



SPALC CONTRACT NEGOTIATIONS FY21 (2020-2021 SCHOOL YEAR) JOINT COMMUNICATION

December 17, 2020

The SPALC and District bargaining teams met on December 7, 2020 to continue negotiations for a successor agreement to the FY19 SPALC Contract. Using the interest-based bargaining process, the teams discussed story, presented options, and reached consensus on the following items and the distribution of the \$7.8 million bargaining authority for benefits, and \$2.1 million bargaining authority for compensation provided by the School Board:

Article 5 (General Employment Practices)

- Clarification to language regarding job description language

Article 6 (Working Conditions)

- Addition of language regarding protections for employees for harassment and discrimination
- Addition of language regarding protections for employees who are nursing mothers
- Addition of language regarding protections for employees who are victims of domestic or sexual violence
- Clarification of language regarding Alcohol, Tobacco, and Drug-Free Workplace policies, including:
 - Clarifying expectations regarding drug abuse assistance or rehabilitation programs
 - Clarifying language regarding alcohol, tobacco, or drug testing of employees
 - Clarifying language regarding employees performing duties associated with the confiscation of alcohol, tobacco, or drugs
- Addition of language regarding Last Chance Agreements (LCAs) for employees in violation of Alcohol, Tobacco, and Drug-Free Workplace policies

Article 9 (Disciplinary Procedures)

- Updates to existing language to improve communication and clarity regarding employee discipline procedures
- Addition of references to relevant Florida Statute and Florida Administrative Code
- Addition of language referencing employee's right to representation for pre-determination hearings
- Addition of language regarding an employee's right to receive notice of a complaint against them prior to a pre-determination hearing



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- Addition of language regarding the Association's right to attend all District-based pre-determination hearings
- Addition of language regarding the use of technology as a basis for disciplinary action, which states that disciplinary action may not be solely based upon the use of technology and must consider the totality of the circumstances.
- Addition of language regarding non-disciplinary outcomes of investigations, including "No Finding" and "Letter of Guidance"
- Addition of language regarding disciplinary outcomes of investigations, including "Administrative Notes", "Conference Summary", "Written Reprimand", "Last Chance Agreement", "Suspension", and "Termination"

Article 10 (Compensation)

- **Changes in Compensation**
 - ***Two Percent Increase:*** Effective February 1, 2021 or later, a two percent increase in base rate of pay (hourly rate) for employees who are employed at the time of ratification and payment
 - ***One-Time Bonus:*** A one-time bonus of \$294.50 for employees who were hired on or before September 1, 2020 and remain continuously employed in a SPALC bargaining position until ratification and payment
- Changes in compensation tentative scheduled to be paid on the February 26, 2020 paycheck
- Addition of language clarifying existing incentive and bonus programs, including:
 - ActiveLee Employee Wellness
 - Qualifying Adoptive Employee

Article 11 (Benefits)

- An increase in the Board Contribution to Flex Credits from \$7,360.80 to \$8,104.80 per employee, per year; this is an increase of \$744.00 per year or \$62.00 per month and matches the increase in Total Monthly Premiums of current major medical plans, so the net impact of increased costs of health insurance do not result in any increase to employees
- Addition of language memorializing the District's participation in the Florida Retirement System and contributions to Social Security

Article 12 (Leave)

- Discussion of proposed changes to Article 12 (Leave), which will improve readability



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- Agreement to continue working on rewrites to Article 12 (Leave) and to bring a recommendation for a clear and concise re-write in FY22 (2021-2022 school year)

Article 15 (Duration, Acceptance, and Reopening)

- Extend the duration of the Collective Bargaining Agreement by three (3) years to cover FY21 (2020-2021 school year, FY22 (2021-2022 school year), FY23 (2022-2023 school year)

Housekeeping

- Addition housekeeping to align the terms of employment with other bargaining units and employee groups, including:
 - Changing gender specific references to gender neutral references
 - Changing “when” to “if” where applicable
 - Removal of language in conflict with School Board Policy regarding Dues Collection

Thank you again for everything that you do to support the students of Lee County!