

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

DATE: December 17, 2019

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, 2019, through June 30, 2021.
2. Contract changes are as follows:

Wages: Effective June 22, 2019, increase salary schedule by 1.5% for all steps except step 6. Floater premium pay will increase to \$0.75 per hour for employees assigned to float between schools. Effective June 20, 2020, increase salary schedule by 2.0% on all steps for Nutrition Services Supervisor 1, 2, and 3; Nutrition Services Assistant step 6 and above; along with all other classifications. Floater premium pay will increase to \$1.00 per hour.

Insurance: The District's monthly contribution of \$655 for single coverage and \$1,240 for family coverage remains unchanged. Effective July 1, 2020, employees who have been regularly employed in the District for more than thirty continuous days are eligible for District contribution to premium cost for health and life insurance.

Longevity: Effective July 1, 2020, employees at the beginning of their fifteen (15) and twenty years of service with the Employer shall receive an additional \$0.15 per hour above the normal hourly rate of pay.

3. The District has 281 employees in this bargaining unit.
4. This item will meet the District's target area goal of alignment.
5. This request is submitted by Kenyatta McCarty, Interim Executive Director of Human Resources; Jim Vollmer, Assistant Director of Employee/Labor Relations, and Joyce Victor, Negotiations/Employee Relations Assistant Manager.

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, 2019 through June 30, 2021.