



SPALC COLLECTIVE BARGAINING FY22 (2021-2022 SCHOOL YEAR) JOINT COMMUNICATION

April 12, 2022

The SPALC and District bargaining teams met on April 11, 2022 to continue negotiations for a successor agreement to the FY21 SPALC Collective Bargaining Agreement. Using the interest-based bargaining process, the teams discussed story, presented options, and reached consensus on the following items and the distribution of the Elementary and Secondary Schools Emergency Relief (ESSER) funding from the federal government and bargaining authority for increased compensation provided by the School Board:

FY22 (2021-2022 school year) COVID Memorandum of Understanding (MOU)

- SPALC and the District entered into a MOU that renewed key elements of the FY21 COVID MOU; information was shared with employees in August 2021
- The FY22 COVID MOU was ratified and board approved in October 2021

ESSER Classroom Coverage

- In September 2021, SPALC and the District began discussing compensation, including compensation for employees providing classroom coverage
- In March 2022, the parties executed an MOU amending the FY22 COVID MOU that clarified some confusion around compensation for support staff providing classroom coverage and increased compensation to \$100.00 per day
- Emergency implementation was effective January 12, 2022 and additional information was provided to instructional staff and administrators, including a list of Frequently Asked Questions (FAQs), which will be updated on an ongoing basis

Retention and Attendance Bonuses

- The parties agreed to retention bonuses for FY22 (2021-2022 school year) and FY23 (2022-2023 school year)
- Support staff must be employed by the District at the time of disbursement and must be payroll active and actively working in order to be eligible for payment
- One-time bonuses will be available to employees based upon hire date as follows:
 - A one-time bonus in the amount of \$1,000.00 will be paid onto eligible employees on March 31, 2022 for support staff who are payroll active and actively working on March 15, 2022



SPALC COLLECTIVE BARGAINING FY22 (2021-2022 SCHOOL YEAR) JOINT COMMUNICATION

- A one-time bonus in the amount of \$1,000.00 will be paid on July 15, 2022 for support staff who meet the attendance requirements described in the MOU
- For employees who are employed on the last regularly scheduled work day of FY22 (2021-2022 school year) that return for FY23 (2022-2023 school year) with no break in service and are still employed on September 30, 2022, a one-time bonus in the amount of \$1,000.00 to be paid on October 14, 2022; funding for this retention bonus will come from savings realized as a result of unfilled vacancies in FY22 (2021-2022 school year); all available funding will be expended and the amount of this one-time bonus may be adjusted to account for changes in the number of eligible employees

Article 2 (Privileges, Rights, and Responsibilities)

- The parties agreed to language that recognizes SPALC's right to access information about members of their bargaining unit, which might not otherwise be available through a public records request

Article 6 (Working Conditions)

- The parties agreed that support staff should not be released to perform duties associated with Fee-Based Programs until the completion of their regularly scheduled work day; student supervision remains the duty of all District staff and emergency situations may require minor deviation from regular work schedules
- The parties agreed that SPALC should be included on the District Student Discipline Committee and language will be added to Article 13 (Participatory Decision Making), along with a commitment to identify best practices for managing student discipline among various employee groups including those who are not school-based

Article 8 (Performance Evaluation)

- The SPALC Labor/Management Committee will execute a Memorandum of Understanding in FY22 (2021-2022 school year) that includes a clear and concise re-write of Article 8 (Performance Evaluation) to be effective July 1, 2022 for FY23 (2022-2023 school year)



SPALC COLLECTIVE BARGAINING FY22 (2021-2022 SCHOOL YEAR) JOINT COMMUNICATION

Article 10 (Compensation)

- Dr. Ami Desamours, Chief Financial Officer, provided an update on bargaining authority in December 2021
- SPALC requested data from the District in order to evaluate options based upon the parties shared interests and returned with a presentation on potential savings in the District's budget for FY22 (2021-2022 school year)
- The parties discussed economic realities of the COVID pandemic that are disproportionately impacting support staff; SPALC bargaining team members provided personal examples of the hardships that many employees face
- The parties discussed differences in employee compensation and how things like work schedule and availability to work overtime impact employee's actual annual earnings; there was an emphasis on how limitations and lower wages mean specific support staff positions are especially disadvantaged
- The parties presented and evaluated several options for compensation that attempted to account for differences between positions, address the unique needs of specific positions, and ensure an equitable distribution of available funding
- SPALC requested that the District return for another executive session with the School Board to ask for an increase in bargaining authority; the Board agreed to increase the available bargaining authority to \$9.2M in recurring funds for a two-year agreement
- The parties agree to the following changes in compensation:
 - An increase in hourly rate for all support staff of \$0.80 per hour, effective July 1, 2022
 - Establishing a Market Rate for a consolidated paraprofessional position of \$15.75 per hour, effective July 1, 2022; along with an annual supplement of \$1,000.00 for ESE paraprofessionals
 - Increasing the Market Rate for Bus Operators to \$17.50 per hour, effective July 1, 2022
 - A change in the structure of longevity pay to align with the TALC Contract and ADMIN Salary Schedule; eligible employees will receive the following paid throughout the course of the school year, which will now be FRS eligible compensation, based on Years L (non-consecutive years of District service):
 - Employees with 10 to 14 years will receive \$250.00



SPALC COLLECTIVE BARGAINING FY22 (2021-2022 SCHOOL YEAR) JOINT COMMUNICATION

- Employees with 15 to 19 years will receive \$500.00
- Employees with 20 to 24 years will receive \$1,000.00
- Employees with 25 to 29 years will receive \$2,000.00
- Employees with 30 or more years will receive \$2,500.00
- Additional discussion about recently enacted legislation providing the District with funding to increase all positions to a minimum wage of \$15.00 per hour will occur in FY23 (2022-2023 school year)

Article 11 (Benefits)

- The Insurance Task Force will continue to meet to discuss a recommendation for the bargaining teams to consider prior to start of the next insurance year

Article 12 (Leave)

- The SPALC Labor/Management Committee will execute a Memorandum of Understanding in FY22 (2021-2022 school year) that includes a clear and concise re-write of Article 12 (Leave) to be effective July 1, 2022 for FY23 (2022-2023 school year)

Article TBD (Professional Development)

- The parties agreed to the adoption of language creating an article specifically capturing the details of the District’s continued commitment to provide meaningful, job related professional development that recognizes the learning needs and preferences of a diverse group of positions and employees

Calendar

- Bargaining sessions were scheduled for the following date:

Monday	September	13	2021	CANCELLED
Monday	September	20	2021	
Monday	October	4	2021	CANCELLED
Monday	November	1	2021	CANCELLED
Thursday	November	18	2021	CANCELLED
Monday	November	29	2021	
Wednesday	December	15	2021	
Wednesday	January	12	2022	



SPALC COLLECTIVE BARGAINING FY22 (2021-2022 SCHOOL YEAR) JOINT COMMUNICATION

Monday	January	24	2022	CANCELLED
Monday	January	31	2022	CANCELLED
Thursday	February	10	2022	CANCELLED
Thursday	February	17	2022	
Wednesday	February	23	2022	
Monday	March	7	2022	
Thursday	March	10	2022	CANCELLED
Tuesday	March	15	2022	CANCELLED
Monday	April	11	2022	

- Approved minutes from all bargaining sessions are available on [the District website](#)
- Live streaming of bargaining sessions is via [the District YouTube channel](#) and archived videos of bargaining sessions are available

Thank you again for everything that you do to support the students of Lee County!