SPALC BARGAINING MINUTES

JANUARY 30, 2023

FY23 (2022-2023 school year)

AGENDA

- Check-In
- Article 12 (Leave)
- Article 10 (Compensation)
    - ESSER
- Check-Out

CHECK-IN

Time Constraints: None

Missing:

- Heather Leonard
- Luis Rodriguez
- Jimmy Young

Elephants: None

Expectations:

- Make progress******************
- Have a productive meeting

STORY - Article 12 (Leave)

- It was discussed in Labor Management that this is not something we wish to implement midway through the year. We would like to table this for later discussion and July 1st implementation.

STORY – ARTICLE 10 (Compensation)

- The District has additional ESSER funding to distribute and the Board has given authority to bargain another bonus with the collective bargaining units.

- In the conversation with the Board, was there any dollars made available to discuss the compression issues from the August 1 compression from the $15 per hour MOU that was signed?
- There are other dollars available. Not sure if that dollar amount will take care of the compression issue completely. Our authority has been affected by Hurricane Ian. ESSER has not been impacted by the hurricane and that is why we are splitting it out.
- Just to clarify, the District has other dollars available but is not prepared to discuss those dollars tonight but we can talk about the ESSER money.
- Yes.
- This would be a retention bonus for payroll active, actively working not on a leave other than FMLA. They would receive the bonus upon return from FMLA. The amount the District is committed to funding is $1,200.00 per employee before taxes.
- The total size of the ESSER allocation is $15M to be distributed to the entire District employment force.
- The bonus could be paid as soon as the March 31paycheck once ratified.

CAUCUS

TALC Report Out: The team discussed the option and are ready to move forward.

OPTION 1

$1,200.00 retention bonus before taxes

OPTION 2

Bonus will be paid when the employee returns from FMLA

OPTION 3

Actively working

OPTION 4

Payment March 31, 2023

OPTION 5

Employees on Leave of Absence are excluded.

STRAW DESIGN

Options 1-5

STORY – ARTICLE 10 (Compensation)

- On July 1, the minimum wage increased to $15 per hour for school personnel. That forced a lot of compression onto the salary schedule.
- For FY23, the ratified agreement included an $.80 raise across the board for last year. Our members are struggling with keeping up with inflation.
- The market rate wages are not keeping up with inflation. There have not been enough adequate dollars carved out by the Board to move all positions over to the market rate and make it equitable.
- Compression explained: For example, the Minimum Wage MOU was signed and ratified, and it set a minimum regular rate of pay at $15 per hour. If someone had a wage that was less than that, they immediately went from that wage to $15 per hour. Anyone who was at $15 or $15.01, $16 stayed where they were. Some people received a large increase and others received nothing. No additional funds were provided to get there.
- There was no notice of the $15 per hour increase that was required by law by October 15.
- There are 2 types of compression. There is the type of compression that some people may have experienced with the $15 per hour minimum wage increase. For example, a new person is hired in and is now making as much as a person working in that position for 10 years. The other type of compression, is called supervisor subordinate. Two positions with different levels of responsibility that are bumping into each other in terms of pay. One example where it is happening right now is in food services. In looking at food services workers and what assistant managers make and then what managers make. There is not a large spread. The same thing is happening in transportation with drivers and dispatchers.
- There are challenges. The first year, the focus was on maintenance because they had recently been through a job study. Some positions received a 7-12% increases in pay. Our HVAC were paid several dollars below the going rate for HVAC. LPNs are another one, we were four or five dollars per hour below the going rate.
- SPALC has Labor Management on Wednesday and would like to see an updated salary comparison with other counties and also where we are with market rate. Also, on jobs on market rate, what percentile are we on?
- When we started out, a lot of the positions in the District were at or below the 30th percentile. The first step was to move people to the 40th percentile and in the second year, move them to the 50th percentile. Some years we had more bargaining authority than others. The software used

takes data from the US Department of Labor Bureau of Labor Statistics and it pulls from over 10,000 data points that we can control through geographic location etc. The software updates the information quarterly.

- Concerns are the cost of living, owning a home, renting. They are not making enough money to pay for basic needs. Can you explain the reason the District cannot give the bargaining authority number due to Hurricane Ian?
- One other point to mention is payroll deductions for 403b retirement accounts has decreased as people have to deal with rising costs.
- The state provides us a flat rate but 61% of our funding comes from our local taxes. We are estimating we could be at a loss of approximately $50M due to Hurricane Ian in our tax base. This means a large amount of money we were hoping to use for salary increases is no longer there.
- SPALC is concerned the market rate system is not working (not keeping up with the true market rate.) A lot of members of SPALC want to move back to the grade/step system.
- We had the same concerns from SPALC when moving to the market rate. There were people who were on grade/step but had not gotten step increases. It was stated the previous step system did not allow for longer term employees to move up. Some employees who are on the step/grade system have been on the same step for a number of years. Some of those positions did see large increases when they moved to market rate.
- Members are saying they have a problem with pay for new employees to be the same amount as current employees who have been in the position for some time.
- The new school Board is extremely supportive of this process and has met with us to discuss items that have been critical to us moving the process forward. They were also supportive of keeping the $16.2M for health insurance.
- Was the market rate just tied to a pay schedule?
- Experienced and veteran employee's time has not been addressed. We haven't had a solution. On Wednesday in SPALC Labor Management, we will be talking about how much of a gap is there and what can we do to fill that gap. That is keeping in mind the available funds and some of the financial constraints that was a result of the hurricane impact. Where we go and whatever money is available is the subject of this process. Employees are thinking not just where they are now, but where do they expect to be in 10 years from now and is there a path.
- How are you going to retain anyone with the current rates?

- As we bargain salaries, it’s important to not just look at the whole bargaining unit as a whole or flat across 2% raises or 3% raises, but look at those more highly impacted job groups because those flat across the board increases increase the compression issues.
- Employees have been patient as we move to market rate. Having two systems running at the same time is not working.

Calendar

Next session is scheduled for Monday, February 13 at 4:00 p.m.

Check Out