

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

**DATE:** April 20, 2021

**TOPIC:** Approval of Employment Agreement Between Independent School District No. 625 and International Union of Operating Engineers, Local No. 70, Exclusive Representative for Custodians

**A. PERTINENT FACTS:**

1. New Agreement is for a two-year period from July 1, 2020, through June 30, 2022.
2. Contract changes are as follows:

Wages: Effective July 1, 2020, the salary schedule increase is 1.5%. Effective September 11, 2021, salary schedule increase is 2%.

Benefits: Effective January 1, 2022, the district monthly contribution of \$670 for single coverage is increased to \$680; the district monthly contribution of \$1,245 for family coverage is increased to \$1,270.

Winter Weather Events: On those days in which there is a district declared weather event and learning has either been canceled for the day or in-person instruction is held in an on-line learning model, employees will receive 1.5x pay for hours worked on that day. Employees are expected to work their full shift.

Employees who are sent home by direction of the employer prior to the end of their shift shall receive 1.5x pay for the full shift. Employees contacted by the employer and told not to report for work shall receive their normal rate and hours of pay for the day.

When evening activities are canceled, employees whose scheduled work hours begin after 1:00 p.m. into evening activity hours shall receive 1.5X pay for that day for hours worked. Should employees be sent home early by the employer, employees shall receive 1.5X pay for the full shift.

3. The District has 225 FTE's in this bargaining unit.
5. This item will meet the District target area goal of alignment.
5. This request is submitted by Kenyatta McCarty, Executive Director of Human Resources; Jim Vollmer, Assistant Director of Employee/Labor Relations.

**B. RECOMMENDATION:**

That the Board of Education of Independent School District No. 625 enter into an agreement concerning the terms and conditions of employment for International Union of Operating Engineers, Local No. 70; duration of said Agreement is for the period of July 1, 2020, through June 30, 2022.