

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

DATE: December 18, 2012

TOPIC: Approval of Employment Agreement Between Independent School District No. 625 and Minnesota School Employees Association, Representing Classified Confidential Employees Association

A. PERTINENT FACTS:

1. New Agreement is for a two-year period from July 1, 2012, through June 30, 2014.
2. Contract changes are as follows:

Wages: Effective July 1, 2012, the salary schedule increase is 1.75%. Effective July 1, 2013, the salary schedule increase is 1.75%. Maintain step increases in each year of the contract.

Benefits: Effective January 1, 2013, the district monthly contribution of \$600 for single coverage is increased to \$613; the district monthly contribution of \$1,175 for family coverage is increased to \$1,200. Effective January 2014, the district contribution for single coverage is increased to \$638; family coverage remains at \$1,200.

Severance: Effective July 1, 2012, increase daily amount from \$85 to \$95 for notification of less than three months and unused sick leave amount from 205.88 to 212 days. For notification of more than three months, increase the daily amount from \$100 to \$125 per day and the maximum contribution from \$18,000 to \$22,500.

Professional Growth: Effective July 1, 2012, increase yearly amount from \$500 to \$600 per fiscal year. The maximum individual allowance available in any fiscal year, including carryover, cannot exceed \$1,000.

3. The District has 10 FTE's in this bargaining unit.
4. This item will meet the District target area goal of alignment.
5. This request is submitted by Julie Coffey, Assistant Director of Employee/Labor Relations; Joyce Victor, Negotiations/Employee Relations Assistant Manager; Timothy J. Caskey, Executive Director of Human Resources; and Michael Baumann, Deputy, Schools & Business Operations.

B. RECOMMENDATION:

That the Board of Education of Independent School District No. 625 enter into an Agreement concerning the terms and conditions of employment of those classified confidential employees in this school district for whom the Minnesota School Employees Association is the exclusive representative; duration of said Agreement is for the period of July 1, 2012 through June 30, 2014.

