

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

DATE: December 18, 2018

TOPIC: Approval of Employment Agreement Between Independent School District No. 625 and Tri-Council Local No. 49, Local No. 120, and Local No. 132, exclusive representative for Drivers, Grounds and Labor Employees, and Heavy Equipment Operators

A. PERTINENT FACTS:

1. New Agreement is for a one-year period from July 1, 2018, through June 30, 2019.
2. Contract changes are as follows:

Wages: Effective March 4, 2019, increase wage schedule 2.0%.

Safety Shoes: Effective 2018-19 contract year, the District agrees to pay \$150 toward the purchase safety shoes.

Deferred Compensation: Effective January 1, 2019, the District's contribution to a deferred compensation match will increase from \$1,100 to \$1,200 per year for employees hired after January 1, 1996.

COLA is delayed within each year of the contract period. Financial impact is equivalent to 1% at the beginning of each year of the contract period.

3. The District has 11 regular FTE's in this bargaining unit.
6. This item will meet the District target area goal of alignment.
5. This request is submitted by Laurin J. Cathey, Executive Director of Human Resources; Jim Vollmer, Assistant Director of Employee/Labor Relations; Joyce Victor, Negotiations/Employee Relations Assistant Manager.

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 Tri-Council Local No. 49, Local No. 120, and Local No. 132, exclusive representative for Drivers, Grounds and Labor Employees, and Heavy Equipment Operators in this school district; duration of said Agreement is for the period of July 1, 2018, through June 30, 2019.