

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

DATE: August 21, 2012

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, 2012, through June 30, 2014.
2. Contract changes are as follows:

Wages: Effective July 1, 2012, increase wage schedule 2.0%, Heavy Equipment Operator market adjustment increase by \$.20 per hour, increase School Grounds Crew Leader and School Labor Crew Leader by \$.15 per hour. The 15-year longevity step is increased to \$.25 above base rate. Premium pay A is increased \$.10 per hour. Premium pay B is increased \$.20 per hour. Effective July 1, 2013, increase wage schedule 1.5 %.

Supplemental Pension: Effective July 1, 2012, the District contribution to the Laborers Supplemental Pension Fund will increase from \$.70 to \$.85 for all hours worked. Effective July 1, 2013, the District contribution will increase \$.85 to \$1.05 per hour.

Safety Shoes: Effective July 1, 2012 the District will increase the safety shoe allowance from \$200 to \$250.

Severance: Employees who provide three months notice of retirement will receive \$110 per day for each day of unused sick leave up to a maximum of \$19,000.

3. The District has 16 regular FTE's in this bargaining unit.
4. This item will meet the District target area goal of alignment.
5. 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 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, 2012, through June 30, 2014.