



## SPALC BARGAINING MINUTES

August 22, 2022

FY23 (2022-2023 school year)

### AGENDA

- Check-In
- Time Constraints
- Norms
- Calendar
- Overview of the Interest-Based Process
- Snapshots
- Check-Out

### CHECK-IN

**Time Constraints:** 5:00, 5:30

**Missing:** Chris Rasmussen, David Montane, Sailyn Perez, Toni Abrams

**Elephants:** (none)

#### **Expectations:**

- To get off to a good start\*\*\*\*\*
- Get this party started\*\*\*\*
- Learn more about the process\*
- Have a productive meeting\*\*\*
- We will all work together
- Equality for everyone

### NORMS

- Begin and end on time
- Cell phones on silent mode
- Minutes distributed before the next meeting
- Stay on task
- Limit sidebars
- Issues not individuals
- Maintain confidentiality as best we can

## CALENDAR

- Our next bargaining sessions for SPALC are scheduled for:
  - September 12 Joint Session for Article 11 (Benefits)
  - September 19
  - We will stick to every other Monday and address changes as needed

### Article 8 (Performance Evaluation)

<b><u>Story</u></b> <ul style="list-style-type: none"><li>• Draft language has been shared in SPALC Labor Management</li><li>• Notice, Evidence Assistance and Time (NEAT) process</li><li>• Not sure if we need to get SPALC evaluation process approved by the state</li><li>• SPALC employees can only get a rating of Satisfactory</li><li>• Conversation around ratings mirroring Instructional ratings of Highly Effective, Effective, Needs Improvement and Unsatisfactory</li><li>• Inconsistent rating is confusing</li></ul>	<b><u>Interests</u></b> <ul style="list-style-type: none"><li>• Student Achievement</li><li>• Equity</li><li>• Clarity</li><li>• Employee Morale</li><li>• Retention</li><li>• Consistency</li><li>• Support and Assistance</li></ul> <b><u>Data Requests</u></b> <ul style="list-style-type: none"><li>• List of jobs descriptions we are required to report to FL DOE from SPALC</li><li>• The number of SPALC employees per evaluation category</li></ul>
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### Article 10 (Compensation)

<b><u>Story</u></b> <ul style="list-style-type: none"><li>• Need on the SPALC side to address compression due to \$15 per hour minimum wage</li><li>• Look at market rate</li><li>• Promote the member benefit of college tuition and look at highest degree supplement</li><li>• Payment for longevity</li><li>• Increase of workload without compensation</li></ul>	<b><u>Interests</u></b> <ul style="list-style-type: none"><li>• Retention and recruitment</li><li>• Employee Morale</li><li>• Livable wage</li><li>• Stability in your building</li><li>• Quality of work</li><li>• Manageability</li><li>• Clarity</li><li>• Respect</li></ul>
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<ul style="list-style-type: none"> <li>Record inflation and lack of affordable housing</li> <li>ALICE report from United Way</li> <li>October 14 the retention bonus will be paid</li> </ul>	<p><b><u>Data Requests</u></b></p> <ul style="list-style-type: none"> <li>Custodial square footage</li> <li>Market rate</li> </ul>
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**Article 11 (Benefits)**

<p><b><u>Story</u></b></p> <ul style="list-style-type: none"> <li>This would be included in a Joint Session</li> <li>Medical Insurance and other benefits</li> <li>We have had consistent medical trend of upwards of 10% and the contribution of the board does not keep up with the trends</li> <li>Not received a great deal of attention in past years</li> <li>ITF is a collaborative committee for insurance items</li> <li>Continued interest in child care benefits</li> <li>Concept of total compensation</li> <li>The School District of Lee County has the lowest employer contribution amongst Lee government employers</li> <li>The reserve fund for health insurance can only be touched by the Insurance and Benefits Task Force. The fund has been dwindling over the years</li> <li>The money the Board contributes toward health insurance is determined at the bargaining table</li> <li></li> </ul>	<p><b><u>Interests</u></b></p> <ul style="list-style-type: none"> <li>Recruitment and retention</li> <li>Manageability</li> <li>Employee affordability</li> <li>Employee wellness</li> <li>Access and usability</li> </ul> <hr/> <p><b><u>Data Requests</u></b></p> <ul style="list-style-type: none"> <li>Include trend data in presentation</li> <li>Impact on costs from COVID</li> </ul>
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<b>Article 12 (Leave)</b>	
<p><b><u>Story</u></b></p> <ul style="list-style-type: none"> <li>• Long and confusing article. SPALC Labor Management has a re-write that is hopefully more clear</li> <li>• Highlight would be specific language about compassionate leave for miscarriage, still birth, ectopic pregnancy or molar pregnancy</li> <li>• Compliance</li> </ul>	<p><b><u>Interests</u></b></p> <ul style="list-style-type: none"> <li>• Recruitment and Retention</li> <li>• Reduction of incidents</li> <li>• Safety - ability to take leave if you are sick</li> <li>• Clarity</li> <li>• Readability/Understandability</li> <li>• Compliance</li> </ul>
	<p><b><u>Data Requests</u></b></p> <ul style="list-style-type: none"> <li>• Crosswalk or red line version</li> <li>• Statutory language as it relates to vacation</li> </ul>

<b>Article 2 (Rights, Privileges and Responsibilities)</b>	
<p><b><u>Story</u></b></p> <ul style="list-style-type: none"> <li>• Discuss release time as it relates to new full-time SPALC president</li> </ul>	<p><b><u>Interests</u></b></p> <ul style="list-style-type: none"> <li>• Item going to board on August 30</li> </ul>
	<p><b><u>Data Requests</u></b></p> <ul style="list-style-type: none"> <li>• N/A</li> </ul>

<b>Article 5 (General Employment Practices)</b>	
<p><b><u>Story</u></b></p> <ul style="list-style-type: none"> <li>• Issues at Transportation RTM</li> <li>• During pre-school clock in 4 times</li> <li>• RTMs can change 2 times a day</li> <li>• Putting in paperwork and not getting paid</li> <li>• Language about resignation and retirement</li> <li>• Draft MOU about timing of transfers</li> <li>• Status of head custodian and assistant manager position</li> </ul>	<p><b><u>Interests</u></b></p> <ul style="list-style-type: none"> <li>• Clarity</li> <li>• Fairness</li> <li>• Consistency</li> </ul>
	<p><b><u>Data Requests</u></b></p> <ul style="list-style-type: none"> <li>• N/A</li> </ul>

<p>trainings on how to become a manager</p> <ul style="list-style-type: none"> <li>• Availability and locations of light duty</li> <li>• How SPALC employees are compensated for covering different positions</li> </ul>	
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**GOOD OF THE ORDER**

- Review Articles 8 and 12 before the next meeting on September 19
- There will be a Joint Session to discuss Article 11 (Benefits) on September 12

**CHECK-OUT**

- Were expectations met on a scale of 1-5?
  - 5\*\*\*\*\*