

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

**DATE:** May 21, 2013

**TOPIC:** Approval of an Employment Agreement with United Union of Roofers, Waterproofers and Allied Workers, Local Union No. 96, to Establish Terms and Conditions of Employment for 2013-2016

**A. PERTINENT FACTS:**

1. New Agreement is for the three-year period May 1, 2013 through April 30, 2016.
2. Contract changes are as follows:  
  
Wage and benefit changes reflect prevailing wage for the industry. Year one reflects a wage freeze. The second and third year will be a reopener for wages only.
3. The remaining language provisions of the previous contract remain essentially unchanged, except for necessary changes to dates and outdated references.
4. The District has two (2) regular F.T.E. in this bargaining unit.
5. The total cost for year one is zero due to a wage freeze from year three of last contract and year one of the current contract.
6. This item will meet the District's target area goal of alignment.
7. 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 of those employees in this school district for whom United Union of Roofers, Waterproofers and Allied Workers, Local Union No. 96, is the exclusive representative; duration of said Agreement is for the period of May 1, 2013 through April 30, 2016.