



# SPALC BARGAINING MINUTES

## September 11, 2023

### FY24 (2023-2024 school year)

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#### **AGENDA**

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

#### **CHECK-IN**

**Time Constraints:** 6:30pm \*

#### **Missing:**

- Victoria Davis
- Barbara Cedeno

**Elephants:** None

#### **Expectations:**

- Make Positive Progress
- Make Progress \*\*\*\*\*
- Further the conversation \*\*\*\*
- Share valuable information

#### **MINUTES**

- 08.28.2023 minutes approved with corrections.

#### **Story – Article 10 (Compensation)**

- SPALC recommended 8% increase across the board.
- The FEA Bargaining Specialist shared a compensation presentation.
- The State requires 3% in fund. 3% won't allow the district to do things like pay employees during COVID or hurricane.



- Generally, districts hold more than 3%.
- \$2.7 million was the initial option. This was never intended for it to be the end option.
- The district's current bargaining authority is \$2.7 million. SPALC is requesting another \$5.7 million.
- The district can come back after the salary schedule report.
- The district is interested in taking bookkeepers to market rate. The district will meet with the board to share SPALC's request for an additional \$5.7 million which is  $\approx$  8.4 million total.

### **CAUCUS**

**District Report Out:** Discussed the \$2.7 million and the Bargaining Specialist presentation.

### **Options**

1. \$2.7 million
2. Additional \$5.7 million ( $\approx$  \$8.4 million)
3. Commitment to come back to the bargaining table in March 2024.
4. 2% and hygiene supplement for Instructional Support floaters for \$500.
5. 2% and bookkeepers to market rate.
6. Continuous years of service;
  - Years 1-10 = 2% increase
  - Years 11+ = 4% increase
7. \$50/day for SPALC Employees who cover classes.
8. 3% for safety specialist and attendants, clinic assistants, LPN, head custodians, FNS assistant managers, interpreters DHH, remainder unit is 2%.

### **CAUCUS**

- **SPALC Report Out:** Cannot go any further until see the district goes back for more bargaining authority.
- **District Report Out:** Clarity about options, the options all include dividing up the \$2.7 million.



## **CALENDAR**

- The next bargaining sessions for SPALC are scheduled as follows:
  - September 27<sup>th</sup>, 2023, in the Caloosahatchee Room.

## **CHECK-OUT**

