



## TALC BARGAINING MINUTES AUGUST 15, 2022 FY23 (2022-2023 school year)

### AGENDA

- Check-in
- Time constraints
- Norms
- Calendar
- Overview of the Interest-Based Process
- Snapshots
- Check-out

### CHECK-IN

Time Constraints: 4:45, 5:00

Missing: (none)

Elephants: (none)

#### Expectations:

- To get off to a good start\*\*\*\*\*
- To have a very productive meeting
- Learn the process

### NORMS

- Begin and end on time
- Issues not individuals
- Assume good intentions
- Limit sidebars
- Restroom breaks whenever appropriate
- Maintain confidentiality
- Stay on topic
- Minutes distributed before the next bargaining session (minutes will be a summary of the items on the charts)
- Cell phones on silent mode



## CALENDAR

- Our next bargaining sessions for TALC are scheduled for:
  - August 29, 2022
  - September 5, 2022 Holiday
  - Possibility of a Joint Session on 9/12
  - Rosh Hashanah is on September 26
  - November 21 is scheduled during Thanksgiving break
  - Go with tentative dates sent and work with items above

### **Article 8 (Performance Evaluation)**

#### Story

- Clear up some language around performance evaluations
- This has been a work in progress for a couple of years
- Notice, Evidence Assistance and Time (NEAT)
- We are bound by FL statute to have the plan approved annually

#### Interests

- Compliance
- Equity
- Clarity
- Manageability
- Teacher Morale
- Retention
- Student Achievement
- Consistency
- Professional Standards
- Recruitment
- Support and Assistance

#### Data Requests

- Proposed language has been drafted will be sent out for review to discuss in an upcoming bargaining session

### **Article 12 (Leave)**

#### Story

- Rewrite was begun before the pandemic and was tabled. It was

#### Interests

- Clarity
- Teacher Morale
- Readability/Understandability



<p>on our list for last year and we ran out of time</p> <ul style="list-style-type: none"> <li>• The process was started with Schedule N and Admin contracts</li> <li>• Highlight would be specific language about compassionate leave for miscarriage, still birth, ectopic pregnancy or molar pregnancy</li> </ul>	<ul style="list-style-type: none"> <li>• Retention</li> <li>• Safety - ability to take leave if you are sick</li> <li>• Compliance</li> </ul> <p><b><u>Data Requests</u></b></p> <ul style="list-style-type: none"> <li>• Crosswalk or red line version</li> <li>• Statutory language as it relates to vacation</li> </ul>
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Article 10 (Compensation)	
<p><b><u>Story</u></b></p> <ul style="list-style-type: none"> <li>• Number of statutory requirements over teacher pay. There are over 20 laws governing teacher pay. We need to work within those confines.</li> <li>• Record inflation</li> <li>• Last year we got to \$47,500 starting teacher salary</li> <li>• Career Ladder and market adjustments to address salary compression</li> <li>• Competition from neighboring counties</li> <li>• Additional pressure that has been put on teachers</li> <li>• The concept of total compensation not just base pay</li> </ul>	<p><b><u>Interests</u></b></p> <ul style="list-style-type: none"> <li>• Retention and recruitment</li> <li>• Morale</li> <li>• Address/address compression</li> <li>• Student achievement</li> <li>• Fairness</li> <li>• Livable wage</li> <li>• Professional wage</li> <li>• Equity</li> <li>• Clarity</li> <li>• Compliance</li> <li>• Alignment with current duties and responsibilities</li> <li>• Support and assistance</li> </ul> <p><b><u>Data Requests</u></b></p> <ul style="list-style-type: none"> <li>• Need to know the supplement budget or budget for Turnaround schools so when the committees start to meet we have the information to make recommendations.</li> <li>• How many teachers were impacted by Career Ladder move</li> </ul>



- The AFT survey about why teachers are not getting into the field or are choosing to leave

## Article 11 (Benefits)

### Story

- This would be included in a Joint Session
- The money the Board contributes toward health insurance is determined at the bargaining table
- The School District of Lee County has the lowest employer contribution amongst Lee government employers
- We have had consistent medical trend of upwards of 10% and the contribution of the board does not keep up with the trends
- Continued interest in child care benefits
- Impact of the COVID-19 pandemic on our insurance plan and the impact to us in healthcare costs
- Total compensation
- The District presented to the Board on the current state of our benefits which is available on YouTube for everyone to watch
- The reserve fund for health insurance can only be touched by the Insurance Task Force. As stated in Article 11.09 Self-

### Interests

- Recruitment and retention
- Employee wellness
- Morale
- Access and usability
- Employee affordability
- Compliance
- Attractive to the employee

### Data Requests

- Impact on costs from COVID
- Include trend data in presentation



insurance fund reserves shall not be transferred out of the fund without the recommendation of the Insurance Task Force. The fund has been dwindling over the years	
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## GOOD OF THE ORDER

- Classroom Coverage MOU
  - MOU for class coverage ratification will take place Wednesday, Aug 31 and Thursday September 1
- Clarification for Retention Bonus
  - The date for the retention payout is Friday, October 14. If they were employed on their last scheduled work day of FY22 (2021-2022 school year) and September 30, 2022. Employed is defined as payroll active, actively working, and with no break in service
- We will begin the session on August 29 with Article 8 (Performance Evaluations)

## CHECK-OUT

- Were your expectations met on a scale of 1-5?
  - 5\*\*\*\*\*