

THE SPALC NEWS

OFFICIAL NEWSLETTER OF
THE SUPPORT PERSONNEL
ASSOCIATION OF LEE
COUNTY

August –September 2025



OFFICERS:

Arlease Williams
President

Patrice Coates
1st Vice President

Laura Rosen
Treasurer

Shonta Stewart McLeod
Secretary

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Central Service

VACANT
Paraprofessionals

Victoria Davis
Clerical

Christopher Cox,
Maintenance

VACANT
Custodial
VACANT

Transportation

VACANT
Food Service

VACANT
Security

VACANT
Information Technology

Lois Dubay
Service Unit Director

Dr. Kerr Fazzone
Service Unit Director

Roderick Wilson
Administrative Assistant

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FROM THE DESK OF SPALC PRESIDENT



Welcome SPALC Family,

As we move forward it is truly an honor for me to serve as your President.

I wish you a warm 2025-26 school year. Thanks to each and every one of you for all you do. We invite you to join us as we continue to move this union forward. Rather it's talking to your co-workers about important issues, attending bargaining, training, or a meeting. Our union is stronger with your involvement.

In these challenging times, it is more crucial than ever to recognize the power we hold when we stand united. Our union is dedicated to fighting for the rights and well-being of every member, ensuring that our voices are heard, and our concerns are addressed. Here's why joining our union can make a significant difference:

****1. **Achieve Better Wages—**Individually, it can be difficult to negotiate fair pay. By joining the union, we pool our resources and leverage our collective bargaining power to secure higher wages and benefits that reflect the true value of our hard work. Unions have a proven track record of negotiating better compensation packages, which translates directly into a more secure financial future for you and your family.

****2. Ensure Workplace Safety—**Our safety on the job should never be compromised. The union actively advocates for safer working conditions, regular inspections, and necessary safety equipment. We work tirelessly to ensure that your workplace is free from hazards and that you can perform your duties without fear of injury. Union representation means having a dedicated team that prioritizes your health and safety above all else.

****3. Protect Your Rights—**Unions serve as a shield against unfair treatment and unjust practices. As a union member, you have access to legal representation and support in case of disputes or grievances. This means that any issues you face at work will be handled professionally and promptly, ensuring that your rights are always protected.

****4. Build a Supportive Community—**Being part of a union means being part of a community that stands together. Our union fosters a sense of solidarity and mutual support, where every member looks out for one another. This camaraderie not only strengthens our collective bargaining power but also creates a positive and supportive work environment.

****5. Influence Positive Change—**By joining the union, you become an active participant in shaping the policies and decisions that affect your workplace. Your input and involvement are crucial in driving positive change and ensuring that our union's efforts align with the needs and aspirations of all members.

Thank you, for your dedication to the Support Personnel Association of Lee County! Your firm commitment means a lot and we are very appreciative of your support! *Together we're stronger!*
In solidarity,

Arlease Williams
President



Thank you NEA and FEA for providing the most recent SPALC Rep training on August 8th. We had a great turnout and learned a lot. There will be a chance for reps to get the training if they were unable to make it. The date is TBA.

SPALC Need you! Standing Committees and Building Representatives

Committees Available:

Newsletter
Membership
Legislative
Collective Bargaining
Budget
Elections
Constitution and By-Laws Committee

District Committees:

Safety & Security
Uniforms
Student Discipline

WE NEED WORKSITE REPS


We are currently in need of worksite building representatives and standing committee members to serve. If your worksite is in need a building representative and/or interested in serving on one of our standing committees, please email me at Arlease.Williams@floridaea.org your interest or call me at 239-990-4905.


Stewards are required to be trained prior to becoming an official building representative at your work location.

SPALC WINS: 2022–2024

2022–2023

We fought for more—and **won big**.

-  Initially offered **\$2.7 million**, but through member pressure and packed bargaining sessions, we secured a record-breaking **\$10.7 million**



 Delivered an **8% raise** across the board—our **largest raise ever**

Longevity Pay Increased Again:

- 10–14 years: **\$625**
- 15–19 years: **\$1,250**
- 20–24 years: **\$2,500**
- 25–29 years: **\$5,000**

30+ years: **\$6,250**

New Leave Benefits Secured:

-  **Domestic Leave**
-  **Compassionate Leave**
- **+ 6th Personal Day added**

2023–2024

We introduced a new tiered raise structure that rewards longevity and service!

Raises by Years of Employment:

- 0–1 years: **Placed at new starting range**
- 1–4 years: **3.5% increase**
- 5–9 years: **5% increase**
- 10–14 years: **6.5% increase**
- 15–19 years: **7.5% increase**

20+ years: **9% increase**

 **Top of Scale Bonus:**

Employees who have already exceeded the maximum of the new salary range received a **5% bonus**.

 **Retroactive Pay Secured:**

All raises were made **retroactive to October 1, 2024**—a **major win** for our members.

 **Fighting for Full Board Authority:**

When **\$7.2 million** was left on the table for months, SPALC pushed back and secured an additional **\$1.4 million** after declaring Impasse.

This **extra funding** strengthened our ability to address pay compression and ensure **retroactive pay**—priorities we pledged to fight for.

2024-2025

SPALC Members — Another Huge Win! 

We're excited to share that we've secured another big victory for SPALC members!

 **Important Dates to Remember:**

September 9 – You will receive your new pay calculation.

September 24 – Members will vote to ratify the contract.

October 7 – The School Board votes.

 If ratified and approved, your raise will be **retroactive back to your first day of school this year!**

This is a direct result of the power of standing together as union members. Stay tuned for more details, and be ready to make your voice heard on **September 24th!**

Member Assist Launches today! Members will also get a separate email regarding this new benefit!

Learn more here: www.memberassist.net



Available from your FEA Local Today!!!

MemberAssist

Powered by Overalls

“Your Union Provided Personal Assistant”



Two easy ways to get started:

1. - Go to www.memberassist.net and register
 - Click on **GET STARTED NOW**
 - Use the email you have on file with the Union

2. Use the QR code



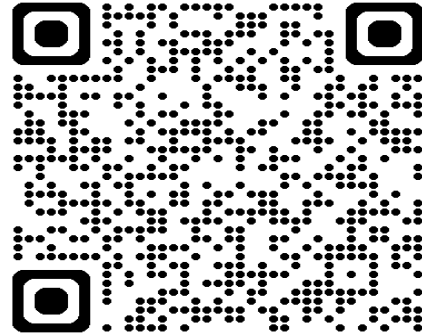
Make your request! The MemberAssist team is waiting to hear from you and ready to assist.



Please share this QR-Code if you have co-workers who want to join!

Support Personnel Association of Lee County
6830 International Center Blvd.
Fort Myers, FL 33919

Arlease Williams, President
<https://www.islandcoastfea.org/>
239 275-8252 Office



SPALC CALENDAR OF EVENTS

August 2, 2025
SPALC Bask to School Bash & General Membership Meeting

August 7, 2025
E-Board of Directors & Reps training

TBA
Second round of Rep training

September 10th E-Board 5:30—6:30
Reps 6:30-7:30 via Zoom



**We're on Facebook,
are you?**

Become a fan of
SPALC
to get the latest updates.

Go to:
SPALC Members
to like our page!

WHEN TROUBLE STRIKES

Call your union. (239 275-8252)
DO NOT sign or agree to anything.
DO NOT file a written report until you talk to a

SPALC Steward
SPALC Officer
SPALC Staff Person

The Support Personnel Association of Lee County (SPALC) is the professional school employee union that gets things done. The SPALC is an affiliate of the Florida Education Association (FEA), American Federation of Teachers (AFT), National Education Association (NEA) and Florida AFL-CIO. Go to <https://www.islandcoastfea.org/>