

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

**DATE:** November 18, 2014

**TOPIC:** Approval of Employment Agreement Between Independent School District No. 625 and American Federation of State, County and Municipal Employees, District Council 5, Local Union No. 844, Representing Clerical and Technical Employees

**A. PERTINENT FACTS:**

1. New Agreement is for a two-year period from July 1, 2014, through June 30, 2016.
2. Contract changes are as follows:

Wages: Effective July 1, 2014, the salary schedule is increased 2.5%. Effective July 1, 2015, the salary schedule is increased 3%.

Severance: Effective July 1, 2014, employees who provide three months notice of retirement will receive \$125 per day for each day of accrued, unused sick leave. Employees who provide less than three months notice of retirement will receive \$100 per day for each day of accrued, unused sick days. The maximum amount of severance pay an employee may obtain is \$22,500.

Insurance: Effective January 1, 2015, the district monthly contribution for single coverage will remain at \$637.50 per month; family coverage will increase to \$1,275 per month. Effective January 2016, the district contribution for single coverage is increased to \$652.50; family coverage is increased to \$1,290.

Safety Equipment: The district will provide personal protective equipment for those employees who are required to wear protective equipment by the Employer. The equipment will be provided through the Environmental Health and Safety Office.

3. The District has 319 FTE's in this bargaining unit.
4. The new total package costs for the agreement are estimated as follows:
5. This item will meet the District target area goal of alignment.
6. This request is submitted by Joyce Victor, Negotiations/Employee Relations Assistant Manager; Laurin Cathey, Executive Director of Human Resources; 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 American Federation of State, County and Municipal Employees, Local Union No. 844, District Council 5, representing clerical and technical employees in this school district; duration of said Agreement is for the period of July 1, 2014, through June 30, 2016.