

School Board Meeting:

October 22, 2018

Subject:

2018-20 Food Service Contract

Presenter:

**Evan Ronken, Director
Human Services**

SUGGESTED SCHOOL BOARD ACTION:

Recommend Board approval of the 2016-18 Master Contract between Independent School District No. 877 and School Food Service Personnel.

DESCRIPTION:

On June 14, 2018 the school district began negotiations with members of the Food Services Negotiations Committee to meet and negotiate the Master Contract covering 2018-20. The Food Service unit is locally organized and represented by Sue VanLith, NES Food Service Manager, Kim Hinrichs, DES Food Service Manager, and Katie Lohse BHS Food Service Lead. The School District was represented by Evan Ronken, Scott Thielman, and Board Members Melissa Brings and Amanda Reineck. Following two sessions, a tentative agreement was reached and the local members voted to support the contract on October 12, 2018.

Contract language changes in the 2018-20 Master Contract are outlined below:

- Son and daughter-in-law added to bereavement leave
- Probationary period changed from six to nine months
- Employees suspended without pay or on approved unpaid leaves not related to FMLA must pay employee and district share of health insurance benefits
- Uniform stipend paid in first September pay period instead of second.
- Other changes to clarify existing language in contract and match new food service certification language.

Compensation changes in the 2018-20 Master Contract are outlined below:

- Year 1 – 1.0% salary schedule improvement & longevity
- Year 2 – 2.0% salary schedule improvement & longevity
- Year 1 – Individual Premium = Increase to maintain 100% based on VEBA plan
- Year 2 – Individual Premium = Maintain 100% based on VEBA plan
- Year 1 – Dependent Premium – Increase to cover 58.54% of premium
- Year 2 – Dependent Premium – An amount not to exceed 58.54% of the premium or \$15,755; whichever is the lesser amount
(Assumption = Premium increases of 5.4% in Year 2 based on 15 year average)
- Total = 5.48%