



TO: School District 197 School Board Members
FROM: Tye Michaels, Director of Human Resources
DATE: March 2, 2026
SUBJECT: 2025-2027 Child Nutrition Contract Settlement

BACKGROUND

The administration recommends approval of a tentative agreement with the School District 197 Service Employees International Unit, Local No. 284, Child Nutrition, which consists of approximately 40 employees, for the 2025-2027 contract years. The union has ratified this tentative agreement.

This agreement includes an increase in salary for both years of the contract according to the increase in steps as outlined below:

- Salary Schedule
 - 1.75% - Year 1
 - 1.25% - Year 2
- Certification Pay
 - Level III: add: \$0.25
 - Level IV add: \$0.30
- Holiday:
 - New Year's Eve
- Insurance:
 - Effective July 1, 2026, key changes for all covered employees include
 - Copays
 - \$40.00 (office visit)
 - \$100 (emergency room)
 - Single Coverage
 - \$1000 deductible
 - \$2500 maximum out-of-pocket
 - Single +1/Family
 - \$2000 deductible
 - \$7000 maximum out-of-pocket
 - Actuarial value: 82.5%
 - There were also increases in prescription rates
 - District contribution remains at 95% Single and 80% Single plus one and Family

Other minor language changes were made.

RECOMMENDED RESOLUTION

BE IT RESOLVED that the School Board of Independent School District 197 approve the presented tentative agreement between School District 197 and the School District 197 Service Employees International Unit, Local No. 284, Child Nutrition, for the 2025-2027 contract years.