



SPALC BARGAINING MINUTES

August 28, 2023

FY24 (2023-2024 school year)

AGENDA

- Check-In
- Approval of Minutes
- Article 10 (Compensation)
- Check out

CHECK-IN

Time Constraints: 6:30pm *

Missing:

- Deborah Evans
- Jami Browder
- Barbara Cedeno
- Kandace Messenger

Elephants: None

Expectations:

- Make Progress *****
- Make some Decision

MINUTES

- 08.16.2023 minutes approved with corrections

Story – Article 10 (Compensation)

- The budget department shared and explained the bargaining authority approved for SPALC. (Presentation attached)



CAUCUS

SPALC Report Out: Discussed the numbers that were presented.

Story – Article 10 (Compensation)

- The intent of the salary study is to get ranges of pay nationally. This information will be used to determine where we would fall in rates for certain professions. The study is performed at the property of the vendor.
- The salary study does not mean that everyone will get a raise. The SPALC Bargaining Authority is \$2.7 million. There will be an additional amount added after receiving the results of the salary survey.
- Lee County does not have a millage, and due to this, the district carries an extra burden upon such.
- There are different ways to potentially use the dollars provided to maximize the benefit of it.
- What does “good” look like and where should the intention be targeted at?
- The Superintendent and the board are not opposed to steps. They provide authority financially. The Bargaining committee members are the ones that figure out how to pay employees.

CALENDAR

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

CHECK-OUT



PERSONAL | PASSIONATE | PROGRESSIVE

Budget and Bargaining Fiscal Year 2024

August, 2023



PERSONAL | PASSIONATE | PROGRESSIVE



Our Story

- Cost of living in our area has been steadily rising
- Workload is rising due to increasing requirements, vacancies and turnover
- Employee hardships, personal and professional
- Frustration- losing employees (compensation, conditions)
- Hurricane Ian....

CHALLENGES KEEP COMING...



Our Story

- Over 100,000 students this year
- Dedicated employees who have overcome
 - ✓ COVID
 - ✓ Employee shortages
 - ✓ Hurricanes
 - ✓ Personal hardships
- Continued student achievement

CHALLENGES MET, WITH MORE WORK TO DO...



The Interests

- Retention
- Recruitment
- Equity
- Morale

WORKING TOGETHER TOWARD THE SAME GOALS..



State Education Budget

- Total Lee County Allocation \$928,042,953
- Increase in Unweighted FTE of 4,389.86 students. This is an increase of 1,092.74 added by the state to cover increased Family Empowerment Scholarships (FES).
- The previous DCD or District Cost Differential has been changed to Comparable Wage Factor and has decreased by .0052 (\$3.1 Mil impact)
- Increased BSA by \$552.33 (from \$4,587.40 to \$5,139.73).



What It Is & What It's Not...

FY24 BSA	552.33
Reading Instruction	(56.31)
Instructional Materials	(84.63)
Teacher Salary Allocation	(273.33)
Teacher Classroom Supply Allocation	(18.58)
	119.48

*All previous requirements for these are still in place.



Florida Education Finance Program

Projected Net Funding Change Between FY23 and FY24	\$	72,893,529
Adjustments for Restricted Funds		
Teacher Salary Increase	\$	(7,502,401)
Other Categorical/Restricted Use Funds	\$	(2,079,926)
	Subtotal \$	(9,582,327)
Charter School Pass Through and Growth	\$	(5,300,000)
Increase to Family Empowerment Scholarship Reserve	\$	(13,943,401)
Maintain Contingency Reserve at 3%	\$	(2,186,086)
Projected Increase in Unrestricted Revenue	\$	41,881,715



Projections of New Cost

Growth for Traditional Schools	\$	15,943,540
Increase in Florida Retirement System Rate	\$	8,310,640
Dependent Care Health Insurance Increase	\$	10,915,027
Board Share Employee Health Insurance Increase	\$	8,304,000
Property Insurance Increase	\$	12,000,000
Total Increased Cost	\$	55,473,207



Projected Budget Shortfall

FY24 Projected New Revenue		\$ 72,893,529
Adjustments for Restricted Funds	\$	(31,011,814)
Projected New Cost	\$	(55,473,207)
Projected Budget Shortfall		\$ (13,591,492)

Unknowns

Potential Salary Increases	??????
Potential FEFP Proration	??????



Budget Alignment

Projected Shortfall from New Revenue		(13,591,492)
Updated Property Insurance Estimates	\$	7,100,000
Moved Expenses to Better Utilize Revenue Sources	\$	3,400,000
Revised Salary Budgets (Lapse)	\$	5,000,000
2 nd Calculation Change (Increase Discretionary Taxes Less Proration)	\$	4,272,263
Total Alignment of Funds	\$	19,772,263

Funds Remaining After Alignment	6,180,771
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History

Salary Increases Over Time

- Two percent in FY21
- \$.80/hour increase in FY23
- Various bonuses in FY22 and FY23 at maximum of \$6,400
- Minimum wage increase to \$15/hr, August, 2022

Benefit Increases

- Board contribution for employee only insurance increased over past several years to minimize employee cost
- Big move by bargaining units, superintendent and Board to contribute \$4000 to employees for dependent coverage

ALL GOOD, AND OUR GOAL IS TO DO MORE...



Future Goals

- Salary study plan—equity, compression, recruitment of new employees, retention
- Address money needs now, and save resources to react to salary study
- Potential for significant investment in salary



Board Authority

Board authority for SPALC Bargaining Unit:

***\$2,700,000** in advance of salary study

*Intent for additional resources to the salary schedule based on results of salary schedule study