

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

DATE: August 23, 2016

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 two-year period from July 1, 2016, through June 30, 2018.
2. Contract changes are as follows:

Wages: Effective July 1, 2016, increase wage schedule 2.0%. Heavy Equipment Operator market adjustment increase by \$.35 per hour, and Labor and Grounds Crew Leader increase by \$.50 per hour. Effective July 1, 2017, increase wage schedule 2.0%.

Premium Pay A. Effective July 1, 2016, premium pay of \$.55 per hour shall be paid above the regular base rate for each hour or any part over one-fourth (1/4) hour worked in such assignments by an employee in this bargaining unit.

Premium Pay B. Effective July 1, 2016, premium pay of cents \$.90 per hour shall be paid above the regular base rate for each hour or any part over one-fourth (1/4) hour worked in such assignments by an employee in this bargaining unit.

Severance: The maximum amount of money that any employee may obtain through this 403(b) Tax-Deferred Retirement Plan for Sheltering Severance Pay and Vacation Pay increased from \$20,000 to \$21,000.

Deferred Compensation: Effective January 1, 2017, the District's contribution to a deferred compensation match will increase from \$1,050 to \$1,100 per year for employees hired after January 1, 1996.

Pension Plan: Effective August 1, 2016, the Employer will pay a flat rate of \$112.00 bi-weekly for fiscal year 2016-17, implemented as soon as administratively possible. Effectively July 1, 2017, the Employer will pay a flat rate of 123.40 bi-weekly for fiscal year 2017-2018.

Insurance: Effective January 1, 2016, the District's monthly contribution of \$625 for single coverage is increased to \$640; the District's monthly contribution of \$1,200 for family coverage is increased to \$1,248. Effective January 1, 2017, the District's monthly contribution of \$640 for single coverage is increased to \$655; the District's monthly contribution of \$1,248 for family coverage is increased to \$1,296.

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; 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 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, 2016, through June 30, 2018.