



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

November 13, 2018

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The TALC and District bargaining teams met on November 12, 2018 to continue negotiations for a successor agreement to the FY18 TALC Contract. The teams will continue to meet from 4:00 p.m. to 7:00 p.m. in Media Rooms 1 and 2 at the Lee County Public Education Center. Remaining articles will be discussed at future bargaining sessions. The next bargaining session is on November 26, 2018. 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 7 (Working Schedule)**
 - Significant discussion of the concerns of instructional staff assigned to Department of Juvenile Justice (DJJ) locations, resulting in status quo and a commitment to continue to resolve site-based concerns through the TALC Labor/Management Committee
 - Additional language requiring that all vacation requests be responded to in a timely manner, and their approval or denial be entered into PeopleSoft
- **Article 10 (Compensation)**
 - An update to language to address the expiration of the Teacher Incentive Fund (TIF) grant, which includes: a supplement for Learning and Leadership Teachers and Peer Collaborative Teachers, and payment of supplements based on Manager's Rating only
 - The addition of a supplement for Transformation Teachers to allow the District to meet the immediate needs of East Lee County High
- **Article 12 (Leave)**
 - Significant discussion of concerns related to the solvency of the TALC Sick Leave Bank, resulting in the closure of the TALC Sick Leave Bank effective April 1, 2019
- **Article 13 (Participatory Decision Making)**
 - Clarification of language regarding participatory decision making and the make-up of bargaining related committees at the school and District levels