



TALC COLLECTIVE BARGAINING FY23 (2022-2023 SCHOOL YEAR) JOINT COMMUNICATION

January 18, 2023

The TALC and District bargaining teams recently met to continue negotiations for a successor agreement to the FY23 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.

All meetings are livestreamed on [the District's YouTube channel](#). Bargaining sessions are open to the public.

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

Teacher Salary Increase Allocation (TSIA)

In accordance with Florida Statute, the parties have agreed to the disbursement of funding provided by the State of Florida, which seeks to increase the minimum base salary for classroom teachers statewide. The statutory requirements are narrowly defined and receipt of funding subjects the District to mandatory disclosure requirements prior to distribution of funds and state audit following the distribution of funds.

Florida Statute restricts the parties abilities to provide salary increases and requires adherence to strict ratios for performance-based salary increases and cost of living adjustments. Therefore, the parties have agreed to the following, which complies with all relevant statutory requirements.

	Performance Salary Schedule <i>Probationary Contract Status & Annual Contract Status</i>	Grandfathered Salary Schedule <i>Professional Services Contract Status & Continuing Contract Status</i>
<i>HE</i>	\$1,335.00	\$1,000.00
<i>E</i>	\$1,000.00	\$1,000.00
<i>NI/D</i>	\$0.00	\$0.00
<i>U</i>	\$0.00	\$0.00



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NEW Minimum Base Salary <i>(increase of \$750.00)</i>	
<i>Classroom Instructional & Non-Classroom Instruction</i>	\$48,250.00
<i>Special Instruction</i>	\$53,250.00

Elementary and Secondary School Economic Relief (ESSER) Act

Limited ESSER Act funding remains, which are federal funds intended to offset the negative consequences of the coronavirus (COVID-19) pandemic. The parties have agreed to a one-time bonus of \$1,200.00 for all eligible instructional staff. Eligibility is contingent upon employment status at the time of ratification and payment.

Benefits

As mentioned in an earlier joint communication, the Support Personnel Association of Lee County (SPALC), the Teachers Association of Lee County (TALC), and the District bargaining teams agreed to an increase in the Board Contribution to Flex Credits for all employees and an additional \$4,000.00 per year for employees who elect for spouse or dependent coverage. These changes will result in no increase in employee cost.

Next Steps

Tentative timelines for implementation were agreed upon, however they are subject to change, if consensus on outstanding items and the resulting need for ratification impacts the ability of the parties to meet these timelines.

The parties plan to continue discussion about Compensation and other outstanding items, following a closed session with the School Board to discuss the financial impacts of Hurricane Ian on previously approved bargaining authority. Short-term and mid-range financial plans are being adjusted to ensure the long-term financial stability of the District while addressing immediate needs related to employee morale, retention and recruitment.