



THE SCHOOL DISTRICT OF LEE COUNTY

2855 COLONIAL BLVD. ♦ FORT MYERS, FLORIDA 33966 ♦ WWW.LEESCHOOLS.NET

SPALC Contract Negotiations FY19 (2018-2019 school year) Joint Communication

January 22, 2019

The SPALC and District bargaining teams met on January 14, 2018 to continue negotiations for a re-opener of the FY18 SPALC Contract. Using the interest-based bargaining process, the teams discussed story, presented options, and reached consensus on the following items and the distribution of the \$4.15 million of bargaining authority provided by the School Board:

GWYNETTA S. GITTENS
CHAIR, DISTRICT 5
CHRIS N. PATRICCA
VICE CHAIR, DISTRICT 3
MARY FISCHER
DISTRICT 1
MELISA W. GIOVANNELLI
DISTRICT 2
DEBBIE JORDAN
DISTRICT 4
BETSY VAUGHN
DISTRICT 6
CATHLEEN O'DANIEL MORGAN
DISTRICT 7
GREGORY K. ADKINS, ED. D.
SUPERINTENDENT
ROBERT DODIG, ESQ.
BOARD ATTORNEY

Article 10 (Compensation)

- **Three Percent Increase:** A three percent increase in base rate of pay (hourly rate) for all SPALC employees regardless of salary schedule.
- **Market Rate:** Additional positions will move to the Market Rate Salary Schedule, accounting for a total of 2,669 employees; the market rate for all positions has increased.
 - After the three percent increase, all employees who are below the market rate for that position will receive an increase in base rate of pay (hourly rate) to the market rate.
 - After the three percent increase, all employees who are above the market rate for that position will retain their base rate of pay (hourly rate).

Article 11 (Benefits)

- An increase to the Board contribution of \$360.00 per eligible employee, bringing the total Board contribution to \$7,360.80 per eligible employee per year

Article 15 (Duration, Acceptance, and Reopening)

- A three year agreement, with a re-opener scheduled for FY21 (2020-2021 school year).

The approximate amounts spent on these increases by category are as follows:

- **Three Percent Increase:** \$3.5 million
- **Market Rate:** \$600,000

An additional \$3.6 million has been committed for an increase to the board contribution for flex credits to be spent on health insurance for all district employees.

Emphasis was placed on improving the clarity and communication around compensation for support staff. The SPALC Labor/Management Committee will develop a communication plan to ensure employees receive detailed information prior to ratification of the SPALC Contract.

Tentative dates for SPALC ratification, Board approval, and implementation will be established by the SPALC Labor/Management Committee in February.