



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

April 6, 2020 – 7:00 p.m. – Joint Communication #10

SPALC, TALC, and District leadership teams met to discuss implementation of contingency plans for the District's response to the Coronavirus (COVID-19) pandemic. Plan development is ongoing and rapidly changing. Your patience is appreciated.

As stated in the SPALC and TALC Contracts, the District uses multiple means of communication to ensure that all employees are provided up to date information on emergency situations. Employees are encouraged to ensure they have updated their personal contact information in [PeopleSoft](#). Employees may contact the Help Desk for assistance by visiting help.leeschools.net or by calling (239) 337-8221.

The Florida Department of Education (FL DOE) has informed that their goal at this time is to complete the school year on time, as scheduled. Health, safety, and welfare of students and employees are of paramount importance. Campus closures are in place until *at least May 1, 2020*, however learning will continue as scheduled due to the development of the Academic Continuity Plan.

In response to concerns about recently enacted legislation and [Executive Order 20-91](#), issued by Governor Desantis on April 1, 2020, the following clarification and guidance is being provided:

SPALC, TALC, and the District met to discuss the recent enactment of federal laws, including the Families First Coronavirus Response Act (FFCRA) and the Coronavirus Aid, Relief, and Economic Security (CARES) Act. Procedures are being developed and employees will receive notice of rights, privileges, and responsibilities associated with the enactment of these laws.

Notice will include general information about these laws, including how eligibility for emergency paid sick leave (ePSLA) and emergency family medical leave (eFMLA) is determined, and a link to the District's online request form. All employees are encouraged to review this information carefully and consult with their immediate supervisor, if they have questions.



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Next Steps

Due to the unprecedented nature of this situation, SPALC, TALC, and the District, are taking active measures to address employee concerns as they arise.

Additional Joint Communications are being developed to address concerns related to other areas addressed by the SPALC and TALC Contracts. Joint Communications will be released in concert with other updates by the District.

Additional Memorandums of Understanding (MOUs) will be executed, if necessary, in order to ensure that the interests of all parties are met.

The District continues to act upon the guidance of FL DOE and emergency and health officials, including the Centers for Diseases Control (CDC), and will continue to share information as available. 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!