



THE SCHOOL DISTRICT OF LEE COUNTY

2855 COLONIAL BLVD. ♦ FORT MYERS, FLORIDA 33966 ♦ WWW.LEESCHOOLS.NET

CATHLEEN O'DANIEL MORGAN
CHAIRMAN, DISTRICT 7

PAMELA H. LARIVIERE
VICE CHAIRMAN, DISTRICT 5

MARY FISCHER
DISTRICT 1

MELISA W. GIOVANNELLI
DISTRICT 2

CHRIS N. PATRICCA
DISTRICT 3

STEVEN K. TEUBER
DISTRICT 4

JANE E. KUCKEL, PHD
DISTRICT 6

GREGORY K. ADKINS, ED. D.
SUPERINTENDENT

KEITH B. MARTIN, ESQ.
BOARD ATTORNEY

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

June 25, 2018

The TALC and District bargaining teams met on June 4, 2018 to negotiate a successor agreement to the FY18 TALC Contract. Using the interest-based bargaining process, the teams identified items for discussion and negotiation. The teams established norms for bargaining sessions to ensure civility, decorum, and fidelity to the interest-based process. All articles of the contract were opened.

The teams reached consensus on a calendar for bargaining sessions with plans to meet on Mondays from 4:00 p.m. to 7:00 p.m.; bargaining sessions during the summer are scheduled around availability of the bargaining team members. Changes to the calendar will be advertised and will be available on the District website at: www.leeschools.net/calendars. All meetings are open to the public.

An overview of the interest-based process was provided for new members of the bargaining teams who have not yet attended interest-based training. The teams created snapshots of each item by presenting headlines, identifying interests, and discussing the need for data. Approved minutes from bargaining sessions will be posted on the District website at: www.leeschools.net/labor-relations.

The teams met again on June 25, 2018 and discussed story, presented options, and reached consensus on the following items:

- **Article 1 (Parties to the Agreement)**
 - The TALC Labor/Management Committee will return with recommended language to include updated PERC Certification Numbers and an Appendix with updated job titles for all positions that are part of the TALC bargaining unit
- **Article 2 (Rights, Privileges, and Responsibilities)**
 - Clarification of the statutory requirements for dues cessation by citing Florida Statute
- **Article 3 (Negotiation Procedure)**
 - Removal of redundant/repetitive language and updates to date specific language
- **Article 4 (Grievance Procedure)**
 - The TALC Labor/Management Committee will return with recommended language to improve clarity of existing language

The bargaining teams are scheduled to meet on July 9, 2018 from 4:00 p.m. to 7:00 p.m. in Media Rooms 1 and 2 at the Lee County Public Education Center.