

**INDEPENDENT SCHOOL DISTRICT NO. 625**  
**Saint Paul, Minnesota**  
**SPECIAL MEETING OF THE BOARD OF EDUCATION**  
**Administration Building**  
**360 Colborne Street**  
**Saint Paul, Minnesota 55102**

**May 2, 2022**  
**4:30 PM**

**A G E N D A**

- I. **CALL TO ORDER**
- II. **ROLL CALL**
- III. **APPROVAL OF THE ORDER OF THE MAIN AGENDA**
- IV. **NEW BUSINESS**
  - A. Approval of Retention Pay Between Independent School District No. 625, Saint Paul Public Schools, and Superintendency Members of Independent School District No. 625, Saint Paul Public Schools (“Agreement”) 2
  - B. Approval of Memorandum of Agreement Between Independent School District No. 625, Saint Paul Public Schools and Manual and Maintenance Supervisor’s Association, Professional Employees Association, Saint Paul Supervisors Association, AFSCME, CCEA, Custodians, Principals, Bricklayers, Carpenters, Cement Masons, Electricians, Laborer’s 563, Glaziers, Painters, Pipefitters, Plasterers, Plumbers, Roofers, Sheet Metal Worker 4
- V. **MOTION TO CLOSE THE MEETING**
- VI. **OLD BUSINESS**
  - A. Closed session to consider strategy for labor negotiations, including negotiation strategies, developments, discussion, and review of labor negotiation proposals for these bargaining units, including Principals, MMSA, PEA, SPSO, AFSCME, Bus Drivers, CCEA, Custodians, Tri-Council, Bricklayers, Carpenters, Cement Masons, Electricians, Glaziers, Painters, Pipe fitters, Plasterers, Plumbers, Roofers, Sheet Metal Workers, and Tri-Council Temps., as is provided for by Minnesota Statutes Section 13D.03.
- VII. **MOTION TO OPEN THE MEETING**
- VIII. **ADJOURNMENT**

#BoldSubject#

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

**DATE:** May 2, 2022

**TOPIC:** Approval of Retention Pay Between Independent School District No. 625, Saint Paul Public Schools, and Superintendency Members of Independent School District No. 625, Saint Paul Public Schools (“Agreement”)

**A. PERTINENT FACTS:**

1. The Human Resources Department recommends that the members of the Superintendency group and the additional individuals whose employment contracts with the School District incorporate the terms and conditions of the Superintendency Agreement receive a one-time retention payment on the same terms as members of the School District’s bargaining units. Specifically:
  - a. The members of the Superintendency group and the additional individuals whose employment contracts with the School District incorporate the terms and conditions of the Superintendency Agreement who are receiving a paycheck on the payday of March 11, 2022 and worked during the course of the 2020-2021 school year and have not separated service for any reason shall be eligible to receive a \$1,500 retention bonus on May 6<sup>th</sup>, 2022.
  - b. Employees who were on a voluntary layoff, leave of absence other than for FMLA or maternity, have separated service with the employer for any reason or did not otherwise work during the 2020-2021 school year are not eligible for this payment for the school year 2020-2021 as indicated in item 1 above. Employees who would otherwise qualify for this retention bonus, but who have separated employment with the district for any reason prior to the provision of the retention bonus shall not be eligible for this payment.
  - c. The members of the Superintendency group and the additional individuals whose employment contracts with the School District incorporate the terms and conditions of the Superintendency Agreement who are employed by the District on the payday of **March 11**, 2022 and worked both the school year 2020-2021 and the school year 2021-2022 shall be eligible to receive an additional \$1,500 retention bonus on June 6<sup>th</sup>, 2022.
2. The District currently has 27 regular employees who are part of the Superintendency group and three other employees (Assistant Director. Employee and Labor Relations; Labor Relations Manager; and, Assistant General Counsel) whose contracts incorporate the terms and conditions of the Superintendency Agreement.

3. This item will meet the School District target area goal of alignment.
4. This item is submitted by: Kenyatta McCarty, Executive Director of Human Resources; Cedrick Baker, Chief of Staff; and, Joe Gothard, Superintendent.

**B. RECOMMENDATION:**

That the Board of Education of Independent School District No. 625, Saint Paul Public Schools, approve the recommended retention pay for members of the Superintendency and additional individuals whose employment contracts with the School District incorporate the terms and conditions of the Superintendency Agreement.

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

**DATE:** May 2, 2022

**TOPIC:** Approval of Memorandum of Agreement Between Independent School District No. 625, Saint Paul Public Schools and Manual and Maintenance Supervisor's Association, Professional Employees Association, Saint Paul Supervisors Association, AFSCME, CCEA, Custodians, Principals, Bricklayers, Carpenters, Cement Masons, Electricians, Laborer's 563, Glaziers, Painters, Pipefitters, Plasterers, Plumbers, Roofers, Sheet Metal Workers.

**A. PERTINENT FACTS:**

1. New memorandum of agreement is for a period from May 2, 2022 through June 30, 2023.
2. Pertinent terms are as follows:

The members of each collective bargaining agreement who are employed by the District on the payday of March 11<sup>th</sup>, 2022 and worked during the course of the 2020-2021 school year and have not separated service for any reason shall be eligible to receive a \$1,500 retention bonus in May 6<sup>th</sup>, 2022.

The members of each collective bargaining agreement who are employed by the District on the payday of March 11<sup>th</sup>, 2022 and have worked both the school year 2020-2021 and the school year 2021-2022 shall be eligible to receive an additional \$1,500 retention bonus in June 3<sup>rd</sup>, 2022.

Members of each collective bargaining agreement who have only been employed for the 2021-2022 school year shall be eligible to receive only a \$1500 retention bonus and shall not be eligible for payment of any retention bonus for the school year 2020-2021.

This request is submitted by Kenyatta McCarty, Executive Director of Human Resources; Jim Vollmer, Assistant Director of Employee/Labor Relations, Dan Wells, Labor Relations 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 for the listed groups in this school district; duration of said Agreement is for the period of May 2, 2022 through June 30, 2023.