



TALC BARGAINING MINUTES September 5, 2023 FY24 (2023-2024 school year)

AGENDA

- Check-In
- Approval of Minutes
- Story – Article 10 (Compensation)
 - Budget Presentation
 - Story and Options
- Story – Article 12 (Leave)
 - Domestic Violence and Compassionate
- Check Out

CHECK-IN

- **Time Constraints:** none
- **Missing:** Dr. Ann Cole; Dr. Kerr Fazzone; Dr. Jessica Duncan
- **Elephants:** none
- **Expectations:**
 - Make significant progress *****
 - Hope to learn a lot
 - Get a clear picture of budget **

MINUTES

- 08.21.2023 minutes approved with corrections

Options – Article 12 (Leave)

1. No objection to the Domestic Violence leave as drafted.
2. Compassionate Leave;
 - Delete 1st sentence in draft.
 - Add “sick leave shall be used, if no sick leave, then w/o pay, with no penalty to the employee.

Straw Design

- Options 1 and 2



STORY – Article 10 (Compensation)

- The Chief Financial Officer shared the FY24 Bargaining Authority presentation. (Attached)
- \$16.4 million for bargaining authority.
- Outside vendor to do salary report because it has a larger team and can do it more quickly.
- If salary report includes TALC, would it include TALC executives in the process? This is unknown right now.
- Are the recommendations of the salary report binding? It will be subject to the bargaining process.
- Consultant funding line will be used to pay for salary report.
- AFR instructional salaries difference of \$77.6 million. Is there an interest in using the \$77.6 million towards bonuses? Have to look at the AFR in totality and not just line by line.
- Whole block in AFR nothing was overbudgeted.
- Budget amendments are done monthly (really daily) to revise spending as things change.
- The function of the instructional line item is not just as salaries, but also, benefits materials, guest teachers, and salaries, for anyone designated as “instructional”.
- Everything that can be reflected as “instructional” falls under the function of instructional line item.
- The total compensation for a new teacher is as follows;
 - \$48,250 – base salary
 - ≈ \$10,000 – benefits
 - ≈ \$9,000 – FICA/Med/SS/FRS
 - Total ≈ 67, 250



CAUCUS

TALC Report Out: TALC discussed the budget and the framework within the \$16.4 million pot.

District Report Out: Discussed budget conversation about questions TALC had asked.

STORY – Article 10 (Compensation)

- Bonuses were ≈ \$7,000 from FY22-23.
- Student loan repayment starts back up soon.
- There are approximately 200 teacher vacancies.
- Are there any savings from unfilled positions that can go toward salaries?
- Can more money be requested from the board for an increase in bargaining authority?
- Request for additional money from unspent unrestricted money from last year.
- Request for salary graph that shows compression.

CALENDAR

- Our next bargaining session for TALC is scheduled for:
 - September 18th, 2023;
 - October 2nd, 2023 in the Caloosahatchee Room.

CHECK-OUT



Our Story

- Cost of living in our area has been steadily rising
- Workload is rising due to increasing requirements, vacancies and turnover
- Employee hardships, personal and professional
- Frustration- losing employees (compensation, conditions)
- Hurricane Ian....

CHALLENGES KEEP COMING...



Our Story

- Over 100,000 students this year
- Dedicated employees who have overcome
 - ✓COVID
 - ✓Employee shortages
 - ✓Hurricanes
 - ✓Personal hardships
- Continued student achievement

CHALLENGES MET, WITH MORE WORK TO DO...



The Interests

- Retention
- Recruitment
- Equity
- Morale

WORKING TOGETHER TOWARD THE SAME GOALS...

State Education Budget

- Total Lee County Allocation \$928,042,953
- Increase in Unweighted FTE of 4,389.86 students. This is an increase of 1,092.74 added by the state to cover increased Family Empowerment Scholarships (FES).
- The previous DCD or District Cost Differential has been changed to Comparable Wage Factor and has decreased by .0052 (\$3.1 Mil impact)
- Increased BSA by \$552.33 (from \$4,587.40 to \$5,139.73).



What It Is & What It's Not...

FY24 BSA	552.33
Reading Instruction	(56.31)
Instructional Materials	(84.63)
Teacher Salary Allocation	(273.33)
Teacher Classroom Supply Allocation	(18.58)
	119.48

*All previous requirements for these are still in place.



Florida Education Finance Program

Projected Net Funding Change Between FY23 and FY24	\$	72,893,529
Adjustments for Restricted Funds		
Teacher Salary Increase	\$	(7,502,401)
Other Categorical/Restricted Use Funds	\$	(2,079,926)
	Subtotal \$	(9,582,327)
Charter School Pass Through and Growth	\$	(5,300,000)
Increase to Family Empowerment Scholarship Reserve	\$	(13,943,401)
Maintain Contingency Reserve at 3%	\$	<u>(2,186,086)</u>
Projected Increase in Unrestricted Revenue	\$	41,881,715



Projected Budget Shortfall

FY24 Projected New Revenue		\$ 72,893,529
Adjustments for Restricted Funds	\$ (31,011,814)	
Projected New Cost	\$ (55,473,207)	
	Projected Budget Shortfall	\$ (13,591,492)

Unknowns

Potential Salary Increases	??????
Potential FEFP Proration	??????



Projections of New Cost

Growth for Traditional Schools	\$ 15,943,540
Increase in Florida Retirement System Rate	\$ 8,310,640
Dependent Care Health Insurance Increase	\$ 10,915,027
Board Share Employee Health Insurance Increase	\$ 8,304,000
Property Insurance Increase	\$ 12,000,000
Total Increased Cost	\$ 55,473,207



Budget Alignment

Projected Shortfall from New Revenue		(13,591,492)
Updated Property Insurance Estimates	\$	7,100,000
Moved Expenses to Better Utilize Revenue Sources	\$	3,400,000
Revised Salary Budgets (Lapse)	\$	5,000,000
2 nd Calculation Change (Increase Discretionary Taxes Less Proration)	\$	4,272,263
Total Alignment of Funds	\$	19,772,263

Funds Remaining After Alignment 6,180,771



History

Salary Increases Over Time

- Significant minimum salary increases for teachers (total increase of \$7,750 over three years)
- Increase for special instructional minimums
- Market adjustments and increases for all teachers
- Career ladder
- Various bonuses in FY22 and FY23 at maximum of \$7,475
- Various longevity increases
- Class coverage

Benefit Increases

- Board contribution for employee only insurance increased over past several years to minimize employee cost
- Big move by bargaining units, superintendent and Board to contribute \$4000 to employees for dependent coverage

ALL GOOD, AND OUR GOAL IS TO DO MORE...



Future Goals

- Salary study plan—equity, compression, recruitment of new employees, retention
- Get and stay competitive
- Address equity and compression



Board Authority

Board authority for TALC Bargaining Unit:

***\$16,400,000** including TSIA amount of approx. \$7,500,000