

SPALC Contract Information Session

Support Personnel Association of Lee County &
School District of Lee County
FY21 (2020-2021 School Year) Tentative Agreement
January 2021



PERSONAL | PASSIONATE | PROGRESSIVE



OVERVIEW

- Negotiation Procedure
- Bargaining Authority
- E-Ratification Vote

OVERVIEW

- Implementation will begin following ratification and Board approval
- Remains in effect until ratification of a subsequent collective bargaining agreement or June 30, 2023, which is the end of FY23 (2022-2023 school year)

TIMELINES

Bargaining Began	9/28/20
Agreement Reached	12/7/20
Tentative Agreement Signed	12/18/20
Tentative Agreement Sent	12/18/20
Information Session	1/6/21
Ratification Vote	1/19/21 – 1/20/21
Board Approval	1/26/21
Compensation Change	2/1/21 or later, paid out in 2/26/21 paycheck

INTERESTS

- Student Success
- Workforce Success
- Improved Clarity and Communication
- Continuous Improvement through:
 - Data Driven Decision Making
 - Participatory Decision Making

PROPOSED CHANGES

- SPALC and District bargaining teams met and discussed:
 - Article 5 (General Employment Practices)
 - Article 6 (Working Conditions)
 - Article 9 (Disciplinary Procedures)
 - Article 10 (Compensation)
 - Article 11 (Benefits)
 - Article 12 (Leave)
 - Article 15 (Duration, Acceptance, and Reopening)
 - Housekeeping Items

PROPOSED CHANGES

Article 5 (General Employment Practices)

- Clarification to language regarding job descriptions

PROPOSED CHANGES

Article 6 (Working Conditions)

- Addition of language regarding
 - Protections for employees for harassment and discrimination
 - Protections for employees who are nursing mothers
 - Protections for employees who are victims of domestic or sexual violence

PROPOSED CHANGES

Article 6 (Working Conditions)

- Clarification of language regarding Alcohol, Tobacco, and Drug-Free Workplace policies, including:
 - Clarifying expectations regarding drug abuse assistance or rehabilitation programs
 - Clarifying language regarding alcohol, tobacco, or drug testing of employees
 - Clarifying language regarding employees performing duties associated with the confiscation of alcohol, tobacco, or drugs
- Addition of language regarding Last Chance Agreements (LCAs) for employees in violation of Alcohol, Tobacco, and Drug-Free Workplace policies

PROPOSED CHANGES

Article 9 (Disciplinary Procedures)

- Updates to existing language to improve communication and clarity regarding employee discipline procedures
- Addition of references to relevant Florida Statute and Florida Administrative Code
- Addition of language regarding:
 - Employee's right to representation for pre-determination hearings
 - Employee's right to receive notice of a complaint against them prior to a pre-determination hearing
 - Association's right to attend all District-based pre-determination hearings

PROPOSED CHANGES

Article 9 (Disciplinary Procedures)

- Addition of language regarding:
 - The use of technology as a basis for disciplinary action, which states that disciplinary action may not be solely based upon the use of technology and must consider the totality of the circumstances.
 - Non-disciplinary outcomes of investigations, including “No Finding” and “Letter of Guidance”
 - Disciplinary outcomes of investigations, including “Administrative Notes”, “Conference Summary”, “Written Reprimand”, “Last Chance Agreement”, “Suspension”, and “Termination”

PROPOSED CHANGES

Article 12 (Leave)

- Discussion of proposed changes to Article 12 (Leave), which will improve readability
- Agreement to continue working on rewrites to Article 12 (Leave) and to bring a recommendation for a clear and concise re-write in FY22 (2021-2022 school year)

Article 15 (Duration, Acceptance, and Reopening)

- Extend the duration of the Collective Bargaining Agreement by three (3) years to cover FY21 (2020-2021 school year, FY22 (2021-2022 school year), FY23 (2022-2023 school year)

PROPOSED CHANGES

Housekeeping

- Additional housekeeping to align the terms of employment with other bargaining units and employee groups, including:
 - Changing gender specific references to gender neutral references
 - Changing “when” to “if” where applicable
 - Removal of language in conflict with School Board Policy regarding Dues Collection

PROPOSED CHANGES

Article 10 (Compensation)

- Changes in Compensation

- ***Two Percent Increase:*** Effective February 1, 2021 or later, a two percent increase in base rate of pay (hourly rate) for employees who are employed at the time of ratification and payment
- ***One-Time Bonus:*** A one-time bonus of \$294.50 for employees who were hired on or before September 1, 2020 and remain continuously employed in a SPALC bargaining position until ratification and payment

PROPOSED CHANGES

Article 10 (Compensation) (Continued)

- Changes in Compensation
- Changes in compensation tentatively scheduled to be paid on the February 26, 2021 paycheck
- Addition of language clarifying existing incentive and bonus programs, including:
 - ActiveLee Employee Wellness
 - Qualifying Adoptive Employee

PROPOSED CHANGES

Article 11 (Benefits)

- An increase in the Board Contribution to Flex Credits from \$7,360.80 to \$8,104.80 per employee, per year; this is an increase of \$744.00 per year or \$62.00 per month and matches the increase in Total Monthly Premiums of current major medical plans, so the net impact of increased costs of health insurance do not result in any increase to employees
- Addition of language memorializing the District's participation in the Florida Retirement System and contributions to Social Security

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QUESTIONS?

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