

TALC BARGAINING MINUTES

DECEMBER 12, 2022

FY23 (2022-2023 school year)

AGENDA

- Check-In
- Approval of Minutes
- Article 10 (Compensation)
 - TSIA
- Check-Out

CHECK-IN

Time Constraints: 5:00, 6:00

Missing: Will Rothenberg, Dr. Ami Desamours, Bonnie McFarland, Dr. Cole, Mario Dorestal, Tera Sherman

Elephants: (none)

Expectations:

Come to an agreement on the issue that is on the agenda*****

Have a robust discussion on TSIA funds*****

Have a clear understanding of what we have on the table****

MINUTES

- 11/28/22 minutes approved with one correction

STORY – Article 10 (Compensation) (TSIA)

- This is the third year of the legislation called Teacher's Salary Increase Allocation (TSIA) that is provided by the state for classroom teachers as defined under Florida statutes.
- This year, the \$7.5M allocation must be paid retroactive to July 1, 2022.
- There are restrictions on the manner in which the money is spent.
- The base salary has to increase by 75% of the largest adjustment negotiated for any teacher above the base. Every dollar we give to someone on the grandfathered schedule, we have to put \$.75 at the base.
- The legislators have mandated that the longevity supplement has to follow the 75% split. If a person gets an increase of \$1,000 and a longevity supplement of \$1,000, the base has to increase by \$1,750 (75% of \$2,000)

- This has significantly enhanced compression. It raised the base to \$47,500, but it has not followed through with those in the middle and at the top.
- This is the largest influx of cash into the teacher salaries and the definition of teacher is narrowly defined.
- The performance pay rules have also become more restrictive. Anyone on annual contract who gets a highly effective rating, has to make 125% of any adjustment negotiated with a professional services contract. Effective rating is 50-75%.
- There are 1,508 teachers on the grandfathered salary schedule. The rest are performance based. There are 5,900 teachers.
- We also have to consider some new supplements that are required by law. The D and F school supplement, the Title I school supplements, and the critical shortage supplements. These would have to be taken out of the forward contribution.
- Because we are at \$47,500 base pay, we have more flexibility. We can use the second 50% and maybe all of it and include non-classroom instructional folks.
- The District put up some ideas for order of operation for providing salary increases.
 - Career Ladder (not part of TSIA funds)
 - Effective/Highly Effective
 - True up to \$48,000 for starting base salary
- Collier County is starting at \$50,000 and Charlotte County is starting at \$48,500.
- Other surrounding districts have other sources of funding such as millage.
- Statute 1012.22 This statute requires school districts to ensure that the minimum base salary for full-time classroom teachers increases by at least 75 percent of the largest adjustment for an employee on the grandfathered salary schedule if the minimum base salary prior to this increase equals or exceeds \$47,500. The increase must be at least 150 percent of the largest adjustment for an employee on the grandfathered salary schedule if it is less than \$47,500. This requirement does not have to be met solely with TSIA funds, but can be achieved using a combination of TSIA funds and other funds, other funds only, or only TSIA funds. This is a general requirement and not a TSIA-specific requirement.

CAUCUS

TALC Report Out:

- We had a discussion around TSIA and particularly the 50/50 split and how to move forward.

District Report Out:

- We talked about the statute and read some of the language of TSIA and have a possible option.

EXECUTIVE CAUCUS

- We are trying to get on the same page about how to move forward.

STORY – Article 10 (TSIA)

- Right now, we have \$7.5M we want to spread to teachers in some way to get money in their pockets. We have to comply with the statutes that put significant limits on how we can distribute the money or pay teachers.
- On November 30, when we received the tax receipts for the 2022 year, we expected to receive about \$135M and we received \$19M.
- We get 61% of our funding from local tax base. The rest comes from the state.
- Fort Myers Beach and Sanibel generate about \$45M per year. Right now, they are talking about doing an abatement of taxes for people whose houses are not livable. We will see no tax money for those homes for this year.
- When we get the tax money in December, the District hopes to be able to have a number for bargaining.

Option 1

- Highly Effective - \$1,330.00 addition to base salary.
- Effective and on the Grandfathered Salary Schedule - \$665.00 increase to base salary.
- True up to new starting salary of \$48,000.00

CAUCUS

TALC Report Out:

- Discussion of the option and the potential of it being ratifiable.

STORY – Article 10 (TSIA)

- Concerns about agreeing to something when we don't know what the future will bring.
- There are 1,508 teachers on the Grandfathered Schedule.
- In total including the 1,508, there are 3,261 Effective or Grandfathered.
- There are 2,100 Highly Effective.
- There are 1,359 teachers eligible for the \$48,000 true up.
- From the TSIA FAQs, it says you can use TSIA funds for performance increases, as long it is for employees who are eligible to receive TSIA money.
- 1012.01(2)(a-d) is the definition of instructional personnel. Item d includes other instructional staff.
- FAQ question 12, the last sentence includes all the definitions. Because we are at \$47,500, we can use the entire amount for everyone in the bargaining unit.
- What is the rationale for giving 50% of the \$1,330 for those who are not Highly Effective rather than 75%?
- The 75% applies to the base salary.
- Statute 10.12.22(5)(b)(ii) – Annual salary adjustments for employees rated effective must be at least 50% and no more than 75% of the adjustment for highly effective of the same classification. Number 1 talks about the 125% rule or highly effective annual contract teachers as it relates to PhD.

DATA REQUESTS

1. # of non-instructional classroom broken down by salary schedule (those defined as a non-classroom teacher by statute)
2. People implicated by D and F Schools, Title I and Critical Shortage
Title I = 2,842
Critical Shortage = approximately 1,679
D/F = 111

Calendar

The next session is scheduled for January 9 and the time will be decided at Labor Management.

Check Out