



TALC BARGAINING MINUTES April 11, 2024 FY25 (2024-2025 school year)

AGENDA

- Check-In
- Approval of Minutes
- Article 10 – Compensation
- Article 7 – Work Schedule
- Article 5 – General Employment Practices
- Checkout

CHECK-IN

- **Missing:** Michael R., Luis, Mario
- **Elephants:** none
- **Expectations:** Make progress*****
- **Calendar:** Upcoming dates – 4/18, 4/22, 5/6

MINUTES (April 8, 2024) – Approved with the following changes:

- Change to Lashonda Hutchins-Colon
- Option 1 add Article 10

ARTICLE 10 – Compensation

Story

- District presented Board authority at last bargaining session
- District will share some compensation plans
- District shared 4 plans for \$20.3 Million in bargaining authority

Plan 1

COLA = \$1,850 Across the Board
Performance Pay = HE \$1335, E \$1,000
Minimum Salary = \$51,850



Plan 2

COLA = 4% Across the Board
Performance Pay = HE \$667, E \$500
Minimum Salary = \$52,000

Plan 3

COLA = \$2,350 Across the Board
Performance Pay = \$667 HE, \$500 E
Minimum Salary = 52,350

Plan 4

COLA = \$2,225 Across the Board
Performance Pay = \$667 HE, \$500 E
Minimum Salary = \$52,225
ESE supplement = \$2,012 (\$1,000 increase)

- Why only target ESE supplement and not increase all supplements
- To incentivize ESE supplements
- Order of operations: 1. COLA 2. Performance 3. Supplements 4. Career ladder at end of October
- Which of four plans best addresses compression
- Flat rate impacts those who have the least number of years with a higher percentage increase
- For a percentage increase it impacts those with more years, and everyone moves together
- Evaluation data based on last year's information
- Evaluation is variable
- ESE \$1000 increase is a good start, but also working conditions might warrant more
- Wanted to address supplements to level out mental health team
- Between TALC and SPALC additional money needed is 6/10 of 1% equal to last year's money
- What would TALC like to see prioritized
- Differentiation on service delivery model for ESE supplements
- Include FMTC and CCTC for turnaround incentive
- Cost is \$3M to index supplements



- There was a commitment to address compression
- Clarify that the plans include all employees, including special instructional
- Is TALC wanting a variable percentage increase
- Change in base starting salary comes from COLA increase to current base starting salary
- District offered several plans with a different focus to help address different priorities
- It does comply with performance pay requirements

Article 5 – General Employment Practices

Story – Dress Code

- Dress Code – Option 5 says nothing about jeans or fundraisers
- The language has worked in the Admin salary schedule
- Discussion regarding dress code came from the inequity in the staff handbooks
- This would apply to TALC employees so there should be reference to the agreed upon language in each school's handbook
- There is still some autonomy per school
- TALC would like to know that school handbooks are not more restrictive than the TALC contract
- Agreed

Caucus Report

- TALC – Discussed option, small tweak to Option 7
- District – Discussed Options 7 and 8, can live with Option 5, but don't have unanimity on 7 and 8
- TALC's intent is not to make staff handbooks identical, but consistent while also allowing them to capture school cultures



Options

5. In order to model appropriate behavior for students, employees are expected to present themselves in a professional manner at all times, in terms of dress and appearance. Employee dress and appearance shall not disrupt the educational environment or worksite.

9. District will work with school administrators for alignment and consistency with school handbooks, acknowledging school culture in the handbooks. The district will update TALC in Labor Management regarding progress during the 24-25 school year. Not language for the contract.

Story – Mid-year transfers

- Acknowledge that principals have the right to staff their schools
- 5.03 – Concern is when the transfer doesn't work out because administration won't release the employee
- TALC would like a timeline for transfers
- Process is principal's supervisor gets involved or can get to Superintendent or designee

Caucus Reports

- District – No issues with language regarding 5 weeks
- TALC – Discussed same issue

Option

1. Modify Article 5.03 – After five (5) weeks of being offered a transfer to a new position, upon written request of the employee, the proposed transfer decision will be escalated to the superintendent or designee for a decision.



Article 7 – Work Schedule

Story

- If meetings occur off site or after contract hours than a virtual option should be available
- In the case of itinerant employees could there be a virtual option
- May not be mandatory to offer a virtual option for every training
- Notice for mandatory meetings so teachers aren't told at the last minute
- Meet Your Teacher night is part of the job description as is graduation
- Tweak first sentence of Option 3 – Notice for mandatory school-based meetings

Caucus Report

- TALC would like to come back with a tweak to Option 5

CHECK-OUT