

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

**DATE:** November 16, 2021

**TOPIC:** Approval of Employment Agreement Between Independent School District No. 625, Saint Paul Public Schools, and District Lodge No. 77 International Association of Machinists and Aerospace Workers AFL-CIO, Exclusive Representative for Machinists

**A. PERTINENT FACTS:**

1. New Agreement is for a two-year period from July 1, 2021, through June 30, 2023.

2. Contract changes are as follows:

Wages: Effective July 3, 2021, the salary schedule increased 1.5% for all classifications. Effective July 2, 2022, the salary schedule increased 1.5% for all classifications.

Incentive Pay: Effective upon approval of this labor agreement, all employees in this group will be provided a one-time lump sum payment of \$500.00.

Benefits: Effective January 1, 2022, this group will move to cafeteria plan design. Employee benefits will be offered to eligible employees through a Cafeteria Plan qualified under IRS Codes §105, §125, and §129. The Cafeteria Plan will contain a core set of benefits. Enrollment in these core benefits is required in order to participate in the Cafeteria Plan and receive any Employer contributions. Additional optional benefits are offered allowing employees to select benefits that meet their individual needs. Life Insurance, Dental and Long-Term Disability Insurance are core benefits.

Contribution to Cafeteria Plan Credits

Each eligible full-time employee with single coverage shall receive \$620 per month which may be spent in a District-qualified cafeteria benefits plan. Each eligible full-time employee with family or single+1 coverage shall receive \$1,295 per month which they may spend in a District-qualified cafeteria benefits plan. Any dollars remaining from this amount after enrollment in core and optional benefits will be returned to the employee as salary.

Dental Insurance: Effective January 1, 2022 single dental insurance shall be part of the core benefits. Employees who enroll in family dental coverage will pay the difference between the cost of family and single coverage with any remaining credits provided by the district toward core benefits.

Vacation: Effective July 1, 2021, employee's vacation carry over will increase from 160 to 184 hours of vacation into the following year.

3. The District has four (4) regular employees in this bargaining unit.

5. This item will meet the District target area goal of alignment.

6.) This request is submitted by Kenyatta McCarty, Executive Director of Human Resources; Jim Vollmer, Assistant Director of Employee/Labor Relations; Daniel Wells, Employee Relations 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 of those machinist employees in this school district for whom District Lodge No. 77 International Association of Machinists and Aerospace Workers AFL-CIO, is the exclusive representative; duration of said Agreement is for the period of July 1, 2021 through June 30, 2023.