



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

## June 30, 2020 – 5:00 p.m. – Joint Communication #11

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.

Starting today, school-based administrators will begin to contact staff and parents about the return to school in August. They will be asking about different models for returning to work.

You will be asked if you are the age of sixty-five (65) or older and/or if you have a medical condition that would put you in a high-risk category, as defined by the Center for Disease Control (CDC) guidelines. If you answer "yes", you will be required to complete a voluntary return to work form prior to returning to schools.

You will also be asked if you are willing to work remotely. If you answer "yes" to working remotely, then you will be added to a list of employees that will be used to work remotely within the district, if these opportunities are available.

If you are under the age of sixty-five (65) and/or if you do not have a medical condition that would put you in a high-risk category, as defined by the CDC guidelines, but are not comfortable returning to work or are unable to work remotely, you will be advised to contact Human Resources about opportunities to request leave related to the Families First Coronavirus Response Act.

You will be asked if you return to work, do you plan to wear a face mask, will you be providing your own mask, and what requests you have related to the District plan.

Please know that the decision you give your administrator today is non-binding. If you say you are not willing to return to work in person, you are not resigning your position. Our goal is safe and successful implementation of a final plan.



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Your participation with this survey will support the District in its effort to assess support for different models for returning to work. Additional surveys may be conducted in the future as plans become formal or if plans need to be adjusted to meet changing circumstances.

## **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](http://www.leeschools.net) and [www.islandcoastfea.org](http://www.islandcoastfea.org).

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