

February 22, 2024
2023-25 Food Service Negotiations

Key:

Additions: blue / bold / italics / underlined

~~Deletions~~: blue / strikethrough

Amendment to District Proposal #2
(replaces Item 3 on Feb 7 2024 "District Counter Proposals")

1. (With Strikethroughs)

Article III: Leaves of Absence

Section 1. ~~Sick Leave~~ **Paid Time Off (PTO)**:

Subd. 1. All Food Service employees shall earn **PTO at the rate of one (1) hour for every sixteen (16) hours of work completed** ~~sick leave at the rate of nine (9) days annually at the start of each school year, but only a maximum of ninety (90) sick leave days will carryover as of June 30th of each year.~~

Subd. 2. Unused ~~sick leave days~~ **PTO** may accumulate to a maximum ~~credit of ninety (90) days of sick leave~~ **eighty (80) hours** per employee **and unused PTO will roll over annually.**

~~Subd. 3. Sick leave with pay shall be allowed by the School Board whenever an employee's absence is found to have been due to illness which prevented attendance at school and performance of duties on that day or days.~~

Subd. ~~4~~**3**. ~~Sick leave allowed~~ **PTO used** shall be deducted from the accumulated ~~sick leave days~~ **PTO** earned by the employee.

~~Subd. 5. In the event of an illness in the immediate family, Food Service employees may use, up to sixty (60) days, per occurrence of accumulated sick leave. Immediate family shall be identified as those individuals identified in State Statute. It will also include step-children.~~

~~Subd. 6. In the event the School District suspects abuse of use of sick leave by a Food Service employee, a doctor's certificate verifying the illness may be requested. This certificate shall be obtained and presented to the administration with the Food Service employee assuming the complete cost.~~

Subd. 4. Requested use of PTO must be made to the Supervisor and receive approval prior to the day the leave is taken, if possible, but no reason has to be stated for said leave.

Subd. ~~7~~**5**. ~~Sick leave~~ **PTO** may be accessed for any day in which school is closed prior to reporting for work due to inclement weather or other unforeseen emergency.

~~Section 2. Personal Leave:~~

~~Subd. 1. An employee may be granted up to two (2) days of leave for personal~~

~~business of an urgent nature, at the discretion of their supervisor. An additional personal day shall be granted to all employees, at the beginning of the school year of their 20th years of service to the School District. An employee may roll over two (2) days per year for a maximum of four (4) stored days. At twenty (20) years, an employee may have a maximum of five (5) days.~~

~~Subd. 2 Food service employees that work twelve (12) or more days in the summer will earn additional personal time. Additional personal time will be awarded equal to one (1) day using the average daily hours worked in the summer. Summer personal leave time will carry into the following school year.~~

~~Subd. 2. The request must be made to the Supervisor and receive approval prior to the day the leave is taken, if possible, but no reason has to be stated for said leave.~~

2. (Plain Language)

Article III: Leaves of Absence

Section 1. Paid Time Off (PTO):

Subd. 1. All Food Service employees shall earn PTO at the rate of one (1) hour for every sixteen (16) hours of work completed.

Subd. 2. Unused PTO may accumulate to a maximum of eighty (80) hours per employee and unused PTO will roll over annually.

Subd. 3. PTO used shall be deducted from the accumulated PTO earned by the employee.

Subd. 4. Requested use of PTO must be made to the Supervisor and receive approval prior to the day the leave is taken, if possible, but no reason has to be stated for said leave.

Subd. 5. PTO may be accessed for any day in which school is closed prior to reporting for work due to inclement weather or other unforeseen emergency.