



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

**SPALC Negotiations
Monday, January 14, 2019
Agenda**

Items

1. Check-In
2. Minutes
3. Article 10 (Compensation)
4. 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**

**Committee Meeting Minutes
FY19 (2018-2019 school year)**

January 14, 2019

Agenda:

Check-in

Minutes

Article 10 (Compensation)

Article 15 (Duration, Acceptance, and Reopening)

Check-out

Check-in:

Time Constraints: 7:00 pm, 6:30 pm, 4:30 pm

Missing: Antoinette Abrams, ~~Vivian Hawkins~~, Robin Walker, ~~Jimmy Riley~~, Sandy Sloan, Penny Bennett, ~~Jimmy Flock~~

Elephants: possible phone call

Expectations: to finish *****, keep the ball rolling *****

Minutes:

Approved – December 17, 2018

Story - Article 10 (Compensation)

- We hope everyone had a restful Winter Break; we would like to start this session off with a review of the Market Rate information that was shared at the December 17, 2018 session (see attached)
- Below is a quick overview of the work we've done to date relative to the Market Rate
 - In FY17 (2016-2017 school year), we began transitioning positions to the Market Rate; we started with Maintenance positions and those identified by the Asset, Limited, Income, Constraint, Employed (ALICE) study
 - The ALICE Study identifies the "working poor" and it's our opinion that no government employee should be paid a wage that they would still require government assistance for things like food and housing
 - Maintenance positions were selected, because we'd just finished a job study for these positions and knew that we would have current job descriptions for comparison; we also knew that there were several maintenance positions like our HVAC positions where we had significant difficulty recruiting and retaining qualified employees

- In FY17 (2016-2017 school year), there was an across the board increase, except for employees who were at Step 99 or above the Market Rate, these employees received a one-time bonus
 - In FY18 (2017-2018 school year), SPALC requested that employees who were at Step 99 or above the Market Rate receive the same increase as other employees, so it would count towards Florida Retirement System (FRS) for those employees
 - In FY18 (2017-2018 school year), all SPALC employees received the across the board increase and employees who were below the Market Rate were increased to the Market Rate
- For FY19 (2018-2019 school year) and FY20 (2019-2020 school year), the District is proposing a similar increase as FY18 (2017-2018 school year): a three percent increase for all SPALC employees and employees who are below the Market Rate will be increased to the Market Rate (see attachment)
- Employees in positions that are on the Market Rate who are above the Market Rate after the three percent increase will maintain their hourly rate until the Market Rate catches up to them
- Bus Operators will be moved to the Market Rate, which is currently \$16.00 per hour
- Again, that means that after a three percent increase any Bus Operator who is not at \$16.00 per hour will be moved up to \$16.00 per hour and any Bus Operator who is over \$16.00 per hour will maintain their hourly rate
- The attachment includes information that was requested by SPALC, including how many employees in each position are above or below the Market Rate
- For the third year in a row, Food and Nutrition Services is a high growth area, meaning a significant number of employees are below the Market Rate we identified for FY19 (2018-2019 school year) (see attachment)
- Electricians were very vocal last year, however even with the proposed increase there are still five (5) of the eight (8) employees in this position that are above the Market Rate
- Again, this is the Market Rate for FY19 (2018-2019 school year), so there are three (3) employees in the Electrician position that are below the Market Rate, which means that the Market Rate for this position has increased since FY18 (2017-2018 school year)
- Childcare Attendant, Food and Nutrition Services, and Bus Operators are all positions where there are a significant number of employees that are below the Market Rate, so a number of people will benefit from this proposal
- Licensed Practical Nurse (LPNs) are below the Market Rate, even though they were moved to Market Rate in FY18 (2017-2018 school year), which shouldn't be a surprise given the growth of the health care industry and the demand for qualified employees
- Food and Nutrition Services has about 467 employees that will be brought up to the Market Rate, which isn't a surprise since about half of all Food and Nutrition Services workers were below the Market Rate in FY17 (2016-2017 school year)
- Not surprisingly, positions with large numbers of employees below the Market Rate are also the positions where we've had the most difficulty retaining and recruiting employees
- SPALC requested that the District begin compiling data for communication purposes, so that both SPALC and the District can assist employees in understanding what the changes in compensation mean for them individually and to help tell the story around Market Rate

- The most common question from employees is, “Will I receive a percent increase or an increase to Market Rate?” All employees will receive the three percent increase and those below the Market Rate after the three percent increase will be moved to the Market Rate
- The Market Rate is evaluated every year and we plan to discuss compensation every year
- If an employee wants to know their hourly rate, that information is readily available on PeopleSoft through the employee self-service menu
- It looks like a newly hired employee can make the same amount as an employee who has been here for a number of years; is that correct? Yes, and we plan to have more conversations about how things like longevity should be treated
- SPALC has thrown out the idea of longevity being reflected by an increase in hourly rate, rather than as an annual bonus
- The Market Rate is about paying all employees a competitive wage so that we can retain and recruit qualified employees; there have been some questions about whether we will differentiate pay to reward highly effective employees, but we’re not ready for that discussion yet
- The information sessions that we’ve had to explain the Market Rate and changes in compensation over the past three years have not been well attended; if employee’s are confused about the Market Rate, this may be a reason for the confusion
- All SPALC employees will receive a three-percent increase, so no employee will be below the Market Rate and every employee will be able to put more toward their FRS
- It is not possible for a newly hired to make more than a current employee; they might make the same amount as some employees, but it is highly unlikely that they would make as much as our most senior employees
- Market Rate in some ways levels the playing field, so that employees in the same position receive the same pay for the same work
- The District’s proposal will result in 2,600 employees being compensated at or above the Market Rate; once all SPALC employees are moved to the Market Rate we can begin to have conversations about how else we can improve compensation and recognize the valuable skills and contributions of employees
- SPALC has already discussed an interest in rewarding employees who have certification, licensure, or college degrees
- Compensation & Labor Relations recently attended a round table discussion in Orange County where the districts present indicated they are facing some of the same challenges retaining and recruiting employees
- Orange County in particular mentioned challenges compete with Disney, Universal, and Amazon who have all established a \$15.00 per hour minimum wage, but they also lose Bus Operators to companies like Mears; in Lee County we’re losing employees to construction companies who will pay someone with a CDL to haul fill or to companies like Budweiser or Waste Management
- If an employee wants to stay with the District and increase their pay, they have an easier time doing so with the Market Rate than they do with the Step/Grade system, which is more difficult; there are employees who have already pursued additional education through our Technical Colleges and moved into higher paying positions

Option - CONSENSUS

1. Accept the language in Article 10.06 in the FY18 SPALC Contract with the following changes: Line 2 to read “on July 1, 2019”; Line 4 to read “Three Percent Increase”; Line 5 to delete “. . . at the time of ratification will receive a . . .”; Line 6 to delete and replace with “3% increase in base rate of pay (hourly rate), effective July 1, 2019; Line 8 to change “second year” to “third year”; Line 12 to delete “at the time of ratification” and replace with “. . . effective July 1, 2019. . .”; Line 17 to delete “. . . retroactive to July 1, 2017” and replace with “effective July 1, 2019.”
2. Include in the above Option, “A one-time payment of \$250 to be paid to each bargaining unit employee on March 1, 2019.”

Story - Article 10 (Compensation)

- SPALC is concerned that based on what we’ve heard that TALC employees will be receiving two increases and SPALC will be receiving only one increase; can the District provide some clarification? Yes, that’s information is not correct
- If TALC accepts the proposal that is currently on the table, they will receive an increase similar to SPALC employees in terms of the overall percent increase to compensation; the difference is that due to Florida Statute the payment of this increase will be in two installments; Florida Statute requires that increases in salary for instructional staff be tied to Final Performance Evaluations, which includes student performance data that the District does not receive back from the state until mid-way through the following year
- Option 2 is a one-time bonus of \$250.00 per employee, which would be an additional \$1.1 million; does SPALC have a proposal as to where the funds would come from? SPALC does not, but the request is being made as an incentivize to SPALC employees who would not otherwise see an increase reflected in their paychecks for FY19 (2018-2019 school year)
- The District will gladly rework the numbers to accommodate this request; but the funds will have to be taken from somewhere else in our proposal for FY19 (2018-2019 school year) and FY20 (2019-2020 school year), because we’ve presented our entire bargaining authority in good faith, as is normally done, given our collaborative relationship
- So what has been presented is all the money that is available for FY19 (2018-2019 school year) and FY20 (2019-2020 school year)? Yes
- It is worth noting that SPALC, TALC, and the District recently agreed to increase the Board contribution to flex credits by \$360 per employee; that is an increase in total compensation that will be reflected in employee’s paychecks for FY19 (2018-2019 school year)
- Using the Interest-based Bargaining process, the District shares the total bargaining authority, we do not hold back any information; the District can recalculate the percent increase to see where we would need to be in order to have a one-time bonus of \$250.00 per employee
- A one-time bonus of \$250.00 per employee would will not move employees closer to the Market Rate, so there is the possibility that the actual impact of this change would be more than \$1.1 million
- Employees feel they are not getting a raise in FY19 (2018-2019 school year), even with the increase to the Board contribution

- As a reminder, the District proposed a multi-year agreement covering FY19 (2018-2019 school year) and FY20 (2019-2020 school year) because the pay increase to employees for FY19 (2018-2019 school year) would be only a few dollars per paycheck, if that
- We started with a \$0.47 per student increase in state funding, deducted the funds needed for unfunded and underfunded mandates, deducted the increase to the Board contribution and that left about \$50 per employee for FY19 (2018-2019 school year)
- The District believes SPALC employees deserve more, which is why we have made cuts to our budgets and have improved operational efficiency to the extent that we're able to propose a three-percent increase across the board and the movement to the Market Rate, effective July 1, 2019

CAUCUS

SPALC Report Out: SPALC weighed the pros and cons of having a payout now versus waiting to have a full three-percent increase, effective July 1, 2019. We also discussed how to communicate the pros of waiting for the three-percent increase with our members.

Story -Article 10 (Compensation)

- The District would like to report that at this time we need more discussion about our request to eliminate the use of eight (8) hours of sick leave per week toward overtime
- We understand that this was a big ask on our part and we would like to take a closer look at the data before bringing it back to the table for discussion
- We appreciate SPALC hearing us out, but don't think we're ready for a change yet
- The District would like to clean up language about pay delivery, so that it better reflects Payroll's standard procedures, including how pay period rates are calculated
- We've had some conversations in SPALC Labor/Management about the Payroll process improvements

Option

1. Keep the status quo on current overtime language with a clean-up of contract language to take place in the SPALC Labor/Management Committee
2. Handle all language housekeeping in the next SPALC Labor/Management Committee, so that Article 10.05 (Pay Delivery) better aligns with existing Payroll standard procedures

Straw Design - CONSENSUS

A. Options 1 & 2

Story – Article 10 (Compensation)

- There are some employees still receiving a paper paycheck via mail, this is because they have not signed up for direct deposit or the pay card as required by the SPALC Contract

Story - Article 15 (Duration, Acceptance, and Reopening)

- This contract will be for FY19 (2018-2019 school year) and FY20 (2019-2020 school year) and will have a expiration date of June 30, 2021 with a re-opener in FY21 (2020-2021 school year)

Option

1. Contract duration will be FY19 (2018-2019 school year), FY20 (2019-2020 school year), and FY21 (2020-2021 school year), with a re-opener in FY21 (2020-2021 school year); the re-opener will consist of Article 10 (Compensation), Article 11 (Benefits), and two (2) additional articles per party
2. Adopt language similar to the SPALC Contract from 2008, which includes language about how to handle changes of the District's financial position

Straw Design - CONSENSUS

A. Options 1 & 2

Story - Article 15 (Duration, Acceptance, and Reopening)

- Market Rate will be looked at FY20 (2019-2020 school year), but won't be renegotiated until FY21 (2020-2021 school year), unless the District's financial position changes
- Certification, licensure, college degrees and things that show that employee is more valuable to the District can also be negotiated in FY21 (2020-2021 school year)

Implementation and Communication

Option - CONSENSUS

1. Details of implementation and communication will be discussed and finalized in the next SPALC Labor/Management Committee meeting
- The minutes for the January 14, 2019 meeting will be sent out electronically for approval.

Check-out

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&NtrSrv	\$ 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/Refr&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/Shtmtl 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&NtrSrvs	\$ 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 FinishingPrctr-II	\$ 12.23	\$ 13.62	
O - 1.12 Finishing Procedures Operator I	NIN Operator FinishingPrctr-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 Elctrc 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 Trvng	\$ 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 FY19 SPALC Negotiations

Job Code	Job Description	PeopleSoft Position	Market Rate	Total Employees	Employees Above Market Rate*	Employees Below Market Rate*
500260	A - 11.05 Assistant, Clinic	NIN Assistant Clinic	\$ 13.42	76	76	0
500280	A - 31.01 Assistant Manager, Food and Nutrition Services	NIN Asst Manager Food&NtrSrv	\$ 15.53	40	6	34
500290	S -12.01 Speech-Language Pathologist Assistant	NIN Asst Speech-Language Path	\$ 20.44	5	5	0
500300	A - 46.03 Assistant Supervisor, Building Crafts	NIN Asst Super Building Crafts	\$ 25.00	2	1	1
500320	A - 46.04 Assistant Supervisor, Electrical/Electronics	NIN Asst Super Elec/Electronic	\$ 27.78	2	1	1
500340	A - 46.09 Assistant Supervisor, Grounds	NIN Asst Super Grounds	\$ 16.03	5	1	4
500380	A - 46.06 Assistant Supervisor, Indoor Air Quality	NIN Asst Super IAQ & FoodSerEq	\$ 29.13	1	0	1
500460	A - 46.08 Assistant Supervisor, Plumbing	NIN Asst Super Plumbing	\$ 28.77	1	1	0
500480	A - 46.10 Assistant Supervisor, Sites	NIN Asst Super Sites	\$ 16.03	1	0	1
500520	C - 8.01 Child Care Attendant	NIN Attendant Child Care	\$ 11.98	23	4	19
500660	C - 11.07 Specialist, Accounting	NIN Spec Accounting Sch	\$ 16.81	6	4	2
500700	C - 11.07 Specialist, Accounting	NIN Spec Accounting InstrcCurr	\$ 16.81	1	0	1
500740	C - 11.07 Specialist, Accounting	NIN Spec Acct FiscalSrv-SUN	\$ 16.81	8	5	3
500800	C - 11.03 Clerk, Inventory	NIN Clerk Inventory	\$ 15.49	2	0	2
500880	C - 16.01 Clerk Specialist	NIN Clerk Spclst IntrctSrv-SUN	\$ 14.60	1	1	0
500920	C - 16.01 Clerk Specialist	NIN Clerk Spclst Pupil Srv-SUN	\$ 14.60	1	1	0
500980	C - 11.10 Stockroom Clerk, Transportation	NIN Clerk Stockroom-Transprt	\$ 15.49	4	3	1
501060	C - 21.01 Clerk, Typist	NIN Clerk Typist GuidncSrv-SUN	\$ 14.23	6	5	1
501080	C - 21.01 Clerk, Typist	NIN Clerk Typist School-SUN	\$ 14.23	117	37	80
501120	C - 21.01 Clerk, Typist	NIN Clerk TypistAttn/SocWk-SUN	\$ 14.23	2	0	2
501400	C - 52.01 District Courier	NIN Courier District	\$ 12.97	4	3	1
501460	C - 56.03 Carpenter	NIN CTW Carpenter	\$ 19.23	13	4	9
501480	C - 56.04 Electrician	NIN CTW Electrician	\$ 21.37	8	5	3
501500	C - 56.06 Glazier	NIN CTW Glazier	\$ 17.38	1	1	0
501520	C - 56.07 Locksmith	NIN CTW Locksmith	\$ 20.08	2	2	0
501540	C - 56.08 Mason	NIN CTW Mason	\$ 19.87	2	0	2
501560	C - 56.11 Millwright/Machinist	NIN CTW Millwright/Machinist	\$ 19.66	1	1	0
501580	C - 56.14 Painter	NIN CTW Painter	\$ 17.24	6	2	4
501600	C - 56.15 Plumber	NIN CTW Plumber	\$ 22.13	11	3	8
501640	C - 56.17 Roofer	NIN CTW Roofer	\$ 17.40	2	1	1
501680	C - 56.05 Fire Equipment Service Technician	NIN CTW Technician SrvFireEquip	\$ 18.48	1	1	0
501720	C - 56.21 Welder/Sheetmetal Fabricator	NIN CTW Welder/Shtmtl Fbrctr	\$ 19.49	1	0	1
501740	C - 61.01 Custodian	NIN Custodian	\$ 11.98	465	465	0
501760	C - 61.02 Head Custodian I	NIN Custodian Head I	\$ 15.57	68	68	0
501780	C - 61.02 Head Custodian II	NIN Custodian Head II	\$ 15.57	11	11	0
501800	C - 61.02 Head Custodian III	NIN Custodian Head III	\$ 15.57	3	3	0
501900	D - 26.02 Operator, School Bus	NIN Driver School Bus Operator	\$ 16.00	692	420	272
502180	H - 11.07 Helping Teacher, Brailist	NIN Helping Teacher Brailist	\$ 16.72	2	2	0
502300	H - 11.03 Helping Teacher, Interpreter for Deaf	NIN Helping Teacher Interpreter	\$ 21.36	14	5	9
502310	H - 11.11 Helping Teacher, Social Communication Technician	NIN HelpingTeacherSocCmAge6-21	\$ 15.54	19	18	1

Draft Estimates FY19 SPALC Negotiations

Job Code	Job Description	PeopleSoft Position	Market Rate	Total Employees	Employees Above Market Rate*	Employees Below Market Rate*
503260	N - 1.02 Licensed Practical Nurse (LPN)	NIN Licensed Practical Nurse	\$ 20.32	3	0	3
503400	M - 1.03 Manager, Food and Nutrition Services (Intern)	NIN Manager Intern Fd&NtrSrvs	\$ 15.53	8	0	8
503620	M - 6.02 Mechanic	NIN Mechanic	\$ 20.73	34	16	18
503630	M - 6.05 Mechanic, Generator	NIN Mechanic Generator	\$ 26.24	1	0	1
503640	C - 56.02 HVAC/Refrigeration & Chillwater Mechanic	NIN Mechanic HVAC/Refrg&Chlwtr	\$ 22.41	10	1	9
503680	M - 6.03 Service Mechanic	NIN Mechanic Service	\$ 17.28	7	4	3
503760	C - 56.26 Equipment Operator, Maintenance Services	NIN Operator EquipmntMaintSrv	\$ 20.67	1	0	1
503780	O - 1.12 Finishing Procedures Operator I	NIN Operator FinishingPrcdr-I	\$ 14.98	1	1	0
503800	O - 1.11 Specialist, Bindery (Level II)	NIN Operator FinishingPrcdr-II	\$ 13.62	1	0	1
503860	O - 1.06 Snack Bar Operator	NIN Operator Snack Bar	\$ 13.14	1	0	1
504200	P - 1.01 Paraprofessional, Head Start Instructor Level I	NIN Para Head Start Instr-I	\$ 22.02	1	1	0
504220	P - 1.04 Paraprofessional, Head Start Instructor Level II	NIN Para Head Start Instr-II	\$ 18.35	18	18	0
504300	P - 17.01 Printer II	NIN Printer 2	\$ 16.35	1	1	0
504380	R - 1.01 Receptionist	NIN Receptionist	\$ 13.56	4	0	4
505640	S - 11.28 Specialist, Information, Elementary	NIN Spec Information-Elem	\$ 14.28	44	35	9
505680	S - 11.29 Specialist, Information, Sec	NIN Spec Info-SecAttend/SocWrk	\$ 14.72	5	5	0
505700	S - 11.29 Specialist, Information, Sec	NIN Spec Info-SecGuidanceSrv	\$ 14.72	8	8	0
505720	S - 11.29 Specialist, Information, Sec	NIN Spec Info-SecondarySchool	\$ 14.72	14	13	1
505740	S - 11.29 Specialist, Information, Sec	NIN Spec Info-SecPupilPerSrv	\$ 14.72	33	32	1
505860	S - 11.38 Specialist, Locksmith/Hardware Systems	NIN Spec Locksmith/HardwareSys	\$ 22.08	1	1	0
506020	S - 11.09 Specialist, Route – Transportation	NIN Spec Route(Transportation)	\$ 17.19	7	7	0
506100	S - 11.54 Specialist, Safety and Security	NIN Spec Safety and Security	\$ 13.30	127	55	72
506480	C - 56.22 Turf Specialist	NIN Spec Turf	\$ 15.49	2	1	1
507420	T - 6.06 Chillwater HVAC Technician	NIN Technician Chillwater HVAC	\$ 25.77	6	2	4
507460	T - 6.05 Field Service Electronic Technician	NIN Technician Elctrnc FldSrv	\$ 23.49	6	1	5
507480	T - 6.08 Energy Systems Technician	NIN Technician Energy Systems	\$ 22.41	3	0	3
507680	T - 6.02 Pest Control Technician	NIN Technician Pest Control	\$ 15.85	3	3	0
507840	F - 1.04 Worker, Food and Nutrition Services	NIN Worker Food&Nutrition Srvs	\$ 11.95	602	135	467
507860	F - 1.05 Worker, Food and Nutrition Services (Traveling)	NIN Worker Fd&NtrSvs TrvIng	\$ 13.14	23	2	21
507920	S - 6.01 Sites Worker	NIN Worker Sites	\$ 12.33	32	15	17
507940	S - 6.01 Sites Worker	NIN Worker Sites Maintenance	\$ 12.33	15	4	11
507960	C - 56.19 Utility Worker/Trades Helper	NIN Worker Utilit/TrdsHlpMaint	\$ 13.21	13	4	9
508040	D - 26.02 Operator, School Bus	NIN Driver Sch Bus Hd Start	\$ 16.00	4	4	0
			Totals	2669	1535	1134

*Following proposed 3% increase



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

**SPALC Bargaining Committee
January 14, 2019
Sign-In**

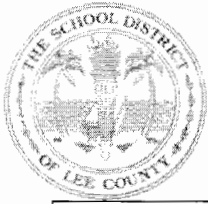
COMMITTEE MEMBERS		
Name	Position	Initials
Dr. Angela Pruitt, Chair	Chief Human Resources Officer	AP
William Rothenberg	Director, Compensation & Labor Relations	WR
Greg Blurton	Business & Finance	GB
Jimmy Flock	Director, Maintenance	JF
Mike Gatewood	Coordinator, Compensation & Labor	MG
Kim Hutchins	Director, Payroll	KH
Jason Kurtz	School Admin. (High)	JK
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)	AA
Kenny Benjamin	Transportation (driver)	KB
Penny Bennett	Printing Services	PB
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)	SS
Robin Walker	Asst. Food Service Manager (Diplomat Elem)	RW

Roger Lloyd Transportation
 Kelly Letcher Budget

RL
 KL

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**

GUESTS		January 14, 2019
Name	Position	Initials

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

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SPALC Bargaining Committee
FY19 (2018-2019 School Year)