



SPALC BARGAINING MINUTES March 4, 2024 FY25 (2024-2025 school year)

AGENDA

- Check-In
- Norms
- Calendar
- Overview of the Interest-Based Process
- Snapshots
- Checkout

CHECK-IN

- **Time Constraints:** 5:30 pm; 6:15 pm
- **Missing:** Heather Leonard, Alex Dworzanski, Dr. Jason Kurtz, Laura Rosen, Jackie Lineberger, Deborah Evans
- **Elephants:** none
- **Expectations:**
 - Make progress*****
 - Get off to a good start *****
 - Learn more about process
 - Meet expectations
 - Be here and be present

CALENDAR

- Next meeting, March 13, 2024, instead of March 18, 2024
- April 2, 2024, instead of April 1, 2024
- Meetings every other Monday (4:00-7:00 p.m.)

NORMS

- Begin and end on time
- Be transparent
- Silence cellphones



- Be respectful
- Issues not individuals
- Limit sidebars
- Receive minutes prior to next meeting
- Assume good intentions
- Stay on task

SNAPSHOTS

ARTICLE 6 (District) - **Working Conditions** *WITHDRAWN BY DISTRICT*

Story

- Discuss uniforms and shoes for mechanics (Align with other departments)

Interest

- Recruiting and Retention
- Safety
- Fairness for all employees

Data

- None

ARTICLE 15 (SPALC) - **Duration**

Story

- Add another year to the contract - ending FY 27

Interests

- Recruitment and retention

Data

- None



Article 7 (District) – **Work Schedule**

Story

- Flexibility of Shifts
- Size of the District may require it
- Clarification on what is possible
- Temporary or permanent shift changes
- There was not an employee survey
- Maintenance employees do work other jobs

Interests

- Flexibility
- Safety
- Compliance
- Student achievement

Data

- SPALC survey of employees

Article 10 – **Compensation**

Story

- Evergreen salary study – update in three weeks
- Executive Session to be scheduled with Board
- Last year – 8% across the board raise for SPALC

Interests

- Compression
- Recruitment and retention
- Competition
- Student achievement
- Morale
- Be mindful of July 1st date
- Finish ASAP
- Make sure employees get retro
- Agreement by end of April



- Supplements for industry certifications
- Pay for Youth Mental Health Training (YMHT)

Data

- Who does YMHT impact

Article 11 - Benefits

Story

- Status quo

Interests

- Retention and recruitment
- Well-being of employees

Data

- None

Article 2 (District) - Rights, Privileges and Responsibilities

Story

- Statute removed ability to deduct dues from employees' pay
- If law changes parties will re-negotiate

Interest

- Compliance
- SPALC has interest in resuming payroll deductions

Data

- None

SPALC CAUCUS - report out

- Discussed district opening three articles
- SPALC won't mutually agree to open Article 6



ARTICLE 2 - Dues Deductions

Options

1. If legislation changes, dues deduction will be bargained
2. Align with TALC language

ARTICLE 15 - Duration

Option

1. FY 25, FY 26 and FY 27
2. Eliminate FY 24
3. Add FY 26 and update fiscal years accordingly

CHECK-OUT