



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

March 31, 2020 – 5:00 p.m. – Joint Communication – Summary/Recap #1

In response to requests for additional support, guidance, and clarification, SPALC, TALC, and District leadership teams agreed to provide a regular summary/recap of Joint Communications related to the District's response to the Coronavirus (COVID-19) pandemic. Plan development is ongoing and rapidly change. Your patience is appreciated.

All Joint Communications are available on the [Negotiation Materials page](#) of the District website. Some highlights include:

- Updates based on ongoing and regular communication with the Florida Department of Education (FL DOE), the Florida Education Association (FEA), the Centers for Disease Control (CDC), and local emergency and health officials
- Information about the multiple means of communication used to ensure that all employees are provided up to date information on emergency situations
- Information about the Academic Continuity Plan and the virtual pre-school week that allowed school-based instructional and support staff to prepare for remote work and virtual learning
- A [Memorandum of Understanding \(MOU\)](#) addressing the historic mobilization of resources necessary to meet the needs of students; included is an agreement that reasonable modifications may be made to work schedules or assigned duties
- Advice on how to support health, safety, and welfare of students and employees by maintaining professionalism in communications with students, parents, and the public
- Clarification of existing contract language and guidance on it's implementation as it relates to the following:
 - [General Employment Practices](#)
 - [Working Conditions](#)
 - [Work Schedule](#)
 - [Performance Evaluation](#)

The District and union leadership are working to refine plans for support staff. Both parties are focused on the safety and security of employees and aim to see all employees engaged in meaningful work that furthers the mission of the District. As a result of these Joint Communications and Situational Updates, all employees have been made aware of



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potential changes in assigned duties and essential personnel are performing these assigned duties at the direction of their immediate supervisor. Notice will be provided to employees and their immediate supervisors, as additional duties are assigned.

Given the unprecedented nature of the situation, many employees must now balance personal obligations that require their attention at various points during the day with remote work obligations. Administrators have been directed to exercise grace and compassion when scheduling meetings and/or phone calls with employees.

SPALC, TALC, and District leadership team are working on a Memorandum of Understanding (MOU) to address recent changes in federal laws that seek to provide relief to millions of people across the country. More information will be provided soon.

Please keep in mind that our District is not alone in facing these challenges, but we are uniquely positioned to respond to them. Your ability to rapidly deploy innovative educational measures in an uncertain and ever-changing environment is a comfort to student and parents and gives confidence to our community.

Additional updates will be made available on www.leeschools.net and www.islandcoastfea.org.

Thank you again for everything that you do to support the students of Lee County!