

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

DATE: February 18, 2014

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, 2013, through June 30, 2015.
2. Contract changes are as follows:

Wages: Effective July 1, 2013, 1.15% increase for employees on Step 9. Effective July 1, 2014, increase salary schedule by 2.0%.

Insurance: Effective July 1, 2014, the District's monthly contribution of \$600 for single coverage is increased to \$625; the District's monthly contribution of \$1,175 for family coverage is increased to \$1,200.

Severance: Nutrition Services Supervisors who provide three months notice of retirement will receive \$14 per day for each day of unused sick leave up to a maximum of \$19,000. Nutrition Services Supervisors who provide less than three months notice of retirement will receive \$12 per day for each day of unused sick leave up to a maximum of \$18,000. Nutrition Services Supervisors who have an exigent circumstance exist will receive \$14 per day for each day of unused sick leave up to a maximum of \$19,000.

Uniforms: Effective July 1, 2014, employees working in the Nutrition Center will receive 1 apron per year in addition to current uniform allowance.

3. The District has three hundred and five (305) employees in this bargaining unit.
4. The estimated new total package costs for this agreement have been calculated as follows:

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

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

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, 2013 through June 30, 2015.