

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

DATE: September 23, 2014

TOPIC: Approval of Employment Agreement Between Independent School District No. 625 and Tri-Council Local No. 49, Local No. 120, and Local No. 132, exclusive representative for Drivers, Grounds and Labor Employees, and Heavy Equipment Operators

A. PERTINENT FACTS:

1. New Agreement is for a two-year period from July 1, 2014, through June 30, 2016.
2. Contract changes are as follows:

Wages: Effective July 1, 2014, increase wage schedule 2.0%. Heavy Equipment Operator market adjustment increase by \$.20 per hour, and School Grounds Crew Leader and School Labor Crew Leader increase by \$.20 per hour. Effective July 1, 2015, increase wage schedule 2.0%, Heavy Equipment Operator market adjustment increase by \$.20 per hour and increase School Grounds Crew Leader and School Labor Crew Leader by \$.20 per hour.

Longevity: Effective July 1, 2015, increase the 15-year longevity step an additional \$.05 per hour to: \$.83 above base rate. Effective July 1, 2015, a 25-year longevity step added at \$.88 per hour above the base rate.

Insurance: Effective January 1, 2016, the District's monthly contribution of \$600 for single coverage is increased to \$625; the District's monthly contribution of \$1,075 for family coverage is increased to \$1,100.

Supplemental Pension: Effective July 1, 2014, the District contribution to the Laborers National Industrial Pension Plan will increase from \$1.05 to \$1.16 for all hours worked. Effective July 1, 2015, the District contribution will increase to \$1.28 per hour.

3. The District has 19 regular FTE's in this bargaining unit.
4. The new total package costs for the agreement are estimated as follows:
6. This item will meet the District target area goal of alignment.
5. This request is submitted by Joyce Victor, Negotiations/Employee Relations Assistant Manager; Laurin Cathey, Executive Director of Human Resources; and Michelle Walker, Chief Operations 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 Tri-Council Local No. 49, Local No. 120, and Local No. 132, exclusive representative for Drivers, Grounds and Labor Employees, and Heavy Equipment Operators in this school district; duration of said Agreement is for the period of July 1, 2014, through June 30, 2016.