



# TALC AND SPALC CONTRACT NEGOTIATIONS FY20 (2019-2020 SCHOOL YEAR) JOINT COMMUNICATION

March 13, 2020

TALC, SPALC, and District leadership teams met again this afternoon to discuss contingency plans for the District's response to the Coronavirus (COVID-19) pandemic.

As stated in the TALC and SPALC Contracts, the District uses multiple means of communication to ensure that all employees are provided up to date information on this situation. District email, ParentLink, the District website, and if necessary radio and television communication will be used to ensure that all employees receive adequate notice of changes as they occur.

At this time, TALC, SPALC, and the District would like to reassure all employees that they will continue to be paid during the emergency closure of schools, which was mandated by the Florida Department of Education (FL DOE), and is anticipated to last until March 27, 2020.

Essential personnel, as identified by the District, may be asked to report to work during the emergency closure of schools. Any hours worked by essential personnel will be paid as a bonus. Payment will be at the employee's regular hourly rate and will be in addition to regular pay for all employees, except for employees on a 255-day work year who will continue to receive regular pay.

The District is awaiting further direction from FL DOE and will share information as available. In the event that adjustments need to be made to the regular work year schedule, the District will work with TALC and SPALC to minimize any impact to employees and students.

In the meantime, we appreciate your patience and everything that you do to support the students of Lee County. The District continues to be in contact with FL DOE and local emergency and health officials who are working in conjunction with the Centers for Disease Control (CDC). Please be sure to visit [www.leeschools.net](http://www.leeschools.net) for additional updates.