

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

DATE: November 15, 2016

TOPIC: Approval of Employment Agreement Between Independent School District No. 625 and International Union of Operating Engineers, Local No. 70, Exclusive Representative for Custodians

A. PERTINENT FACTS:

1. New Agreement is for a two-year period from July 1, 2016, through June 30, 2018.
2. Contract changes are as follows:

Wages: Effective July 1, 2016, the salary schedule increase is 2%. Effective July 1, 2017, salary schedule increase is 2%.

Benefits: Effective January 1, 2017, the district monthly contribution of \$650 for single coverage is increased to \$660; the district monthly contribution of \$1,225 for family coverage is increased to \$1,235. Effective January 1, 2018, the district contribution for single coverage is increased to \$670; family coverage remains at \$1,245.

Vacation: Effective July 1, 2016, one day vacation increase for employees between the 10th and 15th year.

Severance: Effective July 1, 2017, increase severance maximum benefit from \$20,000 to \$22,000. Effective January 1, 2017, The International Union of Operating Engineer employees are eligible to participate in the Minnesota Post Employment Health Care Savings Plan (HCSP) established under Minnesota Statutes, section 352.98 (Minn. Supp. 2001) and as outlined in the Minnesota State Retirement System's Trust and Plan Documents. All funds collected by the employer for severance on the behalf of the employee will be deposited into the employee's post employment health care savings plan account.

Premium Pay for Advanced Training: Effective July 1, 2016, premium pay for advanced training is increased by \$.10 per hour for Custodian Engineer 2 and 3.

Working Out of Classification: Effective July 1, 2016, any employee working an out-of-class assignment for a period in excess of ten consecutive working days shall receive the rate of pay for the out-of-class assignment in a higher classification beginning on the tenth consecutive working day of such assignment.

3. The District has 232 FTE's in this bargaining unit.
6. This item will meet the District target area goal of alignment.
5. This request is submitted by John Thein, Superintendent; Laurin J. Cathey, Executive Director of Human Resources; Jim Vollmer, Assistant Director of Employee/Labor Relations; Joyce Victor, Negotiations/Employee Relations Assistant Manager.

B. RECOMMENDATION:

That the Board of Education of Independent School District No. 625 enter into an agreement concerning the terms and conditions of employment for International Union of Operating Engineers, Local No. 70; duration of said Agreement is for the period of July 1, 2016, through June 30, 2018.