



SPALC BARGAINING MINUTES

August 16, 2023

FY24 (2023-2024 school year)

AGENDA

- Check-In
- Norms
- Calendar
- Recap of FY23 (2022-2023 school year) Bargaining
- Goals for FY24 (2023-2024 School Year) Bargaining
- Snapshots
- Story – Article 10 (Compensation)
- Check out

CHECK-IN

Time Constraints: 5:30-6:00pm *

Missing:

- William Rothenberg
- Ami Desamours
- Deborah Evans

Elephants: None

Expectations:

- Make Progress *****
- Get this started **
- Fairness **



NORMS

- Start and End on time
- Be respectful
- Be transparent/Clarity
- Follow the interest - based process
- Limit sidebars
- Stay on task

Recap from FY23 (2022-2023 school year) Bargaining

- The Board ratified in February - Two \$1,200 bonuses and a significant increase to longevity pay.
- Increase in medical insurance contribution and a \$4000 contribution to dependent care.
- Article 12 (Leave) needs to be reviewed.
- Longevity payout needs to be reviewed.

Articles to open for FY24 (2023-2024 School Year)

- Article 10 - Compensation
- Article 11 - Benefits
- Article 15 - Duration
- Article 12 - Leave
- Article 2 - Rights, Privileges, and Responsibilities
- Article 6 - Working Conditions

SNAPSHOTS

Article 6 (Working Conditions)	
<u>Story</u> <ul style="list-style-type: none">• Currently, FNS has a shoe allowance of \$61 yearly, but has been awarding \$75 twice a year.• MOUs allowed to award \$75 twice a year, need to codify.• Also, mechanics and shop supervisors	<u>Interests</u> <ul style="list-style-type: none">• Safety• Affordability• Preservation of assets <u>Data</u>



<ul style="list-style-type: none"> • There is a possible interest in having a “safe driver” in maintenance department like in transportation 	
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Article 12 (Leave)

<p><u>Story</u></p> <ul style="list-style-type: none"> • Will revisit draft language 	<p><u>Interests</u></p> <ul style="list-style-type: none"> • Consistency with all employee groups <p><u>Data</u></p>
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Article 15 (Duration)

<p><u>Story</u></p> <ul style="list-style-type: none"> • Would like to extend the current contract that expires at the end of FY24 	<p><u>Interests</u></p> <ul style="list-style-type: none"> • Continuity • Transparency <p><u>Data</u></p>
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Article 10 (Compensation)	
<p><u>Story</u></p> <ul style="list-style-type: none"> • Lost 10 bookkeepers to higher salaries • Went to market rate with some employee groups but not all • Trouble hiring in specialized trade • Instructional support being asked to do a job that they're not getting paid for • Year 1 is starting in the same salary as year 12 • Board and Superintendent recognize compensation challenges 	<p><u>Interests</u></p> <ul style="list-style-type: none"> • Retaining staff • Recruiting staff • Fix the compression • Help morale • Equity (pay) • Compliance <p><u>Data</u></p>

Article 11 (Benefits)	
<p><u>Story</u></p> <ul style="list-style-type: none"> • Don't envision changes due to changes made last year • Dependent coverage is greatly appreciated by employees 	<p><u>Interests</u></p> <hr/> <p><u>Data</u></p>

Story – Article 10 (Compensation)

- Compression – employees that have been at the District for 10-15 years are making almost the same amount as new hires.
- Recognize experience level
- Would like to see the number
- Board and Superintendent asked for a compensation study to be done by a 3rd party.
 - 3-5-month study
 - Value of all SPALC positions
 - Information will be public



- Looking at job descriptions
- Making comparatives within other education industries
- **Longevity**
 - District pays SPALC longevity amongst checks throughout the year. Prior, SPALC received longevity once a year in a lump sum in August.
 - When longevity is paid over all paychecks it counts towards FRS, however SPALC employees want the lump sum for survival.
 - Would summer net pay be an interest?
- Hygiene supplement for ESE Instructional Support – Some Instructional Support do not have “ESE” in their job title. Such as “floaters”. The Hygiene Supplement was changed to an ESE Supplement.
- The extra pay from Instructional Support MOU Class Coverage is not paid timely.
- Instructional Support staff are being asked to sub, or still expected to be in the classroom by themselves as an ESE Support.
- SPALC Labor Management discussed a possible MOU for Instructional Support Staff when covering classrooms.
- FL Statue states that instructional support staff cannot cover classrooms.
- Bookkeepers’ need more paid support and implementing new ac counting system. There is a high turnover for this position.
- All trades feel undervalued compared to private sector.
- Board and Superintendent would like to see an increase to base salary and not just bonuses. Would there be any interest in differences in salary increase?
- There are concerns with custodial pay as well – they are not working OT.
- SPALC is bargaining for the whole unit.
- Hard to staff school compensation for support staff?
- If you make \$15/hr; the gross income is \$2,400. The annual income is under \$30,000. We have support staff who are homeless, or living with multiple families.
- 43% of SPALC unit have been employed in the district between 0-3 years. One person has been employed for 51 years.
- 20% of SPALC unit have been District employees between 16-51years.



Story - Article 15 (Duration)

- The District would like to see how other articles end up before agreeing to duration.

CALENDAR

- The next bargaining sessions for SPALC are scheduled as follows:
 - August 28th
 - September 11th and 25th
 - October 9th and 23rd
 - November 6th
 - December 4th and 18thin the Caloosahatchee Room.

CHECK-OUT