

# School Board Executive Summary

**Topic:** Nutrition Service Employees Negotiated Agreement for the 2026-2027; 2027-2028; 2028-2029 contract years

**Date:** August 24, 2026

**Prepared by:** Dr. Andrea Haynes, Assistant Superintendent of Human Resources and District Operations



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**Recommended Action:**

- ☐ Information Only
- ☐ Presentation/Discussion
- ☒ Discussion/Action by Board of Education
- ☐ Presentation/Action Next Meeting

**Recommendation(s):** We are recommending that the Westside Community Schools Board of Education approve the Nutrition Service Negotiated Agreement, per the changes outlined by the District and Service Employees International Union, Local No. 226.

**Purpose:** To finalize the settlement of Nutrition Service Employees' pay and benefits for the 2026-2027, 2027-2028, and 2028-2029 contract years, which was established by the District and Nutrition Service Union.

**Background:** The 2026-2027, 2027-2028, and 2028-2029 negotiated agreement includes an estimated base salary increase of 3.85% per year and a \$50 increase to the annual clothing reimbursement. We believe the 3.85% annual increase over the next 3 years will allow our district to remain competitive with metro-area wages for similar positions. The revised language revisions include: one additional holiday for 12-month employees; one additional sick leave day for 10-month employees; clarification around inclement weather days; and the ability to convert 10-month positions to 12-month roles, as the District deems necessary.

**Attachment(s):** Red-lined negotiated agreement  
Finalized negotiated agreement