



TALC COLLECTIVE BARGAINING FY22 (2022-2023 SCHOOL YEAR) JOINT COMMUNICATION

February 11, 2022

The TALC and District bargaining teams recently met to continue negotiations for a successor agreement to the FY21 TALC Collective Bargaining Agreement.

The teams will continue to meet from 4:00 p.m. to 7:00 p.m. in the Caloosahatchee Room at the Lee County Public Education Center. Remaining articles will be discussed at future bargaining sessions.

The next TALC bargaining session is scheduled for Tuesday, February 15, 2022. All meetings are livestreamed on [the District's YouTube channel](#). Bargaining sessions will remain closed to the public for in-person viewing while local COVID transmission rates remain high.

Using the interest-based bargaining process, the teams discussed story, presented options, and reached consensus on the following items:

Elementary and Secondary School Economic Relief (ESSER) Act

In an effort to provide clarification to earlier communications about changes related to instruction during missed planning and classroom coverage, the TALC and District bargaining teams have recently met to discuss the following:

- A delay in emergency implementation, which was the result of a misunderstanding of the formula for determining payment for Secondary Schools. Payment is anticipated to occur on the February 28, 2022 paycheck.
- The need for a clarification of terminology with the following representing distinct terms that have been used interchangeably at times in the past when referring to Secondary Schools:
 - Instruction During Missed Planning – Employees will be compensated at their regular rate of pay (hourly rate) for instruction during missed planning for a maximum of one (1) planning period per day; duration of planning periods may differ from school to school, but are equivalent in length to one (1) period of academic instruction based upon the school's calendar



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- Classroom Coverage – Employees will be compensated at previously agreed upon rates for every period of classroom coverage; duration of classroom coverage should be equivalent to the length of an academic period. Classroom coverage does not apply in situations where no students are being supervised.
- Payroll provided guidelines to school-based administrators for the completion of requests for payment to aid in the timely and accurate processing of payment for classroom coverage; implementation of the newly agreed upon language was delayed by ongoing efforts to clarify communications
- TALC provided a Helpful Hints page with more detailed explanations and specific examples of common classroom coverage situations; TALC plans to update this page and the District will share it with all instructional staff and administrators
- The District will develop a Frequently Asked Questions (FAQ) with support from the TALC Labor/Management Committee and will work to regularly update the page as unique situations arise and determinations are made about how to resolve issues related to the assignment of instruction during missed planning and classroom coverage at all levels

No discussion about retroactive payment for instruction during missed planning or classroom coverage have occurred. However, the parties are in discussions to memorialize the agreement in a Memorandum of Understanding (MOU).

Additionally, there has been an interest in ensuring that adequate funding exists for the remainder of the FY22 (2021-2022 school year) and that there is an opportunity to discuss simplification of related processes in order to ensure the parties shared interests of equity, manageability, and employee morale are met.