



# Union Updates

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April 9, 2025



## Tentative Agreement Summary

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- **Collective Bargaining Agreement (CBA)** runs through **August 31, 2026**
- **Wage Reopener Only**
  - Per contract language (Appendix A), a wage reopener will be scheduled no later than **October 31, 2024**
- **Tentative Agreement** reached and ratified by **SEIU Local 1** on **April 1, 2025**
- Now seeking **final approval** from the **SPSD Board of Education**
- Agreement establishes a **more competitive wage scale** to help the District compete with private sector employers
- **Total Employees Impacted: 158**
  - Maintenance/Custodial: 64
  - Grounds: 8
  - Food Services: 86
- **Total Cost to the District = \$ 39,664.81 (Includes wages and benefits)**



# Wage-Scale Rationale

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- Increased wages for food service workers at a higher percentage to remain competitive with both the private sector and neighboring school districts.
- Many employees leave due to low wages and are easily recruited by private employers offering higher pay.
- To recruit and retain quality staff, we must offer wages that are more attractive and sustainable.
- Michigan's minimum wage increased to \$12.48 in 2025; we are ensuring that District wages remain above this threshold.
- To compete with the private sector—particularly in food services, where employers like McDonald's are offering \$14–\$15 per hour—we must continue to evaluate and adjust our pay scales accordingly all while being fiscally responsible.
- In your board packets, you have a copy of the current wage scale and the tentative agreement for the new competitive wage scale.

