

TALC TALK

Volume 35 Issue 3

November 2019

***Would you like to
talk to your
President?***

***You
can at
the following
E-mail
address:***

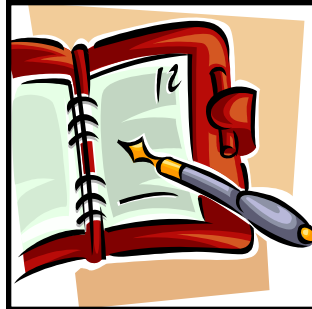
Kevin.daly@floridaea.org

***Or visit our
Website at
islandcoastfea.org***

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Presidential Notes by Kevin Daly



Happy November!!!!

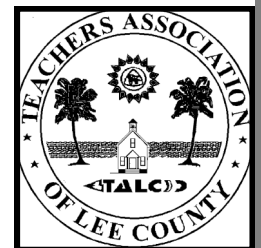
As many of you know, there is real discussion among those in Tallahassee and across the state about educator and support staff pay. Governor DeSantis has a proposal out there and we agree with him that pay for teachers and support staff continues to be inadequate. This is the way it is most of the time; we agree on the problem, but it's the path to the solution is where we differ. He touts a new "base pay" of \$47,500 for teachers across the state. He does not say what would happen to those who already make more or those who make less and are not new teachers. We, at FEA, have asked that he \$604M and put that towards overall teacher pay. His response to that request has been to vilify FEA as an organization that does not know what's best for teachers.

We are continuing our work with Fund our Future Florida to raise awareness about the issues related to public schools. We are currently planning local events related to the Fund our Future Program. We look forward to turning the increased awareness into real action on the ground in support of public education, the students, and employees. For the call to action, we will be making some asks of the membership in the coming months. I continually talk about the lives we all live and how busy we all are with our jobs (probably more than one), families, and our need to have personal time to recharge. To make this idea work, we don't need a few doing everything, but rather everyone doing 1 thing. If we can all commit to one thing for the rest of the year, imagine the impact we will have in the community.

November is also the month for the State of Florida Best and Brightest Scholarship Program. Both the District and I have sent several emails about the three programs. The program has changed yet again and no one needs to apply for their award. Please look to the email sent on 11/5 from the District to explain the program. If you have any questions, please do not hesitate to ask. When we look at B&B, our frustration is related to what the State Legislature has done in paying out bonuses that don't work, everchanging, and hard to understand in lieu of monies for salaries that can be negotiated and are a part of your pension calculations.

This is the first year we have the entire week of Thanksgiving off. I hope this new, longer holiday will allow us to rest and recharge for the end of the first semester. I want to thank you all for being a member of TALC and for all you do for the students of Lee County and each other.

Kevin



November “Hot Topics”

The State of Florida Best and Brightest Scholarship Program is tentatively set to be paid in the 11/29/19 checks. The program has changed again this year. They have done away with the SAT/ACT requirement and replaced it with 3 “pools” of monies.

1. **Recruitment Bonus**-this will go to newly hired content experts mathematics, science, computer science, reading or civics. (\$4000 one time bonus)
2. **Retention Bonus- K-12 classroom teacher** who meets all of the following criteria (up to \$2,500 for Highly Effective/\$1,000 for Effective)
Rated Highly Effective or Effective
Taught in the same school for two consecutive years (18-19 SY / 19-20 SY)
Taught in a school that “improved an average of three percentage points or more in the percentage of total possible points achieved for determining school grades over the prior three years.”
3. **Recognition Bonus-** (The bonus amount is not specified)
K-12 instructional personnel (as defined by State Statue 1012.01(2)) who meet all of the following criteria Rated highly effective or effective. We have negotiated an MOU (which can be found on the TALC Website) that specifies that the monies go to teachers who meet the following criteria.
Employed by the District from July 1, 2019 to October 1, 2019 (all employees and all new hires hired in that window for the 19-20 SY)
Employed by the district at the time the award is paid out.
You must be Instructional Personnel as defined in SS 1012.01(2)
Effective or Highly Effective for 18-19 SY
TALC Bargaining unit members who qualify will get a 1.0 share/SPALC bargaining unit members will get a 0.5 share.
If you receive either the Recruitment, Retention, or Principal award you will not get the Recognition Bonus

Community Relations

Canned Food Drive -

This time of year can be difficult for many families to make ends meet so this month's collection is for the Salvation Army in Lee, Collier and Hendry counties. We are collecting canned food and non-perishable food items , as well as hygiene items like toothbrushes, toothpaste, deodorant, shaving cream, razors, and feminine hygiene products.

The drive ends December 20th. Deliver items to your building representatives, the TALC office, or contact Susan Delago at susanlde@leeschools.net.

Contract Corner

As we continue to highlight changes to the contract made in the 18-19 School Year we are highlighting the language around the raises for the 19-20 SY. Teachers on the Career Ladder are the “forever” annuals hired after 2009 and any teachers who may have given up their CC or PSC’s to move over. The “Eligible” category is those teachers who moved up on the Career Ladder. Those who are “Ineligible” are those teachers who have CC’s or PSC or who are on the Career Ladder who did not meet the requirements for movement. Retro amounts will be on a separate check and are scheduled to be paid out on the Dec. 15, 2019 check.

FY20 (2019-2020 school year): Instructional staff, employed by the District on the date of payment, will be eligible for an FY20 (2019-2020 school year) salary increase. Increases in base salary for FY20 will be effective following the receipt of student performance data with a tentative disbursement date in December 2019 and employees will receive a prorated amount retroactive to July 1, 2019 with the remainder to be evenly divided among remaining paychecks for FY20.

(1) FY19 Career Ladder Movement – Eligible: Instructional staff who are employed by the District at the time of ratification and who are eligible for the FY19 Career Ladder Movement will receive an increase in base salary of \$2,400.00 if they received an FY19 Final Performance Evaluation rating of “Highly Effective” and \$1,800.00 if they received an FY19 Final Performance Evaluation rating of “Effective.”

(2) FY19 Career Ladder Movement – Ineligible: Instructional staff who are employed by the District at the time of ratification and who are not eligible for the FY19 Career Ladder Movement will receive an increase in base salary of \$1,400.00 if they received an FY19 Final Performance Evaluation rating of “Highly Effective” and \$800.00 if they received an FY19 Final Performance Evaluation rating of “Effective.”

Board Policy Highlight:

This month we will look at the Board Policy (2.02) Civility - Conduct of Parents/Guardians, Visitors, and Staff, updated on 08/22/2019. Below you will find the board policy on unacceptable behavior of parent/guardian, visitor, or LCSD staff.

According to page 1, lines 20-29, “Unacceptable/Disruptive Behavior (a) Disruptive behavior includes but is not necessarily limited to: behavior which interferes with or threatens to interfere with the operation of a classroom, buses, an employee’s office or office area, areas of a school or facility open to a parent/guardian and the general public, areas of a school or facility which are not open to the general public or areas where educational learning is under the direct supervision of an instructional staff member. This includes audio or visual recording of students without appropriate administrative approval.”

Benefit of the Month

Did you know as a member of TALC and FEA you have access to NEA Click and Save? This is an online mall for members only. You can save money on purchases and earn WOW Points to spend as cash. You can also add up to 5 family members to enjoy the savings as well. They enjoy the discount and you can earn the points. Some of the discounts include:

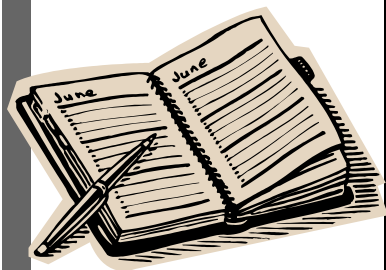
Movie Tickets
HP Computers
Home Depot
Theme Parks
Restaurant Certificates

Offers vary and change without notice so check often.



If you are interested in learning more about the benefits you are eligible for through TALC, FEA, NEA, and AFT please contact Lois (lois.dubay@floridaea.org) to sign up or to get more details. We are looking to add monthly member benefit classes, so check your email and our website for more information.

Upcoming Events



Nov. 11th	Veteran's Day (Schools Closed)	
Nov. 13th	General Membership Meeting CCHS	6:00 PM
Nov. 20th	TALC Rep. Meeting (Dr. Adkins)	5:00 PM
Nov. 25th-29th	Thanksgiving Break (Schools Closed)	

SPECIAL NOTICE

We will be having a West Zone General Membership meeting on 11/13/19 at Cape Coral High School. The event will start at 6:00PM and conclude by 7:30PM. If you live or work in the West Zone please come out to the meeting. This is our last general membership meeting for the first semester. We will be presenting information related to TALC, FEA, and the state of Public Education in Florida. We will not be taking questions at the meeting but have set up an email for questions from members. Please come learn more about Public Education in Florida and what we can do as members of TALC to improve it.

Follow us on Social Media:

<https://www.islandcoastfea.org/talc>

Facebook:

Island Coast FEA: TALC and SPALC

TALC Members (closed group for TALC members only)

YouTube:

Teachers Association of Lee County—YouTube

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