



Community Schools

Date: May 8, 2026
To: Board of Education
From: Josh Reames, Food Service Director
RE: Food Service Stipend Recommendation

This memo outlines a recommendation to utilize a portion of our Michigan Department of Education (MDE) Excess Fund Balance to provide one-time retention and performance stipends to our Food Service staff. This initiative serves the dual purpose of rewarding our essential frontline workers while ensuring the district remains in compliance with federal fund balance regulations.

While equipment upgrades and kitchen renovations are already underway, MDE guidelines permit the use of excess funds for staff recruitment and retention as a means of strengthening the overall school meal program.

Proposal Details:

I recommend a one-time stipend for all active Food Service personnel based on the following structure:

| | |
|--------------------------------|------------------|
| Lead Staff | \$ 6,750 |
| Full Time | \$ 9,815 |
| Driver | \$ 600 |
| Substitutes | \$ 800 |
| <i>Subtotal</i> | <i>\$ 17,965</i> |
| Approximate Mpsrs & Fica (37%) | \$ 6,647 |
| TOTAL | \$ 24,612 |