

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

DATE: July 26, 2016

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, 2015, through June 30, 2017.
2. Contract changes are as follows:

Wages: Effective January 9, 2016, 2.0% increase. Effective September 3, 2016, increase salary schedule by 2.0%. Maintain step progression both years.

Insurance: Effective January 1, 2017, the District's monthly contribution of \$625 for single coverage is increased to \$645; the District's monthly contribution of \$1,200 for family coverage is increased to \$1,220.

Severance: Effective January 1, 2017, Nutrition Services Assistants who provide three months notice of retirement will receive \$12.50 per day for each day of unused sick leave up to a maximum of \$18,250. Nutrition Services Supervisors who provide three months notice of retirement will receive \$14.50 per day for each day of unused sick leave up to a maximum of \$21,170.

Compensatory Leave: Effective January 1, 2017, increase the amount of accumulated sick leave employee may use to care for and attend to the illness or injury of his/her adult child, spouse, sibling, parent, grandparent, stepparent or member of household from 120 to 160 hours.

3. The District has 268 employees in this bargaining unit.

This item will meet the District's target area goal of alignment.

5. This request is submitted by Laurin J. Cathey, Executive Director of Human Resources; Jim Vollmer, Assistant Director of Employee/Labor Relations; Joyce Victor, Negotiations/Employee Relations Assistant Manager; and Michelle Walker, Chief Executive 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 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, 2015 through June 30, 2017