

**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 Professional Employees Association Representing Non-Supervisory Professional Employees

**A. PERTINENT FACTS:**

1. New Agreement is for a two-year period from January 1, 2014, through December 31, 2015.
2. Contract changes are as follows:

Wages: Effective January 1, 2014, the salary schedule is increased 1%. Maintain step increases. The 15 year and 20 year step are each increased by \$1,000. Effective January 1, 2015, the salary schedule is increased 2%. The 15 year and 20 year step are each increased by \$1,000.

Severance: Effective July 1, 2014, for notification of more than three months, increase the number of accrued, unused sick leave days from 140 to 164 days and the maximum contribution not to exceed \$20,500. The maximum amount of severance pay is increased from \$20,000 to \$23,000.

Profession Growth: Effective January 1, 2014, the maximum individual allowance available in any fiscal year, including carryover, is changed from \$1,000 to \$1,500.

Vacation: Effective January 1, 2014, vacation carry over into the following year is increased from 160 hours to 184 hours of vacation.

3. The District has 78 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 Professional Employees Association in this school district; duration of said Agreement is for the period of January 1, 2014, through December 31, 2015.