



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

March 24, 2019

The SPALC and District bargaining teams met on March 19, 2019 to continue negotiations for a re-opener of the FY18 SPALC Contract. Using the interest-based bargaining process, the teams discussed the distribution of an additional \$700,000 in bargaining authority provided by the School Board, bringing the total bargaining authority for SPALC to \$4.8 million.

Updated information is provided below and will be sent to all support staff and all administrators via District email. This information will be posted on the District website, along with an electronic copy of the SPALC Tentative Agreement.

Article 10 (Compensation)

- **Three-and-a-half Percent Increase:** A three-and-a-half 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-and-a-half 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-and-a-half 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-and-a-half Percent Increase:** \$4.2 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.

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