



# 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

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January 8, 2019

The SPALC and District bargaining teams met on December 17, 2018 to continue negotiations for a re-opener of the FY18 SPALC Contract.

The teams will continue to meet from 4:00 p.m. to 7:00 p.m. in Media Rooms 1 and 2 at the Lee County Public Education Center. Remaining articles will be discussed at future bargaining sessions. The next bargaining session is on January 14, 2019. All meetings are open to the public.

Using the interest-based bargaining process, the teams discussed story, presented options, and reached consensus on the following items:

- **Article 5 (General Employment Practices)**
  - An update was provided on the progress of the District's five-year job study plan, which involves updating all job descriptions district-wide
  - Existing language concerning disciplinary procedures will be moved to Article 9
  - Language will be added to inform employees of legal requirements concerning Veteran's Preference in employment
- **Article 7 (Work Schedule)**
  - An appendix will be added to assist in clarifying scheduled hours, work hours, and lunch periods for every position
- **Article 10 (Compensation) – Consensus Pending**
  - A proposed multi-year compensation plan was presented with a goal of increasing the overall number of employees currently at the Market Rate, including an increase in compensation for all support staff positions
  - Discussion of standardization of pay delivery language to assist payroll in their efforts to improve efficiency and accuracy of payroll through automation
- **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