



## TALC BARGAINING MINUTES August 21, 2023 FY24 (2023-2024 school year)

### AGENDA

- Check-In
- Approval of Minutes
- Calendar
- Goals for FY24 (2023-2024 School Year) Bargaining
- Story – Article 10 (Compensation)
- Story – Article 12 (Leave)
- Check Out

### CHECK-IN

- **Time Constraints:** none
- **Missing:** Heather Leonard, Carl Burnside, Dr. Jessica Duncan, Dr. Shanna Johnston, Shay Pearson, Mario Dorestal
- **Elephants:** none
- **Expectations:**
  - Make progress \*\*\*\*\*

### MINUTES

- 05.22.2023 minutes approved with corrections
  - Straw Design A (1-5)
  - Straw Design B (1-6)

### **Goals for FY24 (2023-2024 School Year) Bargaining**

- Bargaining Authority is not divided. One whole amount was presented.
- Salary Supplements had a monetary component. There aren't separate funds for supplements.
- Joint session to discuss benefits.



## **STORY – Article 12 (Leave)**

- The draft version will be available in the next session. There is an outstanding issue that needs to be discussed to know what that draft would include.
- Compassionate leave are other contracts and not in TALC contract. The draft version of Article 12.04 item H states;
  - **Compassionate Leave:** The loss of a pregnancy can be a frightening, lonely, and traumatic experience for an employee and their family. Employees are entitled to leave for ten (10) working days in a twelve-month period, if the employee or a family or household member experiences a miscarriage, ectopic pregnancy or molar pregnancy. An employee's request for privacy should be respected and employees have a right to keep this information confidential. Immediate supervisors may not request supporting documentation in situations where an employee requests compassionate leave.
- This is another way an employee can use their accrued sick leave; the District is not providing leave or additional days.
- Employees have the ability to use their sick leave for bereavement; due to death of family/ household member.
- Administrators and Schedule N were granted this option of leave. TALC is asking for this option of leave to be aligned with their CBA.
- Increase personal days from 5 to 6 days (TA).

### **Option 1**

- Align the current compassionate and leave language as listed in the Admin and Schedule N contract to be included in the TALC's CBA.

## **CAUCUS**

***District Report Out:*** A review of the language is needed before making decision of adding compassionate and bereavement leave. The District is not opposed to either item. The final decision will be discussed on September 5<sup>th</sup>, 2023.

***TALC Report Out:*** Article 12 has been discussed since March 2023. Compassionate and bereavement leave language is a copy and paste from the Admin and Salary N contract. There is no physical impact. We are losing teachers to other counties, specifically Hendry County. This county has a separate pot just for compassionate and bereavement leave. Having the compassionate and bereavement leave option,



allows employees to keep the information confidential and immediate supervisors aren't allowed to ask for supporting documentation.

### **STORY – Article 10 (Compensation)**

- Our starting pay is \$6,000 lower than the surrounding districts.
- The ongoing increase in cost of living and the current salary makes it difficult to afford housing in this county.
- Compression continues to be an issue throughout the salary schedule.
- In previous TALC rep meetings, there were a lot of discussion about certain administrator salary increases.
- The current teacher shortage continues to force employees to cover classes during their planning time. Teachers are putting in more hours outside of their day in order to complete their basic job task.
- People are choosing not to teach. It is a nationwide shortage, meaning there are other options of teaching.
- College students are not choosing to be teachers nationwide.
- There was work done to index supplements to starting pay. We have not yet been able to re-index supplements to reflect in the portion of starting pay.
- Advanced degree supplement is of interest.
- There have been teachers who were unable to cover their housing cost or provide their families with food. There were an overwhelming number of teachers relying on food banks and housing assistance to cover their basic needs.
- The District received about 8.4-8.5 million in increased allocation in TSIA dollars this year. Since 47.5 was reached, many of the strings are off. The TSIA money can be used to increase the latter end of the salary schedule.
- Starting teachers' salaries were reviewed so much due to legislative mandates. Hopefully, some of the TSIA money can be used for the teachers that have the longest time in the district. Charters would have to get their share from the 8.4-8.5 million. Our total amount would be between 7.1-7.5 million. None of the TSIA funds will go towards the teachers' starting salary.
- The bargaining authority is \$16.5 million. This is including the 7.5 million that is funded by TSIA. Approximately, 5 million dollars are spent on supplements every year.



## **CAUCUS**

**TALC Report Out:** TALC discussed and compared the bargaining authority from the past year. TISA is the dollar amount that is received from the state to increase classroom teacher salaries. Some time is needed to put options together and come up with a plan.

**District Report Out:** A plan is developing to move forward from here. The District will review any restrictions that may accompany the TSIA funds. The Budget Bill will be reviewed to see if this fund may be freeing up more than what it seems to be or not. It is a shared interest to spend the money where it is needed the most. The District is also interested in discussing how to allocate the funds that have been given as authority to bargain.

## **STORY - Article 10 (Compensation)**

- TALC has made a commitment to re-examine the turnaround school committee. In the previous years, this committee had robust proposals that were brought to the table. Once discussed at the table, it was determined that a budget was not given to support those proposals. This committee needs to know what their budget is so they're able to fashion a proposal that is compliant and acceptable.
- An MOU was entered this year to keep the turnaround and transition schools the same.
- Classroom coverage – ESSER funding is exhausted, could it be brought back? The current authority does not delineate how the money is spent other than the TSIA money.
- The insurance task force did a great job with insurance premium increases. The board is available to review a possible premium increase.
- TSIA article 1011.62(14) has a new language expressing how this money will and can be spent. It does not appear to yet be added to the statutes online because it was passed during the previous legislative session.

## **CALENDAR**

- Our next bargaining session for TALC is scheduled for:
  - September 5<sup>th</sup>, 2023 in the Boardroom;
  - September 18<sup>th</sup>, 2023 in the Caloosahatchee Room.

## **CHECK-OUT**

FY24 (school year 2023-2024) TALC Bargaining Session – August 21, 2023

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