



2024-26 Non Cert Bargaining Unit Agreements Summary

**South Bend Community School Coporation
Negotiation Team**

11/04/2024

GOAL STATEMENT

To establish SBCSC as a
“Trust” District and
negotiate in good faith
with all bargaining units
to offer them the
maximum financial and
non-financial wage &
benefits in line with
financial sustainability

Agenda

- Historical Context
- SBCSC Negotiation Strategy 2024-26
- Agreement/Negotiation Details
 - Hourly Bus Drivers
 - Paraprofessional Employees
 - Office Personnel
 - Food Service Employees
- Comparative Wage Analysis
- Conclusion





Historical Context

Historical Context: SBCSC Non Cert Employee Wages

- **There can be no academics without employees**, especially without our Brand Ambassadors (i.e.: Teachers, Paraprofessionals, Drivers, Secretaries, Assistants/Aides, Food Service Personnel)
- **7 Years ago** the Board & Administration aimed at setting the hourly base starting rate at **minimum \$15/hr for all** hourly Non-Cert employees
- It was not possible then due to Financial reasons
- We have adopted strategies since then, made hard decisions
- **But it is a reality now...**





SBCSC Negotiation Strategy 2024-26

District Priorities Linked to Approved 2025 Budget



Safe & Secure Schools

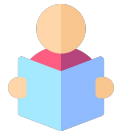
- Set Safety & Security Budget of **\$1mn+** for 2025

Continuous Investment on Schools & Students amidst Challenging Time, Through Operational Excellence & Financial Efficiency.



Graduation Rate

- **\$0.50 mn** Increase in SPED Budget
- **\$2.2 mn** of Budget for Curriculum Adoption
- **10%+** Increase in School & Curriculum Supplies
- **\$350K** Increase in Virtual School Budget
- **\$350K** Increase in CTE Budget
- **\$230K** Increase in Athletics



3rd Graders Reading

- Provisions kept for Teachers raises (**UPCOMING**)
- Provisions kept for Aides/IA, Para, Driver Non Cert raises (**DONE**)
- Approx **\$200k** for Summer School



SBCSC Bargaining Unit Negotiation Strategy & Principles

Strategy

□ To establish SBCSC as a “Trust District” and negotiate in good faith with the Bargaining Units

- Negotiate with respect and good faith
- Minimize number of negotiation rounds and time spent
- Make 2-year agreements
- Be open and transparent

□ Offer the best possible financial term in line with financial sustainability of the District

- SBCSC WILL NOT hold back money if we have it; SBCSC is not a for-profit Organization
- Make best offers where there's financial certainty and cushion for uncertain times

□ Emphasize that the employees are the “Brand Ambassadors” of the District

- We deeply value our employees and their contributions
- We will provide our **100%**, in return we want the employees to provide their **100%** for the kids
- We want to make SBCSC a very much desirable workplace among the Indiana School Districts

Results

SBCSC was able to finish all negotiations **in record time** (one day at most per unit, a week in total), offer the **best financial terms** in recent years and **lock 2 year** agreements with all units. Also, we take pride in the **Trust we have built** in the process.





Agreement/Negotiation Details

Agreement/Negotiation Experience

Sharing Story – SBCSC Legal Team



Agreement/Negotiation Experience

Sharing Story – Teamsters Union Representative





Teamsters Office Personnel/Secretaries

Office Personnel/Secretaries

2 Year Agreement with Office Personnel/Secretaries 2024-26

Flat Dollar Increase for 1st Year (2024-25)	\$1.5 (avg 8.2% increase)
Flat Dollar Increase for 2nd Year (2025-26)	\$0.25 (avg 1.3% increase)
One Time Stipend	\$500

	2023-24 Current	2024-25	2025-26
Minimum Starting Hourly Rate	\$ 16.00	\$ 17.00	\$ 17.25
AVG Hourly Rate	\$ 18.23	\$ 19.73	\$ 19.98
AVG Increase %		8.2%	1.3%
Approx Total Incremental Financial Impact		\$343,596	\$49,349
Total # Employees Impacted	108		
AVG Years of Experience	10		

Office Personnel/Secretaries

How Office Personnel Make a Difference – SBCSC Team



Office Personnel/Secretaries

How Office Personnel Make a Difference – Hearing from a Brand Ambassador





**AFSCME Bus Drivers, Routers,
Dispatchers**

Hourly Bus Drivers, Routers, Dispatchers

2 Year Agreement with Bus Drivers 2024-26			
Flat Dollar Increase for 1st Year (2024-25)	\$1.5 (avg 8.2% increase)		
Flat Dollar Increase for 2nd Year (2025-26)	\$0.25 (avg 1.1% increase)		
One Time Stipend	\$400		
	2023-24 Current	2024-25	2025-26
Minimum Starting Hourly Rate	\$ 20.75	\$ 22.25	\$ 22.50
AVG Hourly Rate	\$ 20.84	\$ 22.54	\$ 22.79
AVG Increase %		8.2%	1.1%
Approx Total Incremental Financial Impact		\$331,768	\$47,761
Total # Employees Impacted	113		
AVG Years of Experience	9.2		

Hourly Bus Drivers, Routers, Dispatchers

How Bus Drivers Make a Difference – SBCSC Team



Hourly Bus Drivers, Routers, Dispatchers

How Bus Drivers Make a Difference –Story of Brand Ambassadors





Teamsters Paraprofessionals

School & Bus Paraprofessionals

2 Year Agreement with Paraprofessionals 2024-26

Flat Dollar Increase for 1st Year (2024-25)	\$2.5 (avg 15% increase)
Flat Dollar Increase for 2nd Year (2025-26)	\$1 (avg 6% increase)
One Time Longevity Stipend	\$50 (per years of exp)

	2023-24 Current	2024-25	2025-26
Minimum Starting Hourly Rate	\$ 13.00	\$ 15.50	\$ 16.50

AVG Hourly Rate	\$ 14.69	\$ 16.86	\$ 17.86
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AVG Increase %	15%	6%
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Approx Total Incremental Financial Impact	\$954,154	\$402,836
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Total # Employees Impacted	232
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AVG Years of Experience	6.9
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School & Bus Paraprofessionals

How Paraprofessionals Make a Difference – SBCSC Team



School & Bus Paraprofessionals

How Paraprofessionals Make a Difference –Story of a Brand Ambassador





Teamsters Food Service Personnel

Food Service Personnel

2 Year Agreement with Food Service Personnel 2024-26

AVG Flat Dollar Increase for 1st Year (2024-25)	\$2.3 (avg 16% increase)
AVG Flat Dollar Increase for 2nd Year (2025-26)	\$0.4 (avg 2% increase)
One Time Longevity Stipend	\$50 (per years of exp)

	2023-24 Current	2024-25	2025-26
Minimum Starting Hourly Rate	\$ 13.00	\$ 15.25	\$ 16.50
AVG Hourly Rate	\$ 14.12	\$ 16.43	\$ 16.84
AVG Increase %		16%	2%
Approx Total Incremental Financial Impact		\$293,828	\$50,049
Total # Employees Impacted	91		
AVG Years of Experience	3.9		

Food Service Personnel

How Food Service Personnel Make a Difference – SBCSC Team



Food Service Personnel

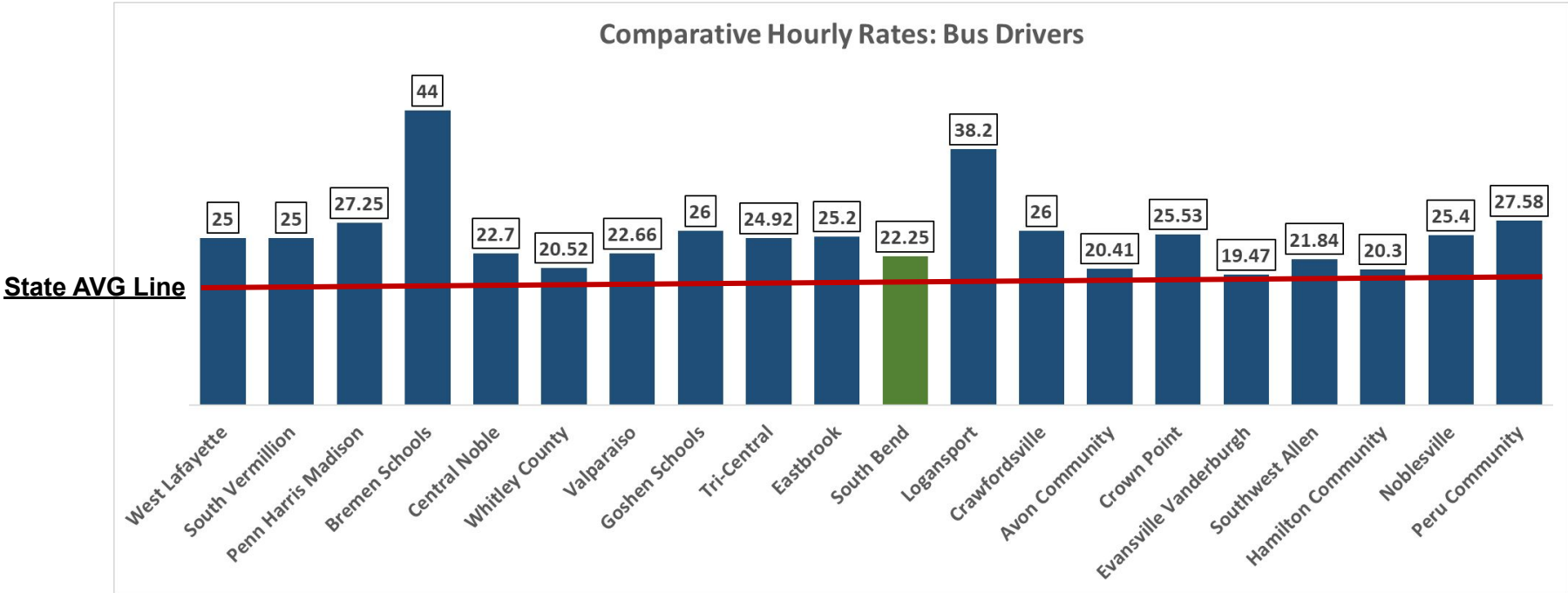
How Food Service Personnel Make a Difference – Story of a Brand Ambassador





Comparative Wage Analysis

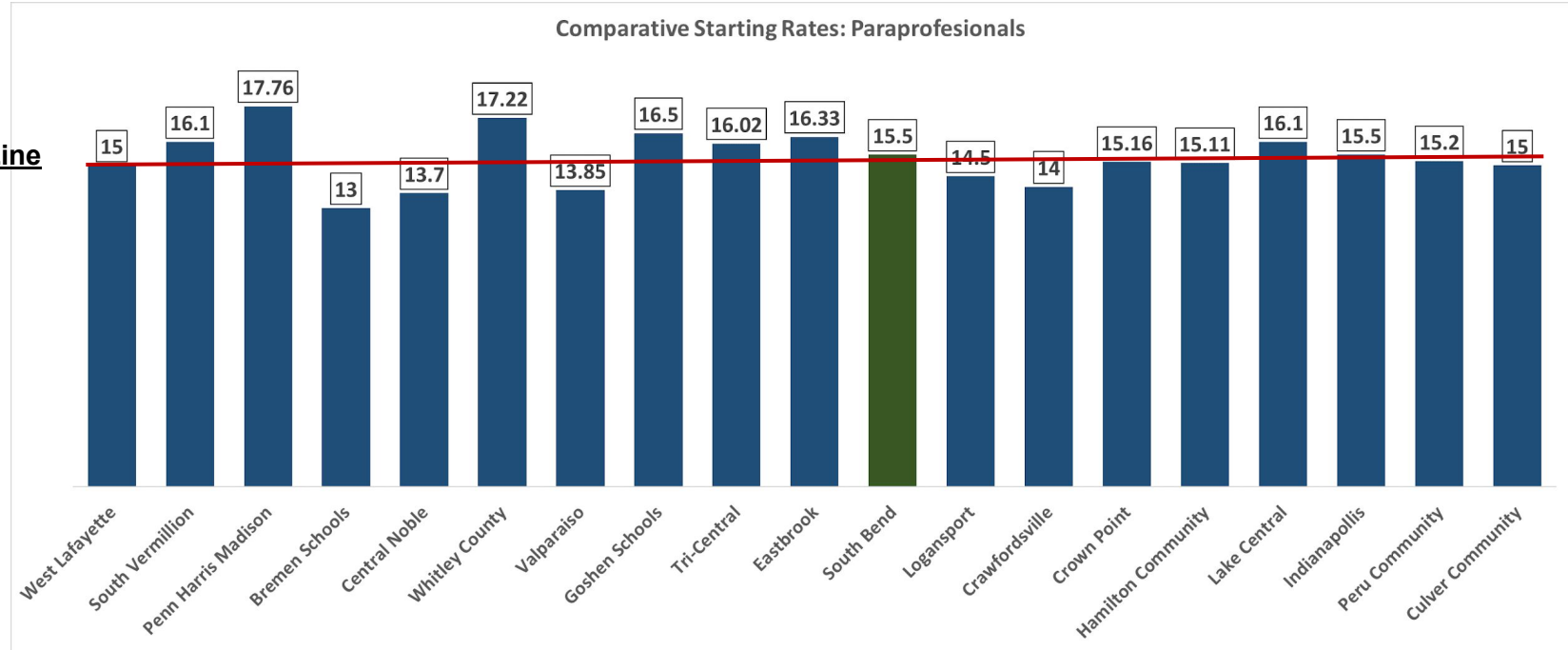
Comparative Minimum Starting Hourly Rates: Bus Drivers



- SBCSC's starting hourly rate is reasonably more than state average and at least equal/better than peer Districts
- Many Districts pay a notably higher rate but cap the number of hours that can be worked (i.e: 2-5 hrs)
- Capped hours also means no benefits in most cases as employees become part time
- SBCSC offers a wide range of health and other benefits to its employees

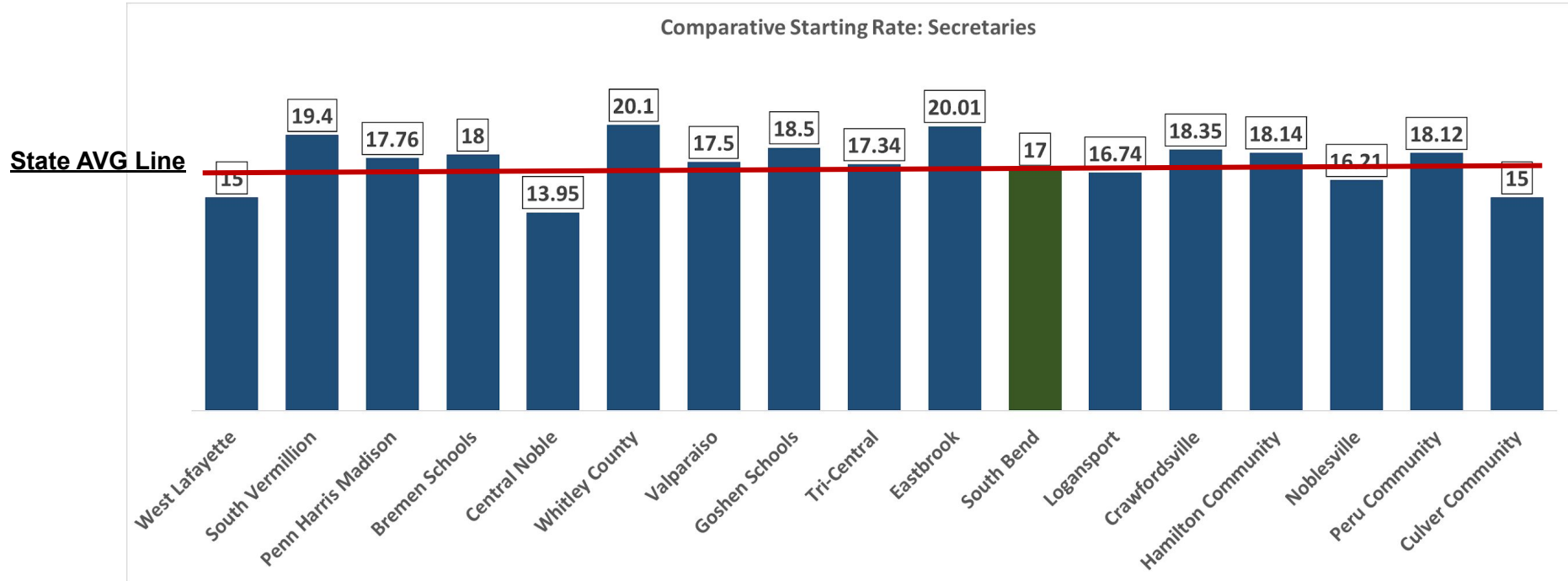
Comparative Minimum Starting Hourly Rates: Paraprofessionals

State AVG Line



- SBCSC's starting hourly rate is reasonably more than state average and at least equal/better than peer Districts
- Some IN Districts may pay a higher rate but cap the number of hours that can be worked (i.e: 2-5 hrs etc.)
- Capped hours also means no benefits in most cases as employees become part time
- SBCSC offers a wide range of health and other benefits to its employees

Comparative Minimum Starting Hourly Rates: Office Personnel/Secretaries



- SBCSC's starting hourly rate is reasonably more than state average and at least equal/better than most peer Districts
- SBCSC offers a wide range of health and other benefits to its employees



Conclusion

Takeaways

- **SBCSC Considers the employees as Brand Ambassadors, especially who deal with the kids, parents on a daily basis**
- **SBCSC will always do the best for the employees, financially and non financially in line with District's sustainability**
- **The goal is to build SBCSC as a “Trust District” to all Bargaining Units**
- **We want to make SBCSC a very desirable workplace among the Indiana School Districts**



Thank you! Questions?

Feedback/Comments/Ideas/Queries



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