



SPALC BARGAINING MINUTES September 9, 2024 FY25 (2024-2025 school year)

AGENDA

- Check-In
- Calendar
- Article 10 - Compensation
- Checkout

CHECK-IN

- **Time Constraints:** 6:30 p.m.
- **Missing:** Deborah
- **Elephants:** none
- **Expectations:**
 - Make progress*****
 - Come to an agreement *****

CALENDAR

- September 23, 2024 (4pm-7pm)

MINUTES

- APPROVED – July 15, 16, 17, 2024 minutes

Article 10 – Compensation

Story

- SPALC provided a presentation regarding compensation
- SPALC is requesting an additional \$3 million for compensation



- SPALC used information from the Evergreen study
- SPALC survey results show members want a salary schedule and to deal with compression
- There appears to be agreement between SPALC and the District regarding the Evergreen data and information
- The parties agree that we need a resolution that addresses salary compression
- There are 38 employees that are above the proposed salary schedule – SPALC would propose to just keep those 38 employees off the salary schedule
- SPALC reported that the District lost 200 SPALC employees since last year, about 100 have been replaced

Option

9) SPALC proposed an option as part of its compensation presentation. The option includes pay grades and steps and the cost is approximately \$10 million dollars.

District Caucus Report

- Had a conversation about Option 9
- Need more time to analyze and verify
- Reminder that the Board's bargaining authority is \$7.2 million dollars and has been since April 2024
- Requesting another session this week or next

CHECK-OUT