



SPALC BARGAINING MINUTES

September 27, 2023

FY24 (2023-2024 school year)

AGENDA

- Check-In
- Approval of Minutes
- Article 10 (Compensation)
- Article 12 (Leave)
- Article 15 (Duration and Acceptance)
- Check out

CHECK-IN

Time Constraints: 6:30pm *

Missing:

- Elizabeth Brinkley

Elephants: None

Expectations:

- Get a deal *****
- Conclude compensation ***

MINUTES

- 09.11.2023 minutes approved with corrections.

Story – Article 10 (Compensation)

- The SPALC Bargaining authority has increased to \$10.7 million. This equals to an 8% increase.



Options

9. 8% salary increase across the board.
10. 4% across the board to the new salary schedule;
 - 5-9 years additional 3% (equates to step)
 - 10-14 years additional 6% (equates to 2 steps)
 - 15+ additional 9% (equates to 3 steps)
11. Salary increase retroactive to July 1, 2023.
12. SPALC bargaining to reconvene in the first half of 2024.

CAUCUS

- *SPALC Report Out*: 8% increase across the board. This will be the best outcome to recruit and retain employees.
- *District Report Out*: Reviewed options.

Straw Design

- Options 9, 11, and 12

Story – Article 10 (Compensation)

- The 8% increase is the same as the other bargaining unit.
- SPALC would like to be included in the salary study.
- 1,947 employees have been in the district between 0-4 years.
- 905 employees have been in the district between 5-9 years.
- 408 employees have been in the district between 10-14 years.
- 979 employees have been in the district for 15+ years.
- The 8% increase across the board does not help with the compression of the schedule.

CALENDAR

- The next bargaining session for SPALC is scheduled as follows:
 - October 5th, 2023, in the Caloosahatchee Room.

CHECK-OUT