



**THE SCHOOL DISTRICT OF LEE COUNTY and
THE SUPPORT PERSONNEL ASSOCIATION OF LEE
COUNTY**

**SPALC Negotiations
Monday, December 17, 2018
Agenda**

Items

1. Check-In
2. Minutes
3. Article 7 (Work Schedule)
4. Article 10 (Compensation)
5. Article 15 (Duration, Acceptance, and Reopening)
6. Check-Out

Mission: To ensure that each student achieves his/her highest personal potential

Vision: To be a world-class school system

SPALC Bargaining Committee
FY19 (2018-2019 School Year)



**THE SCHOOL DISTRICT OF LEE COUNTY and
THE SUPPORT PERSONNEL ASSOCIATION OF LEE COUNTY
SPALC Negotiation Minutes
FY19 (2018-2019 school year)**

December 17, 2018

Agenda

Check-in

Minutes

Article 10 (Compensation)

Check-out

Check-in

Time Constraints: 7:00 PM, 7:30 PM

Missing: Sandy Sloan, Penny Bennett, Antoinette Abrams

Elephants: (none)

Expectations: Make progress *****

Minutes: December 3, 2018 approved as amended

Story - Article 7 (Work Schedule)

- At our last session on December 3, 2018, we discussed the table found in Article 7 for work hours and pay schedules
- SPALC Labor/Management discussed the necessity for clarification of the information found in the table for employees and school-based administrators
- There is a misconception that at 42.5 hours overtime begins. At 40 hours worked is when overtime should begin being paid. This will help improve manageability for payroll
- The intent of the District has not changed; this table presented to be placed in the new contract (see attachment) is only for clarification purposes, correct?
Correct
- There are many years that someone scheduled to work seven (7) hours at the regular position with a paid lunch had to wait until they reached 42.5 hours to get overtime pay. Will overtime pay begin for those employees at 40 hours now?
- The math can be confusing, but based on the chart a seven (7) hour employee has a paid lunch and Fair Labor Standards require overtime pay begin after 40 hours of working
- District would like to add this chart as an appendix and clarify the language in Article 7.01 to provide a description of the table and then reference the appendix

Option - CONSENSUS

1. Add the chart (see attachment) as an appendix and replace the existing language in 7.01(1) to reference the chart

Story - Article 7 (Work Schedule)

- This discussion is about those employees that work a full FTE position.
- Strong communication will be needed for those affected and school administration to understand the process and expectation for lunch periods
- Should we add “split shift” for some of these positions
- There is language in Article 7.01(1)(i) about split shifts

Story - Article 10 (Compensation)

- The Chief Finance Officer, Greg Blurton, presented the proposed pay increase (see attachment)
- This proposal covers FY19 and FY20 combined
- The first part of the presentation is an explanation of current trends and what can affect the future
- Lee County continues to be a growing school district. One (1) out of seven (7) in the state
- Funding from the state is not keeping pace with our growth. This year we received 15 million dollars
- Of that 15 million approximately seven (7) million dollars was required to fund School Resource Officers and the Mental Health initiative; we also had categoricals which are expenses that are non-negotiable
- This left a net increase of 47 cents per student; we received a 0.44% increase in funding
- We also have local sources of funding which come from property taxes
- Hurricane Irma depleted our capital fund by 31 million dollars. To accommodate this depletion we transferred monies from our operations budget to our capital budget
- As reimbursement takes place, this money will be returned to the operations budget
- As we began to budget for this year we knew that by the end of November we would have a cash flow shortage. This shortage prompted the taking out of a “Tax Anticipation Note”. This is a common practice and this note will be relieved as tax dollars begin to come in
- Additional revenue for the District comes in the form of a millage rate; currently, the millage rate is 4.15. In FY19 (2018-2019 school year), there was a 2.5% decrease in the revenue produced by the millage rate, as compared to FY18 (2017-2018 school year)
- Our rollback rate number has been lower the past two years than the years prior
- We continue to work with the legislature to get them to understand we are not a shrinking district
- We can forecast what revenue and expenses will be by looking at the previous three (3) to five (5) years and finding the average. We can also project what dollar amounts we will receive from property taxes, and what funding we will receive from the state based on past funding. We anticipate that FY20 will be what is called a “flat year” meaning no changes to funding or expenses
- With a new governor and administration, funding can be affected
- Even with all these irregularities the District remains committed to compensation
- The Stoneman Douglas tragedy is one example of how priorities and funding can change over night
- As another example, for this current year, the state has assisted with funding of School Resource Officers. That could change next year and we will have to provide more funds to this program
- We continue to work on our priorities of operational efficiency and effectiveness

- In our four (4) audits which were conducted on our operations side of the budget both by the state and the Department of Education (DOE), we have discovered areas where we can save money to put toward compensation
- Because we are finding more areas to save and the bleakness of the current state funding the District is proposing a multi-year plan for compensation
- The monies we have freed up over the past 18 months of looking at department and division budgets will be available on July 1, 2019
- The District will have, at that time, 4.15 million dollars to go toward compensation for SPALC employees
- The recently passed sales tax is a huge benefit to the District, however, those funds can only be spent on capital expenditures
- The sales tax will bring a new budget line to pull funds from for capital expenses; it is not and cannot be earmarked for any items that are operational which includes income increases
- The proposal compiled by Compensation and Labor Relations was shown on the screen (see attachment)
- We are in a time of transitioning employees to market rate and we just voted to have the School Board contribution for insurance and benefits increase to \$360 dollars which is also considered compensation
- Our proposal is for a three percent (3%) increase for all qualifying SPALC employees that would go in to effect on July 1, 2019
- This year is bleak. We have less than ½ percent for this coming year to put toward an increase compared to the last five (5) years when we have given raises of two (2) to three (3) percent due to having reserves to draw from. We no longer have those funds available
- The District proposes a three percent (3%) increase for all employees effective July 1, 2019
- We will also continue to move employees to the market rate. Approximately 850 employees will be moved this year with an average \$320 increase for those employees
- The proposal is for FY19 and FY20 because the majority of these funds will not be available until July 1, 2019
- What positions is the District intending to move to market rate?
- Hard copies were provided (see attachment)
- You will see a column for “Inactive”. Some positions have an “X” this means they are currently active but are scheduled to be sunset
- Bus operators will be brought up to \$16 per hour. This move affects 40% of the employees in transportation
- This proposal is for two years because the only increase that could be provided in FY19 would be ½ percent and the District does not feel that is in the best interest of employees
- Based on efficiencies and changing how we are doing business with transitioning to electronic workflow, we are committed to compensation even with the State of Florida funding for education being unfavorable

Caucus

SPALC Report out: We discussed the proposal and market rate moves. We would like to table the conversation until we return on the 14th of January

Option

1. Table until January 14, 2019

SPALC LUNCH PERIOD

| Position | | JDE | Scheduled Hours | Worked Hours | Lunch Period | | Total Paid Hours |
|--------------------|---|---------|-----------------|--------------|--------------|--------|------------------|
| Maintenance | | | | | | | |
| | Assistant Supervisor, Maintenance (Crafts) | A-46.03 | 8.5 | 8.0 | 0.5 | Unpaid | 8.0 |
| | Assistant Supervisor, Maintenance (Electrical/Electronics) | A-46.04 | 8.5 | 8.0 | 0.5 | Unpaid | 8.0 |
| | Assistant Supervisor, Maintenance (Grounds) | A-46.09 | 8.5 | 8.0 | 0.5 | Unpaid | 8.0 |
| | Assistant Supervisor, Maintenance (Heating, Ventilation, and Air Conditioning) | A-46.05 | 8.5 | 8.0 | 0.5 | Unpaid | 8.0 |
| | Assistant Supervisor, Maintenance (Indoor Air Quality and Food Service Equipment) | A-46.06 | 8.5 | 8.0 | 0.5 | Unpaid | 8.0 |
| | Assistant Supervisor, Maintenance (Painting) | A-46.07 | 8.5 | 8.0 | 0.5 | Unpaid | 8.0 |
| | Assistant Supervisor, Maintenance (Plumbing) | A-46.08 | 8.5 | 8.0 | 0.5 | Unpaid | 8.0 |
| | Assistant Supervisor, Maintenance (Sites) | A-46.10 | 8.5 | 8.0 | 0.5 | Unpaid | 8.0 |
| | Carpenter | C-56.03 | 8.5 | 8.0 | 0.5 | Unpaid | 8.0 |
| | Electrician | C-56.04 | 8.5 | 8.0 | 0.5 | Unpaid | 8.0 |
| | Glazier | C-56.06 | 8.5 | 8.0 | 0.5 | Unpaid | 8.0 |
| | Locksmith | C-56.07 | 8.5 | 8.0 | 0.5 | Unpaid | 8.0 |
| | Mason | C-56.08 | 8.5 | 8.0 | 0.5 | Unpaid | 8.0 |
| | Mechanic, Generator | M-6.05 | 8.5 | 8.0 | 0.5 | Unpaid | 8.0 |
| | Mechanic, HVAC, Refrigeration, and Chillwater | C-56.02 | 8.5 | 8.0 | 0.5 | Unpaid | 8.0 |
| | Millwright/Machinist | C-56.11 | 8.5 | 8.0 | 0.5 | Unpaid | 8.0 |
| | Operator, Equipment | C-56.26 | 8.5 | 8.0 | 0.5 | Unpaid | 8.0 |
| | Painter | C-56.14 | 8.5 | 8.0 | 0.5 | Unpaid | 8.0 |
| | Plumber | C-56.15 | 8.5 | 8.0 | 0.5 | Unpaid | 8.0 |
| | Roofer | C-56.17 | 8.5 | 8.0 | 0.5 | Unpaid | 8.0 |
| | Specialist, Documents | S-11.15 | 8.5 | 8.0 | 0.5 | Unpaid | 8.0 |
| | Specialist, Locks and Hardware Systems | S-11.53 | 8.5 | 8.0 | 0.5 | Unpaid | 8.0 |
| | Specialist, Stock Control | S-11.11 | 8.5 | 8.0 | 0.5 | Unpaid | 8.0 |
| | Specialist, Turf | C-56.22 | 8.5 | 8.0 | 0.5 | Unpaid | 8.0 |
| | Technician, Chillwater and HVAC | T-6.06 | 8.5 | 8.0 | 0.5 | Unpaid | 8.0 |
| | Technician, Commercial Food Service Equipment | C-56.24 | 8.5 | 8.0 | 0.5 | Unpaid | 8.0 |
| | Technician, Electronics (Field Service) | T-6.05 | 8.5 | 8.0 | 0.5 | Unpaid | 8.0 |
| | Technician, Energy Systems | T-6.08 | 8.5 | 8.0 | 0.5 | Unpaid | 8.0 |
| | Technician, Pest Control | T-6.02 | 8.5 | 8.0 | 0.5 | Unpaid | 8.0 |
| | Utility Worker/Trades Helper | C-56.19 | 8.5 | 8.0 | 0.5 | Unpaid | 8.0 |
| | Welder/Sheet metal Fabricator | C-56.21 | 8.5 | 8.0 | 0.5 | Unpaid | 8.0 |
| | Worker, Sites | S-6.01 | 8.5 | 8.0 | 0.5 | Unpaid | 8.0 |
| Operations | | | | | | | |
| | Assistant Supervisor, Mail, Shipping, and Receiving | A-11.46 | 8.5 | 8.0 | 0.5 | Unpaid | 8.0 |
| | Courier | C-52.01 | 8.5 | 8.0 | 0.5 | Unpaid | 8.0 |
| | Custodian | C-61.01 | 8.0 | 7.5 | 0.5 | Paid | 8.0 |
| | Head Custodian | C-61.02 | 8.0 | 7.5 | 0.5 | Paid | 8.0 |
| | Operator, Snack Bar | O-1.06 | 8.5 | 8.0 | 0.5 | Unpaid | 8.0 |
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| Position | | JDE | Scheduled Hours | Worked Hours | Lunch Period | | Total Paid Hours |
|---|---|---------|-----------------|--------------|--------------|--------|------------------|
| <u>Transportation</u> | | | | | | | |
| | Attendant, School Bus | A-11.01 | 6.5 | 6.0 | Split | Unpaid | 6.0 |
| | Monitor, School Bus | A-11.06 | 6.5 | 6.0 | Split | Unpaid | 6.0 |
| | Clerk, Transportation (Stockroom) | C-11.10 | 8.5 | 8.0 | 0.5 | Unpaid | 8.0 |
| | Dispatcher, Transportation Services | D-2.01 | 8.5 | 8.0 | 0.5 | Unpaid | 8.0 |
| | Operator, School Bus | D-26.02 | 7.5 | 7.0 | Split | Unpaid | 7.0 |
| | Mechanic | M-6.02 | 8.5 | 8.0 | 0.5 | Unpaid | 8.0 |
| | Mechanic (Service) | M-6.03 | 8.5 | 8.0 | 0.5 | Unpaid | 8.0 |
| | Trainer, Transportation (Safety) | T-16.02 | 7.5 | 7.0 | Split | Unpaid | 7.0 |
| | Specialist, Transportation (Automation) | S-11.06 | 8.5 | 8.0 | 0.5 | Unpaid | 8.0 |
| | Specialist, Transportation (Data) | S-11.31 | 8.5 | 8.0 | 0.5 | Unpaid | 8.0 |
| | Specialist, Transportation (Routes) | S-11.09 | 8.5 | 8.0 | 0.5 | Unpaid | 8.0 |
| <u>Food and Nutrition Services</u> | | | | | | | |
| | Assistant Manager, Food and Nutrition Services | A-31.01 | 8.5 | 8.0 | 0.5 | Unpaid | 8.0 |
| | Manager, Food and Nutrition Services (Intern) | M-1.03 | 7.5 | 7.0 | 0.5 | Unpaid | 7.0 |
| | Presenter, Food and Nutrition Services (Healthy Living Lab) | P-18.01 | 7.5 | 7.0 | 0.5 | Unpaid | 7.0 |
| | Worker, Food and Nutrition Services | F-1.04 | 2.0 | 2.0 | N/A | N/A | 2.0 |
| 4.5 | | | 4.0 | 0.5 | Unpaid | 4.0 | |
| 5.5 | | | 5.0 | 0.5 | Unpaid | 5.0 | |
| 6.5 | | | 6.0 | 0.5 | Unpaid | 6.0 | |
| 7.5 | | | 7.0 | 0.5 | Unpaid | 7.0 | |
| | Worker, Food and Nutrition Services (Traveling) | F-1.05 | 6.5 | 6.0 | 0.5 | Unpaid | 6.0 |
| 7.0 | | | 6.5 | 0.5 | Unpaid | 6.5 | |
| <u>Information Systems</u> | | | | | | | |
| | Technician, Field Support | T-6.15 | 8.5 | 8.0 | 0.5 | Unpaid | 8.0 |
| | Specialist, Technical Support | S-11.21 | 8.0 | 7.5 | 0.5 | Paid | 8.0 |
| <u>Secretarial/Clerical</u> | | | | | | | |
| | Receptionist | R-1.01 | 8.0 | 7.5 | 0.5 | Paid | 8.0 |
| | Secretary | S-1.02 | 8.0 | 7.5 | 0.5 | Paid | 8.0 |
| | Secretary (School) | S-1.08 | 8.0 | 7.5 | 0.5 | Paid | 8.0 |
| | Clerk Specialist | C-16.01 | 8.0 | 7.5 | 0.5 | Paid | 8.0 |
| | Clerk Typist | C-21.01 | 8.0 | 7.5 | 0.5 | Paid | 8.0 |
| <u>Strategic Communications</u> | | | | | | | |
| | Printer | P-17.01 | 8.5 | 8.0 | 0.5 | Unpaid | 8.0 |
| | Specialist, Bindery (Level I) | O-1.12 | 8.5 | 8.0 | 0.5 | Unpaid | 8.0 |
| | Specialist, Bindery (Level II) | O-1.11 | 8.5 | 8.0 | 0.5 | Unpaid | 8.0 |
| | Specialist, Multimedia Communications | S-11.12 | 8.5 | 8.0 | 0.5 | Unpaid | 8.0 |
| | Specialist, Multimedia Promotions | V-2.01 | 8.5 | 8.0 | 0.5 | Unpaid | 8.0 |
| <u>Academic Services</u> | | | | | | | |
| | Attendant, Cafeteria | A-11.03 | 7.0 | 6.5 | 0.5 | Paid | 7.0 |
| | Specialist, Early Childhood (Family Advocate) | S-8.01 | 8.0 | 7.5 | 0.5 | Paid | 8.0 |
| | Specialist, Early Childhood (Family Services) | S-8.04 | 8.0 | 7.5 | 0.5 | Paid | 8.0 |
| | Specialist, Early Childhood (Parent Educator) | S-11.76 | 8.0 | 7.5 | 0.5 | Paid | 8.0 |
| | Specialist, Family-Community Engagement | S-11.43 | 8.0 | 7.5 | 0.5 | Paid | 8.0 |
| | Specialist, Information (Elementary) | S-11.28 | 8.0 | 7.5 | 0.5 | Paid | 8.0 |
| | Specialist, Information (Secondary) | S-11.29 | 8.0 | 7.5 | 0.5 | Paid | 8.0 |
| | Specialist, Job Coach | S-11.45 | 8.0 | 7.5 | 0.5 | Paid | 8.0 |
| | Specialist, Student Services (ESOL Compliance) | S-11.74 | 8.0 | 7.5 | 0.5 | Paid | 8.0 |

| | Position | JDE | Scheduled Hours | Worked Hours | Lunch | | Total Paid Hours |
|------------------------------------|--|---------|-----------------|--------------|-------|--------|------------------|
| | Specialist, Student Services (Title I and Migrant) | S-11.64 | 8.0 | 7.5 | 0.5 | Paid | 8.0 |
| | Specialist, Support | S-11.30 | 8.0 | 7.5 | 0.5 | Paid | 8.0 |
| | Licensed Practical Nurse | N-1.02 | 8.0 | 7.5 | 0.5 | Paid | 8.0 |
| | Helping Teacher, Brailist | H-11.07 | 7.0 | 6.5 | 0.5 | Paid | 7.0 |
| | Helping Teacher, English for Speakers of Other Languages | H-11.10 | 7.0 | 6.5 | 0.5 | Paid | 7.0 |
| | Helping Teacher, Environmental Education | H-11.01 | 7.0 | 6.5 | 0.5 | Paid | 7.0 |
| | Helping Teacher, Exceptional Student Education | H-11.05 | 7.0 | 6.5 | 0.5 | Paid | 7.0 |
| | Helping Teacher, Exceptional Student Education Centers | H-11.12 | 7.0 | 6.5 | 0.5 | Paid | 7.0 |
| | Helping Teacher, Interpreter (Deaf and Hard of Hearing) | H-11.03 | 7.0 | 6.5 | 0.5 | Paid | 7.0 |
| | Helping Teacher, Registered Behavior Technician | H-11.09 | 7.0 | 6.5 | 0.5 | Paid | 7.0 |
| | Helping Teacher, Social Communication Technician | H-11.11 | 7.0 | 6.5 | 0.5 | Paid | 7.0 |
| | Paraprofessional, Educational (Basic, ESE, ESOL) | A-11.02 | 7.0 | 6.5 | 0.5 | Paid | 7.0 |
| | Paraprofessional, Educational (Instructional Support) | A-11.07 | 7.0 | 6.5 | 0.5 | Paid | 7.0 |
| | Paraprofessional, Head Start Instructor (Level I) | P-1.01 | 7.0 | 6.5 | 0.5 | Paid | 7.0 |
| | Paraprofessional, Head Start Instructor (Level II) | P-1.04 | 7.0 | 6.5 | 0.5 | Paid | 7.0 |
| | Assistant, Clinic | A-11.05 | 7.0 | 6.5 | 0.5 | Paid | 7.0 |
| | Assistant, Speech-Language Pathology | S-12.01 | 7.0 | 6.5 | 0.5 | Paid | 7.0 |
| | Attendant, Child Care | C-8.01 | 7.0 | 6.5 | 0.5 | Paid | 7.0 |
| <u>Business and Finance</u> | | | | | | | |
| | Specialist, Procurement Services | S-11.32 | 8.0 | 7.5 | 0.5 | Paid | 8.0 |
| | Specialist, Inventory | S-11.01 | 8.0 | 7.5 | 0.5 | Paid | 8.0 |
| | Specialist, Accounting | C-11.07 | 8.0 | 7.5 | 0.5 | Paid | 8.0 |
| | Clerk, Inventory | C-11.03 | 8.0 | 7.5 | 0.5 | Paid | 8.0 |
| | Bookkeeper | B-1.01 | 8.0 | 7.5 | 0.5 | Paid | 8.0 |
| | Analyst, Procurement Services | A-6.02 | 8.0 | 7.5 | 0.5 | Paid | 8.0 |
| <u>Safety and Security</u> | | | | | | | |
| | Specialist, Safety and Security | S-11.54 | 8.0 | 7.5 | 0.5 | Paid | 8.0 |
| | Technician, Security and Video Surveillance | T-6.17 | 8.5 | 8.0 | 0.5 | Unpaid | 8.0 |
| | Technician, Service (Fire Equipment) | C-56.05 | 8.5 | 8.0 | 0.5 | Unpaid | 8.0 |

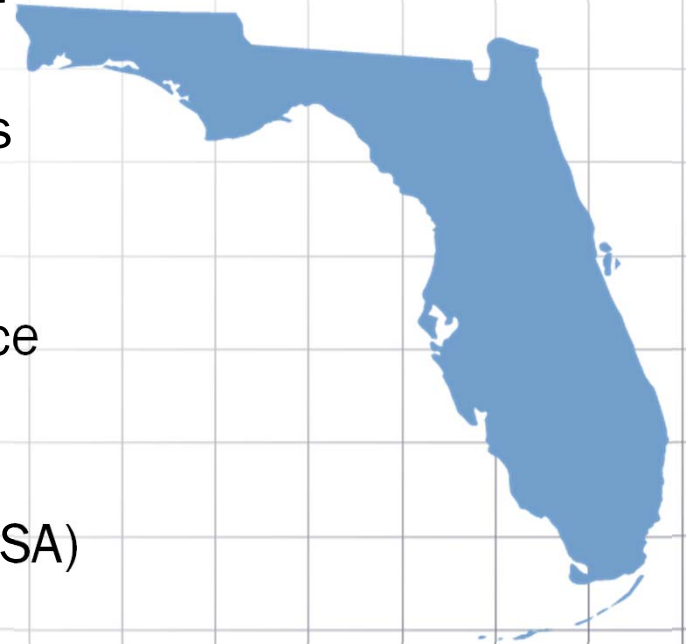
SPALC BUDGET PRESENTATION FY19 & BEYOND

December 17, 2018



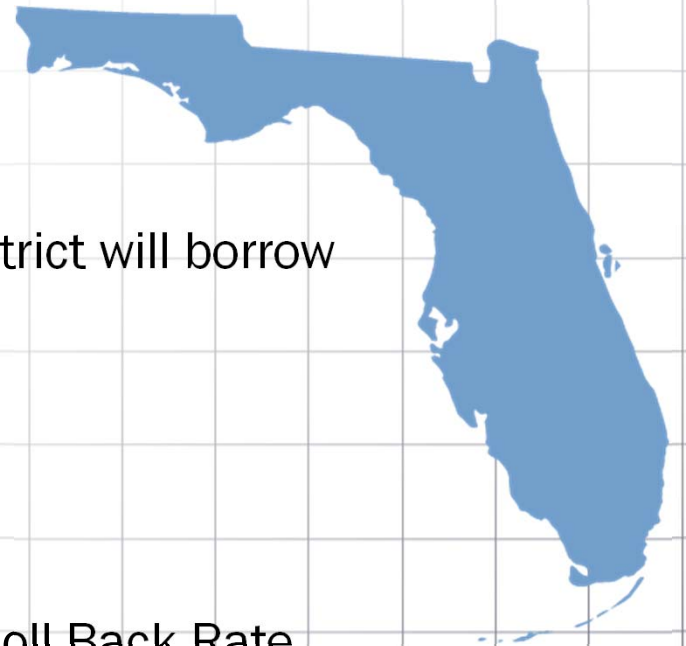
DISTRICT BUDGET TRENDS

- 94,000 students – ten straight years of student growth for the district
- \$15 million – despite the continued growth, this year's increase in state funding was slight at 1.18%
- \$7 million – State Mandate of a School Resource Officer (SRO) in every school and the Mental Health Allocation
- \$ 0.47 – increase in Base Student Allocation (BSA)
- 0.44% - net increase in funding



BUDGET TRENDS, *continued*

- \$31 million
 - Fiscal impact of *Hurricane Irma*
 - \$2 million has been reimbursed to date
- \$25 million
 - Amount of Tax Anticipation Notes (TANS) the District will borrow to fund cash flow shortage in December
 - First time since 2014
- 4.15 millage
 - FY19 Required Local Effort (RLE) millage
 - 3.52 % **less** than FY18
 - Second straight year it has been less than the Roll Back Rate



DISTRICT PRIORITIES

- Compensation
- Retention and Recruitment
- Keeping our students, teachers and staff safe and secure
- Operational efficiency and effectiveness

All centered around student achievement

MULTI-YEAR PLAN

FY19 & FY20: \$4.15 million (approx.)

- Commitment to retention and recruitment
- Commitment to our teachers and staff
- Commitment to our students

Estimate of Fiscal Impact for SPALC FY19/20 Contract Options

| Budget vs. Proposed Estimates | |
|--|-----------------|
| Budgeted Amount for SPALC Increases | \$ 4,150,000.00 |
| Salary Increase of 3.0% (Effective July 1, 2019) | \$ 3,484,642.02 |
| Market Rate Adjustment | \$ 315,590.48 |
| New Positions to Market Rate | \$ 341,912.15 |
| Total of Proposed Changes | \$ 4,142,144.65 |
| Difference | \$ 7,855.35 |

| Employee Details as of 12/14/18 | |
|---|-------|
| Estimated number of Market Rate Employees | 1,782 |
| Estimated number of Grade/Step Employees | 2,756 |
| Estimated Total Number of SPALC Employees | 4,538 |
| Retirement Rate | 8.26% |
| FICA/Med Rate | 7.65% |

| FY20 Salary Increase | | | | | |
|---|-------------------------------------|-----------|-----------------|---|--|
| Salary Increase of 3.0% (Effective July 1, 2019) | Estimated Number of Employees | | Estimated Total | Estimated FRS Retirement and FICA/Med | Estimated Total with FRS and FICA/MED |
| All SPALC Employees 3.0% Increase | 4538 | \$ 662.48 | \$ 3,006,334.24 | \$ 478,307.78 | \$ 3,484,642.02 |
| Totals | | | | | \$ 3,484,642.02 |

| FY20 Market Rate Adjustment | | | | | |
|---|-------------------------------------|-----------------------|------------------------|---|--|
| Adjust Positions to Market Rate (Effective July 1, 2019) | Estimated Number of Employees | Amount of Increase | Estimated Annual Total | Estimated FRS Retirement and FICA/Med | Estimated Total with FRS and FICA/MED |
| Market Rate Employees Below Market | 850 | \$ 320.32 | \$ 272,272.00 | \$ 43,318.48 | \$ 315,590.48 |
| Totals | | | | | \$ 315,590.48 |

Estimates for FY19 SPALC Negotiations
(Market Rate Positions)

| JDE Locator Number | Position | Current Market Rate | Projected Market Rate | Inactive |
|--|---------------------------------------|---------------------|-----------------------|----------|
| A - 31.01 Assistant Manager, Food and Nutrition Services | NIN Asst Manager Food&NutrSrv | \$ 14.92 | \$ 15.53 | |
| A - 46.03 Assistant Supervisor, Building Crafts | NIN Asst Super Building Crafts | \$ 24.25 | \$ 25.00 | |
| A - 46.04 Assistant Supervisor, Electrical/Electronics | NIN Asst Super Elec/Electronic | \$ 26.73 | \$ 27.78 | |
| A-46.05 Assistant Supervisor, HVAC | Assistant Supervisor, HVAC | \$ 28.28 | \$ 28.70 | X |
| A - 46.06 Assistant Supervisor, Indoor Air Quality | NIN Asst Super IAQ & FoodSerEq | \$ 28.28 | \$ 29.13 | |
| A-46.07 Assistant Supervisor, Painting | Assistant Supervisor, Painting | \$ 21.74 | \$ 22.09 | X |
| A - 46.08 Assistant Supervisor, Plumbing | NIN Asst Super Plumbing | \$ 27.12 | \$ 28.77 | |
| A - 46.09 Assistant Supervisor, Grounds | NIN Asst Super Grounds | \$ 15.48 | \$ 16.03 | |
| A - 46.10 Assistant Supervisor, Sites | NIN Asst Super Sites | \$ 15.48 | \$ 16.03 | |
| C - 11.03 Clerk, Inventory | NIN Clerk Inventory | \$ 13.69 | \$ 15.49 | |
| C - 11.07 Specialist, Accounting | NIN Spec Accounting Sch | \$ 15.55 | \$ 16.81 | |
| C - 11.07 Specialist, Accounting | NIN Spec Accounting InstrcCurr | \$ 15.55 | \$ 16.81 | |
| C - 11.07 Specialist, Accounting | NIN Spec Acct FiscalSrv-SUN | \$ 15.55 | \$ 16.81 | |
| C-11.08 Accounting Clerk II | Accounting Clerk II | \$ 13.22 | \$ 14.08 | X |
| C-11.04 Mail Clerk | Mail Clerk | \$ 13.18 | \$ 13.75 | X |
| C - 11.10 Stockroom Clerk, Transportation | NIN Clerk Stockroom-Transprt | \$ 13.69 | \$ 15.49 | |
| C - 16.01 Clerk Specialist | NIN Clerk Spclst IntrctSrv-SUN | \$ 13.76 | \$ 14.60 | |
| C - 16.01 Clerk Specialist | NIN Clerk Spclst Pupil Srv-SUN | \$ 13.76 | \$ 14.60 | |
| C - 21.01 Clerk, Typist | NIN Clerk Typist GuidncSrv-SUN | \$ 13.43 | \$ 14.23 | |
| C - 21.01 Clerk, Typist | NIN Clerk Typist School-SUN | \$ 13.43 | \$ 14.23 | |
| C - 21.01 Clerk, Typist | NIN Clerk TypistAttn/SocWk-SUN | \$ 13.43 | \$ 14.23 | |
| C - 56.02 HVAC/Refrigeration & Chillwater Mechanic | NIN Mechanic HVAC/Refrg&Chlwtr | \$ 21.75 | \$ 22.41 | |
| C - 56.03 Carpenter | NIN CTW Carpenter | \$ 18.65 | \$ 19.23 | |
| C - 56.04 Electrician | NIN CTW Electrician | \$ 20.56 | \$ 21.37 | |
| C - 56.05 Fire Equipment Service Technician | NIN CTW Technician SrvFireEquip | \$ 18.38 | \$ 18.48 | |
| C - 56.06 Glazier | NIN CTW Glazier | \$ 15.62 | \$ 17.38 | |
| C - 56.07 Locksmith | NIN CTW Locksmith | \$ 19.56 | \$ 20.08 | |
| C - 56.08 Mason | NIN CTW Mason | \$ 18.05 | \$ 19.87 | |
| C - 56.11 Millwright/Machinist | NIN CTW Millwright/Machinist | \$ 19.12 | \$ 19.66 | |
| C - 56.14 Painter | NIN CTW Painter | \$ 16.72 | \$ 17.24 | |
| C - 56.15 Plumber | NIN CTW Plumber | \$ 20.86 | \$ 22.13 | |
| C - 56.17 Roofer | NIN CTW Roofer | \$ 15.40 | \$ 17.40 | |
| C-56.24 Plumber/Comm. Food Service Equip | C-56.24 Plumber/Comm. Food Service Eq | \$ 16.29 | \$ 17.50 | X |
| C-56.18 Tile Setter / Carpet Installer | Tile Setter/ Carpet Installer | \$ 16.25 | \$ 18.26 | X |
| C - 56.19 Utility Worker/Trades Helper | NIN Worker Utilit/TrdsHlpMaint | \$ 12.14 | \$ 13.21 | |
| C - 56.21 Welder/Sheetmetal Fabricator | NIN CTW Welder/Shrmtl Fbrctr | \$ 18.09 | \$ 19.49 | |
| C - 56.22 Turf Specialist | NIN Spec Turf | \$ 14.88 | \$ 15.49 | |
| C - 56.26 Equipment Operator, Maintenance Services | NIN Operator EquipmntMaintSrv | \$ 19.47 | \$ 20.67 | |
| C - 61.01 Custodian | NIN Custodian | \$ 11.66 | \$ 11.98 | |
| C - 61.02 Head Custodian I | NIN Custodian Head I | \$ 15.16 | \$ 15.57 | |
| C - 61.02 Head Custodian II | NIN Custodian Head II | \$ 15.16 | \$ 15.57 | |
| C - 61.02 Head Custodian III | NIN Custodian Head III | \$ 15.16 | \$ 15.57 | |
| F - 1.04 Worker, Food and Nutrition Services | NIN Worker Food&Nutrition Srvs | \$ 11.48 | \$ 11.95 | |
| M - 1.03 Manager, Food and Nutrition Services (Intern) | NIN Manager Intern Fd&NutrSrvs | \$ 14.92 | \$ 15.53 | |
| M - 6.02 Mechanic | NIN Mechanic | \$ 18.88 | \$ 20.73 | |
| M - 6.03 Service Mechanic | NIN Mechanic Service | \$ 15.95 | \$ 17.28 | |
| M-6.04 Tank Operator | Tank Operator | \$ 13.37 | \$ 14.05 | X |
| M - 6.05 Mechanic, Generator | NIN Mechanic Generator | \$ 24.75 | \$ 26.24 | |
| O-1.03 Pre-Press Operator | Pre-Press Operator | \$ 14.68 | \$ 16.10 | X |
| O - 1.06 Snack Bar Operator | NIN Operator Snack Bar | \$ 12.45 | \$ 13.14 | |
| O - 1.11 Specialist, Bindery (Level II) | NIN Operator FinishingPrcdr-II | \$ 12.23 | \$ 13.62 | |
| O - 1.12 Finishing Procedures Operator I | NIN Operator FinishingPrcdr-I | \$ 13.45 | \$ 14.98 | |
| P-14.01 Proofreader | Proofreader | \$ 14.68 | \$ 16.10 | X |
| P - 17.01 Printer II | NIN Printer 2 | \$ 14.68 | \$ 16.35 | |
| P-17.02 Printer I | Printer I | \$ 15.90 | \$ 17.45 | X |
| R - 1.01 Receptionist | NIN Receptionist | \$ 12.80 | \$ 13.56 | |
| S - 11.38 Specialist, Locksmith/Hardware Systems | NIN Spec Locksmith/HardwareSys | \$ 21.52 | \$ 22.08 | |
| S - 11.54 Specialist, Safety and Security | NIN Spec Safety and Security | \$ 12.89 | \$ 13.30 | |
| S-11.55 Hearing Screening Specialist | Hearing Screening Specialist | \$ 12.58 | \$ 13.22 | X |
| S - 6.01 Sites Worker | NIN Worker Sites | \$ 11.91 | \$ 12.33 | |
| S - 6.01 Sites Worker | NIN Worker Sites Maintenance | \$ 11.91 | \$ 12.33 | |
| T - 6.02 Pest Control Technician | NIN Technician Pest Control | \$ 15.85 | \$ 15.85 | |
| T-6.03 Paint and Body Technician | Paint and Body Technician | \$ 16.22 | \$ 20.47 | |
| T - 6.05 Field Service Electronic Technician | NIN Technician Electrnc FldSrv | \$ 22.06 | \$ 23.49 | |
| T - 6.06 Chillwater HVAC Technician | NIN Technician Chillwater HVAC | \$ 25.01 | \$ 25.77 | |

Estimates for FY19 SPALC Negotiations
(Market Rate Positions)

| JDE Locator Number | Position | Current Market Rate | Projected Market Rate | Inactive |
|--|---------------------------------|---------------------|-----------------------|----------|
| T - 6.08 Energy Systems Technician | NIN Technician Energy Systems | \$ 21.75 | \$ 22.41 | |
| T-6.22 Indoor Air Quality Technician | Indoor Air Quality Technician | \$ 15.12 | \$ 18.85 | X |
| C - 8.01 Child Care Attendant | NIN Attendant Child Care | \$ 11.28 | \$ 11.98 | |
| F - 1.05 Worker, Food and Nutrition Services (Traveling) | NIN Worker Fd&NtrSvs Trving | \$ 12.63 | \$ 13.14 | |
| H - 11.03 Helping Teacher, Interpreter for Deaf | NIN Helping Teacher Interprettr | \$ 18.83 | \$ 21.36 | |
| H - 11.07 Helping Teacher, Brailist | NIN Helping Teacher Brailist | \$ 15.25 | \$ 16.72 | |
| H - 11.11 Helping Teacher, Social Communication Technician | NIN HelpingTeacherSocCmAge6-21 | \$ 14.68 | \$ 15.54 | |
| N - 1.02 Licensed Practical Nurse (LPN) | NIN Licensed Practical Nurse | \$ 19.30 | \$ 20.32 | |
| P - 1.01 Paraprofessional, Head Start Instructor Level I | NIN Para Head Start Instr-I | \$ 22.02 | \$ 22.02 | |
| P - 1.04 Paraprofessional, Head Start Instructor Level II | NIN Para Head Start Instr-II | \$ 18.35 | \$ 18.35 | |
| S -12.01 Speech-Language Pathologist Assistant | NIN Asst Speech-Language Path | \$ 20.23 | \$ 20.44 | |

Estimates for FY19 SPALC Negotiations
(Market Rate Positions)

| JDE Locator Number | Position | Current Grade | Projected Market Rate |
|---|--------------------------------|---------------|-----------------------|
| A - 11.05 Assistant, Clinic | NIN Assistant Clinic | 005 | \$ 13.42 |
| C - 52.01 District Courier | NIN Courier District | 004 | \$ 12.97 |
| D - 26.02 Operator, School Bus | NIN Driver School Bus Operator | 006 | \$ 16.00 |
| D - 26.02 Operator, School Bus | NIN Driver Sch Bus Hd Start | 006 | \$ 16.00 |
| S - 11.09 Specialist, Route – Transportation | NIN Spec Route(Transportation) | 007 | \$ 17.19 |
| S - 11.28 Specialist, Information, Elementary | NIN Spec Information-Elem | 005 | \$ 14.28 |
| S - 11.29 Specialist, Information, | NIN Spec Info-SecondarySchool | 006 | \$ 14.72 |
| S - 11.29 Specialist, Information, Sec | NIN Spec Info-SecPupilPerSvc | 006 | \$ 14.72 |
| S - 11.29 Specialist, Information, Sec | NIN Spec Info-SecAttend/SocWrk | 006 | \$ 14.72 |
| S - 11.29 Specialist, Information, Sec | NIN Spec Info-SecGuidanceSvc | 006 | \$ 14.72 |

Draft Estimates for FY19 SPALC Negotiations

| FY20 Market Rate - New Positions | | | | | |
|---|-------------------------------------|-----------------------|------------------------|---|--|
| Adjust Positions to Market Rate (Effective July 1, 2019) | Estimated Number of Employees | Amount of Increase | Estimated Annual Total | Estimated FRS Retirement and FICA/Med | Estimated Total with FRS and FICA/MED |
| New Positions to Market Rate | 887 | \$ 332.56 | \$ 294,980.72 | \$ 46,931.43 | \$ 341,912.15 |
| Totals | | | | | \$ 341,912.15 |



**THE SCHOOL DISTRICT OF LEE COUNTY and
THE SUPPORT PERSONNEL ASSOCIATION OF LEE COUNTY**

**SPALC – JOINT Bargaining Committee
December 17, 2018
Sign-In**

| COMMITTEE MEMBERS | | |
|--------------------------|---|-----------------|
| Name | Position | Initials |
| Dr. Angela Pruitt, Chair | Chief Human Resources Officer | AP |
| William Rothenberg | Director, Compensation & Labor Relations | WR |
| Greg Blurton | Business & Finance | GJB |
| Jimmy Flock | Director, Maintenance | |
| Mike Gatewood | Coordinator, Compensation & Labor | MG |
| Kim Hutchins | Director, Payroll | |
| Jason Kurtz | School Admin. (High) | |
| Ruthie Lohmeyer | School Admin. (Center) | RL |
| Shannon Smith | Staffing & Talent Management | SS |
| Brian Williams | Staff Attorney | BW |
| Elizabeth Peterson | Director, Island Coast FEA | EP |
| Jamie Michael | President, SPALC | JM |
| Antoinette Abrams | Bookkeeper (Royal Palm) | |
| Kenny Benjamin | Transportation (driver) | KB |
| Penny Bennett | Printing Services | |
| Raphael Cruz | Head Custodian (Tropic Isles) | RC |
| Amanda Evans | Transportation (driver) | AE |
| Vivian Hawkins | ESE Helping Teacher (Royal Palm) | VH |
| Kenn Nees | Technical Support Specialist (Varsity Lakes Middle) | KN |
| Jimmy Riley | Maintenance | JR |
| Sandy Sloan | Paraprofessional (The Alva School) | |
| Robin Walker | Asst. Food Service Manager (Diplomat Elem) | RW |

Roger Lloyd

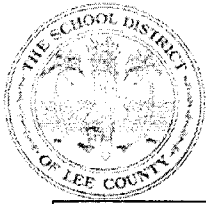
Transportation

RZ

Mission: To ensure that each student achieves his/her highest personal potential

Vision: To be a world-class school system

SPALC – JOINT Bargaining Committee
FY19 (2018-2019 School Year)



**THE SCHOOL DISTRICT OF LEE COUNTY and
THE SUPPORT PERSONNEL ASSOCIATION OF LEE COUNTY**

17

| GUESTS | | December 3, 2018 |
|--------|----------|------------------|
| Name | Position | Initials |
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Mission: To ensure that each student achieves his/her highest personal potential

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SPALC – JOINT Bargaining Committee
FY19 (2018-2019 School Year)