

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

**DATE:** December 17, 2019

**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, 2019, through June 30, 2021.
2. Contract changes are as follows:
  - Wages: Effective June 22, 2019, the salary schedule increased 1.5% for Machinist and Vehicle Mechanic. Effective June 20, 2020, the salary schedule increased 2.0% for all classifications.
  - Longevity: Employees who have completed ten (10) years of service with the Employer as of July 1 each year shall receive an additional \$.20 per hour above the normal hourly rate of pay. Employees completing fourteen (14) years shall receive an additional \$.25 per hour above the normal hourly rate of pay.
3. The District has two (2) 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, Interim Executive Director of Human Resources; Jim Vollmer, Assistant Director of Employee/Labor Relations; and Joyce Victor, Negotiations/Employee Relations Assistant 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, 2019 through June 30, 2021.