



SPALC Contract Negotiations
November 23, 2020
FY21 (2020-2021 school year)

Agenda

- Check-In
- Article 10 (Compensation)
- Article 5 (General Employment Practices)
- Article 6 (Working Conditions)
- Article 9 (Disciplinary Procedures)
- Check-Out

Check-In

Time constraints:

1pm

Elephants:

Missing:

Jami Browder

Bonnie McFarland

Will Rothenberg

Expectations:

Make more progress*****

Listen and learn

Reach consensus on some articles*****

Article 10 (Compensation) – Story

- The District would like to welcome Barbara Cedeno, Assistant Director of Maintenance, to the bargaining team
- The SPALC team would like to begin the by adding to story for Article 10 (Compensation)
- One SPALC employee is a paraprofessional in the District with three children, she is a single mom and currently works three (3) jobs in order to make ends



meet; she recently faced eviction and doesn't know what to do; it is very hard for single parents

- A second SPALC employee moved here from Miami four (4) years ago; her family was renting an apartment with another family so that they could split the rent; the second family moved out of the house, leaving this employee with \$1,000.00 rent for an apartment with just two bedrooms; this employee now has to clean houses on Saturdays and Sundays in order to stay afloat
- A third SPALC employee is only bringing home \$549.00 every two weeks; this employee's friend is on the bargaining team and recently gave her \$300.00 to help her pay for school clothes for her children; this employee has assistance, but she has a young baby and three (3) other children; feeding her children healthy food is a challenge
- A fourth SPALC employee has worked several different jobs within the District and is now looking for a part-time job because her husband is on disability
- SPALC asks that these stories be shared with the Board, because they are real people
- The reality is that a lot of people aren't making enough money and we can work this out if we work as a team
- On the most recent payday, at least three (3) bus operators at one compound had meltdowns over their paycheck
- One bus operator, who has been with the District for 28 years, received a paycheck that was \$1,100.00
- A second bus operator, who has been with the District for 15 years, received a paycheck that was under \$600.00
- A bus attendant received a paycheck that was under \$300.00
- If you pay people a living wage, they will come and they will stay
- The District has been short bus operators for the last 15 years, because they're not getting paid appropriately
- Waste Management starts their CDL drivers at \$21.00 per hour; the District starts our bus operators with CDLs at \$16.00 per hour; you can make more money by working at McDonalds, Target, and Walmart
- Our bus operators are waking up in the middle of the night to come in to work for the District, and working second jobs overnight just to pay their



bills; a lot of times they come to work exhausted, but they just have to push through

- The District appreciates SPALC sharing these stories; even though we have different roles, every employee plays a role that is equally important to the success of the District and the students of Lee County
- The contributions of SPALC employees are invaluable and we wish we were funded appropriately, so that money would be less of an issue
- The District hopes to come up with the best plan based on our current financial circumstances, so that we can show our appreciation for the work employees do
- The District does struggle to hire bus operators; it takes a very special person to do that job and our bus operators do it with very few complaints
- Thank you to those employees, they are not here to get rich, but because of their dedication to the kids
- At the building level, everyone plays a role that allows the school to move forward and make progress
- No one person's role is more or less important than anyone else's role
- Food and Nutrition Services workers see the same students every day, and sometimes they see more students than any other staff; they don't hear the thank you's and the appreciation as much as they should

Caucus

SPALC Report Out: We appreciate the comments from the District demonstrating their understanding the importance of support staff. We wish this would happen more often. We have a compensation option we'd like to propose.

Option 1:

A 2% increase across the board for all SPALC bargaining unit members and a one-time payment of \$350 per employee

Caucus



District Report Out: We reviewed the option and our bargaining authority to see if it would cover the cost of SPALC's proposal. We do not believe there is enough funding to get all the way there, but we do have two additional options we'd like the team to consider.

Option 2:

A 2% increase across the board for all SPALC bargaining unit members (effective after ratification) and a \$300 bonus which is not FRS eligible

Option 3:

A 2% increase across the board for all SPALC Bargaining unit members, plus the equivalent of 2% from July 1, 2020 to the ratification date in a one-time payment (varied amounts based on salary and 2% equivalent) this would be FRS eligible

Article 10 (Compensation) – Story (Continued)

- What would be the lowest amount an employee would receive for this one-time payment? It is difficult to tell based on the data currently available, people could be working two jobs or part-time; the amount could be anywhere from less than \$100 to more than \$600
- SPALC bargaining unit members who have a lower annual amount would receive a lower amount, based on what we can see right now, it could look different based on the different jobs people hold within the District

Caucus

SPALC Report Out: We discussed the two options. It was unanimous among the group that equity is important among the team and ensuring that they will all get the same amount. After this report we'd like to test Option 2.

Article 10 (Compensation) – Story (Continued)

- How soon after ratification would employees receive the one-time payment?



- As soon as possible after the ratification. The way the payroll windows work, it depends on the timing, but we could look at proposed dates to give a better idea; it all depends on when we ratify
- Dr. Desamours, Chief Financial Officer, clarified that the \$300.00 is based on the amount of time that is worked, it was not expressly stated, but there is always a built-in assumption based on how we have structured things in the past
- The bonus is available for every employee, but the \$300.00 amount would be for a person who is working full-time, year round
- If an employee is scheduled for fewer hours or days, they would receive a prorated amount based on how many hours and days they work, which is an equitable way for compensation to be distributed

Caucus

SPALC Report Out: We discussed the information that Dr. Desamours just shared with us. The team is frustrated because it was not originally presented that way. We feel it was a bit dishonest and do not believe the teams have had a meeting of the minds. We would like to remove consensus on Option 2.

Article 10 (Compensation) – Story (Continued)

- There was no intent to be dishonest at all; the option was based on certain assumptions that we make when we go in and do certain calculations, which is why we clarified these assumptions; we apologize if you felt that you were misled
- The FTE value of a position (how many hours and days they work) is always attached to whatever amount the employee is going to receive
- The District is happy to continue to talk about it because we're talking about being equitable; when you're attaching a position's FTE value, the part-time employee isn't getting the same amount as the full-time employee
- What else can the District provide to SPALC that would be helpful? We want to make sure we're all on the same page and feel good about what we agree to
- Part of the earlier discussion was about how bad SPALC employees are hurting, it's not their fault that they work part-time



- There was never anything mentioned about FTE in the option; there was not a meeting of the minds; we're worrying about our coworkers and how they're surviving
- It is good that we are having this conversation now and not later; we have over 4,000 SPALC bargaining unit members, of those, there are 1,194 (28%) who work less than full-time
- The vast majority of the bargaining unit will receive the full amount. However, if this is not agreeable, we can talk about other options
- We need to figure out how to get everybody the same amount, because people compare paychecks and employees will know if they received less than others
- In a year when we have had COVID and all has been turned upside down, is there any way that this could be done as a one-time thing for every employee across the board?
- The only way to do this is to reduce the 2% increase, because the pot of money is same; giving everyone \$300.00 across the board exceeds our bargaining authority by about \$450,000.00
- We all based our decision on trying to look out for everybody in the SPALC bargaining unit; we weren't aware of this until after we reached consensus
- There was no intent on the District's part to mislead; this is an established past practice, but we acknowledge that this was not discussed prior to testing the option, so we agree to remove consensus on Option 2
- Again, this is our standard operating procedure and there is no ill-intent at all; we apologize that it was not clear to everyone from the start
- It may be the standard operating procedure for the District but not for SPALC; it's a reminder that we are all human and we make mistakes; Dr. Desamours brought it up because she wanted to make sure that it was clear to everyone
- There are always people who are upset over A+ money, since it's often awarded based on FTE; we're not sure if we've ever given a bonus based on FTE before, but everyone went in understanding that there was going to be a 2% salary increase and a \$300 bonus for everyone
- The District recalculated the numbers and if SPALC wants everyone in the SPALC bargaining unit to receive the same bonus, everyone would get about \$225.00



- Would the \$225.00 be across the board for everyone? The District is going to caucus and come up with a definitive dollar amount

Caucus

District Report Out: We spent time digging into the numbers. In the spirit of not wanting to neglect to share anything, the District has a few questions for SPALC before presenting another option: Who should be eligible for the bonus? Is it anyone who worked at any point during the year, or anyone employed from ratification forward? The increase in base rate of pay (hourly rate), which would be the two (2) percent, has always been for anyone who is employed on the date of ratification moving forward. In other words, does SPALC want someone to get the bonus if they begin their employment with the District next week?

Article 10 (Compensation) – Story (Continued)

- It was clarified that there are 4,290 total SPALC employees and 1,194 of these employees work less than full-time

Caucus

SPALC Report Out: We continued the conversation, primarily around the eligibility for the one-time payment. SPALC would like to make a data request for the following: What dollar amount would the District offer SPALC bargaining unit members who have been actively working since September 1, 2020, with no leave at any point after that time? This would not include people who are on a board approved extended leave this year. SPALC would also like to know how many people this would include.

Option 4:

A 2% increase across the board for all SPALC Bargaining unit members, effective February 1, 2021 or later, with the first payout being February 26, 2021 or later, and a \$300.00 one-time payment to all members of the SPALC bargaining unit, regardless of FTE, for an employee with a start date in a SPALC position on or before September 1, 2020 as long as they are still employed by the District on the date of payment.

Article 10 (Compensation) – Story (Continued)



- It was clarified that this would include anyone hired on February 23, 2020, for example; there are currently 55 SPALC employees on a board approved extended leave who are considered “active” by the Human Resources (HR) definition; we would be able to include them if that is SPALC’s request
- In order to be paid, people would need to still be employed on the payout date; employees who have terminated their employment with the District will not receive payment

Caucus

SPALC Report Out: SPALC is going around in circles; we do not have the data and do not know what data to ask for. We may need to sit down and look at the numbers at the next SPALC Labor/Management Committee meeting. SPALC feels like they are being asked to pay for their own bonus. We want what is best for all and for all to feel appreciated monetarily. SPALC needs the number of people working and the number of people on a board approved extended leave, as well as the total bargaining authority, to make sure no money is left on the table.

Calendar

- The next SPALC bargaining session will be on Monday, December 7, 2020 from 4:30pm-7:30pm in the Caloosahatchee Room at LCPEC

Check Out