



THE SCHOOL DISTRICT OF LEE COUNTY

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

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TALC Contract Negotiations FY19 (School Year 2018-2019) JOINT Communication

September 25, 2018

The TALC and District bargaining teams met on September 17, 2018 to continue negotiations for a successor agreement to the FY18 TALC Contract. The teams will continue to meet every other Monday from 4:00 p.m. to 7:00 p.m. until a tentative agreement is reached. 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 6 (Working Conditions)**
 - The addition of language regarding expectations for work place civility
 - The addition of language regarding protections for the expression of breast milk
 - The addition of language referencing School Board policies for reporting complaints of sexual harassment or discrimination
 - TALC representation on the committee that reviews the Student Code of Conduct
 - The addition of language referencing Florida Statutes regarding student discipline and expectations for classroom management
 - Discussion of legal restrictions related to medical marijuana in the workplace
 - Clarification of the language regarding bargaining related committees, including the District Safety & Security Committee
- **Article 7 (Work Schedule)**
 - Clarification of the language regarding duty-free lunch for instructional staff
 - Clarification of the language regarding the scheduling of parent/teacher conferences
 - Clarification of the language regarding pre-school week, expectations for school calendars, and instructional staff
 - Clarification of the District's expectations regarding sign-in procedures for Professional Learning Community (PLC) meetings
 - Memorialization of the 226-day calendar for specific JROTC instructors
 - Addition of a 206-day calendar option for School Psychologists
 - Clarification of the language regarding sign-in procedures and utilization of the LeeClock



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- **Article 8 (Performance Evaluation)**
 - Clarification of the District's expectations regarding post-evaluation conferences

Remaining articles will be discussed at future bargaining sessions. The bargaining teams are scheduled to meet next on October 1, 2018 from 4:00 p.m. to 7:00 p.m. in Media Rooms 1 and 2 at the Lee County Public Education Center.