

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

DATE: November 13, 2012

TOPIC: Approval of Employment Agreement between Independent School District No. 625 and Professional Employees Association Representing Non-Supervisory Professional Employees

A. PERTINENT FACTS:

1. New Agreement is for a two-year period from January 1, 2012, through December 31, 2013.
2. Contract changes are as follows:

Wages: Effective January 1, 2012, the salary schedule is increased 1%. Maintain step increases. Effective January 1, 2013, the salary schedule is increased 2.5%. Freeze step increases.

Insurance: Effective January 1, 2012, the district monthly contribution of \$575 for single coverage is increased to \$600; the district monthly contribution of \$1,125 for family coverage is increased to \$1,175. Effective January 1, 2013, the district monthly contribution of \$600 for single coverage is increased to \$638; the district monthly contribution of \$1,175 for family coverage is increased to \$1,250.

Longevity: Effective January 1, 2012, add longevity pay to employees at their 15 year step by \$275 and employees at their 20 year step by \$475.

3. The District has 77 FTE's in this bargaining unit.
4. This item will meet the District target area goal of alignment.
5. This request is submitted by Julie Coffey, Assistant Director of Employee/Labor Relations; Joyce Victor, Negotiations/Employee Relations Assistant Manager; Timothy J. Caskey, Executive Director of Human Resources; and Michael Baumann, Deputy, Schools & Business Operations.

B. RECOMMENDATION:

That the Board of Education of Independent School District No. 625 approve and adopt the Agreement concerning the terms and conditions of employment for Professional Employees Association in this school district; duration of said Agreement is for the period of January 1, 2012, through December 31, 2013.