



SCHOOL BOARD ACTION REPORT

DATE: January 11, 2017
FROM: Dr. Larry Nyland, Superintendent
LEAD STAFF: Stan Damas, Executive Director of Labor & Employee Relations, ssdamas@seattleschools.org, 206-252-0294; Clover Codd, Assistant Superintendent of Human Resources, clodd@seattleschools.org, 206-252-0294

1. TITLE

Approval of three 2016-2017 International Union of Operating Engineers (IUOE) Local 609 Unit A Salary Schedules Effective September 1, 2016

For Introduction: February 1, 2017
For Action: February 15, 2017

2. PURPOSE

This action would approve revised salary schedules for District employees covered under the collective bargaining agreement with IUOE Local 609 Unit A. The salary schedules were tentatively agreed to in negotiations with Local 609 on January 4, 2017.

3. RECOMMENDED MOTION

I move that Seattle School Board approve the three attached salary schedules as negotiated with IUOE Local 609 thereby amending the existing 2013 – 2017 Collective Bargaining Agreement between Seattle School District No.1 and the International Union of Operating Engineers Local 609, and authorize the Superintendent to take the associated actions necessary to implement the rates as specified on the schedules retroactively to September 1, 2016.

The three salary schedules are for:

1. Custodial;
2. Mechanical Coordinator; and
3. Gardeners/Grounds

4. BACKGROUND INFORMATION

a. Background

The current collective bargaining agreement between the District and IOUE Local 609 Unit A provides in Article XII, Section A.2.d that the parties would, “prior to the 2016 – 17 school year, conduct a joint comprehensive compensation study and will meet to discuss the application of the salary survey. The parties agree that the results of the survey will be analyzed for application to the salary schedule and agree that the results of the salary survey will not necessarily be wholly applied in the 2016 – 17 school year.” District staff conducted a joint salary study that supported a salary adjustment. District staff negotiated with IUOE Local 609 over the salary adjustment.

b. Alternatives

While other amounts were considered during the negotiations, the IUOE Local 609 bargaining team felt strongly that equity mitigated in favor of making at least some movement toward market salary rates for those employees being paid below what the market indicated.

c. **Research**

District staff and members of the Local 609 negotiating team collaborated on gathering salary information for like positions in other Washington school districts. The data was analyzed to determine the relationship between District pay and the mean of the salary information gathered. Through negotiations between the teams, with the District being assisted by Lorraine Wilson, outside labor counsel with the firm Porter Foster Rorick, the teams reached agreement that positions identified as paid below the mean of the other districts would be raised by 3% over the amount set forth in the previously negotiated salary schedules. The positions whose pay was adjusted pursuant to this agreement include Gardener, Senior Gardener, Landscape Lead, Grounds Foreman, Equipment Operator, Assistant Custodian (G), Apprentice Custodian, and Resource Conservation Specialist. This agreement was reached on January 4, 2017.

5. FISCAL IMPACT/REVENUE SOURCE

Fiscal impact to this action will be \$215,356.78.

The revenue source for this motion is the general fund.

Expenditure: One-time Annual Multi-Year N/A

Revenue: One-time Annual Multi-Year N/A

6. COMMUNITY ENGAGEMENT

With guidance from the District's Community Engagement tool, this action was determined to merit the following tier of community engagement:

Not applicable

Tier 1: Inform

Tier 2: Consult/Involve

Tier 3: Collaborate

Pursuant to state law, collective bargaining between the school district and a union representing its employees is to be carried out by the representatives of the district and the applicable union.

7. EQUITY ANALYSIS

The increases help further racial and gender equity. Of the 126 employees receiving increases, 76% are male and 24% female. These percentages are heavily influenced by the gender characteristic of the 103 employees in the Custodial group (77% male and 23% female).

The ethnicity overall is comprised of 74% people of color and 26% white. The ethnicity of employees in the Custodial group is even higher with 86% people of color and 14% white. 48% of the Custodial group is African American, 28% Asian, 14% White, 6% Hispanic, and 5% Native American/Alaskan/ Hawaiian.

The gender and ethnicity characteristic of the Garden/Landscape group of 20 is 85% white and 15% people of color; 85% male and 15% female.

The three Resource Conservation Specialists are all female with one person of color.

The majority of increases affect people of color to a greater extent than the white population. In addition, the increases positively affect females as one quarter of the population.

8. STUDENT BENEFIT

Employees covered by this agreement are instrumental in maintaining safe, healthy and appealing learning environments for students.

9. WHY BOARD ACTION IS NECESSARY

- Amount of contract initial value or contract amendment exceeds \$250,000 (Policy No. 6220)
- Amount of grant exceeds \$250,000 in a single fiscal year (Policy No. 6114)
- Adopting, amending, or repealing a Board policy
- Formally accepting the completion of a public works project and closing out the contract
- Legal requirement for the School Board to take action on this matter
- Board Policy No. 5020, Collective Bargaining, provides the Board shall approve this item
- Other: _____

10. POLICY IMPLICATION

Approval of this action complies with Board Policy No. 5020, Collective Bargaining.

11. BOARD COMMITTEE RECOMMENDATION

This motion was discussed at the Operations Committee meeting on January 19, 2017. The Committee moved this item forward to the full Board with a recommendation for approval.

12. TIMELINE FOR IMPLEMENTATION

Upon approval of this motion, pay raises will be implemented as shown on the schedules, including, where applicable, increases retroactive to September 1, 2016. If approved in time for the payroll cut off, it is anticipated that payments will be made on the April 1, 2017 payroll.

13. ATTACHMENTS

- Appendix A, Custodial Salary Schedule effective September 1, 2016 (for approval)
- Appendix A, Current Custodial Salary Schedule (for reference)
- Appendix B, Mechanical Coordinator Salary Schedule effective September 1, 2016 (for approval)
- Appendix B, Current Mechanical Coordinator Salary Schedule (for reference)
- Appendix C, Gardeners/Grounds Salary Schedule effective September 1, 2016 (for approval)
- Appendix C, Current Gardeners/Grounds Salary Schedule (for reference)