

**INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS**

DATE: August 17, 2021

TOPIC: Approval of an Employment Agreement with International Brotherhood of Electrical Workers, Local No. 110, to Establish Terms and Conditions of Employment for 2021-2024

A. PERTINENT FACTS:

1. New Agreement is for a three-year period, May 1, 2021, through April 30, 2024.

2. Contract changes are as follows:

Wages: Wage and benefit changes reflect prevailing wage for the industry. The first year total increase is \$2.50 for Journeyman, \$2.66 for Lead Electrician and \$2.74 for the General Lead Electrician. Year two and three total increase is \$2.55 for Journeyman. The increase for Lead and General Lead Electrician will be determined at a later date based on the allocation distribution.

The language provisions of the previous contract remain unchanged, except for necessary changes to Appendix C (Salary) and Appendix D (Benefits).

3. The District has 11 regular FTE in this bargaining unit.

4. Wage and benefit changes reflect prevailing wage for the industry.

5. This item will meet the District's target area goal of alignment.

6. This request is submitted by Kenyatta McCarty, Executive Director of Human Resources; Jim Vollmer, Assistant Director of Employee/Labor Relations; Daniel Wells, Negotiations/Employee Relations Manager.

B. RECOMMENDATION:

That the Board of Education of Independent School District No. 625 approve and adopt the Employment Agreement concerning the terms and conditions of employment of those employees in this school district for whom International Brotherhood of Electrical Workers, Local No. 110, is the exclusive representative; duration of said agreement is for the period of May 1, 2021 through April 30, 2024.