

# **SPALC Contract Information Session**

**FY19 (2018-2019 School Year) Tentative Agreement  
March 2019**



## How do negotiations work?

- SPALC and District bargaining teams met and reached tentative agreement on a 3- year contract
  - FY19 (2018-2019 school year)
  - FY20 (2019-2020 school year)
  - FY21 (2020-2021 school year)
- In FY20 the bargaining teams will meet again for a reopener
- Article 10 (Compensation) and Article 11 (Benefits) are opened each year, and the bargaining teams are limited to two additional articles per side





## How do negotiations work?

- The School Board provides the bargaining authority to the Bargaining Teams
- Contract Committees are assigned the duty of providing the Bargaining Teams with recommendations on specific issues
- The Bargaining Teams use the interest-based bargaining process to arrive at consensus on a Tentative Agreement
- The Tentative Agreement is presented to support staff for a ratification vote and the School Board for approval



## FY19 Interests

- In addition to other interests, SPALC and the District share the following interests:
  - ✓ Hire and Retain the Best Talent
  - ✓ Increase Student Achievement
  - ✓ Improve Clarity and Communication
  - ✓ Competitive Compensation
  - ✓ Continuous Improvement through:
    - ❖ Data-Driven Decision Making
    - ❖ Participatory Decision Making





# Tentative Agreement

- Available online at [www.leeschools.net](http://www.leeschools.net)
- Sent to District email accounts of all support staff
- An Informational Video will be online prior to the ratification vote
- The FY19 SPALC Contract FAQ will be online after board approval and prior to seeing increases on paychecks



# What are the changes to the Collective Bargaining Agreement?

- Improved Clarity and Communication
  - ✓ Existing language reorganized to improve readability
  - ✓ Improved numbering of articles
  - ✓ More conspicuous headings





# What are the changes to Compensation?

## 1. 3.0% Increase - All Employees

- All employees on the Grade/Step Salary Schedule and the Market Rate Salary Schedule will receive a 3.0% increase in their hourly rate effective 7/1/19

## 2. Market Rate - Only Market Rate Employees

- After 3.0% increase is applied, all employees on the Market Rate Salary Schedule with hourly rates below the Market Rate will be moved up to the Market Rate effective 7/1/19
- After 3.0% increase is applied, all employees on the Market Rate Salary Schedule with hourly rates above the Market Rate will remain at their same hourly rate



# What is the Market Rate Salary Schedule?

- **Hold Harmless**
  - ✓ No employee will be negatively impacted by the transition to the Market Rate
- **No more Grade/Step**
  - ✓ The Market Rate Salary Schedule is based off of the Market Rate for individual positions
- **Reviewed Annually**
  - ✓ SPALC and the District are committed to reviewing Market Rate amounts annually to ensure competitive hourly rates





# What positions are moving to the Market Rate Salary Schedule?

- Transition to the Market Rate Salary Schedule is taking place over five years
- Phase I and II of the Transition included:
  - Positions identified by ALICE (Asset Limited, Income Constrained, Employed) Study
  - Positions included in the Maintenance Dept. Job Study
  - 58 positions moved to Market Rate
- Phase III of the Transition includes:
  - 6 new positions to Market Rate
  - Updates to Phase I and II
- Positions included in future phases to be negotiated each year



# How does the Market Rate Salary Schedule work?

- For Positions on the Market Rate Salary Schedule ONLY:
  - ❖ You will receive a 3.0% increase effective 7/1/19
  - ❖ After the 3.0% increase is applied, if your hourly rate is below the Market Rate, your hourly rate will be increased to the market rate effective 7/1/19
  - ❖ After the 3.0% increase is applied, if your hourly rate is above the Market Rate, your hourly rate will remain the same





## Example: Bus Operator

Market Rate\*

**\$16.00** per hour

\*Market Rate based upon information obtained by Economic Resource Institute Software, which compares US Dept. of Labor statistics and allows for adjustments based upon geographic location, size of organization, and industry.



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Bus Operator 1  
Below Market Rate

**\$14.29** per hour

3.0% increase = new hourly rate  
of \$14.72 per hour effective 7/1/19

Increase to \$16.00 per hour  
effective 7/1/19

Bus Operator 2  
Above Market Rate

**\$21.66** per hour

3% increase = new hourly rate  
of \$22.31 per hour effective 7/1/19

Remains at \$22.31 per hour





## Example: Worker, Food and Nutrition Services

### Market Rate

FY17 (2016-2017 school year)

**\$10.65** per hour

### Market Rate

FY18 (2017-2018 school year)

**\$11.48** per hour

**7.8% increase**

### Market Rate\*

FY19 (2018-2019 school year)

**\$11.95** per hour

**4.1% increase**

\*Market Rate based upon information obtained by Economic Resource Institute Software, which compares US Dept. of Labor statistics and allows for adjustments based upon geographic location, size of organization, and industry.



# What are the changes to Benefits?

- Increase in Board Contribution Flex Credit from \$7,000.80/employee to \$7,360.80/employee
- Additional plan offering
- Improving communication about individual's open enrollment selections





## Other Changes

- Additional updates and clarification of existing language to ensure compliance with statutory requirements and fidelity to current practices
- Improved clarity to assist employees and supervisors
- See More:
  - ☐ Tentative Agreement and Minutes available online on District website
  - ☐ SPALC summary of changes available through Island Coast FEA website



## Important Dates

- **April 3, 2019** - Ratification Vote
- **April 5, 2019** - Results from Vote
- **April 9, 2019** - Board Approval Vote
- **July 1, 2019** - Changes in compensation effective (does not cover summer school)
- **July 31, 2019** - Paycheck to reflect changes





# Questions

