

Human Resources and Employee Relations Division

To be a World-Class School System it takes a World-Class Team!

The e-Newsletter
of the Division of Human Resources
and Employee Relations

HR Times



Negotiation Update

Important informational links have been included at the bottom of this communication. Please print and post the documents found through each link to the SPALC and TALC bulletin boards at your location.

Please feel free to forward this e-mail to your employees. For employees that do not have access to e-mail, you may consider printing the document posted through the following link: [click here](#), and placing a copy in their mailbox.

On Tuesday, October 14, 2008, the SPALC, TALC and the District Bargaining Teams met to resume negotiations on insurance benefits and salary for the 2008-2009 contract year. Using the Interest Based Bargaining Process the teams reached a tentative agreement on the health insurance plans for the 2009-2010 plan year and salary for the 2008-2009 contract year. The health insurance plans agreed upon are as follows:

- The 927 plan will be discontinued on April 1, 2009.
- The BCBS HMO – “Bluecare10” will be offered along with the current 903, 706 and 118 plans for 2009-2010 plan year.
- The benefit bank dollars will remain \$6,372.00 for the 2009-2010 plan year.

SPALC

SPALC and the District tentatively agreed to a 3% across the board salary schedule enhancement retroactive to July 1, 2008. In addition, new permanent SPALC employees hired on or subsequent to July 1, 2008, will be granted experience credit pursuant to the SPALC Agreement retroactive to the date of hire or July 1, 2008 whichever is later.

TALC

TALC and the District tentatively agreed to a 3% across the board salary schedule enhancement retroactive to July 1, 2008.

The tentative agreements will be presented for ratification to the SPALC and TALC bargaining units on or about October 28 and 29, 2008. If ratified, the tentative agreements will be presented to the School Board for a vote on November 3, 2008.

Negotiation Update Flyers: Click, Print & Post

The links below contain PDF formatted Negotiation Update flyers for both SPALC and TALC. Please print hard copies of the documents and post them to the SPALC and TALC bulletin boards at your location ASAP.

- [For SPALC employees](#) (PDF)
[For TALC employees](#) (PDF)
[Proposed Health Insurance Plan Comparison](#) (PDF)

Vol 1 Issue 11
October 16, 2008

Important Dates

October 23, 2008
End of 1st Quarter

October 24, 2008
Professional Duty Day

November 11, 2008
Veterans Day
No school, Offices Closed

November 27-28
Thanksgiving
No school, Offices Closed

Important Links

[Joint SPALC/ TALC Communication](#)

[Tentative TALC Salary Schedule](#)

[Tentative SPALC Salary Schedule](#)

[Proposed Health Insurance Plan Comparison](#)

Questions or comments?

E-mail us @
marcbm@leeschools.net
or call 461-8441