



# TALC COLLECTIVE BARGAINING FY23 (2022-2023 SCHOOL YEAR) JOINT COMMUNICATION

**March 8, 2023**

The TALC and District bargaining teams met on February 6, 2023 and reached a tentative agreement for the FY23 (2022-2023 school year) TALC Collective Bargaining Agreement.

Using the interest-based bargaining process, the teams discussed "story", presented options, and reached consensus on a number of items, including the distribution of the Elementary and Secondary Schools Emergency Relief (ESSER) funding from the federal government, a Board-funded increase to employee benefits, a Board-funded one-time bonus, an increase to longevity pay, and the distribution of Teacher Salary Increase Allocation (TSIA) funding.

Tentative timelines for implementation were agreed upon at the bargaining table and affirmed in a TALC Labor/Management Committee meeting on February 8, 2023. These timelines included an aggressive plan to move advance plans for Board funded increases to employee benefits and changes in compensation.

During the review process for the final language in the Tentative Agreement, there was discussion about implementation and communication of the agreement that resulted in the highlighting of a few meaningful, but unanticipated complications. The District and TALC have maintained open channels of communication and full transparency in responding to the situation. The District and TALC have worked independently to ensure that ratification, Board approval, and implementation are not disrupted.

The District and TALC remain resolute in their commitment to utilization of the interest-based bargaining process due to its proven ability to promote collaboration and harmonious labor relations. The importance of acknowledging employee contributions to the success of students cannot be understated and is of utmost importance to all parties.

The TALC Labor/Management Committee meets today and will discuss any potential changes to the timelines for implementation, however there is no reason to believe that any changes to the timelines will impact plans for payment of one-time bonuses or salary increases.



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**For more information about ratification, please feel free to contact your TALC Representative.**

**For more information about bargaining sessions, you are invited to review the following:**

- 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 your patience and for everything that you do to support the students of Lee County!**