



TALC BARGAINING MINUTES September 18, 2023 FY24 (2023-2024 school year)

AGENDA

- Check-In
- Approval of Minutes
- Story – Article 10 (Compensation)
- Check Out

CHECK-IN

- **Time Constraints:** 5:50pm
- **Missing:** Corris McIntosh; Helen Martin; Mario Dorestal
- **Elephants:** none
- **Expectations:**
 - Make significant progress *****
 - Continue robust conversation around compensation *****
 - Get questions answered **

MINUTES

- 09.05.2023 minutes approved with corrections

STORY – Article 10 (Compensation)

- The district met with the board to request an increase in the bargaining authority. In the executive session, the superintendent and board authorized a new bargaining authority amount of \$32.8 million dollars.
- The board and superintendent already allocated money for the completion of the salary study and have included it in the bargaining authority.
- The salary study is still going to occur.
- \$32.8 million includes TSIA funds. This is equivalent to an 8% increase. The district is not interested in 8% increase across the board raise.
- Social security and FRS are part of the cost.
- The salary schedule's anticipated end date is 3-6 months.



- There will be potentially new information on the salary study around March/April 2024. It is of mutual interest for this information to be available by then.
- The proposed budget for the salary study is \$171,000. This will include all salary groups.

CAUCUS

TALC Report Out: TALC is happy about the new money. TALC is ready to move forward.

District Report Out: The district is ready to get something calendared and move forward.

STORY - Article 10 (Compensation)

- TALC shared a compensation presentation. The \$27.4 million proposal dealt with compression.
- COLA is not a one-time bonus but part of the salary.
- In years past, 50% must go towards getting beginning teacher salary to \$47,500. We are now there. TALC wonders if the board authority has as strings attached due to performance pay.
- The district would like to address compression and performance pay.

Options

1. TALC - Salary Increase
 - a. Highly Effective Increase - \$4,375.00
 - b. Effective/ PSE - \$3,500.00
 - c. COLA - \$1,750.00
2. District – Starting salary - \$50,000/year.

Article 10 (Compensation)	
<u>Story</u>	<u>Interests</u> <ul style="list-style-type: none">• Transparency• Equity• Teacher Morale• Retention/Recruitment• Student Achievement• Competitiveness



	<ul style="list-style-type: none">• Compliance• Ratifiability• Manageability• Affordability• Sustainability• Minimize Compression• Urgency <p><u>Data Requests</u></p>
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CALENDAR

- Our next bargaining session for TALC is scheduled for:
 - September 26th, 2023;
 - October 2nd, 2023 in the Caloosahatchee Room.

CHECK-OUT