



TALC BARGAINING MINUTES February 26, 2024 FY25 (2024-2025 school year)

AGENDA

- Check-In
- Approval of Minutes
- Calendar
- Article 2 – Rights, Privileges, Responsibilities
- Article 15 – Duration
- Article 5 – General Employment Practices
- Checkout

CHECK-IN

- **Time Constraints:** 4:30 pm; 5:45 pm; 6:15 pm
- **Missing:** Luis Fisher
- **Elephants:** none
- **Expectations:**
 - Make progress*****
 - Be warmer**

MINUTES (February 12, 2024) – Approved with the following changes:

- First page, second bullet - "As" should be "A"
- Capitalization
- Story Article 7 – 40-minute lunch
- Data request – cost of moving everyone to 8-hour day
- Data request – Sustainability Plan
- Story Article 10 – class coverage
- Data request – Medicaid billable hours
- Data request – cost of life insurance increase
- Data request – cost of wellness incentive



CALENDAR

- Next meeting, March 11, 2024
- Meetings every other Monday (4:00-7:00 p.m.)
- Additional dates: March 28, April 11, and April 18

ARTICLE 2.05 – Dues Deductions

Story

- Language in the contract is no longer valid
- Put a line in there if the law changes
- If there are changes in payroll deduction – talk about it again
- If something becomes a bargaining issue, go back to bargaining
- TALC has an interest in payroll deduction

Option

- Strike current language. Pursuant to the statute, payroll deductions are no longer permitted. If the statute is changed or amended, the parties agree to renegotiate the ability to deduct dues

ARTICLE 2.03(6)(a) – Association Leave – President

Options

- Line 28, strike “may” and add “shall, at the sole discretion of the Association”
- The President of the Association will be granted leave when requested by the Association
- Upon request from the Association, the district will recommend Association Leave to the School Board for the Association President
- The President’s work year shall be 255 days



ARTICLE 2.03 (10) – Agreement

Story

- Language is outdated due to technology

Option

- Within 30 days of ratification, District's Printshop will print one copy of the contract for each work location

Data

- Cost to print 150 copies
- **RESPONSE:** Approximately \$200

TALC Caucus Report

- Discussed dues deductions, Presidents leave and the printing of the contract

ARTICLE 15.03 – Duration

Options

- Strike FY 24 and add FY 27 to the end
- Change March 31, 2024, to March 31, 2025
- Change June 30, 2025, to June 20, 2026
- 15.06 – Change June 30, 2026, to June 30, 2027

ARTICLE 5 – General Employment Practices

Story

- **Mid-year transfers** – TALC would like to explore a timeline for mid-year transfers
- It is difficult for students when there are mid-year transfers – there are opportunities to transfer in the summer.
- Unprecedented difficulty in filling positions



- Teachers might leave for Charlotte or Collier County if they cannot transfer within the district
- Current practice is that the Executive Directors work to resolve mid-year transfer requests
- Mid-year transfer requests have increased due to teacher shortage
- Important to consider Zone discrepancies

Story

- **Dress Code** – The district has created a Google Doc for schools to “drop” their employee handbook
- The dress code for schools varies by school – many different options for dress code
- Paying to wear jeans is typically part of a fundraiser

Story

- **Lee Virtual School** – Length and notice of staff meetings may need to be specified
- Caps on student load
- More students and larger class sizes impact teachers
- The CBA does apply to LVS teachers
- Increased class size results in more work for teachers

Data

- Turnover data

CHECK-OUT