



# SPALC AND TALC CONTRACT NEGOTIATIONS FY21 (2020-2021 SCHOOL YEAR) JOINT COMMUNICATION

**August 25, 2020 – 5:00 p.m. – Joint Communication #12**

In recent weeks, the Instructional Calendar Committee met to negotiate the impact of changes to terms and conditions of employment resulting from the coronavirus pandemic (COVID-19). The Committee reached consensus on an amended Instructional Calendar for FY21 (2020-2021 school year), which was Board approved on July 23, 2020.

## **Pay Calendars**

The SPALC Labor/Management Committee and TALC Labor/Management Committee reviewed updated pay calendars associated with the amended Instructional Calendar. The updated pay calendars maintain the original first paycheck dates for each employee group, despite a change in employee start dates and the start of the student school year. As a result, paychecks and benefits will continue uninterrupted for all district employees.

Some employee groups returned to work prior to implementation of the updated pay calendars. Immediate supervisors are aware of the need to meet with these employees to create a work schedule that ensures employees work only the number of days associated with their work year. Work schedule adjustments may be required for employees with a 226-day, 216-day, or 206-day work year. Immediate supervisors will be responsible for maintaining documentation for time reporting, including an agreed upon work schedule that has been submitted to the appropriate executive director(s) for approval.

Pay adjustments will be required for bus operators and bus attendants in order to account for payment issued prior to implementation. A detailed pay calendar will be shared with Transportation employees.

## **Next Steps**

SPALC, TALC, and the District, continue to take active measures to address employee concerns as they arise. Additional Memorandums of Understanding (MOUs) will be executed, if necessary, in order to ensure that the interests of all parties are met.



# SPALC AND TALC CONTRACT NEGOTIATIONS FY21 (2020-2021 SCHOOL YEAR) JOINT COMMUNICATION

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

FY21 (2020-2021 School Year) Pay Calendars								
Days Per Year	Pay Group	Months Per Year	First Day Worked	Days Paid on First Check	First Check	Deductions on First Check	Last Day Worked	Last Check
ORIGINAL: FY21 (2020-2021 school year) Instructional Calendar								
255	12M	12-month	07/01/20	PPR	07/31/20	Yes	06/30/21	7/15/21
226	CB1	11.5-month	07/06/20	PPR	07/31/20	Yes	06/17/21	06/30/21
216	CC1	11-month	07/20/20	PPR	08/14/20	Yes	06/17/21	06/30/21
206	CD1	10.5-month	07/27/20	5 days	08/14/20	Yes	06/10/21	06/30/21
201	CE1	10-month	07/29/20	PPR	08/31/20	Yes	06/07/21	06/30/21
196	CF1	196-day Instructional	08/03/20	PPR	08/31/20	Yes	06/03/21	06/30/21
196	CG1	196-day FNS Mgr. and FNS Asst. Mgr.	07/31/20	PPR	08/31/20	Yes	06/03/21	06/30/21
190	CH1	FNS Workers/Clinic Asst.	08/05/20	PPR	08/31/20	Yes	06/03/21	06/30/21
187	CJ1	Ed. Para.	08/07/20	6 days	08/31/20	Yes	06/02/21	06/30/21
216	CT1	JROTC	07/16/20	PPR	08/14/20	Yes	06/16/21	06/30/21
206	CT2	JROTC	07/27/20	4 days	08/14/20	Yes	06/11/21	06/30/21
226	CT3	JROTC	07/06/20	PPR	07/31/20	Yes	06/17/21	06/30/21
186	CK1	Transportation	08/10/20	HRS	08/31/20	Yes	06/02/21	06/15/21
186	KRO	Bus Operator/Attendants	08/10/20	HRS	08/31/20	Yes	06/02/21	06/15/21
AMENDED: FY21 (2020-2021 school year) Instructional Calendar								
255	12M	12-month	07/01/20	PPR	07/31/20	Yes	06/30/21	7/15/21
226	CB1	11.5-month	07/06/20	PPR	07/31/20	Yes	06/25/21	06/30/21
216	CC1	11-month	07/20/20	PPR	08/14/20	Yes	06/25/21	06/30/21
206	CD1	10.5-month	08/11/20	5 days	08/14/20	Yes	06/25/21	06/30/21
201	CE1	10-month	08/13/20	PPR	08/31/20	Yes	06/22/21	06/30/21
196	CF1	196-day Instructional	08/18/20	PPR	08/31/20	Yes	06/18/21	06/30/21
196	CG1	196-day FNS Mgr. and FNS Asst. Mgr.	08/18/20	PPR	08/31/20	Yes	06/18/21	06/30/21
190	CH1	FNS Workers/Clinic Asst.	08/26/20	PPR	08/31/20	Yes	06/18/21	06/30/21
187	CJ1	Ed. Para.	08/28/20	6 days	08/31/20	Yes	06/17/21	06/30/21
216	CT1	JROTC	07/16/20	PPR	08/14/20	Yes	06/18/21	06/30/21
206	CT2	JROTC	07/27/20	4 days	08/14/20	Yes	06/18/21	06/30/21
226	CT3	JROTC	07/06/20	PPR	07/31/20	Yes	06/17/21	06/30/21
186	CK1	Transportation	08/31/20	HRS	08/31/20	Yes	06/17/21	06/30/21
186	KRO	Bus Operator/Attendants	08/31/20	HRS	08/31/20	Yes	06/17/21	06/30/21
PPR = Pay Period Rate HRS = Hours Worked								