



**TALC Contract Negotiations
FY19 (2018-2019 school year)
Joint Communication**

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February 1, 2019

The TALC and District bargaining teams met on January 28, 2019 to continue negotiations for a successor agreement to the FY18 TALC Contract.

Remaining articles will be discussed at future bargaining sessions. The next bargaining session is on February 4, 2019 from 4:00 p.m. to 7:00 p.m. at the Lee County Public Education Center. All meetings are open to the public.

Using the interest-based bargaining process, the teams discussed story, presented options, and reached consensus on the following items:

- **Article 5 (General Employment Practices)**
 - Language concerning Probationary Contract status and Annual Contract status will be amended to ensure employee needs are met and the District is in compliance with Florida Statute
 - Language will be added to inform employees of legal requirements concerning Veteran's Preference in employment
- **Article 8 (Performance Evaluation)**
 - Domain (1)(a) will be removed from the instructional evaluation instrument; Domain (1)(a) requires school-based administrators to evaluate instructional staff based on their lesson plans
 - TALC Contract Article 7.01(4)(a)(1) still requires lesson plans, so the District can ensure compliance for students receiving ESOL or ESE accommodation, but lesson plans will no longer be part of the instructional evaluation
- **Article 10 (Compensation)**
 - A proposed multi-year compensation plan was reviewed with the goal of increasing compensation for instructional staff from the 55th percentile to the 75th percentile
 - Discussion of the impact of insufficient state-funding and restrictive state statutes concerning compensation for instructional staff
 - Discussion of the continuing work of the TALC Labor/Management committee to improve clarity and communication regarding compensation