



TALC BARGAINING MINUTES April 8, 2024 FY25 (2024-2025 school year)

AGENDA

- Check-In
- Approval of Minutes
- Appendix – Pro-rated Athletic Supplements
- Article 11 – Benefits language
- Article 10 – Compensation
- Checkout

CHECK-IN

- **Time Constraints:** 4:45 p.m.
- **Missing:** Kevin Calfee, Lashonda Hutchins-Colon, Kerr Fazzone
- **Elephants:** none
- **Expectations:**
 - Make progress*****

TALC Caucus Report – Reviewed minutes

MINUTES (March 25, 2024) – Approved with the following changes:

- Article 7 under Options. Numbered differently than presented:
3 to 4, 4 to 5, 5 to 3

ARTICLE 5 - Benefits

Options

1. Update language; remove dates and program names
 - 11.02 – Change Line 16 to \$4,000.80, annually
 - Line 24 and 25 – Spell out acronyms
 - 11.03 – Line 15 – Update line 15-19



- 11.04 – Remove dates and program name
- 11.05 – Line 34 - Adding critical illness and accident
- If eligible add Legal Plan to 11.05

ARTICLE 10 – Pro-rated Athletic Supplements

Story

- If they are not CPR certified are coaches paid
- Will they get paid once certified
- Yes
- We need to make training available from day one
- Other supplements are prorated

Option

1. Employees hired after the first day of the season will receive a prorated amount for the days eligible and worked within the FHSAA defined season.

ARTICLE 10 – Compensation

Story

- District presented a PowerPoint on the Budget and Bargaining for FY25
- \$20.3 million is the bargaining authority for TALC, a 5% increase
- This amount includes supplements
- TSIA is \$6.8 million of the amount, \$1 million goes to Charter schools
- Turnaround school money has already been budgeted
- TALC reported that Lee County is 37th in starting teacher salaries
- District has numbers that contradict TALC's numbers
- Lee County is in the top third of starting teacher salaries at \$50,000
- Update on Evergreen
- TALC is Phase II of the study, will follow support staff and admin



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TALC Caucus Report

- Robust discussion of the District's bargaining authority
- Not enough money to do what they need to do
- \$2.7 million to true up Special Instructional and supplements
- What are other districts doing
- TALC thinks we are going backwards
- TALC wants the district to go back to the School Board and ask for more money

Story cont'd

- District was told not to go back to the School Board for additional authority
- 5% is more than past years, except for FY24
- When we talk about retention and recruitment why do people come to Lee County
- Ask the Board to change their mind
- Nine (9) districts have starting salaries above \$50,000
- Average rent in Lee County is \$2,000 per month or \$24,000 per year
- Half of a teacher's salary
- Teachers are not making enough money to pay rent
- Teachers are having to do other jobs
- Teachers are not making enough to live
- TALC wants the district to share their plan for the \$20.3 million
- District would like to see as many teachers as possible get the 5%
- What happens to the money from vacant positions
- Left over funds get taken into account for positions for the following year
- Does private school money get returned to the district
- Private school money does not get returned
- TALC – If private school money can't be used for anything else why is it reported



- Money should stay with students through FTE

Option

1. Article 10 - Turnaround school supplements – Status quo for FY 25 with updated language to Article

CHECK-OUT