

NUTRITIONAL SERVICES CONTRACT 2025-2027

We are pleased to report that we have a proposed settlement with the Nutritional Services Unit of School District 742. The proposed contract, if adopted, would represent a total settlement cost within the budgeting parameters established by the School Board for settlement with this employee group.

In considering and comparing the cost of settlement packages in our various bargaining and employee groups, it is important to note that costing percentages are composed of the sum of lane improvement, longevity, step improvement, salary schedule improvement, insurance and retirement contributions. Further, in addition to board authorized monies for contract settlement, employee groups may realign existing monies within their contract to achieve a tentative agreement.

This group represents 69.12 FTE and approximately 98 employees

Year One:

- Steps for step eligible employees
- 2.25% increase in hourly wages retroactive to July 1, 2025
- Increase longevity rates as follows: 3y=\$.25, **5y=\$.85, 10y=\$1.50, 15y=\$2.00, 20y=\$2.50, 25y=\$2.90**, retroactive to July 1, 2025
- Increase District Insurance Contribution to Single Plans to \$640.00 per month effective October 1, 2025
- Caps on the Single EME Contribution (\$945.44/month) and the Family EME Contribution (\$2,181.90/month)
- Beginning January 1, 2026, add Paid Family and Medical Leave Statutory Contribution of .44% of wages
- New starting pay rates:
 - Kitchen Helpers \$16.86
 - Bakers/Facilitators \$17.93
 - 2nd Cooks \$20.06
 - Elem 1st Cooks \$21.11
 - Sr/Jr Hi 1st Cooks \$21.84

Year Two:

- Steps for step eligible employees
- 2.00% increase in hourly wages
- Change Spring Break Friday Holiday to Floating Holiday
- Amend MOA to allow use of up to three discretionary days during winter or mid-winter break for 2026-2027 only
- Increase District Insurance Contribution to Single Plans to \$660.00 per month effective October 1, 2026
- Increase District Insurance Contribution to Family Plans to \$1,193.00 per month effective October 1, 2026
- New starting pay rates:
 - Kitchen Helpers \$17.20
 - Bakers/Facilitators \$18.29
 - 2nd Cooks \$20.46
 - Elem 1st Cooks \$21.54
 - Sr/Jr Hi 1st Cooks \$22.28

Total 2-Year Cost: 7.65%

Tentatively Scheduled for Board Approval: March 11, 2026