



SOUTH ST. PAUL PUBLIC SCHOOLS
School Board Agenda Item

Meeting Date: Monday, April 14, 2025

Place on Agenda: Regular Agenda: Business Item

Action Requested: Approval

Attachment: None

Topic: 2024-2026 Office and Professional Employees International Union, Local No. 12
Presenter(s): Human Resources Director Joel Milteer
Background: <p>The school district has reached a tentative agreement with the Office and Professional Employees International Union, Local No. 12, for the contract period of July 1, 2024, to June 30, 2026. Administrative Assistants voted in favor of the proposed contract on Wednesday, April 9, 2025. The proposed agreement is within the parameters established by the Board of Education.</p> <p>The components of the settlement have been provided to the School Board. The Agreement includes increases to base wages of 6% in year 1, which includes market adjustments for several positions based on market compensation analysis conducted by the district. Wages in year 2, will be adjusted by 3%. In addition, the contract includes, an increase to longevity pay, and a change to the district's 403(b) contribution to a 2.5% district contribution for all members of the unit based on the individual employee's base salary.</p>
Recommendation: <p>Approve the agreement Office and Professional Employees International Union, Local No. 12 Collective Bargaining Agreement, for the contract period of July 1, 2024, to June 30, 2026.</p>
Alternatives: <p>Do not approve the contract and direct administration with next steps.</p>

Passionate Learners Positively Changing Our World