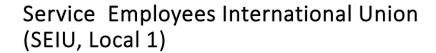




Union Updates

Tiffany L. Pruitt, Executive Director of Human Resources & Labor Relations

April 9, 2025





Tentative Agreement Summary

- 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

- 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.

