

Tentative Agreement SUMMARY

SCHOOL NUTRITION and SAINT LOUIS PARK PUBLIC SCHOOLS 2023-25 Terms and Conditions of Employment

Date of Proposal: 11/6/2023 Meeting - TA

Term: Two (2) years, July 1, 2023, through June 30, 2025

Employees Covered: 28 total employees

Wages: 11/6/2023 - TA

Year 1: 7/1/2023: Restructure schedule to provide higher starting salaries and higher salaries throughout to better attract and retain Nutrition staff. Add new Step 8. This resulted in an average rate increase of 3.32% See Schedules. Increase the 15-25 year Career Increments as show with schedules. Add a new 10-year increment at \$.25/hr

The increases are retroactive to July 1, 2023 for any employees (or back to their start date for new employees hired after July 1) who are active as of the date of the union ratification of this contract. Also retro for any retirees who retire after July 1 up to Board ratification of the agreement. The increases are not retro for employees who quit after July 1 up to the ratification of the agreement by the Union.

Year 2: 7/1/2024: Combine Steps, Premiums and CI into larger matrix. People will move up to one step each year up to Step 25 and the old CI amounts are part of the rates shown. See schedules. Expanded Salary Schedule will be created in eFinance with the SNA Cert premiums in the schedule. This results in an average rate increase of 2.56% See Schedules.

Increase the amounts for the 10, 15, 20 and 25 year steps. See Career Increments as show with schedules.

Article 9.2 Other Employment: Effective July 1, 2023, employees who work the Federal Summer Food Service Program shall receive an additional \$2.00/hr over the employee's regular hourly rate

Health Insurance: Article 11.2 Employer Contribution

The District will contribute up to the following amounts to the coverage selected by eligible employees regularly scheduled to work six (6) or more hours per day 30 hours per week. For employees working at least 4 hours per day but less than 6 hours, the employer will contribute 50% of the amounts shown below:

A. District Health Insurance Program Non-Deductible/Standard Co-pay:

District Contributions Standard-Plan A per month	July 1, 2023	July 1, 2024	July 1, 2025
Employee	\$600	\$610	\$625
Employee + 1	\$1,250	\$1,265	\$1,280
Family	\$1,650	\$1,665	\$1,700

B. District Health Insurance Program Deductible/VEBA:

District Contributions VEBA-Plan B per month	July 1, 2023	July 1, 2024	July 1, 2025
Employee	\$668	\$685	\$700
Employee + 1	\$1,380	\$1,410	\$1,430
Family	\$1,820	\$1,840	\$1,860

Clothing Allowance (Art 9.8): Effective with the 2023-24, increase the clothing allowance up to \$240 per year for approved work clothing according to School Nutrition procedures

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Nutrition Group Specific Proposals

1. Employee Rights (Art 5.3 and 5.6) update language in these sections to conform with changes in PELRA for dues deductions and information provided to employee groups.
2. Work Year (Art 6) Add summer holidays Juneteeth (June 19) and Independence Day (July 4) for any employee required to work the week in which the summer holiday falls.
3. New Employee Step Advancement (Art 8.2) move date from Jan 15 to Feb 1 to be newly hired and get step increase credit for the following school year salary schedule.
4. Deduction (Art 8.4) Add language that spells out salary deduction in the event of excess time off/overpayments and unpaid debts like school lunch fund, to list of items that need to be repaid upon termination.
5. Extra Compensation (Art 9) Effective 2024-24 the SNA certification premiums in Art 9.9 will become part of the salary schedule. Added a new Art. 9.12 clarifying the step placement calculation in the event that an employee moves from a higher classification to a lower classification.
6. Vacation (Art 10) Obsolete. This Article was deleted
7. Group Insurance (Art 11) Language was clarify eligibility and how VEBA contributions are prorated for people less than full-time benefit eligibility. Also, the contribution grid was modified that lays out the employer monthly contributions and prorated VEBA amounts for less than 1.0 FTE. Removed the reference to employees regularly scheduled to work less than 4 hours per day.
8. HealthCare Savings Plan (Art 11.5) Clarified language on how prorating works for less than full-time employees based one Health Insurance Eligibility levels in Art 11.2. Also note that the district is responsible only for the contribution amounts and employees are responsible for checking and notifying the district of there are discrepancies in the contribution amounts. Employees have the responsibility to check balances and notify the employer if they believe that there is a discrepancy.
9. Sick Time (Art 12.2) Add reference that employees are responsible for entering their time off into the District time off system. This Article was rewritten to coordinate our sick leave plan with new MN ESST leave laws so as not to add that on top of our system but they work with each other like FMLA and sick leave.
10. Sick Time (Art 12.2.K) Added language to clarify how sick leave works with Worker's Compensation claims.
11. Deferred Compensation (Art 13) Added language to clarify how contributions are prorated for less than full time FTE and partial year. Also note that the district is responsible only for the contribution amounts and employees are responsible for checking and notifying the district of there are discrepancies in the contribution amounts.
12. Vacancies and Transfers (Art 14) Added language to spell out that an employee can request a transfer to a demotional position (Lead to Cook for example) as well as to a position in the same title/classification
13. Lay Off (Art 15) Updated language to spell out that seniority is within the classification held. An employee affected by the a layoff would be the least senior in that classification. A vacancy is always "least senior" then probationary employees would be considered least senior in the class. A non-probationary person impacted by position reductions would bump the least senior person within the classification. If that employee would then be able to bump to the next lowest title, if they hold more seniority than the employee in that lower title (Class 5 bumps to Class 4, least senior Class 4. Then that Class 4 employee could bump the least senior Class 2 Cook or be laid off if no Class 2 person is less senior. A layoff or bump cannot result in a promotion or increase of hours that changes benefit eligibility.
14. Severance – payments cannot be directed to a Roth or other plan requiring payment of federal or state income tax.

Tentative Agreement Date: 11-6-2023

Proposed Ratification Vote Date: 11-30-2023

Proposed Board Approval Date: 11-28-2023 (propose Board ratification first)

Target New Rates Date: 12-15-2023

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Target Backpay Date: 12-15-2025

Salary Schedules

2022-23 Base Year Previous Contract Schedule

Nutrition Group

Step	CLS2 Cook	CLS4 Elem Lead	CLS5 Sec Lead
1	\$ 16.00	\$ 19.10	\$ 20.10
2	\$ 16.25	\$ 19.80	\$ 20.80
3	\$ 16.75	\$ 20.81	\$ 21.81
4	\$ 17.25	\$ 21.31	\$ 22.31
5	\$ 17.75	\$ 22.06	\$ 23.06
6	\$ 19.00	\$ 22.80	\$ 23.80
7	\$ 20.79	\$ 24.23	\$ 25.31

July 1, 2023 - June 30, 2025

**Salary
Schedules**

2023-24 Nutrition Group

Step	CLS2 Cook	CLS4 Elem Lead	CLS5 Sec Lead
1	\$17.50	\$20.00	\$21.00
2	\$17.75	\$20.75	\$21.75
3	\$18.00	\$21.50	\$22.50
4	\$18.25	\$22.00	\$23.00
5	\$18.50	\$22.75	\$23.75
6	\$19.50	\$23.50	\$24.50
7	\$21.50	\$25.00	\$26.00
8	\$22.00	\$25.75	\$26.75

Career increments remain and are paid on top of the schedule rates shown above.

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	2024-25	Nutrition Group			
		Cook	Elem Lead	MS/HS Lead	
	Step	CLS2	CLS4	CLS5	
	1	\$18.20	\$20.70	\$21.70	
	2	\$18.45	\$21.45	\$22.45	
	3	\$18.70	\$22.20	\$23.20	
	4	\$18.95	\$22.70	\$23.70	
	5	\$19.20	\$23.45	\$24.45	
	6	\$20.20	\$24.20	\$25.20	
	7	\$21.75	\$25.75	\$26.75	
	8	\$22.00	\$26.00	\$27.00	
	9	\$22.00	\$26.00	\$27.00	CI10
CI10	10	▲ \$22.50	▲ \$26.50	▲ \$27.50	\$0.50
	11	\$22.50	\$26.50	\$27.50	
	12	\$22.50	\$26.50	\$27.50	
	13	\$22.50	\$26.50	\$27.50	
	14	\$22.50	\$26.50	\$27.50	CI15
CI15	15	▲ \$23.25	▲ \$27.25	▲ \$28.25	\$1.25
	16	\$23.25	\$27.25	\$28.25	
	17	\$23.25	\$27.25	\$28.25	
	18	\$23.25	\$27.25	\$28.25	
	19	\$23.25	\$27.25	\$28.25	CI20
CI20	20	▲ \$23.75	▲ \$27.75	▲ \$28.75	\$1.75
	21	\$23.75	\$27.75	\$28.75	
	22	\$23.75	\$27.75	\$28.75	
	23	\$23.75	\$27.75	\$28.75	
	24	\$23.75	\$27.75	\$28.75	CI25
CI25	25	\$24.00	\$28.00	\$29.00	\$2.00

Career Increments are part of the 25-year matrix in 2024-25.

Career Increments 2023-25

Nutrition Group	2023-2025		
CAREER INCREMENT LOOKUP			
	Yr0	Yr1	Yr2
0	\$ -	\$ -	\$ -
10	\$ -	\$ 0.25	\$ 0.50
11	\$ -	\$ 0.25	\$ 0.50
12	\$ -	\$ 0.25	\$ 0.50
15	\$ 0.50	\$ 1.00	\$ 1.25
20	\$ 1.00	\$ 1.25	\$ 1.75
25	\$ 1.25	\$ 1.75	\$ 2.00
revised CI schedule 10-17-2023			

Year 2 2024-25 salary schedules will include the CI amounts