



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

### AGENDA

- Check-In
- Article 10 - Compensation
- Checkout

### CHECK-IN

- **Time Constraints:** 4:30 pm
- **Missing:** Deb, Laura, Jacqueline, Barbara, Corris, Kandy, Jason
- **Elephants:** none
- **Expectations:**
  - Make progress\*\*\*\*\*

### CALENDAR

- Next meetings – July 15, 16, 17, 2024

### Article 10 – Compensation

### OPTION

1. Dr. Desamours presented a possible new salary schedule.
2. Each year HR will complete a market analysis of 1/3 of SPALC positions to determine if market conditions support a grade assignment. 30 days prior to the first bargaining session, SPALC will identify the positions to be reviewed for the upcoming contract and provide their list to the CHRO.
3. Use the Evergreen steps.
4. District to choose 1/3 of SPALC positions for annual market analysis.



## Story

- In transportation some pay grades are proposed to go down in grade
- The new proposed pay structure fits within the current bargaining authority
- Compression is addressed in current proposed pay structure
- HR would commit to an annual market analysis of 1/3 of SPALC positions that could be used to determine if market conditions indicate a change is needed
- In a step system there is a guarantee increase in pay
- In the proposed system there is no guarantee how much an employee would get each year
- In the last 20 or so years there have been numerous occasions when steps have been frozen or changed
- The comparable positions in our district are to other public institutions, not the private sector
- The district wants to pay SPALC a salary comparable to other public institutions
- Only 1/3 of positions would be eligible for market analysis
- Evergreen just completed a full analysis
- If someone reaches the maximum salary range what happens – bargainable
- SPALC wants to make sure that everyone gets some type of raise
- District agrees and in the proposed pay structure everyone will get at least a 2% raise
- Option 1 uses all of the current bargaining authority of \$7.2 million
- Any option that is offered has to fit into the current bargaining authority, however, proposed pay structure takes into account the Evergreen study.

## **SPALC CAUCUS REPORT**

- SPALC needs more time to process, feel that 2% is too low
- Salary study is complete for SPALC
- SPALC would like to see some specific examples of some employees so it tells a story



## **DISTRICT CAUCUS REPORT**

- Talked about SPALC's reaction
- Would like to know what additional information is needed

## **CHECK-OUT**