

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

**DATE:** November 16, 2010

**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, 2010, through June 30, 2012.
2. Contract changes are as follows:

Wages: Effective January 1, 2011, the salary schedule is increased 1% on steps 1-8. A new 20-year Step 9 was added at 1.5% above the Step 8 rate. Effective July 2, 2011, the salary schedule is increased 1%.

Insurance: Effective January 2011, the district monthly contribution of \$550 for single coverage is increased to \$575; the district monthly contribution of \$1,075 for family coverage is increased to \$1,125. Effective January 2012, the district contribution for single coverage is increased to \$600; family coverage is increased to \$1,175.

OPEB: The District will no longer provide a contribution for health insurance upon retirement for employees who are hired on or after January 1, 2014, and who retire before reaching the Medicare-eligible age. The District contribution will be replaced with a \$200 per year District match to a 403(b) retirement savings plan. Effective January 1, 2016, the District will contribute \$200 per year into a health care savings plan for employees hired on or after January 1, 2014.

3. The District has 347 FTE's in this bargaining unit.
4. This item will meet the District's target area goal of aligning resource allocation to District priorities.
5. This request is submitted by Joyce Victor Negotiations/ Employee Relations Assistant Manager, Susan Gutbrod, Negotiations/Employee Relations Manager; Timothy J. Caskey, Executive Director of Human Resources; and Michael Baumann, Chief Business 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 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, 2010, through June 30, 2012.