

# SPALC BARGAINING MINUTES

FEBRUARY 13, 2023

FY23 (2022-2023 school year)

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## AGENDA

- Check-In
- Article 10 (Compensation)
- Check-Out

## CHECK-IN

Time Constraints: 5:45

### Missing:

- Jami Browder
- Dr. Bur
- Barbara Cedeno
- Luis Rodriguez
- Jimmy Young

Elephants: None

### Expectations:

- Wrap this up
- Orange circles\*\*
- Come to agreement\*\*\*\*
- Make progress\*\*\*\*\*

## MINUTES

- 12/05/22 minutes approved with corrections
- 01/30/23 minutes approved with correction

## OPTIONS

1. \$2M for enhancements for longevity pay to assist with compression. This would be paid prospectively throughout the rest of the year.
2. \$5M from unfilled vacant positions for bonuses which would be \$1,200 per employee. Language surrounding eligibility to be worked out in Labor Management.

**STORY – Article 10 (Compensation)**

- How will the longevity be distributed?

YEARS (L)	AMOUNT - CURRENT	AMOUNT (CURRENT x 2.5)
10 TO 14	\$250.00	\$625.00
15 TO 19	\$500.00	\$1,250.00
20 TO 24	\$1,000.00	\$2,500.00
25 TO 29	\$2,000.00	\$5,000.00
30 OR MORE	\$2,500.00	\$6,250.00

- Longevity pay lump sum vs spread out payout for the year.
- If it is paid out in a lump sum, it does not get calculated into retirement credit.
- Is Market Rate going to be addressed with these funds?
- We have bargaining authority that will be focused on longevity.

**CAUCUS**

*SPALC Report Out:* We had a lot of conversation around the options. We had conversation about being able to add additional money to folks pockets this year. We also had discussion around lump sum payment vs a component of pay.

**STRAW DESIGN**

Options 1 & 2

- Tentative agreement sent out around March 10<sup>th</sup>.
- Ratification March 27 & 28. Payment after ratification and Board approval.
- All financials in MOU discussion in Labor Management.