

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

DATE: December 14, 2021

TOPIC: Approval of Employment Agreement Between Independent School District No. 625, Saint Paul Public Schools, and Minnesota Teamsters Local 320, Exclusive Representative for Nutrition Services Employees

A. PERTINENT FACTS:

1. New Agreement is for a two-year period from July 1, 2021, through June 30, 2023.
2. Contract changes are as follows:

Wages: Effective September 11, 2021, increase salary schedule by 1.5%. September 10, 2022, increase salary schedule by 1.5%; create new step 10 at 3% above step 9 for NSA; NSS 1, 2, & 3 and NSA 2. Effective July 1, 2022 through June 30, 2023, freeze NSA step movement for steps 7 & 8; NSA at step 7 & 8 on July 1, 2022 would not advance to next higher step; NSA at step 7 & 8 would advance to next step on July 1, 2023. Effective September 10, 2022, create new steps 11, 12 and 13 incorporating current longevity amounts to step 10 wage amounts. These would be new 10 year longevity step (step 11), new 15 year longevity step (step 12), and new 20 year longevity step (step 13). Longevity language would no longer be effective starting 9-10-22.

Premium Pay. Effective January 1, 2022, employees who are assigned an additional duty assignment as determined by the Director of Nutrition Services will be paid a premium of \$1.00/hr above their regular hourly rate for those hours worked in the additional duty assignment. Examples of additional duty may include, but is not limited to, lead for a particular function, floater to staff sites within the district, short term supervisor fill-in, and/or cooking duties in a school building or central kitchen.

Incentive Pay: Effective December 17, 2021, all employees in this group will be provided a one-time lump sum payment of \$500.00.

Sick Leave: Effective July 1, 2021, employees will be able to use 5 days of sick leave per year for personal leave, for a total of (5) five sick leave days per year.

Insurance: Effective January 1, 2022, this group will move to cafeteria plan design. Employee benefits will be offered to eligible employees through a Cafeteria Plan qualified under IRS Codes §105, §125, and §129. The Cafeteria Plan will contain a core set of benefits. Enrollment in these core benefits is required in order to participate in the Cafeteria Plan and receive any Employer contributions. Additional optional benefits are offered allowing employees to select benefits that meet their individual needs. Life Insurance, Dental and Long-Term Disability Insurance are core benefits.

Contribution to Cafeteria Plan Credits. Each eligible full-time employee with single coverage shall receive \$730 per month which may be spent in a District-qualified cafeteria benefits plan. Each eligible full-time employee with family or single+1 coverage shall receive \$1,305 per month which they may spend in a District-qualified cafeteria benefits plan. Any dollars remaining from this amount after enrollment in core and optional benefits will be returned to the employee as salary.

Dental Insurance: Effective January 1, 2022, single dental insurance shall be part of the core benefits. Employees who enroll in family dental coverage will pay the difference between the cost of family and single coverage with any remaining credits provided by the district toward core benefits.

Life Insurance: Effective January 1, 2022, the Employer agrees to increase each eligible employee's life insurance coverage by \$25,000, for a total of \$50,000 of life insurance coverage. This is in alignment with other groups within the District.

Severance: Effective January 1, 2022, if an employee notifies the Human Resource Department three (3) months in advance of the date of retirement and requests severance pay and if the employee meets the eligibility requirements set forth in 16.2 above, he or she will receive a District contribution to the District 403(b) Tax-Deferred Retirement Plan for Sheltering Severance Pay and Vacation Pay in an amount equal to \$13.50 for each hour of accrued, unused sick leave, up to 1,460 hours to a maximum of \$19,710.

Effective January 1, 2022, Nutrition Service Supervisors who notify the Human Resource Department three (3) months in advance of the date of retirement and requests severance pay and if the employee meets the eligibility requirements set forth in 16.2 above will receive a District contribution to the District 403(b) Tax Deferred Retirement Plan for Sheltering Severance Pay and Vacation Pay in an amount equal to \$15.50 for each hour of accrued, unused sick leave, up to 1,460 hours to a maximum of \$22,630

3. The District has 311 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, Executive Director of Human Resources; Jim Vollmer, Assistant Director of Employee/Labor Relations; Daniel Wells, Employee 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 nutrition services employees in this District for whom the Minnesota Teamsters Local No. 320 is the exclusive representative; duration of said Agreement is for the period of July 1, 2021 through June 30, 2023.