

BOARD REPORT

TO: Board of Education

FROM: Director of Human Resources Emily Herman

DATE: Monday, December 8, 2025



TOPIC/PURPOSE OF REPORT: 2025-2026 and 2026-2027 Food Service Contract Agreement

REFERENCE TO POLICY/STRATEGIC PLAN: Minn. Stat. § 122A.40, Subds. 7 and 7a (Employment; Contracts; Termination - Additional Staff Development and Salary)

RECOMMENDED BOARD ACTION: Action Item

DATE FOR BOARD ACTION: Monday, December 8, 2025

REPORT

The District has reached a Food Services Employee Contract Agreement for the contract period of July 1, 2025 to June 30, 2027.

The agreement includes a 2% wage increase in each year, along with a one-time payment equal to 2% of contracted hours in both 2025–26 and 2026–27. These payments will be issued at the end of each school year for employees who work through the last scheduled day or who retire with severance eligibility.

The agreement updates District contributions to health insurance beginning January 1 of each year. Summer program pay rates changed to align with school year position pay. Additional changes include expanded eligibility for the District's matching annuity (now beginning at 20 hours/week), one annual professional development day, adjustments to sick, personal, and funeral leave provisions for clarity, work before/after holiday required for holiday pay, and clarified requirements for reimbursements.

The total cost to the district for this tentative agreement is 4.5%.

RECOMMENDATION

For the board of education to approve the 2025-2026 & 2026-2027 Food Services Contract Agreement.