

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

DATE: December 14, 2010

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

Wages: Effective July 3, 2010, the salary schedule increase is 1%. Effective July 2, 2011, salary schedule increase is 1%.

Benefits: 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. Effective January 1, 2011, the District monthly contribution for employees who are married to another District employee and are covered under spouse's plan will increase from \$150 to \$200.

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 225 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 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, 2010, through June 30, 2012.