



SPALC BARGAINING MINUTES July 15, 2024 FY25 (2024-2025 school year)

AGENDA

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

CHECK-IN

- **Time Constraints:** 4:45 p.m.
- **Missing:** Alex, Fernando, Theresa, Victoria
- **Elephants:** none
- **Expectations:**
 - Make progress*****
 - You're going to love what we have to show you
 - Close to completion***

MINUTES

- June 17, 2024 - no changes
- June 20, 2024 - clarify that the salary study is complete

Article 10 - Compensation

Story

- Presentation
- The ranges are from Evergreen salary study
- Cost of Evergreen salary study - not to exceed \$171,000



- The intent of the salary study is to compare us to our peers and work to make our salary schedule competitive
- Compression adjustment would be in addition to the Longevity Supplement in the contract
- Will be a multi-year process, but the District is interested in being more competitive by moving everyone to a new salary schedule
- Range is for all the employees in that year of service
- Increasing pay ranges without steps can be done every couple of years, but there is not a hard and fast rule, like a big fluctuation in the Consumer Price Index can trigger an increase in a salary range
- Best practice is every three years to do a market analysis of each job
- Across the board increases can increase the ranges, or a job could be reclassified
- This option is not based on market rate
- Salary study data is not being used for the SPALC option, focus is on getting raises, then in August tackle new salary schedule
- Need more time to go through all the data
- In option 6 everyone would go to the midpoint regardless of years of service
- Certain jobs were not targeted, they were just used as examples
- On the one-page salary data sheet – 166 people are included in option 1 and 107 people are included in option 2

Options

5) Option 2 from District presentation on 7/15/24

6) Ask for \$22 million to get everyone to the midpoint range

7) 2% COLA plus break down by years of service

0-1 years - 1%

1-4 years - 1.5%

5-9 years - 3.0%

10-14 years - 5.5%

15-19 years - 6.5%

20+ years - 5.5%

COST = \$ 7,342,132



SPALC Caucus Report

- Discussed options and a 24 year carpenter and a 4 year carpenter had a \$.94 cent difference in Option 2
- Option to give everyone a raise is in dire need

District Caucus Report

- Discussed Options 1 and 5, also talked about clarifying language to connect the dots between Evergreen and the open range
- SPALC received an 8% increase less than one year ago
- District wants to move away from market rate and step/grade

CHECK-OUT