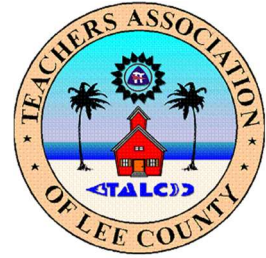


Teachers Association of Lee County
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Fort Myers, FL 33912
239.275.TALC
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MEMORANDUM

Friday, January 14, 2022

TO: All TALC Bargaining Unit Members

FROM: TALC Bargaining Team

SUBJECT: Clarification of Tentatively Agreed Split/Class Coverage Language

The purpose of the memorandum is to provide clarification to the Joint Communication sent to all TALC Bargaining Unit Members on Wednesday, January 12, 2022, regarding contract language tentatively agreed by both bargaining teams related to class coverage. The new payment process below replaces the existing "Instruction During Missed Planning" language located in Article 10.04 of the [TALC Collective Bargaining Agreement](#). We differentiate between Elementary and Secondary schools as follows:

Elementary Schools

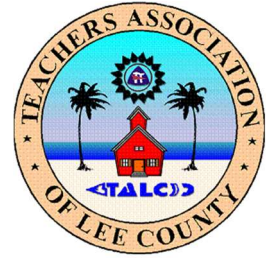
Each absence or vacant position is worth \$375/day. The intent of the language is to split the students from the absent teacher's classroom to the other members of the grade level/team for the school day. At that point the \$375 will be equally divided among the remaining teachers on the team who are taking students. For coverage lasting less than two hours, employees will be paid their hourly rate.

Example 1. If a four (4) teacher 3rd grade team has one (1) teacher out, then the students from the absent teacher's classroom are equally assigned to the remaining three (3) teachers' classrooms. Each of the three (3) remaining teachers will be paid an additional \$125 for that day.

Example 2. If a four (4) teacher 3rd grade team has one (1) teacher who leaves work with 90 minutes remaining in the school day, then the students from the absent teacher's classroom are equally assigned to the remaining three (3) teachers' classrooms. Each of the three (3) remaining teachers will be paid ninety (90) minutes at their hourly rate.

Example 3. If a teacher without classroom responsibility is assigned to the room (coach, ESE resource teacher, etc.) and students are not split, then the teacher assigned to the room would earn the entire \$375 for that day. This is a departure from the old language in that non-classroom teachers are now being paid for covering classrooms.

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Example 4. If a “specials” teacher is out for the day and the students who were typically going to that teacher’s special the day the teacher is out and are then assigned to go to other specials, then the other specials teachers would split the \$375 among themselves for the day.

Example 5. If there is an open classroom (unfilled position), then the students who were split and put in other teacher’s classrooms, then the teachers who receive students split the \$375 equally among themselves.

Secondary Schools

For Secondary schools, coverage is paid on a per hour basis because the idea is that a teacher is being “pushed in” instead of dividing kids up for the period. The payment is in addition to their hourly rate. If a teacher is covering a classroom on a temporary basis, then they would be making an additional \$60 on top of their hourly rate. If a teacher is the teacher of record, then they would be making an additional \$75 per hour on top of their hourly rate (full semester coverage). The \$75 per hour applies to situations where the teacher is responsible for the planning, teaching, grading, etc. for the classroom. This would also apply to those who are teaching an additional class in addition to their normal assignment. Again, the money now applies to non-classroom-based teachers as well (see TALC CBA Appendix C).

Example 1. A teacher is covering a class for another teacher and the class period is 84 minutes.

Teacher hourly rate \$40/hr.

Additional pay \$60/hr.

Calculation of pay for the covered period (Note: we use 1.4 because 84 minutes is 1.4 hours)

Hourly rate = $40 \times 1.4 = \$56$

Total Pay = Hourly Rate + Additional Pay = $\$56 + \84

Total pay for the 84-minute period covered \$140

Amounts will be more or less, based on time of individual period length.

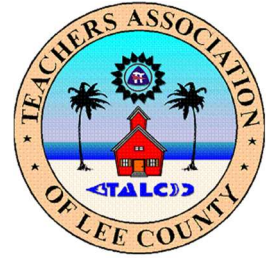
Example 2. A teacher teaching 8 of 8 or being “teacher of record” for the entire semester.

Hourly rate \$40

Additional Pay \$75/hr.

Calculation of pay for the covered period (Note: we use 1.4 because 84 minutes is 1.4 hours)

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Hourly rate \$56

Total Pay = Hourly Rate + Additional Pay = \$56 + \$105

Total pay for the 84-minute period \$161

If a non-classroom teacher is covering a class they would be paid according to the first example for as many periods as they cover. Again, this is a change from past language where non-classroom teachers were not getting compensated for covering classrooms.

Administratively Assigned Professional Duties

In addition to the above, both bargaining teams tentatively agreed to new contract language regarding Administratively Assigned Professional Duties as follows:

Instructional personnel providing professional duties to include lesson plan creation, grading, coaching and modeling, parent communication, and other professional duties to maintain instructional continuity as determined and assigned by the administrator for a vacant classroom teacher position, or for a classroom teacher absence for 30 days or more, will receive compensation equal to one hour at their hourly rate for every day provided they are not receiving classroom coverage or teaching through planning period compensation for the same assignment.

We will continue to update you on bargaining progress as the process continues to unfold. Our next scheduled TALC Bargaining session is on Tuesday, January 18, 2022, from 4 – 7 p.m. Bargaining sessions will continue to be streamed on the District's YouTube Channel until further notice.