



SPALC BARGAINING MINUTES April 2, 2024 FY25 (2024-2025 school year)

AGENDA

- Check-In
- Approval of Minutes
- Article 11 - Benefits
- Article 10 – Compensation
- Article 7 – Work Schedule
- Checkout

CHECK-IN

- **Time Constraints:** 5:30 pm; 6:00 pm; 6:15 pm
- **Missing:** Kandy Messenger, Deborah Evans
- **Elephants:** none
- **Expectations:**
 - Make progress*****

CALENDAR

- Next meeting, April 15, 2024

MINUTES

- March 13, 2024, Meeting Minutes approved with one change; "What specific tasks are the maintenance department unable to complete"

ARTICLE 11 – Benefits



Options

1. 11.01 - Remove date and reference to Aetna
2. 11.02 - \$4000.80 annually, add language
3. 11.02(2) – Spells out HSA and explains and updates HSA language
4. Strike language that addresses confirmation of benefits
5. 11.03 – FSA – spells out FSA, clarifies that employee elects FSA annually
6. 11.04 – Strike reference to plan numbers
7. Add critical care/illness

Article 10 – Compensation

Story

- School Board Authority = \$7.1 million or 5% salary increase
- Evergreen salary study is underway
- Addressing salary study recommendations may require a multi-year plan
- Historically 5% raise is more than most years; some years of 4%, 2%, 6%
- SPALC indicates that most years SPALC employees earned a 1.99% raise; the 15 years prior to 2024
- 4,377 SPALC employees, 47% are between 0-4 years' experience
- 782 SPALC employees have 20+ years
- 287 SPALC employees have 15-19 years

SPALC Caucus

- Concerned about the data from Evergreen not being available yet
- Requesting an additional \$4.9 million for a total of \$12 million
- The additional request of \$4.9 million is based on negotiating at least an 8% increase



Article 7 – Work Schedule

Story

- 70% of Maintenance employees completed the SPALC survey of the four (4) options and the option of status quo
- 69% preferred status quo
- 38% preferred the four-day work week
- Is there a possibility for one of the options for FY26
- Could there be the option for an employee to choose five (5) 8-hour days or four (4) 10 hour days

CHECK-OUT