

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

DATE: September 21, 2010

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

Wages: Effective July 3, 2010, increase wage schedule .75%. Effective July 4, 2011, increase wage schedule .65%.

Insurance: Effective January 1, 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 1, 2012, the district contribution for single coverage is increased to \$600; family coverage is increased to \$1,175.

OPEB: Employees hired on or after January 1, 2014 will no longer be eligible for any District contribution for retiree health insurance. 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 14 regular FTE's in this bargaining unit.
4. This contract supports 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; Michael L. Kremer, Executive Director of Operations; 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 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, 2010, through June 30, 2012.