



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

TALC Bargaining Committee
Monday, March 14, 2019
Agenda

Items

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 14, 2019

Agenda

Check-in

Minutes

Article 10 (Compensation)

Article 14 (Acceptance, Duration, and Reopening)

Check-out

Check-in

Time Constraints:

Elephants:

Missing: Rachel Gould, ~~Christina Lindner~~

Expectation: Make progress *****, wrap it up, make significant progress

Minutes: March 11, 2019

Approved as amended

Story - Article 10 (Compensation) (continued)

- Dr. Fazzone, Service Unit Director, Island Coast FEA read a statement about what has been accomplished by the bargaining teams in FY19 (2018-2019 school year) and the challenges that the teams have faced along the way (see attachment)
- There was a TALC Representative Assembly meeting on Wednesday, March 13, 2019; these meetings usually last an hour and a half, this meeting lasted three (3) hours with much of the discussion centered around Article 10 (Compensation)
- Some of the highlights from that meeting included:
 - We have had 18 bargaining sessions in FY19 (2018-2019 school year), including tonight's bargaining session
 - We have discussed all fourteen (14) articles and have strengthened the TALC Contract language in a number of areas, all of which benefit our bargaining unit
 - Most of the work was done prior to Winter Break
 - TALC did not feel it wise to attempt to cram in sessions prior to Winter Break, since it was clear that there was no funding available to provide a meaningful increase until July 2019
- The District appreciates the statement read by Dr. Fazzone and would like to echo the sentiment that we have accomplished a great deal on behalf of our teachers in FY19 (2018-2019 school year)
- The State of Florida has been successful in pitting bargaining unit members against one another and in other efforts to divide us

- In addition, the State has not provided funding to districts to allow them to keep up with the cost of living let alone provide the necessary increases in compensation for teachers to be paid even close to what they are worth
- The District does not have an alternate funding source for Operating funds; many other counties in Florida have alternate funding sources for Capital and Operating funds
- With the assistance of both bargaining units, the District passed a half-cent sales tax initiative that goes toward our Capital funds
- We are grateful for everyone's assistance in promoting this initiative as pro-education; however, if no alternative funding source is found the District will continue down the path of not having the funding that we need to provide adequate compensation for our teachers and other employee groups; we stand with you and hope to have our voices heard by those in Tallahassee
- The District comes to the table with the bargaining authority provided by the Board; we do not have the ability to change the bargaining authority, it comes from the Board
- The original proposal from December 10, 2018 is a two (2) year plan for FY19 (2018-2019 school year) and FY20 (2019-2020 school year); the bargaining authority we were provided is \$22M for both TALC and SPALC (see attachment)
- As part of the District's commitment to bargaining in good faith and the interest-based process, the District dug into the already strained FY19 (2018-2019 school year) budget and began to look at how to allocate funds for FY20 (2019-2020 school year) in a manner that would allow for the greatest amount of money available for bargaining authority
- It is not "found" money, we can't stress that enough; it is money that is available due to the strategic reallocation of money based on a plan that the District came up with to offset the fact that we received less than one-half percent in additional funding from the State
- We would like to review the three (3) proposals from March 11, 2019 (see attachment March 14, 2019 slide 4)
- In the interest of bargaining in good faith, the District spent the ten (10) days from February 25, 2019 to March 11, 2019 meeting with the Superintendent to see if there was any way to reallocate funding from the FY19 (2018-2019 school year) budget in a way that would allow us to address the concerns of TALC bargaining unit members
- We needed to bring a plan to the Board; the Board doesn't have the ability to grant additional bargaining authority without knowing the amount and how it will be spent
- The District's plan to reallocate funds from the FY19 (2018-2019 school year) budget is shown on the screen (see attachment March 14, 2019 slides 6, 7 & 8)
- Our ability to obtain this additional bargaining authority comes at a cost; there will be immediate holds on budgets for FY19 (2018-2019 school year), instructional and non-instructional positions that are currently open will not be filled in FY19 (2018-2019 school year), and unfilled positions will also be eliminated for FY20 (2019-2020 school year) (see attachment March 14, 2019 slides 6, 7 & 8)
- To be clear, no one is losing their job; all positions that are currently filled will remain that way for FY19 (2018-2019 school year); FY19 (2018-2019 school year) ends on June 30, 2019 and FY20 (2019-2020 school year) begins on July 1, 2019
- Projects that have not been started or that were to be started prior to June 30, 2019 have been eliminated or we have an alternate funding source for them; these are projects in District departments (see attachment March 14, 2019 slides 6, 7 & 8)

- On the screen it says, “industry certification,” is that money that teachers receive for students passing those exams? And will that be eliminated? Not necessarily, there are certain items related to Academic Services that can be paid out by a Pell Grant or other sources of funding; this is for Career and Technical Education
- Does this mean Academic Services will not receive funding for materials or professional development?
- The reallocated funding is not connected to the FY20 (2019-2020 school year) budget, they are from the FY19 (2018-2019 school year) budget; the only way for additional funding to be available to put toward compensation for this year is through reallocation of funding from the FY19 (2018-2019 school year) budget
- On the screen it says, “Psychological Interns”, will those positions be eliminated?
- We are not aware of what budget requests have been made or will be approved for the FY20 (2019-2020 school year) budget; these positions were not filled in FY19 (2018-2019 school year), because the amount offered was not enough to attract qualified candidates
- Summer Institutes will be provided for under grant funding as will some of the other projects
- There is a line that says, “Emergency Aid Adjustment”, Budget was recently told that this funding could be put toward compensation
- This is funding intended to reimburse the District for taking on additional students that relocated due to natural disasters, including Hurricane Harvey and Hurricane Maria; it is a one-time reimbursement, so this funding will not be available again next year
- Budget received these funds before the Winter Break, but clarification on the appropriate uses for the Emergency Aid Adjustment funds came in recently
- Are the Emergency Aid Adjustment funds to cover the unexpected cost of additional students who came to us from Puerto Rico and Houston? Yes
- Since we’re committed to bargaining in good faith and the interest-based process, we need to be transparent and let everyone know that this isn’t just about additional funds for TALC, the District plan includes additional funds for SPALC also
- The District includes a proportional increase in funds, based on what was originally offered to TALC and SPALC
- From the District perspective, this is the only way that we can bargain in good faith
- On the screen right now is the latest District proposal (see attachment March 14, 2019 Slide 9)
- As you can see the minimum base salary will not be at the level the District originally proposed, which is a concern for recruitment
- Collier and others are increasing their minimum base salary to as much as \$44,000.00
- Collier is able to do this because they recently passed a millage increase, which went toward teacher pay
- Funding for “HB 7069 litigation” is listed as something that is being reallocated, does this mean the District is pulling out of the lawsuit? No, that reallocation is because the District does not anticipate any expenditures in FY19 (2018-2019 school year)
- For clarity sake, a teacher who is rated “Highly Effective” will only receive \$700.00 in FY19 (2018-2019 school year) and a teacher who is rated “Effective” will only receive \$400.00 in FY19 (2018-2019 school year)? Yes, however their salaries will increase by \$1,400.00 and \$800.00 respectively

- Does the latest District proposal include a true-up for anyone below \$40,500 or the \$500.00 per year of creditable experience? Yes, after all other increases and with a maximum of twenty (20) years of creditable experience
- There are two (2) ESE positions that are going to be eliminated in FY19 (2018-2019 school year) and it says that is at a total cost of \$135,000.00, is that correct? Should it say six (6) positions? No, the numbers are correct; that amount is based on total compensation, which includes insurance and benefits like retirement contributions
- The ESE positions mentioned are at the District office and have been open for the entirety of the 2018-2019 school year; we do not anticipate that they will be filled in FY19 (2018-2019 school year)
- These are the slides that show a breakdown of what an individual teacher might earn, based upon their eligibility for Career Ladder Movement (see attachment March 14, 2019 slides 10 - 13)
- We also have a proposed timeline for implementation (see attachment March 14, 2019 slide 5)

Caucus

TALC Report Out: The latest District proposal was reviewed at length and we worked out the cash value of each possibility. The increase for Career Ladder Movement is less than we would like but the increase for Highly Effective and Effective helps mitigate that difference.

District Report Out: We were unable to have a pre-meeting, since we were in a closed door Executive Session with the Board. We brought our team members up to speed on the latest District proposal and discussed implementation timelines further.

Story - Article 10 (Compensation) (continued)

- We have come a long way; we went from no money for FY19 (2018-2019 school year) to money in the pockets of teachers in FY19 (2018-2019 school year), which is what we heard from TALC members in addition to them wanting the amounts for those on the Grandfathered Salary Schedule and the Performance Salary Schedule to be similar
- We are happy to see the Board approve additional bargaining authority for teacher compensation; we all agree that it is still not what teachers deserve, but it moves us closer
- TALC would like to test the Option

Option

5. Accept District's proposal presented on March 14, 2019 and update the language in Article 10.06, page 39 for effective dates and conditions

Straw Design - CONSENSUS

Option 5

Story - Article 10 (Compensation) (continued)

- To be clear, a teacher with a "Highly Effective" rating will receive \$700.00 in the May 31, 2019 paycheck. If that teacher's base salary is currently \$40,000.00, then that teacher's base salary will increase to \$41,400.00 in FY20 (2019-2020 school year). In

December 2019, that teacher will receive another increase in salary of \$1400.00 and will receive \$700.00 in retro pay back to July 1, 2019. Is all of this correct?

- Yes, however the amount may not be exactly \$700.00, since it would be divided among the remaining paychecks in FY19 (2018-2019 school year) and retro in FY20 (2019-2020 school year) would be based on the number of paychecks that the employee has already received
- So the amount of the retro pay in FY20 (2019-2020 school year) will be based on when we receive VAM scores, which we hope is in time for us to pay the retro on the first paycheck in December 2019; the remainder of the second increase would be divided among the rest of the paychecks for FY20 (2019-2020 school year)
- All of this is based on an employee with a 196-day work year and a 7.6 hour workday
- The New Hire Salary Schedule changes will go into effect on July 1, 2019 and the true-up will occur for existing employees after they receive their performance pay increase in FY20 (2019-2020 school year); this is the same as what we've done in the past
- Thank you, TALC assumed this was the District's plan for implementation

Story – Article 10 (Compensation) - Committee Report: Turnaround School Committee

- Turnaround School Committee co-chairs, Jill Castellano (Teacher - ELCHS) and Scott LeMaster (Principal - Manatee Elem.)
- The Turnaround Schools Committee was assigned the task of addressing the interests of both parties regarding the Turnaround School Supplements, which is currently only available to instructional staff at five (5) schools
- The funding for support of the Turnaround School Supplement is not taken from the pot of money used for bargaining salary increases; it's a special initiative in our District
- The Committee recommends a two (2) year commitment of funds for the selected schools
- The Committee delved into how Turnaround Schools are being supported and how we can improve on what already exists
- At the time the Turnaround School supplement was approved, five (5) schools identified from the sixteen (16) schools that were part of the Opportunity School Supplement Program (OSSP), which replaced the Hard to Staff supplement
- Part of the Committee's work was to find out if supplements are the best way to support instructional staff at these schools
- Teachers and Principals at Turnaround Schools and schools that were part of the OSSP were surveyed and we looked at their feedback to see what they felt is working at their schools and what incentives we could offer people to come to or remain at these schools
- We want our best teachers to be teaching the kids in our most challenging schools, so that students who attend these schools have the same level of academic achievement as students at other schools
- Out of the 500 survey responses, 77% indicated a supplement is the number one factor in their decision to come to or remain at a Turnaround School
- The Committee designed a rubric to determine which schools qualify as a Turnaround School; the rubric contains three (3) year, five (5) year, and ten (10) year school grade averages and it also looked at retention of a three year cohort of staff (see attachment)
- The Committee recognized that there is no additional funding for the supplement, beyond what is currently being made available for the five (5) Turnaround Schools

- The Committee felt it was important to support teachers at schools that were part of the OSSP, since that program ends in FY19 (2018-2019 school year), provided they qualify
- After looking at a lot of data, the rubric requirements is what we used to create our recommendation for what schools qualify as Turnaround Schools
- Our recommendation is to add the two (2) schools to the list of five (5) existing Turnaround Schools; since Turnaround Schools are currently receiving a \$5,000.00 supplement we will need to reduce the supplement amount to \$4,000.00
- In FY20 (2019-2020 school year) and FY21 (2020-2021 school year) there will be seven (7) schools receiving a Turnaround School supplement of \$4,000.00
- This allows for an additional 120 teachers to receive this supplement for their efforts to support students in these challenging schools
- If we stuck with the status quo, there would be eleven (11) schools that would no longer receive a supplement beginning in FY20 (2019-2020 school year)
- The OSSP is scheduled to sunset in FY19 (2018-2019 school year) and the Committee's recommendation reduces the number of impacted schools to just nine (9), some of which are no longer in need of this additional support
- If someone is Special Instructional Staff and they are assigned to one of these schools full time will they receive the Turnaround School supplement?
- Turnaround School supplements are for the position, not the person
- The supplement is based on the employee's location as reported in PeopleSoft, however the TALC Labor/Management Committee reviews the assignments of Special Instructional Staff in April of each year
- There are some Special Instructional Staff whose location in PeopleSoft is the District office, however they are assigned to one of these schools full time; if that is the case and they have been assigned to that school for the entire year, then they will receive the Turnaround School supplement as a lump sum at the end of the year
- If an itinerant services two Turnaround Schools, will they receive the Turnaround School supplement? That issue has not come up in the past, but it would need to be discussed by the TALC Labor/Management Committee, since manageability and equity are two huge factors
- In terms of equity, I think they should receive the supplement; it's not that simple, the money is for the position, not the person
- The Turnaround School supplement is divided up based on the days an employee worked at a particular location; if an employee is there the full year, they receive the full amount; if an employee leaves the school during the year or joins the school later, they receive a prorated amount; all of this is automated
- If an employee is not assigned to that location or if their assigned duties change based upon student needs or if they're assigned to that school only one day a week, but spend three days a week at the school due to a specific student on their case load, then there's no way for us to reliably keep track of all of that information; not to mention many employees who are Special Instructional Staff do not get to pick their assignments
- When will payment for Special Instructional Staff be made? The target is April
- Thank you for the hard work of the Turnaround School Committee in bringing this recommendation to the bargaining team

Option - CONSENSUS

1. Approve the recommendation of the Turnaround School Committee; the Turnaround School Supplement for seven (7) schools (as presented) for FY20 (2019-2020 school year) and FY21 (2020-2021 school year) in the amount of \$4,000.00 for each employee and update appropriate contract language.

Story – Article 10 (Compensation) - Committee Report: Supplement Committee

- Special Instructional Staff have been engaged in ongoing meetings with district staff in FY19 (2018-2019 school year)
- One of their key concerns was alignment of supplements based on employee group
- The Supplement Committee has been tracking the use of the “At Large” supplement and has presented recommendations to the bargaining teams for additional supplements including: Gifted Assessment Team (GAT) Chair, Positive Behavior Support (PBS) Contact Person, and Special Olympics Coach
- These supplements were in popular use and have now been added to the Instructional Supplement Salary Schedule
- The Committee would like to recommend four (4) additional supplements and would like to continue to encourage the use of “At Large” supplements as a way to identify the need for additional supplements
- Will these supplements be indexed? Yes
- The Committee has also had some discussion about the need to examine equitable distribution of supplement opportunities
- This is to ensure that teachers at Fort Myers Beach Elementary and Heights Elementary have the same opportunity to earn supplements as teachers at Riverdale High; this is more important than ever, now that there are Participation Requirements associated with Career Ladder Movement

Option - CONSENSUS

1. Approve the recommendation of the Supplement Committee to create the following supplements, to be available starting in FY20 (2019-2020 school year):
 - Gifted Assessment Team (GAT) Chair (Middle School) - \$400.00
 - District Science Fair Director (Elementary) - \$1400.00
 - District Inventors Fair Director (Elementary) - \$1400.00
 - Licensed Mental Health Clinician (LMHC) - \$600.00

Story - Article 10.04(5) (Instructional Coverage During Planning)

- The TALC Labor/Management Committee has had extensive conversation over the course of FY19 (2018-2019 school year) about payment for instructional coverage during planning or what some people refer to as “class splits”
- Currently, there is a confusing formula being used to calculate what a teacher is to be paid and different schools are reading this language differently

- We would like the TALC Labor/Management Committee to rewrite this language and to return in FY20 (2019-2020 school year) with a recommendation for the bargaining teams

Story - Article 10.05 (Pay Delivery)

- The TALC Labor/Management Committee has discussed housekeeping for the TALC and SPALC Contracts to ensure that they align when it comes to reflecting our current processes for Pay Delivery
- We can clean up this language as the Tentative Agreement is being drafted and strike any language necessary from Article 10.06 (Changes in Compensation)

Option - CONSENSUS

1. Housekeeping Article 10.05 (Pay Delivery)

Story - Article 14 (Acceptance, Duration, and Reopening)

- We need to remove redundant language that was discussed when we looked at Article 3 (Negotiation Procedures)
- We're happy to report that there are no additional MOUs that need to be incorporated into the contract this year
- This is a three (3) year agreement with reopeners in FY20 (2019-2020 school year) and FY21 (2020-2021 school year)
- We would like to keep things status quo in terms of two (2) articles for each side, in addition to Article 10 (Compensation) and Article 11 (Benefits)

Option

1. Housekeeping Article 14 (Acceptance, Duration, and Reopening) to align with SPALC Contract language
2. Lift SPALC Contract language in Article 15.02 (Term) regarding "windfall/shortfall" (lines 15 and 16), remove the word "legislative"

Straw Design - CONSENSUS

- A. Option 1 & 2

Implementation

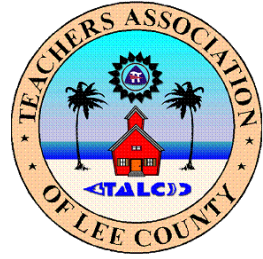
- Tentative Agreement (TA) to be drafted by March 28, 2019
- TALC Leadership to review the TA and return with edits by April 5, 2019
- TALC ratification vote to take place on April 16, 2019 and April 17, 2019
- TALC to count votes and report results to District on April 18, 2019
- TA taken to Board for approval on April 23, 2019 as a Good Cause Item

Communication

- District will draft a Joint Communication in regard to reaching Tentative Agreement
- TA Information Session at LCPEC to be videotaped and shared on the District website

Check-out

**Teachers Association of Lee County
6830 International Center Boulevard
Fort Myers, FL 33912**



TALC Bargaining Committee

Thursday, March 14, 2019

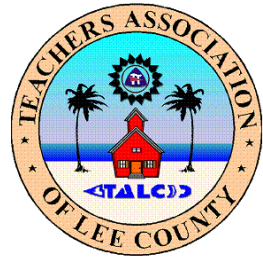
Statement Read by Dr. Kerr Fazzone, Chief Negotiator, Teachers Association of Lee County

Good evening,

I just wanted to take a minute to make a few comments regarding our bargaining this year and how we have arrived where we are today.

- TALC issued a demand to bargain on March 20th in hope that we could begin negotiations shortly after the legislative session ended.
- The first negotiation session was held on Monday, June 4th and we have had a total of 17 sessions so far – tonight is session 18.
- Because the entire Collective Bargaining Agreement is open for negotiation, we have meticulously discussed (almost) each of the 14 articles and have agreed to bring proposed changes to Disciplinary Procedures and Leave during 2019-2020 bargaining.
- While bargaining in good faith, both sides have agreed to a number of changes involving:
 - Ensuring a minimum amount of uninterrupted planning time during preschool week
 - Strengthened contract language regarding TALC's certification and rights as the certified bargaining agent for instructional staff in Lee County

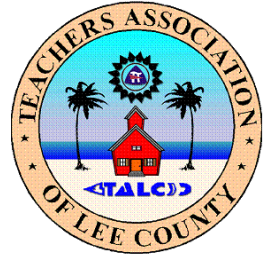
Teachers Association of Lee County
6830 International Center Boulevard
Fort Myers, FL 33912



- Renegotiated annual contract renewal language to ensure that it complies with the new law (HB 7069 – 2017) – WITHOUT striking the provision as other counties have done.
- Added new Workplace Civility language to Article 2
- Streamlined arrival procedures to ensure single clock in (no additional sign in required)
- Removed HE/E/N/U ratings regarding lesson plans from the Instructional Performance Evaluation – this has been an ongoing conversation since I joined the team in 2017
- Added language ensuring that parent conferences are to be scheduled “in collaboration with the teacher”
- Updated old job titles (e.g. TIF teacher) and added the new Transformation Teacher (with \$15k stipend)
- Much of this was accomplished prior to Winter Break – when we saw that a two-year salary package seemed to be the best deal for our members, we decided that there was no reason to rush through negotiations, cramming in multiple negotiation sessions during the last week before break. Why rush if teachers were not getting a salary increase until the 2019-2020 school year?

I say all of this to get to my point: Florida law reserves as a management right, the ability of the School Board to determine the bargaining authority – the amount of money set aside for salary and benefits for negotiations. The bargaining teams are charged with arriving at consensus on how to allocate the funds. TALC, as the certified bargaining agent for instructional staff in Lee County, has been advocating for increased bargaining authority to the superintendent, during monthly labor/management meetings, and to individual school board members.

Teachers Association of Lee County
6830 International Center Boulevard
Fort Myers, FL 33912



Does TALC agree with the way the District has allocated all their funding in the past? Of course not – we disagree. However, the charge of the TALC bargaining team is to negotiate the best deal we can, helping the most people possible. And we must do so within the confines of Florida law – laws that have been slowly changed over the past over 20 years. We did not get here overnight – education laws have been eroded by Florida's Governors and Legislators who have been on a mission to privatize public education.

Now is NOT the time to be divisive. We must stand together to demand that our legislators fully fund public education with meaningful salary increases – not bogus bonus schemes, vouchers and charters (e.g. current proposed legislation SPB 7070).

###

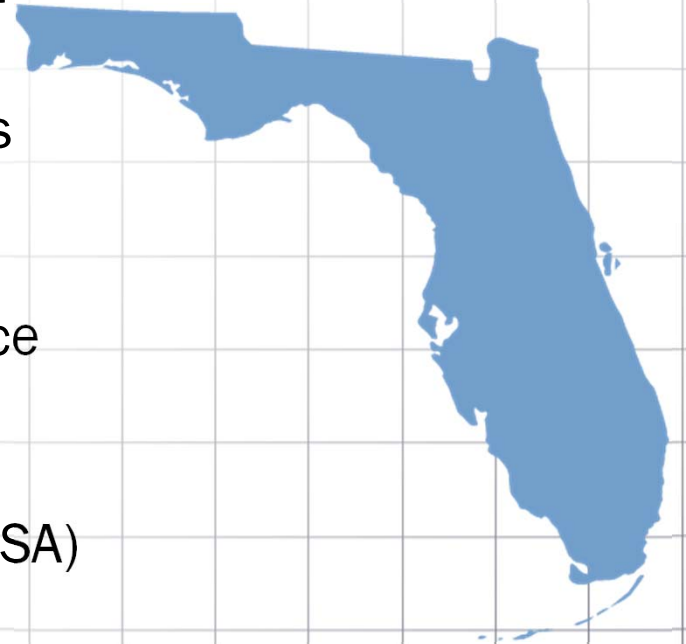
TALC BUDGET PRESENTATION FY19 & BEYOND

December 10, 2018



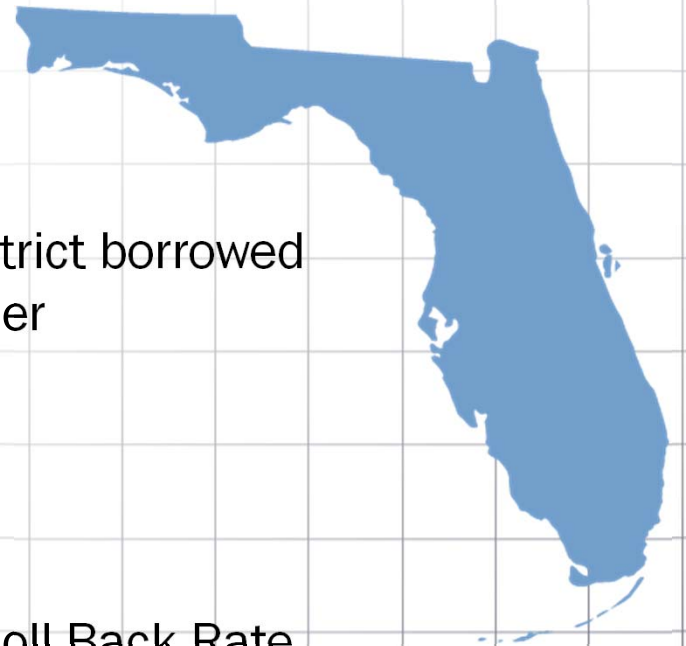
DISTRICT BUDGET TRENDS

- 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

Bargaining Session

March 14, 2019



PERSONAL | PASSIONATE | PROGRESSIVE



Commitment to Teacher Pay

	State Funding	Compensation Enhancements*
FY17	1.00% increase in per pupil funding	3% increase
FY18	1.38% increase in per pupil funding	3% increase (does not include increase to Board contribution to insurance)
FY19	1.18% increase in per pupil funding	5% increase (proposed plan)
FY20	unknown	

*Per Florida Statute 1012.22, actual percentage per employee varies depending on several factors, such as Final Performance Evaluation, Career Ladder, Market Rate adjustment, etc.



Original Budget Reductions for FY20

Description of Service, Activity and Proposed Reduction	FY20
SLPs/OT/PT Paid for Instructional Time Only	\$ 121,000
DWO Consolidation	\$ 100,000
Copier/Printer Consolidation	\$ 200,000
IDEA (ESE) pays for GTs at IEP meetings	\$ 200,000
GTs paid for hours worked	\$ 100,000
Discontinue Inter-county agreement for sharing discretionary funding; HB 7029 negates the need for this	\$ 350,000
Reduce funding of busing for field trips and after school activities	\$ 1,250,000
Reduction of Departments' Base Budgets	\$ 2,500,000
Use of Higher Indirect Rate	\$ 2,000,000
Transfer Recruitment Funding to Title II	\$ 40,000
Revise DRA Program	\$ 5,210,000
Reduce Annual Amount of SAI Carryover	\$ 2,000,000
Cease funding of Waived Medical Insurance	\$ 3,700,000
Transfer from Capital	\$ 5,000,000
	\$ 22,771,000



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

FY 20

TBD

** 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

Proposed Immediate Reductions

POSITIONS ELIMINATED			
Operations	Executive Director of Operations	1.00	55,765.00
Operations	Architect	1.00	110,751.00
Student Enrollment	Director - Student Enrollment	1.00	36,845.00
Financial Accounting	Accounting Clerk - Financial Accounting	1.00	16,704.00
Payroll	Payroll Specialist	1.00	21,081.00
Warehouse	Stock Control Specialist - Warehouse	1.00	14,024.00
Transportation	Director	1.00	36,845.00
ESE	Teachers - (function 5200)	2.00	135,930.00
ESE	Teachers - Function 6300	2.00	135,930.00
Communications	Instructional TV Center Specialist	1.00	47,911.00
Maintenance	Sites Worker	2.00	25,789.00
Early Childhood	Childcare Attendant	1.00	10,449.00
TOTAL DEPARTMENT POSITIONS		15.00	648,024.00

Proposed Immediate Reductions Cont.

DEPARTMENT PROJECTS			
Transportation	2739 Fleet Management Software		35,000.00
Transportation	6052 Bus Compound Cameras		23,808.00
Transportation	7146 Department Equipment		153,000.00
Academic Services	6005 Cambridge		57,000.00
Academic Services	6025 AVID		6,000.00
Communications	6010 Annual Report		5,000.00
Communications	6046 Student Assignment Marketing		15,000.00
Tech & Career Ed	6021 Industry Certified		200,000.00
Budget	6041 Comp Forecasting Model		40,000.00
Board Attorney	6047 House Bill 7069 Litigation		15,000.00
Psych Services	6051 Psychological Interns		10,000.00
Govt & Community Relations	6055 Continuous Improvement		60,000.00
Infrastructure Services	6057 Threat Management Systems		33,000.00
Application Services	6121 SIS Modernization		12,000.00
Innovation Services	6107 Travel Doc Management		30,000.00
Innovation Services	6108 MarketPlace Solution		150,000.00

Proposed Immediate Reductions Cont.

Innovation Services	6111 Create Contract Management		50,000.00
Innovation Services	6112 Bank Recon Automation		30,000.00
Curriculum & Instr Innov Elem	6179 Subject Area Content Support		150,000.00
Recruitment	6185 Career Changer Academy		42,000.00
Human Resources	6203 District Quality Initiatives		20,000.00
Professional Development	6308 Summer Institutes		30,000.00
Technology	2705 MS Software Schools- licensing savings		100,000.00
TOTAL DEPARTMENT PROJECTS			1,266,808.00
ADDITIONAL ITEMS			
	Emergency Impact Aide Adjustment		747,193.00
TOTAL ALL ITEMS			2,662,025.00



Updated District Proposal #5

FY19	HE: \$700.00 (\$1,400.00)	Maximum Adjustment to Base Pay: \$3,800.00
	E: \$400.00 (\$800.00)	
	Career Ladder: \$500.00 (\$1,000.00)	
FY20	HE: \$1,400.00	
	E: \$800.00	
	Career Ladder: \$1,000.00	

Estimated Cost: \$17.7 Million (additional \$1.45 Million)

New Hire Salary Schedule: Starting Salary \$40,500 Additional \$525K



Career Ladder Eligible – No Movement

Career Ladder Eligible – No Movement

Effective at Ratification		Maximum Adjustment to Base Pay: \$2,800.00
FY19 – Target date to be paid – May 31, 2019	HE: \$700.00 (\$1,400.00)	
	E: \$400.00 (\$800.00)	
Effective at December 1, 2019		
FY20 - Retro back to July 1, 2019 and split over remaining pays	HE: \$1,400.00	
	E: \$800.00	



Career Ladder Eligible – Move in FY19

Career Ladder Eligible – FY19

Effective at Ratification		Maximum Adjustment to Base Pay: \$3,800.00
FY19 – Target date to be paid – May 31, 2019	HE: \$700.00 (\$1,400.00)	
	E: \$400.00 (\$800.00)	
	Career Ladder Move: \$500.00 (\$1,000.00)	
Effective at December 1, 2019		
FY20 - Retro back to July 1, 2019 and split over remaining pays	HE: \$1,400.00	
	E: \$800.00	



Career Ladder Eligible – Move in FY20

Career Ladder Eligible – FY20

Effective at Ratification		Maximum Adjustment to Base Pay: \$3,800.00
FY19 – Target date to be paid – May 31, 2019	HE: \$700.00 (\$1,400.00)	
	E: \$400.00 (\$800.00)	
Effective at December 1, 2019		
FY20 - Retro back to July 1, 2019 and split over remaining pays	HE: \$1,400.00	
	E: \$800.00	
	Career Ladder Move: \$1,000.00	



Career Ladder Ineligible

Career Ladder Eligible – No Movement

Effective at Ratification

FY19 – Target date to be paid –
May 31, 2019

HE: **\$700.00** (\$1,400.00)

E: **\$400.00** (\$800.00)

Effective at December 1, 2019

FY20 - Retro back to July 1,
2019 and split over remaining
pays

HE: \$1,400.00

E: \$800.00

**Maximum Adjustment to
Base Pay: \$2,800.00**

Turnaround Committee



School Number	School Name	Turnaround School	Opportunity School	2018 School Grade	3 Year School Grade Average	5 Year School Grade Average	10 Year School Grade Average	Percentage of Administrators at the location on 3/1/2016 & 2/27/19	Percentage of TALC Employees at the location on 3/1/2016 & 2/27/19	Percentage of N Employees at the location on 3/1/2016 & 2/27/19	Percentage of SPALC Employees at the location on 3/1/2016 & 2/27/19
763	MANATEE ELEMENTARY SCHOOL	Yes	No	C	1.00	0.80	1.50	33.33%	30.77%	33.33%	40.54%
211	FORT MYERS MIDDLE ACADEMY	Yes	No	C	1.67	1.80	1.70	33.33%	36.84%	33.33%	56.52%
745	EAST LEE COUNTY HIGH SCHOOL	Yes	No	D	1.00	1.20	1.20	16.67%	42.86%	66.67%	59.02%
162	RAY V. POTTORF ELEMENTARY SCHOOL	Yes	No	C	1.67	1.40	1.80	50.00%	50.82%	66.67%	43.75%
781	COLONIAL ELEMENTARY SCHOOL	Yes	No	C	2.67	1.60	2.00	50.00%	56.25%	66.67%	41.86%
592	JAMES STEPHENS INTERNATIONAL ACADEMY	No	Yes	C	1.67	1.2	NA	0.00%	12.96%	0.00%	41.38%
371	MIRROR LAKES ELEMENTARY SCHOOL	No	Yes	C	1.67	1.4	2.2	33.33%	43.37%	100.00%	54.90%



Questions?





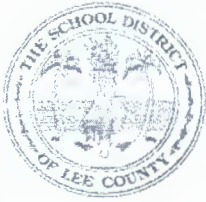
**THE SCHOOL DISTRICT OF LEE COUNTY and
THE TEACHER'S ASSOCIATION OF LEE COUNTY**

**TALC Bargaining Committee
March 14, 2019
Sign-In**

COMMITTEE MEMBERS		
Name	Position	Initials
Dr. Angela Pruitt, Chair	Chief Human Resources Officer	present
William Rothenberg	Director, Compensation & Labor Relations	WR
Mike Gatewood	Compensation & Labor Relations	present
Ben Ausman	Principal (Bayshore Elementary)	BA
Greg Blurton	Business & Finance	GB
Carl Burnside	Principal (Dunbar High)	CB
Jessica Duncan	Director, ESE	JD
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	BW
Dr. Kerr Fazzone	Director, Island Coast FEA	KF
Kevin Daly	President, TALC	KD
Heidi Brennan	Curriculum & Staff Development	HB
Christine Carberry	Buckingham Exceptional Center	CC
Jill Castellano	East Lee County High	JC
Samantha Hower	Mariner High	SH
Amy Johnson	Mariner Middle	AJ
Christina Lindner	Villas Elementary	CL
Bob Scoppettuolo	Three Oaks Middle	BS
Christina Sterrett	Tortuga Preserve	CS
Sheena Torres-Nunez	Student Welfare	ST
Anna Whitten	Colonial Elem	AW

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)



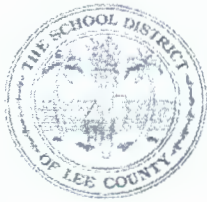
**THE SCHOOL DISTRICT OF LEE COUNTY and
THE TEACHER'S ASSOCIATION OF LEE COUNTY**

GUESTS		March 14, 2019
Name	Position	Initials
Danielle Knapp	Specialist	DK
Nael Shields	Teacher	NS
Amrian Mullin	teacher	AM
Jessi Smith	Teacher	JS
Don Collins	Teacher	DC
Michael Cochran	Teacher	me
Karie Rothman	Teacher	KR
Scott R. LeMaster	Principal	SL
DAVID MAZON	TEACHER	DM
James Samz	Teacher	JS
Shelley Consoletto	Teacher	SC
Rebecca Mezger	Teacher	RM
Mary Christy	Teacher	MC
Tracey Sills	CF Specialist	TS
Susan Donnelly	Teacher	SD
Todd Busaba	Teacher	TD
Andrea Saben	Staffing Specialist	
Quincy Hogen	Teacher	QH
Matthew Carey	Teacher	MC
Daniela Orta	Teacher	DO
Janiter Rodriguez	Teacher	JR
Aray Tuyls	Teacher	AT
Rich Reagan	Teacher	RR
Claire Trie	Teacher	CT
Erin Roberts	Teacher	ER

25

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 TEACHER'S ASSOCIATION OF LEE COUNTY**

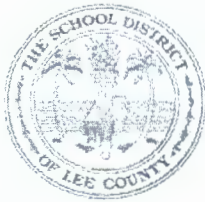
GUESTS		March 14, 2019
Name	Position	Initials
Ruby Doten	Teacher	RD
James Dummer	Teacher	JD
Lucrecia Lucero	Teacher	LL
Nora McDonald	Teacher	ND
Johanna Moreno	Teacher	JM
Helen Sadler	Teacher	HS
Missy Turberville	Teacher	MT
Helean Knapp	SLP	HK
Chynise Jagan	teacher	CJ
Adam Hirsch	teacher	AH
Monica Hamme	Teacher	MH
Robert Leuss	teacher	RL
SEAN GRIFFIN	TEACHER	SG
W. Pann	Comm	WP
Carolyn Hutto	Teacher	CH
Dan Vessels	Teacher	DV
Ben Andersen	Teacher	BA
Lebel Ameling	Teacher	LA
Toy Williams	Teachers	TW
Andrea Bertel	Teacher	AB

20

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 TEACHER'S ASSOCIATION OF LEE COUNTY**

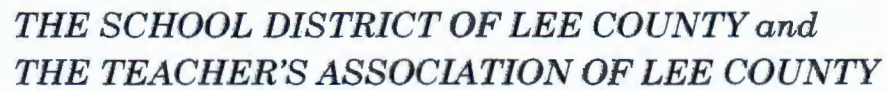
GUESTS		March 14, 2019
Name	Position	Initials
Tammy Leaney	Teacher	TLD
Wendy Straley	Teacher	WJS
Tammy Thurman	teacher	TT
Dawn Bernacki	teacher	DB
Jason Carrico	Teacher	JC
Larry Rulke	School Psychologist	LR
Justin Hatten	SSW	JH
Dawn Treppa	Teacher	DT
Kathryn Pollock	Teacher	KP
Tim Jones	Teacher	TJ
Susan Delago	Teacher	SD
Jonathan Perez	Teacher	JP
Vanessa Morales	Teacher	VM
Lara Moore	Teacher	LM
Emily Goderich	teacher	EG
Marcia Lodi	Teacher	ML
Jeff Carstang	teacher	JC
Ronan Teast	Teacher	RT

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)

4TALC Bargaining Committee
FY19 (2018-2019 School Year)

5TALC Bargaining Committee
FY19 (2018-2019 School Year)

3TALC Bargaining Committee
FY19 (2018-2019 School Year)