



To: Oak Park Elementary School District 97 Board of Education
Dr. Carol Kelley, Superintendent

From: Gina Herrmann, Senior Director of Human Resources

Cc: Felicia Turner-Starks, Associate Superintendent of Education

Date: July 14, 2020

Re: Lunchroom Manager Rate of Pay

District 97 employs ten (10) lunchroom managers. Lunchroom managers are responsible for all aspects of the food service operation at the building level. This includes food preparation, meal set-up, sanitation of all equipment and tables, payment processing, student account management, parent communication, ordering, receiving, and inventory control.

We have completed a five year District compensation study for this role. Our analysis noted two concerns:

1. Lunchroom managers have not received an hourly wage increase in the past five (5) years; and
2. There is a notable gap in pay amongst our lunchroom managers. One group earns \$15.33/hour while another group earns \$18.12/hour.

In addition, a recent salary study was conducted amongst suburban school districts. It was found that lunchroom managers had pay rates of \$15.57 to \$24.76 per hour.

In order to address the district-level concerns and to offer a regionally competitive hourly wage, we are proposing three year increases as listed below.

School Year	\$15.33 Group	Increase	\$18.12 Group	Increase
2020-2021	\$16.56	8.0%	\$18.54	2.3%
2021-2022	\$17.88	8.0%	\$18.91	2.0%
2022-2023	\$19.31	8.0%	\$19.31	2.1%

The proposed increases are based on the assumption that CPI remains under 2.1%. If CPI is greater than 2.1%, we will bring a revised proposal to the Board of Education.