

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

DATE: September 22, 2020

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, 2020, through December 31, 2021.
2. Contract changes are as follows:
 - Wages: Effective January 4, 2020, the salary schedule is increased 1.5%. Effective January 2, 2021 the salary schedule is increased 2.0%. Maintain step increases both years.
 - Step Advancement: Effective January 1, 2021, PEA members shall be eligible for a one-time step advancement with an approved certification.
 - Bereavement Leave: Effective January 1, 2020, bereavement leave for members will be separate and distinct from sick leave and the paid time off will be granted as set forth in the language. Travel time for bereavement will be used from sick leave.
3. The District has 103 FTE's in this bargaining unit.
5. This item will meet the District target area goal of alignment.
6. This request is submitted by Kenyatta McCarty, Executive Director of Human Resources; Jim Vollmer, Assistant Director of Employee/Labor Relations.

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, 2020, through December 31, 2021.