

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

**DATE:** September 18, 2012

**TOPIC:** Approval of Employment Agreement Between Independent School District No. 625, Saint Paul Public Schools, and Minnesota Teamsters Local 320, Exclusive Representative for Nutrition Services Employees

**A. PERTINENT FACTS:**

1. New Agreement is for a two-year period from July 1, 2011, through June 30, 2013.
2. Contract changes are as follows: ◦

Wages: Effective July 4, 2011, increase salary schedule by 0.5 %. Effective July 2, 2012, increase salary schedule by 0.5%. Maintain step progression for both years.

Longevity Pay: Effective July 1 of each year, employees at the beginning of their fifteen (15) years of service with the Employer shall receive an additional \$0.10 per hour above the normal hourly rate of pay. Employees at the beginning of their twenty (20) years of service with the Employer as of July 1 each year shall receive an additional \$0.25 per hour above the normal hourly rate of pay.

Insurance: Effective January 1, 2013, the District's monthly contribution of \$575 for single coverage is increased to \$600; the District's monthly contribution of \$1,125 for family coverage is increased to \$1,175.

Dental Insurance: Effective January 1, 2013, the Employer will contribute an amount for each eligible employee covered by this Agreement who is employed full-time toward participation in a dental plan offered by the Employer up to \$40 per month for single dental coverage. Employees who enroll in family dental coverage will pay the difference between the cost of family coverage and the District's \$40 monthly contribution to single coverage.

Compensatory Leave: Nutrition Services employees may use 1 additional sick day per year for a total of 4 sick days per year for personal leave.

Uniforms: Effective July 1, 2012, employees working in the Nutrition Center will receive 2 additional uniform pieces for a total of 9 uniform pieces to each employee per school year.

3. The District has three hundred and two (302) employees in this bargaining unit.
5. This item will meet the District target area goal of alignment.
6. This request is submitted by Julie Coffey, Assistant Director; Joyce Victor, Negotiations/Employee Relations Assistant Manager; Timothy J. Caskey, Executive Director of Human Resources; and Michael Baumann, Deputy of Schools and 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 of those nutrition services employees in this District for whom the Minnesota Teamsters Local No. 320 is the exclusive representative; duration of said Agreement is for the period of July 1, 2011 through June 30, 2013.