

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

**DATE:** November 17, 2020

**TOPIC:** Approval of Employment Agreement Between Independent School District No. 625 and Minnesota School Employees Association, Representing Classified Confidential Employees Association

**A. PERTINENT FACTS:**

1. New Agreement is for a two-year period from July 1, 2020, through June 30, 2022.
2. Contract changes are as follows:

Wages: Effective January 2, 2021, the salary schedule increase is 1.5%, maintain step increases. Effective January 1, 2022, the salary schedule increase is 2.00%, maintain step increases.

Benefits: Effective January 1, 2021, the district monthly contribution of \$700 for single coverage is increased to \$730; the district monthly contribution of \$1,350 for family coverage is increased to \$1,410. Effective January 1, 2022, the district monthly contribution of \$730 for single coverage is increased to \$765; the district monthly contribution of \$1,410 for family coverage is increased to \$1,475.

Dental Insurance: Increase Family Dental from \$40 to \$50 contribution.

Severance: Effective January 1, 2022, increase severance cap from \$23,400 to \$25,000.

Deferred Compensation: Effective July 1, 2020, the District's contribution to a deferred compensation match will increase by \$50 to a maximum of \$1,250 per year for employees hired after January 1, 1996. Effective July 1, 2021, the District's contribution to a deferred compensation match will increase by \$50 to a maximum of \$1,300 per year.

Vacation: Accrual rates for members with 5-9 years of service will increase from 21 to 22 days of vacation a year; and members with 10-15 years of service will increase from 22 to 24 days of vacation a year.

3. The District has 13 FTE's in this bargaining unit.
4. This item will meet the District target area goal of alignment.
5. 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 enter into an Agreement concerning the terms and conditions of employment of those classified confidential employees in this school district for whom the Minnesota School Employees Association is the exclusive representative; duration of said Agreement is for the period of July 1, 2018 through June 30, 2020.