

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

DATE: September 21, 2021

TOPIC: Approval of an Employment Agreement with Laborers Local 563 to Establish Terms and Conditions of Employment for 2021-2024 employment contract.

A. PERTINENT FACTS:

1. New Agreement is for the three-year period September 11, 2021 through April 30, 2023.
2. Contract changes are as follows:

Wages and benefits: Wage and benefit changes reflect prevailing wage and benefits for the industry. Employees are moving from a negotiated wage rate and independent negotiated benefit structure to a total package wage and benefit skilled trade union structure.
3. The language provisions of the new contract reflect typical language for a trade contract with the District. Regular employee's previously working under the Tri-Council agreement will continue as regular full-time employees with the District. Regular employees previously working under the Tri-Council agreement will begin receiving benefits from the Union effective September 11, 2021. District provided benefits will end September 10, 2021.
4. Employees will have new job classifications of Journeyman Laborer, Journey Laborer Foreman and Landscape Laborer. These new classifications reflect those job titles within the industry and prevailing wage agreements.
5. Management and Labor have agreed to explore the addition of Apprentice classifications prior to the spring of 2022.
6. The District has 5 regular F.T.E. in this bargaining unit. The District has 2 seasonal F.T.E. in this bargaining unit.
7. This item will meet the District's target area goal of alignment.
8. This request is submitted by Kenyatta McCarty, Interim Executive Director of Human Resources; Jim Vollmer, Assistant Director of Employee/Labor Relations; Daniel Wells, Labor 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 employees in this school district for whom Laborer's Local 563 is the exclusive representative. Duration of said Agreement is for the period of May 1, 2021 through April 30, 2023.