



## TALC BARGAINING MINUTES September 26, 2023 FY24 (2023-2024 school year)

### AGENDA

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

### CHECK-IN

- **Time Constraints:** 6:30pm
- **Missing:** none
- **Elephants:** none
- **Expectations:**
  - Continue compensation conversation \*\*\*\*\*

### MINUTES

- 09.18.2023 minutes approved with corrections

### STORY – Article 10 (Compensation)

- The TALC would like to know if the \$32.8 million was part of the original bargaining authority and only \$16.4 was shared?
- Order of operations;
  - On the 1<sup>st</sup> night of bargaining this year, the bargaining authority was \$16.4 million.
  - The salary study was mentioned at the bargaining meeting in the board room.
  - Then TALC asked for more bargaining authority, the district asked, and the board agreed.
- Planning for salary study report will be included in next year's bargaining.



- Executive Directors received a 22-28% increase. TALC wanted it noted that teachers feel undervalued.
- Executive Directors at the table did not get a raise last year.
- The district is interested in Career Ladder, Compression, TSIA, and performance pay.
- TALC feels like Career Ladder is the cost of doing business.
- Career Ladder is part of pay, which must be bargained.
- The Career Ladder \$1000 increase got buried into true-ups and salary increases as a result of beginning teacher salaries.
- 419 people moved up on Career Ladder last year.
- Clarifying questions from options; if someone already makes above the band, they will not receive salary schedule adjustment.

### **CAUCUS**

- **TALC Report Out:** discussed option.
- **District Report Out:** discussed district's option and how the rest of the evening will proceed.

### **Options**

3. Amend 10.02(2)(c) of TALC contract. Insert line 30 after \$1000 by October 31<sup>st</sup> each year. Strike after the word "district" everything in lines 31 & 32. (Take out signing of the MOU every year for CL movement).

4. Career Ladder movement money is outside bargaining authority.

5. Retention increases across the board of 3.65%.

- Performance pay H.E - \$1,350
- Performance Pay PSC & E - \$1,012.50
- Salary Schedule adjustment based on years of experience (x)
  - 0-3 \$50,000
  - 4-7 \$51,500
  - 8-11 \$53,000
  - 12-15 \$57,000
  - 16-19 \$60,000
  - 20+ \$63,000



- Special Instructional at \$63,000
- Note – Order of operations; retention increase, then true up, then performance pay, then Career Ladder.
- JROTC included in performance pay and/or true-up.

#### 6. TALC - Years (x)

- 0= 3.65% increase – adds \$1,750; brings base to 50k
- 1-4= 6%
- 5-9= 9%
- 10-14= 10%
- 15-19= 11%
- 20+= 12%
- Performance Pay HE - \$65
- Performance Pay CC, PSC, E - \$48.75
- Includes Special Instructional
- Total Cost = 32.8 million.

#### **CAUCUS**

- ***District Report Out:*** discussed TALC's option and a similar option.
- ***TALC Report Out:*** going to rework option to reflect special instructional group.

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

- Longevity is not part of “salary band”. Longevity is on top of base salary.
- Grandfathered schedule would get same performance pay as effective.
- Is special instructional getting years’ experience credit?
- How does this effect supplements?
  - The supplement committee did not discuss a change in supplements. Supplements come from bargaining authority and are not always part of FRS.
- Clarifying questions for options;
  - What is the total cost of the district’s option?
    - A little over \$31 million
  - Will those who are at the top of their “salary band” this year, move up the same next year?
    - There’s always an option for multiple year contract.
- 5-9 years 51K average, 5% increase would be ≈ \$4,600.



- 20+ year average salary \$61,500. It'll be almost \$7,400 if they got 12% increase.
- Certain bands in district option would be more than \$7,400 increase.
- Year 12 is about 15% increase, depending on the order of operations, and where they are in the "salary band". 20+ years could be near 20% increase depending on some variables.

### **Options**

#### 7. Percentage increase in bands

- 0-3 = 3.65%
- 4-7 = 5%
- 8-11 = 7%
- 12-15 = 8%
- 16+ = 10%
- Performance Pay;
  - HE = \$1,350
  - CC, PSC, E = \$1,012.50
- Total Cost ≈ 32.6 million
- Career Ladder change where applicable.
- Special Instructional increase 4.5%
- JROTC is included in performance pay.
- Order of operations – retention increases, performance pay, Career Ladder.

### **STRAW DESIGN**

- Options 3 & 4

### **CALENDAR**

- Our next bargaining session for TALC is scheduled for:
  - October 2<sup>nd</sup>, 2023, in the Caloosahatchee Room.

### **CHECK-OUT**

