

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

DATE: November 18, 2014

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, 2014, through June 30, 2016.

2. Contract changes are as follows:

Wages: Effective July 1, 2014, the salary schedule increase is 2.5%. Effective July 1, 2015, salary schedule increase is 2.8%.

Longevity Pay: Effective July 1, 2014, increase longevity pay for employees who have completed 19 years of service with the district from \$1.00 to 1.05 per hour. Effective July 1, 2015, increase longevity pay to \$1.10 per hour.

Premium Pay for Advanced Training: Effective July 1, 2014, premium pay for advanced training is increased by \$.10 per hour for each classification listed in the Memorandum of Understanding regarding Training.

3. The District has 232 FTE's in this bargaining unit.

4. The new total package costs for the agreement are estimated as follows:

6. This item will meet the District target area goal of alignment.

5. This request is submitted by Joyce Victor, Negotiations/Employee Relations Assistant Manager; Laurin Cathey, Executive Director of Human Resources; and Michelle Walker, Chief Executive Officer.

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, 2014, through June 30, 2016.