



# THE SCHOOL DISTRICT OF LEE COUNTY

2855 COLONIAL BLVD. ♦ FORT MYERS, FLORIDA 33966 ♦ [WWW.LEESCHOOLS.NET](http://WWW.LEESCHOOLS.NET)

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## **SPALC Contract Negotiations FY19 (School Year 2018-2019) JOINT Communication**

September 25, 2018

The SPALC and District bargaining teams met on September 24, 2018 to negotiate a reopener of the FY18 SPALC Contract. Using the interest-based bargaining process, the teams identified items for discussion and negotiation. The teams established norms for bargaining sessions to ensure civility, decorum, and fidelity to the interest-based process. Two (2) articles were opened by each party and Article 10 (Compensation) and Article 11 (Benefits) were opened by both parties.

The teams reached consensus on a calendar for bargaining sessions with plans to meet every other Monday from 4:00 p.m. to 7:00 p.m. until a tentative agreement is reached. All meetings are open to the public.

An overview of the interest-based process was provided for new members of the bargaining teams who have not yet attended interest-based training. The teams created snapshots of each item by presenting headlines, identifying interests, and discussing the need for data. Approved minutes from bargaining sessions will be posted on the District website at: [www.leeschools.net/labor-relations](http://www.leeschools.net/labor-relations).

The teams discussed story, presented options, and reached consensus on the following items:

- **Article 3 (Safety & Security)**
  - Moving safety and security language to Article 6 (Working Conditions)
  - Renaming Article 3 (Negotiation Procedures) and adding relevant information
- **Article 4 (Grievance Procedures)**
  - Standardize timelines for grievance procedures
- **Article 5 (General Employment Practices)**
  - School-based SPALC employees to be guaranteed a quarterly meeting with their school-based administrators

The bargaining teams are scheduled to meet next on October 8, 2018 from 4:00 p.m. to 7:00 p.m. in Media Rooms 1 and 2 at the Lee County Public Education Center.