

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

DATE: October 16, 2012

TOPIC: Approval of Employment Agreement Between Independent School District No. 625 and American Federation of State, County and Municipal Employees, District Council 5, Local Union No. 844, Representing Clerical and Technical Employees

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, the salary schedule is increased 1.5%. Effective July 1, 2013, the salary schedule is increased 1.5%, and employees whose current rate of pay is greater than the top step of their current pay range (red circled employees) shall receive lump sum payment equal to 1.5% their annual wages.

Severance: Effective July 1, 2012, employees who provide three months notice of retirement will receive \$125 per day for each day of accrued, unused sick leave up to a maximum of \$20,000. Employees who provide less than three months notice of retirement will receive \$95 per day up to a maximum of \$20,000.

Insurance: Effective January 1, 2013, the district monthly contribution of \$600 for single coverage is increased to \$612.50; the district monthly contribution of \$1,175 for family coverage is increased to \$1,200. Effective January 2014, the district contribution for single coverage is increased to \$637.50; family coverage is increased to \$1,250.

3. The District has 322 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; Timothy J. Caskey, Executive Director of Human Resources; and Michael Baumann, Deputy of Schools and 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 American Federation of State, County and Municipal Employees, Local Union No. 844, District Council 5, representing clerical and technical employees in this school district; duration of said Agreement is for the period of July 1, 2012, through June 30, 2014.