



SPALC BARGAINING MINUTES NOVEMBER 29, 2021 FY22 (2021-2022 school year)

AGENDA

- Check-In
- Proposed Language for Article 8 (Performance Evaluation)
- Proposed Language for Article 12 (Leave)
- Proposed Language for Article TBD (Professional Development)
- Article 10 (Compensation)
- Check-Out

Note: Meeting began at 4:22pm due to technical difficulties with recording equipment.

Check-In:

Time Constraints: 6:00 p.m., 7:00 p.m.

Missing: Jami Browder, Dr. Helen Martin, Toni Abrams

Elephants: None

Expectations: Make significant progress *****

STORY

- Drafts of proposed language for Article 8 (Performance Evaluation), Article 12 (Leave), and Article TBD (Professional Development) were shared with the SPALC Labor/Management Committee
- We would like to table discussion about the proposed language and discuss it further at future SPALC Labor/Management Committee meetings

STORY – ARTICLE 10 (COMPENSATION)

- Previously, we discussed an interest in an across the board increase in wages for all SPALC employees
- At the most recent SPALC Labor/Management Committee meeting there was a mention of the District's interest in offering a retention incentive to be provided at the end of the school year using Elementary and Secondary School Economic Relief



(ESSER) Act funding; the interest was to offer SPALC employees an additional \$1,000.00 similar to what will be paid on December 15, 2021

- SPALC would like to call for a caucus

CAUCUS

SPALC Report-out: SPALC discussed more of the story and would like to share some individual examples with the bargaining teams. SPALC would also like to know the amount of the District's Bargaining Authority. This is information that's been shared at bargaining in the past.

STORY – ARTICLE 10 (COMPENSATION)

- I have been an employee in the District for over twenty (20) years and I do not make \$20.00 an hour; the only reason I stay in the District is because of retirement and benefits; people need to be paid a living wage; if you want to keep employees, pay them accordingly
- I've been an employee in the District for over ten (10) years and I make less than \$15.00 an hour; my college aged child makes more than me working at Big Lots; the fast food industry is paying more than the District; we love what we do, but we also have to provide for our families; we need our wages to match how we feel about working with students
- The fast food restaurant is a private industry, so it's not funded by taxpayers; we do not have stockholders and other sources of funding for schools; we're allocated a certain amount of money every year by the State and we have to come up with bargaining authority from that pot of money; the District has approximately \$3M in bargaining authority for the SPALC bargaining unit
- That \$3M equates to 2.5% increase in spending for the SPALC bargaining unit; the District received a little more than a 1% increase in funding from the State
- I am floored; here we go again with the 2.5% increase; the District will be in worse shape if it doesn't do better by its employees
- I've been an employee in the District for thirty-one (31) years and do not make \$22.00 an hour; I have not seen the District start a school year without enough bus operators or substitute bus operators until this year; if you do not pay your employees the market rate, they will leave; we cannot afford to lose any more employees across the District



- We are hurting when it comes to the lack of Paraprofessionals; there are schools that do not have enough Paraprofessionals to provide cafeteria coverage; some schools have one (1) Paraprofessional providing cafeteria covering for three hundred (300) students; we love our jobs, but a 2.5% increase will not keep people
- It's important to note that our Insurance Fund is down \$9M; we are using money from ESSER to cover that shortage and we are not planning on increasing the Board contribution to Health Insurance, but will still be able to maintain affordable Health Insurance plans.
- We're doing everything we can to keep from passing those costs on to employees; I would like to know what you're looking for from the District
- What was the raise for FY21 (2020-2021 school year)?
- It was a 2.0% increase effective 2/1/2021 and a one-time bonus of \$294.50
- Forgive me for not jumping for joy that you're now offering an extra 0.5%; we're offended by the District's proposal; we're out here doing extra work and that's all it's worth
- Everything is going up in cost by 6.5% and we're looking at a 2.5% increase; it's upsetting, especially for those of us that have been here for twenty (20) years or more
- This is a slap in the face; I remember the years when I didn't get a raise, but I stayed
- Right now, I feel all my years of service were a waste
- We don't feel appreciated and we are not respected
- If we can't afford to stay, we will leave
- Just to provide a recap:
 - In FY07 (2006-2007 school year), there was a step increase
 - In FY08 (2007-2008 school year), there was a three percent increase
 - In FY09 (2008-2009 school year), there was a three percent increase
 - In FY10 (2009-2010 school year), there was a one percent increase plus a one-time bonus
 - In FY11, there was a two percent increase with no retro
 - In FY12, there was no increase
- If you want highly qualified, highly effective employees, you're going to have to pay them better
- SPALC would like to call a caucus

CAUCUS



SPALC Report-out: There's a lot of disappointment on our side with the proposal from the District. Employees feel that they're not valued in the District. Employees will be resigning, because they cannot afford to work for the District anymore. We are very disappointed that the District's proposal is 2.5% increase. According to recent news reports, the cost of living is up 7.0%, food costs have increased 13.0% percent. Based on the District's proposal of a 2.5% increase, employees will make between \$0.35-\$0.40 more an hour. As support staff, only making \$0.36 more an hour and being asked to wear many more hats for not much more pay, it's very insulting and sad.

District Report-Out: The District team discussed a desire to bring more information forward relative to different employee groups within the SPALC bargaining unit. We would like to review the Market Rate for each of the group and perhaps we can address unique problems within each group of employees.

STORY – Article 10 (Compensation)

- When was the last time Market Rate was updated?
- We receive quarterly updates of the Market Rate from the Economic Research Institute (ERI); we're constantly monitoring this data using the salary assessor software, which is based on US Department of Labor (US DOL) information
- As far as the last time that Market Rate was updated in the contracts, it's been two (2) years; we discussed updating Market Rate in FY21 (2020-2021 school year), but because of limited funding and some instability in labor markets due to COVID we did not agree to that in bargaining
- We have the current data as of October 2021 and will receive another update in a couple months
- How would you determine the Market Rate for Paraprofessionals? There are no other Districts that use the Market Rate, correct?
- Correct, most school districts do not use the Market Rate and for positions that are unique to education or common among school districts, we also use Florida Department of Education (FL DOE) data
- We have been able to determine a market rate for paraprofessionals, using both ERI and FL DOE
- One of the challenges with implementing a market rate for paraprofessionals would be differentiating pay based on assignment; for example, offering an incentive for working in specific ESE classrooms, with ESOL students, at Turnaround Schools or Special Centers



- We currently differentiate pay based on a school's Title I status and for some of the Special Centers, but that designation can change and it creates other issues for employees and the District

OPTION

1. 2.5% across the board increase for SPALC employees ~~and a one-time bonus at the end of FY22 (2021-2022 school year) with details to be discussed in SPALC Labor/Management Committee~~

STORY – Article 10 (Compensation)

- Did you say the money for the one-time bonus was coming from ESSER? If so, that should not be included in the option
- It was previously mentioned that a one-time bonus would be part of a Memorandum of Understanding (MOU)
- Is there a reason why the option doesn't include the funding source? ESSER funding is still subject to collective bargaining
- A different funding source doesn't mean that it shouldn't be bargained or be part of an option
- We would like it noted that the funding for the bonus would not come out of the bargaining authority for SPALC
- Maybe we need to separate Option 1 into two options

OPTION

2. A one-time bonus at the end of FY22 (2021-2022 school year) with details to be discussed in SPALC Labor/Management Committee

CHECK-OUT

- Next SPALC Bargaining Session is scheduled for December 15, 2021 at 4:00 p.m.