ISD 728 INDEPENDENT SCHOOL DISTRICT 728
ELK RIVER | OTSEGO | ROGERS | ZIMMERMAN

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August 28, 2023

Dear SEIU Negotiation Team,

We believe that ISD 728 and SEIU share a mission to educate, inspire and empower our more than 14,000 diverse learners, to shape their futures, to accomplish their dreams and to contribute positively to our local and global communities. To support this mission, ISD 728 has adopted the following principles and priorities for guiding the 2023 Negotiation Process:

Guiding Principles We believe in:

- Making the well-being of students and their preparedness for career and college central to our decisions
- Maintaining a school system that exemplifies our Seven Core Values
- Collaborating and communicating accurate and timely information
- Working responsibly within the budget to retain and attract exceptional staff, meet financial obligations, and pursue good stewardship of the District's resources

ISD 728 Priorities for the 2023-2025 Negotiations

- Facilitating dialogue and fulfilling responsibilities in a transparent and professional manner, with honesty and integrity.
- Working within the budget parameters established by the School Board and Department of Education, which focus on funds that are currently available.
- Maximizing the amount of time staff are working to support student needs and those identified in the District's Strategic Plan.
- Providing accurate and up to date information about negotiations with staff, leadership and our communities.

Respectfully,

ISD 728 Negotiation Team
Tim Caskey - Executive Director of Human Resources
Andy Almos - Executive Director of Business Services
Kim Eisenschenk - Former Executive Director of Business Services
Rosie Lackner - Director of Human Resources

ISD 728 /SEIU
FOOD SERVICE
2023 - 2025 Negotiations
District Opener/Proposals
August 28, 2023

It is the interest of the School District to propose the following changes to the current 2021- 2023 SEIU Food Service collective bargaining agreement for the subsequent 2023 - 2025 agreement.

A-4 ~~Serv Safe Certification~~ State Approved Certified Food Protection Manger (CFPM) Course

1. Head Cooks and First Cooks are required to attend and complete a State Approved CFPM Course ~~obtain Serv Safe Certification~~ through a class(es) approved by the School District and/or the State of Minnesota. The School District will pay the fee for the approved ~~Serv Safe Certification Class~~ training and for the time to attend for all Head Cooks and First Cooks.
2. Head Cooks and First Cooks are required to obtain the CFPM certification within the time period required following completion of the CFPM Course. The Certification fee will be paid by the School District.
    a. In the absence of the Head Cook, First Cooks are required to step up into the Head Cook position regardless of the duration of the vacancy. First Cooks will be paid step up pay in accordance with A-5 Substitute Status.

3. The School District will pay the ~~fifty and 00/100 dollars ($50.00)~~ annual~~ly towards the~~ fee for the State Approved CFPM Course ~~approved Serv Safe Certification Class~~ for all Head Cooks and First Cooks.

Vacancies

4. Modify the language related to posting from 10 calendar days to 7 calendar days as agreed upon in the 21-23 Memorandum of Agreement related to vacancies

Financial

Effective July 1, 2023 - 1.5% increase to all steps and grades plus step increases.
Effective July 1, 2024 - 1.5% increase to all steps and grades plus step increases.

Effective July 1, 2024 - Increase the district insurance contribution to the Open Access $500 deductible and High Deductible plans as follows;

- $50 for single coverage
- $75 for dependent coverage.

The School District reserves the right to amend or withdraw any proposal as well as submit any new proposals at any time prior to a full tentative agreement reached on a successor agreement.