



*THE SCHOOL DISTRICT OF LEE COUNTY and  
THE TEACHERS ASSOCIATION OF LEE COUNTY*

**TALC Bargaining Committee**  
**Monday, March 11, 2019**  
**Agenda**

**Items**

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1. Check-In
2. Minutes
3. Article 10 (Compensation)
4. Article 14 (Acceptance, Duration and Reopening)
5. Check-out

Mission: To ensure that each student achieves his/her highest personal potential

Vision: To be a world-class school system

TALC Bargaining Committee  
FY19 (2018-2019 School Year)



**THE SCHOOL DISTRICT OF LEE COUNTY and  
THE TEACHERS ASSOCIATION OF LEE COUNTY  
TALC Negotiation Minutes  
FY19 (2018-2019 school year)**

**March 11, 2019**

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**Agenda**

Check-in

Minutes

Article 10 (Compensation)

Article 14 (Acceptance, Duration, and Reopening)

Check-out

**Check-in**

**Time Constraints:** 7:00 PM, 5:00 PM

**Elephants:** none

**Missing:** ~~Jill Castellano, Amy Johnson~~

**Expectation:** wrap it up \*\*\*\*\*, Make Progress \*\*\*\*\*

**Minutes: February 25, 2019:** Approved as amended

**Story - Article 10 (Compensation)** (continued)

- Review of Norms and Snapshots for Article 10 (Compensation) from June 4, 2018
- Interest added to Snapshots, "Ability to ratify"
- Review of Options presented at the February 25, 2019 bargaining session
- Between the February 25, 2019 and March 11, 2019 bargaining session, Dr. Angela Pruitt, Will Rothenberg, Mike Gatewood, Greg Blurton, Kelly Letcher, and Kim Hutchins met with Dr. Adkins to discuss the TALC proposal from February 25, 2019 and the District proposal from December 10, 2018 (Option 1)
- The District proposal from December 10, 2018 was presented on the screen and the information was reviewed in detail, including looking at the salary increases for Highly Effective, Effective, Career Ladder Movement in FY19 (2018-2019 school year) or FY20 (2019-2020 school year) (see attachment)
- The total dollar amount for the District proposal from December 10, 2018 is \$16.2M and still remains an option (Option 1)
- Also presented were a side-by-side comparison of Option 1 and the TALC proposal, and a second District proposal based on feedback from TALC (see attachment)
- The presentation included information about compliance with Florida Statute and an assessment of whether the options and proposals are within the budget
- The second District proposal builds on TALC's one year proposal, but results in less actual dollars in teachers' pockets and less of an overall salary increase than Option 1

- The second District proposal ensures compliance with Florida Statute
- The actual amount for Career Ladder Movement in the TALC proposal has to be reduced in order for that proposal to be in compliance with Florida Statute
- The money that is available for Career Ladder Movement is what allows us to increase the amounts available for those on the Grandfathered Salary Schedule while remaining in compliance with Florida Statute
- A proposed timeline for implementation was shown on the screen, which shows that based on normal timeframes for implementation the earliest day for a change in pay is the May 31, 2019 paycheck (see attachment)
- At the November 26, 2018 bargaining session the implementation timeline was discussed; the District cautioned that if we reached Tentative Agreement in January teachers would not see a change in their paycheck until March; we're now in March, so that timeframe has been pushed back even further
- The District's goal, and it's an ambitious one, is that if we were to reach Tentative Agreement tonight (March 11, 2019), teachers will see the changes on their May 31, 2019 paycheck (see attachment)
- If we don't reach Tentative Agreement tonight, does that mean that we won't be able to see changes in our paychecks until after May 31, 2019? We would have to discuss it, but if it takes us more time then that needs to be accounted for
- We are on the verge of not being able to have the changes reflected in a paycheck during FY19 (2018-2019 school year); on December 10, 2018, TALC said that they did not want to rush things
- Are the numbers in parenthesis on the second District proposal the increase to base salary for FY19 (2018-2019 school year) and FY20 (2019-2020 school year)? Yes, the other numbers are the "cash value", which means that's what people will actually receive
- How were "cash value" numbers calculated? It is the difference between the two numbers, so since the FY19 (2018-2019 school year) payment would take place halfway through the year the "cash value" is half of what the increase to the base salary would be (see attachment)

### **Caucus**

**TALC Report Out:** We discussed the options. To clarify the TALC proposal from February 25, 2019, TALC would like to put money in people's pockets in FY19 (2018-2019 school year). TALC feels the spirit of the TALC proposal from February 25, 2019 was lost. The information being shown is for FY19 (2018-2019 school year) only and our intention was for FY20 (2019-2020 school year) to be the same as Option 1.

**District Report Out:** We reviewed and discussed the information presented, as not all of our team members were able to be present at our pre-meeting.

### **Story - Article 10 (Compensation) (continued)**

- A question about the comparison of the three proposals: should the second District proposal say "Highly Effective" and "Effective", rather than just "Highly Effective" and "Highly Effective"? Yes, we'll correct that before it's sent out.
- My understanding from the February 25, 2019 bargaining session was that the District was going to go back to the Board and request more money for compensation

- The District agreed to meet with the Superintendent to have a discussion about the budget and to take things from there; we have had those meetings to discuss the budget
- The outcome from those meetings was that the money that is available is all that is available; the only way to get additional money would be to go to the Board for approval for an immediate hiring freeze and for all budgets to be frozen as well; we're eight (8) months into the school year, so there's really no other way to come up with additional money; getting in front of the Board takes time due to their schedules
- The District is following the Interest-based Process and bargaining in good faith with TALC, so we're not saying any of this to dissuade you, it's purely informational
- One display of that good faith is that for years the District has shared the total dollar amount available for bargaining with the TALC bargaining team; we've also discussed the Board's interests for how that money should be spent based on Executive Session
- The District has spent the last 10 days looking at this year's budget from all different angles; the most recent numbers for the General Fund balance show that it will be below 10% at the end of FY19 (2018-2019 school year); any further reduction in the General Fund balance could result in issues with the District's bond ratings
- All of the money in the budget is in use throughout the district; the General Fund balance is not a savings account and it's not reserves
- It is disheartening that we spent time together on the same street corners trying to raise awareness about the need to properly fund education and to increase compensation for teachers and now we're not even on the same page; the second District proposal is worse than Option 1
- Option 1 is a two (2) year proposal that is effective July 1, 2019 and the District's second proposal appears to be less money, but teachers will see it in their paychecks sooner
- As far as standing on street corners with TALC, the District believes teachers are underpaid; there is no question that teachers are underpaid; if we're not on the same page it may be because of a difference in opinion as to where the fault lies for teachers being underpaid, we do not think that this is because of the District
- For the past three (3) years, the District has received less than a 1.5% increase in state funding, but have managed to provide a 3% increase in compensation to teachers
- For reasons beyond the District's control, the money is not there for us to provide a 3% increase in compensation to teachers in FY19 (2018-2019 school year); these reasons include things like the losses we sustained as a result of Hurricane Irma and new statutory requirements related to school safety and student mental health
- We come to the bargaining table to make sure our teachers get the best deal they can get; the second District proposal is not in the best interest of TALC members
- There is a room full of teachers here tonight that are upset because they feel that teachers are not being supported; there has to be money for an increase in compensation in FY19 (2018-2019 school year) and in FY20 (2019-2020 school year), that is not being shown on the screen (see attachment)
- We know the District is working with us; looking at the second District proposal, would it be a \$500.00 increase in base salary for Career Ladder Movement, instead of the \$1,000.00 increase in base salary that's included in Option 1? And is the second District proposal going to be paid out in May 2019?

- It would be \$500.00 in “cash value” for FY19 (2018-2019 school year), but an increase to base salary of \$1,000.00; and yes, the second District proposal would be paid out in May 2019 and Option 1 would be effective in July 2019
- That appears to be a significant decrease in “cash value”
- Based on our current bargaining authority, this is what was within the budget to be paid in FY19 (2018-2019 school year); this is why we presented Option 1 for FY19 (2018-2019 school year) and FY20 (2019-2020 school year): it was in the best interest of teachers in the long term
- We discussed this in the TALC Labor/Management Committee when the FY19 (2018-2019 school year) budget was approved; the outlook for FY19 (2018-2019 school year) looked so bleak that we thought a one year option would be unacceptable; the District immediately went to work on a two (2) year option for compensation, since it is what’s best for teachers in the long term
- Option 1 would result in more money being put toward base pay and ultimately more money going toward people’s retirement
- Regarding retirement, has any thought been given to teachers leaving the District at end of this school year; would they receive an increase in base salary?
- That is something that we would need to discuss as part of implementation, however our past practice has been that you must be employed by the District at the time of ratification in order to be eligible for an increase; every year there are people that leave the District without receiving an increase in base salary
- Instructional staff employed by the District on July 1, 2019 would be eligible for the increase; so anyone who leaves the District or moves into administration before July 1, 2019 would not receive this increase
- So a teacher with a VAM rating from the FY18 (2017-2018 school year), who does not return in August 2019 would not receive this increase; how is that fair? Yes, this is no different than any other contract we have negotiated in the past
- We need to reach consensus on how to spend the funds available before we discuss implementation; the longer it takes us to reach consensus, the more of an issue this is going to be, if you’re interest is in paying people before the end of the school year
- There is a lot of information being presented that we were just given now at the table; why weren’t we given this information in advance of the bargaining sessions, so that we have time to go over it and discuss it as a bargaining team?
- Option 1 is included in the slides we just presented and it is no different than what was shared on December 10, 2018; this is not all new information
- A quick recap of what we’ve discussed at the bargaining table, there were five (5) bargaining sessions where we discussed the employees assigned to Department of Juvenile Justice (DJJ) locations and we spent four (4) bargaining sessions discussing the Pre-school Week; we spent a significant amount of time on individual issues and now it’s March and we’re still working on compensation
- We have been at the bargaining table since June 4, 2018 and to date we have had almost seventeen (17) bargaining sessions, each being almost three (3) hours long
- In November, the District mentioned that if we reached tentative agreement by early January, we would be looking at a mid-March implementation date;
- In December, we scheduled additional bargaining sessions that were canceled by TALC and it says in the minutes, that we all approved, that TALC was not going to rush things

- The information presented today was presented at the bargaining table, because the District was working on the presentation up until the minute that we sat down at the table
- The District has looked at the budget from every angle possible; we have responded to every data request and all of the requests from TALC to consider different scenarios
- It takes a considerable amount of time to make sure that the numbers that are presented are accurate and that they are being presented in as clear a manner as possible, which is why we've displayed some of the same information several different ways
- This is the first year in at least the past five years that TALC attempted to run the numbers themselves and to brought a proposal to the table
- The District appreciates TALC taking the time to do that and worked with TALC to ensure that whatever numbers you all brought back would be in compliance with Florida Statute
- We discussed other topics at the bargaining table because the budget numbers were not available earlier in the year
- That's not accurate, the District budget was Board approved in September 2018
- At the end of bargaining in FY18 (2017-2018 school year), TALC expressed an interest in discussing compensation earlier in FY19 (2018-2019 school year). Can we discuss compensation for FY21 (2020-2021 school year) in FY20 (2019-2020 school year)?
- The agenda for bargaining is set by the TALC Labor/Management Committee, so that would be up to the Committee to decide; the District shared budget information with TALC in September 2018 and let them know that the short term outlook was bleak
- Any discussion of compensation in FY20 (2019-2020 school year) would depend on where things land at the end of the bargaining sessions for FY19 (2018-2019 school year)
- It was our understanding that the TALC proposal for FY19 (2018-2019 school year) was brought with the intention of having discussions about FY20 (2019-2020 school year) after reaching tentative agreement for FY19 (2018-2019 school year)
- TALC intended to include FY20 (2019-2020 school year) in the TALC proposal; is this documented anywhere?
- We just approved the minutes from February 25, 2019 and they will be posted on the District website as soon as possible
- The minutes from December 10, 2018 include Option 1
- We did not bring up the amount of time we spent discussing DJJ and the pre-school week to diminish those conversations; these and other important issues have been discussed and if you review the joint communications we have reached consensus on a number of important issues; however for most people medical marijuana in the work place is not as important a conversation as compensation
- Looking at the second District proposal, and trying to put it in perspective, teachers would receive a \$500.00 payment for FY19 (2018-2019 school year) if they received a "Highly Effective" and a \$250.00 payment for FY19 (2018-2019 school year) if they received an "Effective", these amounts would be paid out prior to July 1, 2019 with a target of paying them on May 31, 2019, correct? Yes, as long as we reach tentative agreement with enough time to meet that target date for payment
- Next, the second District proposal includes a second payment of the remaining amount of the salary increase that would be paid out in July 2019, correct? No, the full amount of the salary increase would be paid out over the next 24 paychecks, since that's when you

would see the full increase in salary; the payment in FY19 (2018-2019 school year) would be all that you would receive in FY19 (2018-2019 school year)

- To meet the target for payment, when would we need to reach tentative agreement? Today? No, but we would need to reach tentative agreement by next week which is spring break; the District team will be working during spring break, so we can have another bargaining session, but we understand that the TALC bargaining team may not be available due to spring break

### **Caucus**

**TALC Report Out:** Unfortunately, due to the disruption caused by audience members while we were leaving to caucus, we were unable to finish our caucus. We do not know where to go from here.

**District Report Out:** We discussed the options in detail and the concerns of the TALC team members that were presented tonight.

### **Story - Article 10 (Compensation)** (continued)

- The District is disheartened to hear that members of the TALC bargaining team were mistreated; we are all here to bargain in good faith and we all feel that teachers are not paid what they are worth
- We are disheartened that Ms. Castellano was treated poorly by the teachers that she is here to represent; we may disagree on things from time to time at the table, but we all agree that how she was treated is wrong
- The actions of some of those in the audience is not reflective of the interest-based process and it undermines the hard work of both bargaining teams, all of which is voluntary
- We may not agree with all of the opinions expressed at the bargaining table, but everyone at the bargaining table deserves respect and deserves to be heard
- Dr. Pruitt will continue to work with Dr. Adkins to arrange for another Executive Session with the Board; this is a closed door meeting and we hope to schedule it for Thursday, while all of the Board members are here for a workshop
- At that Executive Session, we will share what we discussed tonight and what the TALC bargaining team members have shared at the bargaining table at the past three or four bargaining sessions
- We're not able to make any promises, but again we want to make it very clear that we are still working to find some common ground and that at the very least, you will know that your concerns were brought to the Board
- The District is bargaining in good faith and we appreciate your frustration; there is no politically correct way to say it, but the devaluation of education as a profession by those in Tallahassee is disheartening
- We presented the second District proposal in good faith and we worked hard over the course of the ten (10) days between bargaining sessions to find a way to try to make things work with the money that we have budgeted

- In spite of all of that, the money available is not enough and we recognize that, but the problem is not the District; the Florida legislature has systematically reduced funding for education across the state
- Each year increases in state funding have been less than one percent, which is not enough to match the rapid growth of our District; we cannot continue to stretch our budget this thin, it's not sustainable long term
- We will commit to finding a time for an Executive Session at some point before we return to the bargaining table; if we're able to schedule an Executive Session for Thursday, can we meet again on Thursday evening to continue bargaining? Yes

**Calendar**

**Next session:** Tentatively Scheduled for Thursday, March 14, 4:00PM – 7:00 PM,  
Caloosahatchee Room Side A

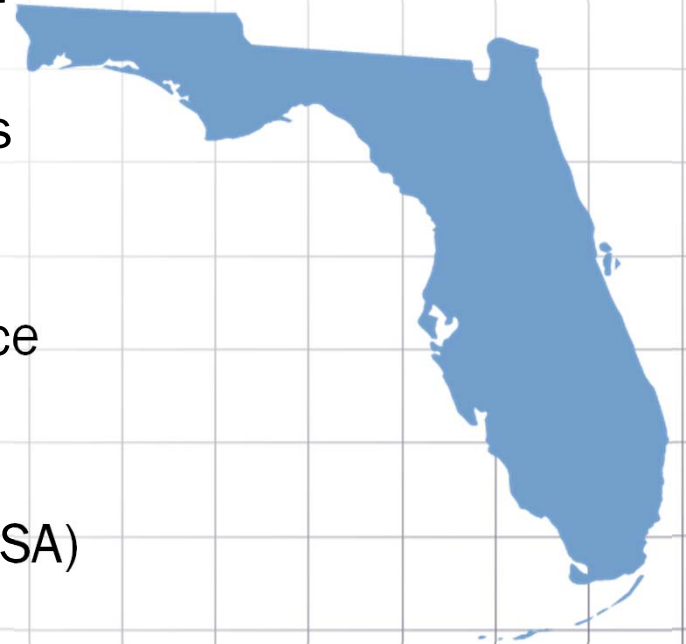
# **TALC BUDGET PRESENTATION FY19 & BEYOND**

December 10, 2018



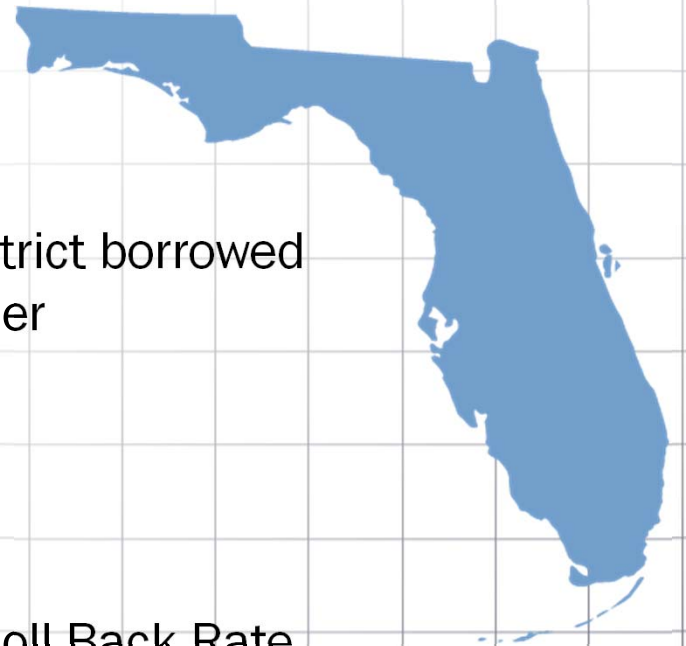
# DISTRICT BUDGET TRENDS

- 94,000 students – ten straight years of student growth for the district
- \$15 million – despite the continued growth, this year's increase in state funding was slight at 1.18%
- \$7 million – State Mandate of a School Resource Officer (SRO) in every school and the Mental Health Allocation
- \$ 0.47 – increase in Base Student Allocation (BSA)
- 0.44% - net increase in funding



## BUDGET TRENDS, *continued*

- \$31 million
  - Fiscal impact of *Hurricane Irma*
  - \$2 million has been reimbursed to date
- \$25 million
  - Amount of Tax Anticipation Notes (TANS) the District borrowed to fund projected cash flow shortage in December
  - First time since 2014
- 4.15 millage
  - FY19 Required Local Effort (RLE) millage
  - 3.52 % **less** than FY18
  - Second straight year it has been less than the Roll Back Rate



# DISTRICT PRIORITIES

- Compensation
- Retention and Recruitment
- Keeping our students, teachers and staff safe and secure
- Resources to students who need it most
- Operational efficiency and effectiveness

*All centered around student achievement*

# MULTI-YEAR PLAN

FY19 & FY20: \$16.25 million

- Commitment to retention and recruitment
- Commitment to our teachers and staff
- Commitment to our students



# Comparison of Proposals

District Original Proposal*	
Effective July 1 , 2019	
Career Ladder HE	\$3,160.00
Career Ladder E	\$1,580.00
Career Ladder Move	\$1,000.00
Non-Career Ladder HE	\$3,160.00
Non-Career Ladder E	\$1,580.00

\*These numbers reflect the "cash value" and FY20 salary amounts

TALC Proposal – FY19 Only**	
Effective January 1, 2019	
Career Ladder HE	\$700.00
Career Ladder E	\$400.00
Career Ladder Move	\$1,000.00***
Non-Career Ladder HE	\$700.00
Non-Career Ladder E	\$400.00
<b>FY 20</b>	<b>TBD</b>

\*\* These numbers reflect the "cash value" of the proposals, not FY20 salary amounts

\*\*\* Paying the full amount in FY19 does not meet statutory requirements

District Second Proposal**	
Effective January 1 , 2019	
Career Ladder HE	\$2,080.00
Career Ladder E	\$1,040.00
Career Ladder Move FY19	\$500.00
Career Ladder Move FY20	\$1,000.00
Non-Career Ladder HE	\$2,080.00
Non-Career Ladder E	\$1,040.00



## Timeline for Implementation

- Tentative Agreement reached
- Editing contract by District and TALC (district time 2 weeks)
- Followed by two weeks of communications to bargaining unit
- Followed by two days of voting
- Presented at next available Board meeting
- Target would be May 31, 2019 pay check





**THE SCHOOL DISTRICT OF LEE COUNTY and  
THE TEACHER'S ASSOCIATION OF LEE COUNTY**

**TALC Bargaining Committee  
March 11, 2019  
Sign-In**

COMMITTEE MEMBERS		
Name	Position	Initials
Dr. Angela Pruitt, Chair	Chief Human Resources Officer	
William Rothenberg	Director, Compensation & Labor Relations	WR
Mike Gatewood	Compensation & Labor Relations	MG
Ben Ausman	Principal (Bayshore Elementary)	BA
Greg Blurton	Business & Finance	
Carl Burnside	Principal (Dunbar High)	CB
Jessica Duncan	Director, ESE	
Rachel Gould	Principal (Mariner Middle)	RG
Kim Hutchins	Director, Payroll	KH
Bonnie McFarland	Insurance & Benefits	BM
Shannon Smith	Staffing & Talent Management	SS
Brian Williams	Staff Attorney	
Dr. Kerr Fazzone	Director, Island Coast FEA	
Kevin Daly	President, TALC	
Heidi Brennan	Curriculum & Staff Development	HB
Christine Carberry	Buckingham Exceptional Center	CC
Jill Castellano	East Lee County High	
Samantha Hower	Mariner High	SH
Amy Johnson	Mariner Middle	
Christina Lindner	Villas Elementary	CL
Bob Scoppettuolo	Three Oaks Middle	BS
Christina Sterrett	Tortuga Preserve	CS
Sheena Torres-Nunez	Student Welfare	SN
Anna Whitten	Colonial Elem	AW

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TALC Bargaining Committee  
FY19 (2018-2019 School Year)



**THE SCHOOL DISTRICT OF LEE COUNTY and  
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GUESTS		March 11, 2019
Name	Position	Initials
Melissa Roof	Teacher	mr
Stephanie Cibella	Teacher	sw
Rebecca Plank	teacher	TKB
Michael Cochran	teacher	mc
John R. L. Yastu	Principal	js
Rudy Deter	teacher	RD
Megan Giffen	Teacher	MG
Dea Dorman	Teacher	DD
Amy Jacobs	Teacher	AS
Larry Ruben	School Psychologist	LR
Buffy Hagood	Teacher	BH
Marie Perreault	Teacher	MP
Missy Turbeville	Teacher	MT
Janie Michael	SPALC Pres	JM
Lucrecia Lucero	Teacher	LL
Terry Santana	Teacher	TS
Laura Tooker	Teacher	LT
Alec Scott	Teacher	AS
Claudia Cona	Teacher	CC
Janet Sanyal	Teacher	JS
Gracie Petrucci	Teacher	GP
Christina Morgan	Teacher	CM
SEAN GRIFFIN	TEACHER	SG
Carolyn Huth	Teacher	CH
Doris Proctor	Teacher	DP

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FY19 (2018-2019 School Year)



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GUESTS		March 11, 2019
Name	Position	Initials
Angela Itas	Teacher	AI
Clintony Hays	Teacher	CH
Linda Susan Nees	Teacher	LSN
Mison Murphy	Teacher	MM
S. Downey-Corsico	Teacher	SDC
Laura Jyle	Teacher	LJ
Dawn Trendelick	Teacher	DT
Dave Kearney	Teacher	DK
Kathryn Pollock	Teacher	KP
Wm Itagui	Teacher	WI
Brenda Davelle	Teacher	BD
Chris Ruffier	Teacher	CR
Johanna Moreno	Teacher	JM
Carrie Campbell	Teacher	CC
Tina Weide	Teacher	TW
Barbara Risher	Teacher	BR
Victoria Reber	Student	VR
Noel Shields	Teacher	NS
Susan Donnelly	Teacher	SD
Frank Seimetz	Parent	FS
Chase Seimetz	Student	CS
Heather Rodriguez	Teacher	HR
Molly Phennick	Teacher	MP
Susan Delago	Teacher	SD

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GUESTS		March 11, 2019
Name	Position	Initials
Danielle Knapp	Specialist	DK
Don Collins	PE Teacher	DC
Tiffany Buch	Teacher	TB
Dawn Shilling	Teacher	DS
Tammy Kealey	Teacher	TK
Gretef Platas	Teacher	GP
Teresa Barker	PCT	TB
Lisa Alexander	Teacher	LA
Ada Bromley	Teacher	AB
Stephen Damico	CUM Folder Specialist / Teacher	SD
Vicki Santini	instructor	VS
Carie Lewis	Teacher	CL
Karen Kuzer	Teacher	KK
Daniel Lotenchi	Teacher	DL
Miguel A. Torres-Lopez	Teacher	MTL
Megan DeBrosse	teacher	MD
Nora McDonald	Teacher	NM
Anana Santana	Teacher	AS
Andrea Schen	Staffing Specialist	AS
Christy Lane	Teacher	CL
Richard Williams	Health teacher	RW
Dionne Bar	Teacher	DB
Valerie Whitman	Teacher	VW
Brandy Treese	Teacher	BT

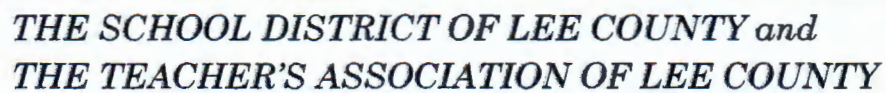
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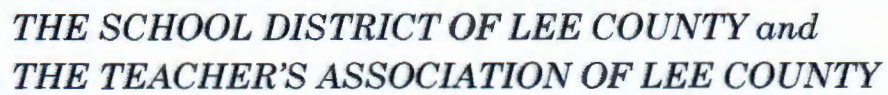
12TALC Bargaining Committee  
FY19 (2018-2019 School Year)

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