



## South Washington County Schools

Keith Jacobus, Ph.D., Superintendent

### District Service Center

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### ADMINISTRATIVE REPORT

TO: Members of the School Board  
Dr. Keith Jacobus, Superintendent

FROM: Dr. Kevin Witherspoon, Director of Human Resources

DATE: March 20, 2019

TOPIC/PURPOSE OF REPORT: Approval of Wages and Benefits for Nutrition Services

REFERENCE TO POLICY/STRATEGIC PLAN: Policy 701, Establishment and Adoption of School District Budget

RECOMMENDED BOARD ACTION: Approval

DATE FOR BOARD ACTION: March 28, 2019

### REPORT

Negotiations toward a new collective bargaining agreement between the South Washington County Schools, ISD 833 and the Nutrition Services employees, UNITE HERE Union Local #17, have resulted in a tentative two-year agreement to be effective July 1, 2018 through June 30, 2020. Members of the bargaining unit approved the tentative agreement February 27<sup>th</sup>, 2019. The economic costing of the tentative agreement includes the following:

### Wages and Benefits

#### Wages

Current:

	Step 1	Step 2	Step 3
Cook Manager	\$16.70	\$17.53	\$18.22
Lead Cashier	\$14.47	\$15.06	\$15.53
Food Service Workers	\$13.97	\$14.56	\$15.03

#### 2018-19 Projection:

	Step 1	Step 2	Step 3
Cook Manager	\$17.99	\$18.71	\$20.06
Lead Cashier	\$15.25	\$16.00	\$16.68
Food Service Workers	\$14.75	\$15.50	\$16.18

#### 2019-20 Projection:

	Step 1	Step 2	Step 3
Cook Manager	\$17.99	\$18.71	\$20.06
Lead Cashier	\$15.50	\$16.00	\$16.68
Food Service Workers	\$15.00	\$15.50	\$16.18

### Longevity Pay

- At their 10<sup>th</sup> year of service and thereafter, Nutrition Services employees will receive at \$0.10 per hour each year, to cap at \$1.25 per hour.
- Effective July 1, 2019 and thereafter, employees will receive \$0.25 per hour starting their 5<sup>th</sup> year of service with Nutrition Services, with a \$0.05 per hour increase each year after until their 9<sup>th</sup> year of service and thereafter employees will receive \$0.10 per hour, to cap at \$1.50 per hour.
- An employee working as a 'floater' will receive premium pay of \$.50 per hour for each hour worked after the completion of the employee's probation period.

### Health Insurance

- No changes to District contributions.
- No changes to District VEBA contributions.

### Other Benefits

- In the event it is necessary for a full-time employee to be absent to conduct personal business which cannot be attended to outside of the employee's basic work day, the employee may be granted up to two three (3) days of paid absence leave per work year and may roll over no more than two (2) of these days from one school year to the next. Personal Business Leave balance cannot exceed more than five (5) days at one time.
- In the event that it is necessary for a part-time employee to be absent to conduct personal business, which cannot be attended to outside of the employee's basic work day, the employee may be granted up to two (2) days of paid absence leave per work year and may roll over no more than (1) of these days from one school year to the next. Personal Business Leave balance cannot exceed more than three (3) days at one time.
- A tax sheltered annuity matching program will be made available for employees. Eligible employees may elect to make contributions by payroll deduction to a qualifying 403(b) plan, and the School District shall contribute an amount to the employee's plan, for part time employees to a maximum of \$625.00 per calendar year at the rate \$52.09 per month.
- One Time bonus - Each Nutrition Service Employee will receive a one-time bonus upon ratification of this contract. To be paid on the earlier possible paycheck after contract ratification. \$75 for Part-Time employees; \$125 for Full-time employees. This Memorandum of Agreement shall remain in full force and effect through June 30, 2020

The administration recommends approval of this proposal.