

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

DATE: May 17, 2016

TOPIC: Approval of Employment Agreement between Independent School District No. 625 and Professional Employees Association Representing Non-Supervisory Professional Employees

A. PERTINENT FACTS:

1. New Agreement is for a two-year period from January 1, 2016, through December 31, 2017.
2. Contract changes are as follows:

Wages: Effective January 1, 2016, the salary schedule is increased 1.5%. Effective January 1, 2017, the salary schedule is increased 1%. Maintain step increases both years.

Benefits: Effective January 1, 2017, the family benefits coverage contribution will increase by \$35 per month and \$15 per month for single coverage contribution.

Deferred Compensation: Effective January 1, 2017, the District match contribution is increased from \$1,000 to \$1,250 per year for employees hired after January 1, 1996.

Vacation: Effective January 1, 2017, employee will be allowed to convert sick leave to vacation if they have 164 days of accumulated sick leave credits.

Sick Leave: Effective January 1, 2017, employee will be allowed to use 160 hours of accumulated sick leave in a 12 month period to allow the employee to care for and attend to the serious or critical illness of a parent, adult child, spouse, sibling, mother-in-law, father-in-law, grandchild, grandparent, stepparent or a member of his/her household.

3. The District has 77 FTE's in this bargaining unit.
5. This item will meet the District target area goal of alignment.
6. 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 for Professional Employees Association in this school district; duration of said Agreement is for the period of January 1, 2016, through December 31, 2017.