



SPALC BARGAINING MINUTES June 17, 2024 FY25 (2024-2025 school year)

AGENDA

- Check-In
- Minutes
- Article 10 - Compensation
- Checkout

CHECK-IN

- **Time Constraints:** 4:30 pm
- **Missing:** Alex, Jason, Cheryl, Laura, Jacqueline, Roderick
- **Elephants:** none
- **Expectations:**
 - Make progress*****

MINUTES

- 4/29/24 – Approved as written
- 5/20/24 – Approved as written

Article 10 – Compensation

Story

- District's interest is to make progress
- Assistant Director of Compensation made a presentation
- It would cost upwards of \$20 million to place all SPALC positions at the mid-50th percentile
- Bargaining authority is \$7.2 million
- The 6% midpoint progression was used for this study
- Once someone is at the highest pay at the highest step, will they be at the highest pay for that position – yes



- Goal is to talk about the salary study more on June 20, 2024
- Total cost of the study recommendation will depend on how the salary structure is implemented
- Cost of getting all SPALC at the midpoint (50%) is \$22,614,925.32
- The District believes that this is a multi-year process
- The current bargaining authority is for this year

CHECK-OUT