



SPALC BARGAINING MINUTES May 20, 2024 FY25 (2024-2025 school year)

AGENDA

- Check-In
- Approval of Minutes
- Calendar
- Article 10 - Compensation
- Checkout

CHECK-IN

- **Time Constraints:** 5:30 pm, 6:00 pm
- **Missing:** Alex, Theresa, Lois
- **Elephants:** none
- **Expectations:**
 - Make progress*****

CALENDAR

- Added bargaining sessions for June 17, 20; July 15, 16, 17, 18 and 31, 2024
- Sessions will be held from 2-5 p.m. in the LCPEC
- District will pay for those SPALC bargaining members that are not on a 255-day schedule

Article 10 – Compensation

Story

- Information from Evergreen was shared with SPALC in Labor Management last week
- The Evergreen study only used Florida comparisons
- Most likely competitors for employees



- Whether to use step and grade is up to us
- Open range is a range
- The intent is to make sure everyone is on the same salary schedule
- Class year parity, hire year parity and hybrid parity can address compression
- Electricians at the 50th percentile are 5.4% below the market
- Bus Operator – min 18.05, avg 22.50, max 25.95 – 19.1% below the market
- HVAC almost at the market rate - .07%
- Equipment operator – 1.3%
- The max range on the spreadsheet are just data points
- It does not mean on the adopted salary schedule that everyone would be geared towards the midpoint
- Prior to market rate, some were on step and grade
- This is just information – not options
- When the switch was made to market rate and an employee was paid more than market rate, they did not lose money in the process
- We will decide what happens in the new system
- We may not be able to get where we need to be in one year, it may take two or three years
- We must determine what period of time we want to work with
- Focus should be on how we target the most people
- There was generic information regarding the change to job titles
- Cost of living index is an indicator of how expensive it is to live where we live
- Above 100, then it is more expensive to live in that location than the national average
- Our salary increases are traditionally called a COLA
- Last year the national COLA was 3.2%, SPALC's increase was 8%
- If we increase the salary schedule that could be considered a COLA
- Would like to use the data from Evergreen and the shared interest of the parties to create some options to use the bargaining authority that we have this year

CHECK-OUT