



SPALC BARGAINING MINUTES April 29, 2024 FY25 (2024-2025 school year)

AGENDA

- Check-In
- Approval of Minutes
- Article 10 - Compensation
- Article 7 – Work Schedule
- Checkout

CHECK-IN

- **Time Constraints:** 5:30 pm, 5:45 pm
- **Missing:** Jacqueline
- **Elephants:** none
- **Expectations:**
 - Make progress*****
 - Move ball along*

CALENDAR

- Added meetings for May 13 and May 20, 2024

MINUTES

- April 25, 2024, Meeting Minutes approved with the following changes: Accident Review Committee pg. 2
- Pg 2, 6th bullet – Salary range considers experience, not district longevity
- Add contract language for Safe Driver Plan

ARTICLE 7 – Work Schedule



Story

- Maintenance has proposed schedule changes during certain blocks of the year (during busy seasons)
- Possibly starting flexible shifts with new hires
- District took into consideration the employee survey conducted by SPALC
- Non-SPALC employees would supervise
- District would like to pilot a small group of employees
- District is looking for SPALC to collaborate to pilot schedule flexibility for small group of Maintenance employees
- Maintenance Director would like to know what employees would be interested
- SPALC wants consistency
- As ideas are rolled out, wants ideas from interested parties
- Need a model that is sustainable
- Critical times are back to school months, January, coming back from winter break up to spring break, Summer varies by trade
- 38% of staff are interested in a 4-day work week
- Management can change an employee's schedule with 30 days' notice
- The discussion is about the interest in a flexible schedule
- The details can be worked out in Labor Management
- The optimal flexibility could be to pilot 4 day work weeks as well as different shifts

SPALC Caucus Report

- Thought about the existing employees.
- Putting up another option

District Caucus Report

- Supportive of Straw Design 1

Options



5. Pilot a work schedule that encompasses one or more of the previous options from 3/13/24

6. To begin 7/1/25

7. New employees hired after 1/1/25 would be assigned an alternative work schedule in maintenance

8. Labor Management or committee will work out details

9. Voluntary status quo for current employees

10. Ask for volunteers from current employees for a pilot

Straw Design 1 - Options 1,3,5,8,10

Straw Design 2 - Options 3,7,8,9

Article 10 – Compensation

Story

- Safe Driver Award for FY 23
- 473 bus operators
- 1 dispatcher
- 1 trainer
- 4 stock control specialists
- 1 assistant supervisor for shipping and receiving,
- 1 technical support specialist (N)
- 1 clerk typist/bus operator
- 7 field managers (FNS)
- 1 training supervisor (FNS)
- 1 equipment procurement supervisor (FNS)
- Amount of SPALC staff at Turnaround Schools = 313 x \$4,000 = \$1.25M (excluding benefits)



- Amount of SPALC staff at Transition Schools = $232 \times \$2,000 = \$464,000$
- \$7.2M Board Authority (5%)

- TALC turnaround money is budgeted, if they were looking for an increase it would come out of their bargaining authority
- Longevity is the number of years in the district
- Experience could consider years of experience in and outside the district
- Other districts are using steps
- There must be consideration of the amount of time an employee is on the job
- Everything needs to be taken into consideration

CHECK-OUT