



SPALC BARGAINING MINUTES September 23, 2024 FY25 (2024-2025 school year)

AGENDA

- Check-In
- Minutes
- Article 10 - Compensation
- Checkout

CHECK-IN

- **Time Constraints:** 4:30, 5:30 and 5:45 p.m.
- **Missing:** Theresa, Corris, Chris
- **Elephants:** none
- **Expectations:**
 - Make progress*****
 - Come to an agreement **
 - Advance the process*****
 - Come close to a resolution***
 - Settle this*

CALENDAR

- October 2, 2024 (4pm-7pm)

MINUTES

- APPROVED – September 9, 2024, minutes with change from 7.1 million to 7.2 million Bargaining Authority



Article 10 - Compensation

Story

- Dr. Desamours recap from 9/9/24 session
- Parties are on the same page about Evergreen study, taking into consideration the structure of the salary schedule and pay grade assignments
- District needed time to analyze SPALC's proposal
- District provided a presentation – data for Options 10 and 11 which are both a little over \$7.2 million dollars

Options

10) Using SPALC's structure the percentages were decreased to fall within the current bargaining authority of \$7.2 million dollars

Less than 1 year = 0%

1-4 years = 2%

5-9 years = 3%

10-14 years = 4 %

15-19 years = 5%

20+ years = 6%

5% bonus for those that fall outside the salary schedule

11) Using SPALC's structure with current percentages; starting 11/16/24 with a proposed pay out of 12/5/24 with no retroactivity = \$7.2 million dollars

Less than 1 year = 0%

1-4 years = 3.5%

5-9 years = 5%

10-14 years = 6.5%

15-19 years = 7.5%

20+ years = 9%

5% bonus for those that fall outside the salary schedule



- 12) Less than one year = 0%
 1- 4 years = 3%
 5-9 years = 4.5%
 10-14 years = 6%
 15-19 years = 7%
 20+ years = 8.5%
- Including retroactivity
Total Cost = =\$8.9 Million dollars

Story

- The total for Option 11 is a little over \$7.2 million dollars
- It includes fringe benefits
- The difference between SPALC's total and Option 11 is the start date of 11/16/24 and 7/1/24
- The date of 11/16/24 for Option 11 is based on a timeline of the natural progression of the bargaining process
- Option 11 has the percentages from SPALC's proposal, but does not have retroactive pay
- What would be the thought of moving to 20 steps rather than 15 steps

SPALC Caucus Report

- Discussed current options
- At last meeting SPALC requested more Board authority
- The Board has not authorized more money for bargaining
- Regarding Option 11, did not like that it wouldn't be paid until 11/16/24 with no retroactive pay
- On 4/25/24 we agreed to retroactive pay

District Caucus Report

- Discussed options and desire to test one of the options to move the session along



SPALC Caucus Report #2

- Discussed extension of steps
- Do not have an appetite for it
- Would like District to consider Option 12

Story

- **Option 11 tested, test failed**
- SPALC wants District to ask for more money
- Retro was agreed to earlier
- Why no retro
- Executive Session was not held; CFO provided information regarding bargaining authority
- Any agreement regarding retroactivity was in relation to the \$7.2 million in bargaining authority
- SPALC waited to submit an option until the Evergreen study was concluded
- 8% was provided last year with the hope to address compression, but the team decided to not address compression last year
- This year with the proposed 5% there would be an overall increase of 13% over 2 years
- **Option 10 tested, test failed**
- SPALC does not agree with the percentages
- Percentages need to go up
- Make percentages equal to Option 11

CHECK-OUT