



# Upcoming Successor Agreements

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# Overview of Successor Agreements

## Collective Bargaining Agreements ( CBA)

Expiration Date: June 30, 2025

### 3-year Agreements

- **Administrators-** Principals, Assistant Principals, Directors, Supervisors.
- **Saginaw Education Association (SEA)-** Teachers, Social Workers, Counselors, Psychologists.
- **Saginaw Employees International Union ( SEIU,517M)-** Teacher Aides, Paraprofessionals, Academic Interventionists, Campus Security.



# Other Contract Negotiations

## SEIU, Local 1

Expiration: September 1, 2023-August 31, 2026

### **Wage Re- Opener Only**

*(Contract Language: Appendix A: A wage reopener shall occur no later than October 31, 2024).*

- **Food Services** - Café Leads, Cooks, Culinary Aides
- **Building Services**- Custodians, Grounds, Maintenance



# Importance of Collective Bargaining / Successor Agreements

- Ensure continuity in Educational Standards
- Employer/ Employee Rights and Protections
- Improved Working Conditions
- Fair Compensation
- Enhanced Collaboration
- Stability- Framework for Policies and Procedures
- Professional Development
- Student/ Staff Outcomes
- Community Trust- commitment to valuing staff and providing a quality education
- Adaptability to Change- addressing changing educational needs, ensuring agreements remain relevant



# FYI- Prohibited Subjects- Updates

*(No longer prohibited during negotiations)*

PERA (Public Employment Relations Act) Effective February 13, 2024

- Teacher Placement
- Teacher Lay/ Off Recall
- Teacher and administrator Evaluation
- Teacher Discharge/Discipline
- Merit Pay
  
- ***SPSD has updated school board policies addressing subject matters and to comply with rules/laws***



# Overview of Process of for Successor Agreements/ Time-line

- **Review Of Current Agreement:** Both the school district and the union **review the current CBA** to assess what worked well and what needs improvement.
- **Preparation:** Each party prepares its **negotiation proposals** based on feedback from members, educational priorities, and financial considerations. This often includes surveys or discussions within the union and school administration/management team.
- **Initial Meetings:** The union and the school district **schedule initial meetings to discuss the negotiation process, timelines, and ground rules.**
- **Negotiation Sessions:** Bargaining sessions are held where **both parties present their proposals. This may involve multiple meetings over several weeks or months**, with discussions on various topics such as salary, benefits, class size, working conditions, and etc. **District legal advisors will be consulted when needed.**
- **Mediation (if needed):** If negotiations reach an impasse, a mediator may be brought in to facilitate discussions and help the parties reach an agreement.
- **Tentative Agreement:** Once both parties agree on the terms, a tentative agreement is drafted. This agreement is then reviewed by both parties.

# Overview of Process of for Successor Agreements/ Time-line ( cont.)

- **Ratification:** The union membership votes to ratify the agreement. If the members approve, the agreement is finalized. The **school board also needs to approve the agreement.**
- **Implementation:** Once ratified, the **new CBA is implemented.** The terms of the agreement become effective as specified in the document.
- **Ongoing Communication:** After implementation, it's important for both parties to **maintain open lines of communication** to address any issues that may arise.
- **Timeline-** Beginning October 2024 with the hopes of completion before expiration of contracts.

