



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

January 8, 2019

The TALC and District bargaining teams met on December 17, 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 January 28, 2019. 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 2 (Rights, Privileges, and Responsibilities of Parties)**
 - Concerns about organizations with interests not aligned to the shared interests of the parties will be referred to the TALC Labor/Management Committee
 - Removal of language requiring that TALC pay per transaction fee for payroll deductions for dues collection, since already exempt by Board Policy
- **Article 5 (General Employment Practices) – Consensus Pending**
 - An overview of proposed language concerning Probationary Contract and Annual Contract status was provided in an effort to ensure employee needs are met and the District is in compliance with statutory requirement
- **Article 9 (Disciplinary Procedure) – Consensus Pending**
 - Discussion of disciplinary procedure and opportunities to improve training for all District employees; proposed language shared
- **Article 10 (Compensation) – Consensus Pending**
 - A proposed multi-year compensation plan was presented with a goal of increasing compensation for instructional staff from the 55th percentile to the 75th percentile
 - Discussion of the impact of insufficient state-funding and restrictive state statutes concerning compensation for instructional staff
 - Discussion of the continuing work of the TALC Labor/Management Committee to improve clarity and communication regarding compensation
- **Article 11 (Benefits)**
 - An increase to the Board contribution of \$360.00 per eligible employee, bringing the total Board contribution to \$7,360.80 per eligible employee per year

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- **Article 12 (Leave) – *Consensus Pending***
 - Discussion of the continuing work of the TALC Labor/Management Committee to improve clarity and communication regarding leave
 - Discussion of types of leave and complexity of statutory requirements surrounding leave