



SPALC BARGAINING MINUTES FEBRUARY 23, 2022 FY22 (2021-2022 School Year)

AGENDA

- Check-In
- Article TBD (Professional Development)
- Proposed MOUs
- Check-Out

CHECK-IN

Time Constraints: 5:00 p.m., 5:30 p.m., 5:50 p.m., 6:00 p.m., 6:15 p.m.***

Missing: None

Elephants: None

Expectations:

- Make more progress*****
- Come to a resolution*****
- Keep the ball rolling***

CALENDAR

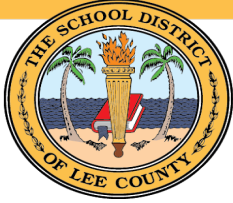
- Monday, March 7, 2022 - SCHEDULED
- Thursday, March 10, 2022 - SCHEDULED
- Tuesday, March 15, 2022 - SCHEDULED

STORY - Article TBD (Professional Development)

- Does anyone have questions for Dr. Martin about Professional Development?
- We tabled some of the conversation around Professional Development until she was here; can we please review the option that we approved at the last session?

OPTION

1. a) Adopt the proposed language
b) Return to discuss compensation \$15 per hour placeholder
c) Housekeeping

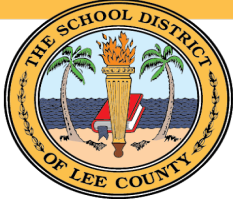


STORY - Article TBD (Professional Development)

- There was some discussion in our pre-meeting about the applicability of course offerings, an interest in more Lean Six Sigma training, and having a more deliberate focus on options that work for support staff
- We have a common interest in making Professional Development offerings more robust for support staff
- As well as some of the tentative language agreed to last time, Professional Development would like to emphasize that we've included a survey to determine the top-rated professional learning needs of individual employee groups
- We hope to utilize whatever resources we have available to provide some targeted Professional Development to support staff based on their responses to the survey
- We sent out a survey to instructional staff in December and we had a great response rate and really good feedback
- It worked out well and we are anticipating doing the same for support staff
- In my 5 years in Professional Development, I have only received a handful of applications to receive the SPALC training incentive of \$125.00
- Part of the reason is there have not been many Professional Development opportunities available or the form has been difficult
- We have worked through the SPALC Labor/Management Committee to streamline the form and to allow electronic submission of the form, so people can more easily access that incentive
- We are also looking for available grants or opportunities to increase the compensation beyond what equates to be about \$5.00 per hour for the Professional Development required

CAUCUS

District Report out: We talked about Professional Development and the issues related to the amount of money offered. We agreed last time to language that did not address any of the financial aspects. SPALC Contract Article 10.03(d)(3) includes language that talks about how support staff might be paid for Professional Development. If we were to change that language, the money would have to come out of the pot of bargaining authority. We recognize the significant need for Professional Development for support



staff. We would like to look into this issue and bring a recommendation back next fiscal year or whenever we begin bargain again.

OPTION

2. Status quo for 10.03(d)(3)

CAUCUS

SPALC Report out: We looked back at our interests: retention around appropriate compensation for work performed. We looked at the option, which included: some housekeeping, adopting draft language, and discussing compensation later. We are surprised that the compensation piece is being tied to the overall pot of money for bargaining. We thought this might be considered separately. Professional Development was touted as a priority of the District and it was mentioned that SPALC Contract Article 10.03(d)(3) provided compensation at such a low rate that something should be done about it. I mentioned at the time that maybe we should look at \$15.00 per hour as a SPALC training rate, since that's consistent with the new minimum wage. Housekeeping is typically about getting different portions of the contract to align, these articles are affected, and might need to be moved into Article 14 (Professional Development). I don't think having an option of status quo is acceptable to SPALC. We would prefer to discuss this with the rest of Article 10 when we get to that point.

OPTION

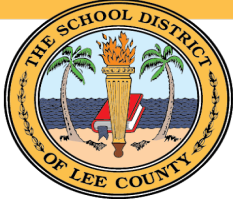
3. Discuss SPALC training rate when we get to Article 10

STORY - Article TBD (Professional Development)

- I apologize for the misunderstanding about housekeeping
- I thought we were talking compensation for Professional Development; we can talk about it as a total compensation issue with Article 10 (Compensation).

STORY – Proposed MOUs

- To recap, at the last session, we discussed a possible retention/attendance bonus MOU; \$1,000.00 would be paid to SPALC employees at the end of the school year and another \$1,000.00 would be available based on attendance



- There was some discussion around whether this a one-time payment of this kind would be a bonus or supplement
- "Supplement" means additional work and additional time and this is not what that is, so it would have to be classified as a one-time bonus
- There was also discussion around only looking at sick leave and personal leave, not vacation leave; 255-day employees may have already put in vacation requests
- We also discussed the possibility of adding days to the list, so people would have more opportunities to earn the bonus
- We had further conversation prior to the session today
- We came up with an additional option way to pay the \$1,000.00 for attendance
- The intention is to retain and recruit support staff and to encourage people to come to work
- We would need to include language in the MOU to define who would receive the initial \$1,000.00, since saying "employed" is not enough
- We would suggest that it say "payroll active" or "actively working", since this would more clearly delineate that those on leave would not be eligible and those actively working would be eligible, since the purpose is to have people come to work due to the conditions on the ground

OPTION

1. On school days (student days) earn bonus of \$1,000 if you miss five (5) days or less between now and June 2, 2022; this would be only sick leave and does not include personal leave

STORY – Proposed MOUs

- The draft language carved out for COVID 19 leave and FMLA; are we still talking about carving all that out? Yes, that would not count against an employee
- If you take six (6) sick leave days between now and June 2, you would not receive the \$1,000.00 bonus
- We are using student days, because during the student's school year is when we most need people to be at work; there are 56 student days left in FY22 (2021-2022 school year)
- The first \$1000.00 would remain as part of this MOU, unchanged, correct? Yes
- If a Paraprofessional's wife is having a baby in March, how would that get entered as leave? Let's assume they take five (5) or six (6) days to be with their wife



- If they have personal leave, they should request personal leave
- We know there are circumstances that require people to take more than days
- Would all of the other dates we looked at go away? Yes.
- What dates would this be paid? It depends on when we have an MOU signed
- Payroll needs to have some time to discuss implementation before they can commit to a date
- What about the 12-month employees who are maxed out on vacation time? Vacation time would not count against an employee
- In the SPALC contract, personal leave is taken from accrued sick leave; so how does that work?
- Personal leave is requested and approved; if you ask for personal leave and it is approved by your immediate supervisor, it would not count against you

CAUCUS

SPALC Report Out: We had a robust conversation. Under this option, it would be easier to explain and easier for people to understand. There is concern about the date of payment. We would like to see the first payment on June 15, 2022 and the second payment on June 30, 2022. We would want it to all be paid for in this fiscal year.

OPTION

2. First payment on or before June 15, 2022; if signed now, March 31, 2022 would likely be the date of the first payment; only employees who are payroll active or actively working would be eligible; employees on leave are not eligible

CAUCUS

District Report Out: Individuals to be paid \$1,000.00 on March 31, 2022 have to be payroll active or actively working on March 15, 2022 to be paid on March 31, 2022. For those on FMLA on March 15, 2022, they will be paid upon their return from FMLA, provided there is no break in service. The second portion of the payment, which is based on attendance, will be paid on July 15, 2022. It will still be the same fiscal year, because of payment in arrears. Payment for June 15, 2022 to June 30, 2022 occurs on July 15, 2022. We are aware that bus operators do not receive payment over the summer, unless they are working, so we will have to create a special payment for them on July 15, 2022.

STORY – Proposed MOUs



- How will this affect the SPALC contract, since the fiscal year begins July 1?
- This would be an MOU, so there would not need to be any change to the SPALC Contract
- If someone goes on FMLA through the end of the school year, but they don't come back until August 2022, how is that going to work?
- They would get paid in August 2022, as long as they return from FMLA; they would not get paid if they went out on another type of leave

TEST FOR CONSENSUS

Straw Design: Options 1 & 2

CHECK-OUT

The next SPALC Bargaining Session is scheduled for Monday, March 7, 2022