for this retention bonus will come from ESSER funding and savings realized as a result of unfilled vacancies in FY22 (2021-2022 school year); all available funding will be expended and the amount of this one-time bonus may be adjusted to account for changes in the number of eligible employees

Article 2 (Privileges, Rights, and Responsibilities)

- The parties agreed to language that recognizes TALC's right to access information about members of their bargaining unit, which might not otherwise be available through a public records request

Article 10 (Compensation)

- Dr. Ami Desamours, Chief Financial Officer, provided an update on bargaining authority in December 2021, including information about the allocation of Teacher Salary Increase Allocation (TSIA) funding from the State to meet statutory requirements related to the establishment of a minimum base salary of \$47,500.00
- TALC requested data from the District in order to evaluate options based upon the parties' shared interests and returned with a presentation on potential savings in the District's budget for FY22 (2021-2022 school year)
- The Turnaround School Committee presented a recommendation for supplements for FY23 (2022-2023 school year) and FY24 (2023-2024 school year); the recommendation was revised at the request of the bargaining teams in order to stay within the previously budgeted amount of approximately \$2.8M



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- In FY23 (2022-2023 school year), a Turnaround School Supplement in the amount of \$4,000.00 will be provided to instructional staff assigned to the following schools:
 - Fort Myers Middle Academy
 - Franklin Park Elementary
 - Tice Elementary
 - East Lee County High
 - Colonial Elementary
 - Edgewood Academy
 - Island Coast High
- In FY23 (2022-2023 school year), a Transition School Supplement in the amount of \$2,000.00 will be provided to instructional staff assigned to the following schools:
 - Manatee Elementary
 - Ray V. Pottorf Elementary
 - James Stephens Elementary
 - Mirror Lakes Elementary
 - Orange River Elementary
 - Sunshine Elementary
- Additional conversation about changes in compensation are scheduled to occur after Spring Break; options have been presented that seek to address requirements related to TSIA funding and resulting salary compression issues; no agreement has been reached at this time

Article TBD (Professional Development)

- The parties agreed to the adoption of language creating an article specifically capturing the details of the District's continued commitment to provide meaningful, job related professional development that recognizes the learning needs and preferences of a diverse group of positions and employees
- The parties agreed to increase the voluntary training rate from \$15.00 per hour to \$25.00 per hour; additional conversation around the distinction between voluntary and mandatory/required training will occur in the TALC Labor/Management Committee



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Calendar

- Bargaining sessions were scheduled for the following date:
 - Monday, August 30, 2021 -
 - Monday, September 27, 2021
 - Monday, October 11, 2021
 - Monday, October 25, 2021 – **CANCELLED**
 - Monday, November 8, 2021
 - Monday, November 22, 2021 – **CANCELLED**
 - Wednesday, December 1, 2021
 - Monday, December 6, 2021
 - Tuesday, January 4, 2022
 - Tuesday, January 18, 2022
 - Monday, February 7, 2022
 - Tuesday, February 15, 2022
 - Monday, February 28, 2022
 - Monday, March 14, 2022
 - Friday, March 18, 2022
- The next TALC bargaining session is scheduled for Monday, March 28, 2022 from 4:00 p.m. to 7:00 p.m.
- Approved minutes from all bargaining sessions are available on [the District website](#)
- Live streaming of bargaining sessions is via [the District YouTube channel](#) and archived videos of bargaining sessions are available

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