

SEIU Local 284
Monticello Food Service Employees
Union 4th Round Proposal
April 9, 2024

Union Bargaining Team: JoAnn Swensen, Susan Tracey, Lori Kothenbeutel, Nancy Roden, and Lesia Gerzema, Pam Paul, Lynette Sullivan, and Doris Abbott

Contract Organizer SEIU 284: Sara Nyhus

The following are the Union's initial proposals to the School District in negotiations for a successor collective bargaining agreement.

In the following proposals, (1) language that is **underlined and bold** is new language that is being proposed to be added to the agreement; (2) language with a ~~strikethrough~~ is current contract language that would be removed from the agreement; and (3) all other language is current contract language that would continue into the next contract.

The Union reserves the right to add to, subtract from, delete, amend or otherwise modify its bargaining proposals as the union deems fit and necessary during the course of these negotiations. All financial proposals are retroactive to July 1, 2023.

1. All dates changed to reflect a new two-year contract.

District response 1/15/24: TA

2. ARTICLE III DEFINITIONS

Section 2. Description of Appropriate Unit: For purposes of the Agreement, the terms Monticello Public Schools' Food Service employees shall mean all persons in the appropriate unit employed by the School Board excluding the following: confidential employees, supervisory employees, essential employees, part-time employees whose services do not/ exceed the lesser of ten {10} hours per week or 35% of the work week, ~~employees who hold positions of a temporary or seasonal character for a period not in excess of sixty-seven {67} full, working days in any calendar year and emergency employees.~~

District Response 1/15/24: PELRA Additions: The District is not inclined to add language to the master agreement that is already captured in state statute, including PELRA. However, they will review the Union's proposals to ensure that there is no current master agreement language that directly conflicts with state statute; if they identify any, they reserve the right to provide specific counter proposals at a later date.

Union 2/7/24: OPEN

Union 2/22/24: Drop – District agrees to follow all state statutes – leave as currently written in contract.

3. ARTICLE V EMPLOYEE RIGHTS

Section 3. Dues Check-Off: ~~With the authorization of the employee, each employee shall have the~~

~~right to request and be allowed dues check off for the Union. The employee request shall be in the form of a written authorization, online sign-up or audio recorded phone authorization submitted to the Union. The Union shall provide the District with the appropriate form of authorization (examples of appropriate form are: paper, electronic file, audio file) for dues/premier member dues deduction.~~

~~The School District agrees to honor and implement all terms of dues checkoff authorizations submitted by the Union and agreed to by the employee. The School District shall adhere to the specific provisions in each dues check-off authorization regarding the duration, renewal, procedure for revocation, amount of dues deducted (including premier member), and all other provisions agreed to by the employee as stated in the authorization, irrespective of the employee's membership in the Union. Such dues shall be remitted to the Union monthly.~~

Section 3. Request for Payroll Deduction, Authorization and Remittance.

Employees have the right to request and be allowed payroll deduction for the Union and for the Union's political action committee. The District will commence deductions within thirty days of receiving notice from the Union of the authorized deduction(s). The District will remit deductions to the Union within thirty days of the deduction.

The notice will include certification from the Union that the Union has and will maintain a signed authorization from the employee for whom deductions will be made. A valid signed authorization includes, but is not limited to, an electronically signed authorization. The District may require a copy of the signed authorization form only if a dispute arises about the existence or terms of the authorization. The dues deduction authorization remains in effect until the District receives notice from the Union that an employee has changed or cancelled their authorization in writing in accordance with the terms of the original authorizing document.

The Union will indemnify the District for any successful claims made by an employee for unauthorized deductions made in reliance upon certification or information received from the Union.

District 2/7/24: TA section 3

Section 4. Union Access to Information: It is in the interest of the employer and the Union that all newly hired employees are informed of their rights, obligations and benefits of their employment with the District. Accordingly the District shall inform the Union representative and steward(s) of all new hires within ten working days of hire.

Section 5. New Employee Information.

Within twenty calendar days from the date of hire of an employee, the District will provide the following contact information to the Union: name, job title, worksite location (including

location within a facility when appropriate), home address, work telephone number, home and personal cell phone numbers on file with the District, date of hire, work email address, personal email address on file with the District, wage, number of hours normally scheduled in a day, number of duty days contracted for, and whether the position is a nine (9) month or twelve (12) month assignment. The District will provide this information to the Union in a format acceptable to the Union.

Every 120 calendar days the District shall provide to the Union in an Excel file or similar format agreed to by the Union the following information for all bargaining unit employees: name; job title; worksite location, including location within a facility when appropriate; home address; work telephone number; home and personal cell phone numbers on file with the District; date of hire; and work email address and personal email address on file with the District.

The District must notify an exclusive representative within 20 calendar days of the separation of employment or transfer out of the bargaining unit of a bargaining unit employee.

Section 6. Union Orientation.

The School District will provide the Union steward with the name and work location of each new employee when that employee begins work with the school district. The School District will also provide the union steward's name and work location to each new employee.

The District will allow a Union designated representative to meet in person with newly hired employees for thirty minutes within thirty calendar days from the date of hire, during new employee orientations or (if the District does not conduct new employee orientations) at individual or group meetings. All employees participating in these meetings will be in pay status. The District will provide at least ten days notice in advance of an orientation. Meetings may be held virtually or for longer than 30 minutes only by mutual agreement of the District and the Union.

Section 7. Union Access.

The District will allow the Union to communicate with bargaining unit members using their employer-issued email addresses regarding collective bargaining, the administration of the collective bargaining agreement, the investigation of grievances, other workplace-related complaints and issues, and internal matters involving the governance or business of the Union, consistent with the District's generally applicable technology use policies.

The District will allow the Union to meet with bargaining unit members in District facilities regarding collective bargaining, the administration of the collective bargaining agreement, grievances and other workplace-related complaints and issues, and internal matters involving the governance or business of the Union, provided such use does not interfere with the District's business operations.

District response 2/7/24: Does not agree with added language.

Union response 2/22/24: Drop new sections 5,6, and 7. District agrees to follow state statute.

4. ARTICLE VI RATES OF PAY

Section 1. Rates of Pay:

Subd. 1. The wages and salaries reflected in Appendix A, attached hereto, shall be a part of the Agreement for the period commencing July 1, 2021-~~2023~~ and continuing through June 30, 2022-~~2024~~ The wages and salaries reflected in Appendix B, attached: hereto, shall be a part of the Agreement for the period commencing July 1, 2022 ~~2024~~ and: continuing through June 30, 2023-~~2025~~

District Counter 1/15/24: 6% year 1; 2 % year 2 and adding \$0.05 per level of longevity.

Union Counter 2/7/24: See financial document.

4/9/24: Union and District Financial offers on separate documents.

New Subd. 4. Subd. 4. Each individual employed by the school district at any time between July 1, 2023 and the date this contract is ratified by the Union shall receive retroactive pay back to July 1, 2023. This includes individuals who remain employed by the school district on the date of Union ratification as well as individuals whose employment terminated between July 1, 2023 and the date of Union ratification.

Union Counterproposal 4/9/24: Adding "in good Standing"

New Subd. 4. Subd. 4. Each individual employed by the school district at any time between July 1, 2023 and the date this contract is ratified by the Union shall receive retroactive pay back to July 1, 2023. This includes individuals who remain employed by the school district on the date of Union ratification as well as individuals whose employment terminated in good standing between July 1, 2023 and the date of Union ratification.

5. ARTICLE VII GROUP INSURANCE *SAME AS CERTIFIED STAFF *

District's Response 1/15/24: Final numbers have not been set.

Union 2/7/24: Open

Union 2/22/24: Would like to continue conversation. Union remains open.

District Counter Offer 2/22/24: \$825 single and \$2102

Union Response 4/9/24: Hold with *SAME AS CERTIFIED STAFF*

6. ARTICLE VIII LEAVES OF ABSENCE

Section 1. Sick Leave:

Subd. 1. All Food Service employees shall earn sick leave at the rate of nine ~~(9)~~ **twelve** 12 days annually at the start of each school year, but only a maximum of ninety ~~(90)~~ **one** one

hundred twenty (120) sick leave days will carryover as of June 30th of each year.

Subd. 2. Unused sick leave days may accumulate to a maximum credit of ~~ninety (90)~~one hundred twenty (120) days of sick leave per employee.

District Proposed 2/7/24, 2/22/24: PTO system for personal and sick time proposed by District.

Union 2/22/24: Discussion with district to answer questions and understand how these changes would impact staff.

Union Response 4/9/24: Union does not agree with this change.

Union counter proposal 4/9/2024:

Subd. 1. All Food Service employees shall earn sick leave at the rate of ~~nine (9)~~ten (10) days annually at the start of each school year, but only a maximum of ~~ninety (90)~~ one hundred twenty (120) sick leave days will carryover as of June 30th of each year.

Subd. 2. Unused sick leave days may accumulate to a maximum credit of ~~ninety (90)~~one hundred twenty (120) days of sick leave per employee.

Section 2. Personal Leave:

Subd. 1. An employee may be granted up to ~~two (2)~~ three (3) 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

District Response 1/15/24: Under Review

Union 2/7/24: Open

District counter proposal 2/7/24: Leaves (Sick;Personal)

Move to 12 days of PTO (from current 9 sick and 2 personal) Formal language to be crafted; impacts to Severance and other applicable areas to be clarified.

Union Response 2/22/24: Would like discussion on impact of change. Would need to talk about sick bank, ESST time, rollover of unused days, and severance/retirement.

Union Response: 4/9/24: Union does not agree with proposed changes to sick leave and personal leave (PTO).

Union Counter 4/9/24: Union holds with opening offer. Increase Personal leave to 3 days.

Section 5. School Closing: In the event that school is closed early for any emergency, the Food Service employees would receive that day's pay. Food Service employees may be permitted to go home before the end of the working day when school is closed for an emergency without reduction in their day's pay. Notification as to when the Food Service employees may leave will come from the Superintendent of Schools. ~~In the event schools are closed due to a snowstorm or other emergency, food service employees will suffer no loss of pay for the fourth occurrence of the school year.~~ For all other days, Food Service employees will have the option of using a personal day to receive their full pay for that day or the option of using two (2) sick leave days: to receive their full pay for that day.

District Response 1/15/24: Stike sentence: In the event schools are closed due to a snowstorm or other emergency, food service employees will suffer no loss of pay for the fourth occurrence of the school year.

Union Response 2/7/24: Does not agree.

District response 2/7/24: Drop

District Response 1/15/24: District would like to add the following sentence: **Food Service employees will be compensated for E-Learning Days if required by MN Statute.**

Union Response 2/7/24: Union agrees to added language.

Section 6. Holidays: There shall be eight (8) **nine (9)** paid holidays for all employees covered under this agreement.

Subd. 1. The following days will be observed as holidays:

Thanksgiving Day, Friday after Thanksgiving, Christmas Day,
New Year's Day, President's Day, Good Friday, Memorial Day,
Labor Day and Christmas Eve

Juneteenth and July 4th will be added for any employee working a summer food program.

District Response 1/15/24: Under Review

Union 2/7/2024: Open

District Response 2/7/24: District does not agree to added language.

Union Counter 2/22/24: Open

Union Counter 4/9/24: Add Christmas Eve. Holidays move from 8 to 9.

Union Drops 4/9/24: Juneteenth and July 4th.

8. ARTICLE XIII RETIREMENT AND RESIGNATION

~~Section 2. Retirement: Retiring employees may continue in the School District's group health insurance plan as provided by applicable law. Retiring employees who are enrolled in the School District group insurance plan at the time of retirement and who have at least ten (10) years of service in the School District and who are at least age sixty (60) will be eligible to remain in the School District group insurance plan by purchasing either a single or family policy. Participating employees~~

will receive a District contribution towards the premium equal to 75% of the contribution granted to active employees taking single insurance coverage until the employee reaches Medicare eligibility

Section 2. Retiree Insurance Benefits: Retiring employees may continue in the School District's group health insurance plan as provided by applicable law. Retiring employees who have at least ten (10) years of service in the School District and who are at least age sixty (60) will be eligible to remain in the School District group insurance plans by purchasing either single or family policies. Participating employees will receive a District contribution toward the premium equal to the contribution granted to active employees taking single insurance coverage until the employee reaches Medicare eligibility.

District Response 1/15/24: Under Review

Union Response 2/7/24: Open

District Counter proposal 2/7/24:

Section 2. Retirement: Retiring employees may continue in the School District's group health insurance plan as provided by applicable law. Retiring employees **hired prior to July 1, 2024** who are enrolled in the School District group insurance plan at the time of retirement and who have at least ten (10) years of service in the School District and who are at least age sixty (60) will be eligible to remain in the School District group insurance plan by purchasing either a single or family policy. Participating employees will receive a District contribution towards the premium equal to ~~75%~~**100%** of the contribution granted to active employees taking single insurance coverage until the employee reaches Medicare eligibility.

Union Counter 2/22/24: Holding with opening language.

Union Counter proposal 4/9/24: Does not agree to adding date. Union would TA as written below.

Section 2. Retirement: Retiring employees may continue in the School District's group health insurance plan as provided by applicable law. Retiring employees **hired prior to July 1, 2024** who are enrolled in the School District group insurance plan at the time of retirement and who have at least ten (10) years of service in the School District and who are at least age sixty (60) will be eligible to remain in the School District group insurance plan by purchasing either a single or family policy. Participating employees will receive a District contribution towards the premium equal to ~~75%~~**100%** of the contribution granted to active employees taking single insurance coverage until the employee reaches Medicare eligibility.

9. APPENDIX E: School Nutrition Association (SNA) Certification

SEIU 284, Food Service Employees and Independent School District 882 (the Parties) enter into the following Memorandum of Agreement with regard to School Nutrition (SNA) certifications. This MOU is in addition to the training and certifications included in the 2021-2023 Food Service Master

agreement.

The Parties agree as follows:

In addition to the agreed upon training and certification listed in the 2021-2023 Master Agreement, the Parties agree to the following conditions of SNA training and certification

- The District will pay an additional stipend to all Food Service employees that participate, receive, and maintain SNA certification at the following levels:

Level 1 ;:: \$200/year

Level 2 = \$300/year

Level 3 = \$500/year

Level 4 = \$700/year

**Levels stack as earned
for a possible \$1700.00
if employee has all
Levels complete.**

- The stipend will be paid be divided by 12 and paid on a monthly basis, **hourly** beginning in the month **the pay period** following an employee meeting certification requirements.
- The District will pay Food Service employees for up to sixteen {16} **30**hours per year of documented SNA training and/or recertification courses. Employees will be paid at their regular rate of pay.
- Beginning in the 2023-2024 school year, a Food Service employee would be required to be certified at SNA Level 3 or higher to apply for a Head Cook position. Head cooks are required to be SNA Level 4 or higher by end of their first year as Head Cook.

District Response 2/7/24: Under Review.

Union 4/9/24: Waiting for district response.

April 9, 2024

2023 -25 Food Service Negotiation

Union Response Updates April 9, 2024 to current District offers.

1. Article VI: Rates of Pay – Section 1
Union Response 2/7/24: Agrees to strike the word *salary* and replace with wage.
2. Article VI Rates of Pay Section 3. Subd 2. a
Union Response 2/7/24: Agrees to strike the words (*in the 2021-2022 school year or*) from the language.
3. Article VI Rates of Pay

Section 5. Food Service Training: The District will provide annual' training as follows:

- a. At least 6 hours of training in August.
- ~~b. At least 4 hours of training on the annual staff Welcome Back event.~~
- ~~c. At least 4 hours of training on annual Wellness Day event.~~
- ~~d. At least 6 hours of training per year on a district sponsored training day.~~

District would like to strike the above sentences.

Union response 2/7/24: Discussion over the lost hours (14)

District response 2/7/24: Drop – keep as written.

4. Article VII: Group Insurance:
Please see Union response below.
5. Article VIII: Leaves of Absence

Section 6. Jury Duty Leave: Employees will turn over to the School District jury duty pay during the work year and be given full compensation for the time served on jury duty.

Union Response 2/7/24: TA Agree with added language for jury duty.

6. Article IX Hours of Service
Section 1. Basic Work Week: A basic work week shall consist of up to forty (40) hours inclusive of lunch, for full-time and part-time employees, unless otherwise requested by the employee and concurred with by the immediate supervisor. Hours worked in addition to forty (40) hours per week shall be paid at the rate of one and one half (1½) times the individual's hourly rate of pay. Prior approval for working overtime shall be obtained from the ~~building Principal~~ **Food Service Director.**

Union response 2/7/24: TA .

7. Article IX Hours of Service

Section 4. Lunch Period: Food service employees shall be provided a thirty (30) minute paid lunch period during which time employees are available for emergency needs.

District Proposed 1/15/24:

Section 4. Lunch Period: Food service employees **employed for a minimum of six (6) hours per day** shall be provided a thirty (30) minute paid lunch period during which time employees are available for emergency needs. **The lunch period shall not take place during or otherwise conflict with a student lunch period.**

Union response 2/7/24: Does not agree to language change.

District response 2/7/24: Drop

8. Article IX: Hours of Service (E-Learning and Snow)

Union response 4/9/24: See Union Document.

9. Article IX: Hours of Service

Section 7. Job Posting:

Section 7. Job Posting: New positions or vacancies will be posted **on the district's webpage** in each building for a period of five (5) working days. ~~on a bulletin board provided in an appropriate area in the kitchen.~~ Notice of new positions or vacancies occurring during the months of June, July and August will be mailed to the Union steward. Applications of the interested parties should be sent to Human Resources. The leading candidates whose background and abilities best meet the requirements of the posted position may be called in for an interview by the Superintendent, or their designee, upon written request by either party.

Union Response 2/7/24: TA - Union would only agree to the above language changes.

The Superintendent, or the Superintendent's designee, utilizing the various data that has been made available, will recommend the senior-leading candidate.

Union Response 2/7/24: Union Does Not agree to striking the word – senior

District Response 2/7/24: Dropped

~~The selection of the candidate for the position will be made in not less than seven (7) working days after the completion of the posting of the position. A copy of the letter to the candidates selected for the position shall be sent to the appropriate supervisor and the appropriate steward. Seniority shall prevail for all positions and it will be filled by the senior qualified employee who applies.~~

~~Any senior applicant not granted a position has the right to request through the Union steward the reasoning behind the administration's rejection of the application with the intent being to increase or correct any qualifications that are lacking in order to be considered in future job postings.~~

Union response 2/7/24: Union Does Not Agree to striking the above language.

District response 2/7/24: Dropped

~~The Head Cook is required to be Serv Safe certified when hired as a Head Cook. Beginning in the 2022-2023 school year The Second Cook is required to be Serv Safe certified within six (6) months of hire.~~

Union Response 2/7/24: Agrees to strike the words - Beginning in the 2022-2023 school year

~~A position that is increased by more than 2 hours per week shall be posted as a new position. Increases of two hours or less will not be posted. No position shall be increased that has already been increase to this limit within the school calendar year.~~

Union Response 2/7/24: Does Not Agree to strike the above language.

District Response 2/7/24: Dropped

10. Article IX: Hours of Service

~~Section 10. Calculation of a Work Year: For the purpose of calculating the daily rate of pay, the number of student days plus holidays will be used for the work year. Those Food Service employees hired after the start of the contract year will have their days prorated.~~

Union Response 2/7/24: Union needs clarification.

Union Response 2/22/24: Language is needed for those that stay on 24 pay periods.

11. Article XII: Probation, Dismissal and Layoffs

Section 1. Probation Period: All new employees shall be on probation for a period of one hundred twenty (120) school days. All new workers must have completed or be enrolled in (with a reported start date) in the eight (8) hour basic sanitation/food safety course (currently Serve Safe) by their 60th day of employment. Prior to being assigned to duties all new employees shall participate in a sanitation basic training for a minimum of thirty minutes by the Food Service Director or designee. Probationary employees will receive Serve Safe training or any other nationally recognized food safety test within the first sixty (60) days of their probationary period. Probationary employees shall also receive a performance evaluation on, or about, the 30th, 60th and 90th school day of their employment. Continued employment during this period shall be vested solely in the School Board. Subsequent to that period the employee shall attain permanent status subject to the following:

Employees on permanent status may be dismissed only for cause. ~~Suspension and dismissal shall be by Board action.~~

Union Response 2/7/24: TA - Agrees with language strikethrough.

12. Article XV: Severance

Union Response 2/7/24: Clarification needed.

Union Response 2/22/24: TA

Severance: At the time of retirement, up to thirty (30) days of accrued sick leave and one (1) day for each year of service to the School District may be used for early retirement for each full-time food service employee **hired prior to July 1, 2006** who has completed at least ten (10) years of continuous employment and is at least 55 years of age. This payment will be distributed into the retiree's 403(b) account. In the event the employee dies and the above requirements were met, the benefit will be paid to the employee's estate or named beneficiary.

Notice(s) of Termination of Past Practice brought to table by District 1/15/2024

1. Retro pay – Union has contract language for the district to consider.

2&3 Selection of Interview Candidates and Bumping Meetings
Article IX Section 7 as referenced by district.

The union sees this as an attempt to change the definition of settled contract language. It cannot be changed by issuing a change in practice notification. Any attempt to reinterpret seniority language will be grieved. The contract clearly states that seniority shall prevail, and we have clearly followed the contract.

4/9/2024 Union Does Not Agree with any changes to selection of Interview Candidates and Bumping Meetings.

ISD 882 MONTICELLO
FOOD SERVICE
RATES

Union #3
Date 4/9/2024

MSBA *Doesn't include SNA training changes,
16.76% health ins yr 2 changes, or retiree health
increases

WAGES 2022-23

Cook's Helper	Hr Rate
1	\$15.05
P	\$16.05
2	\$16.94
3	\$18.85
4	\$20.84
2nd Cook	Hr Rate
1	\$17.01
2	\$18.48
3	\$20.09
4	\$22.11
Head Cook	Hr Rate
1	\$17.69
2	\$19.56
3	\$21.68
4	\$23.86

Longevity Pay	
At 5 yrs	\$0.00
At 10 yrs	\$0.45
At 15 yrs	\$0.55
At 20 yrs	\$0.65
None	\$0.00

BENEFITS 2022-23

Health Ins - per yr	
Indv	\$11,421.36
Dep	\$22,836.00
None	\$0.00
Indv Cost	Dep Cost
	\$28,428.12
80.33%	
Dental Ins - per yr	
Indv	\$510.00
Dep	\$1,080.00
None	\$0.00
Indv Cost	Dep Cost
\$510.00	\$1,386.00
100.00%	77.92%
Life - per yr \$50,000	
30 hrs	\$54.00
None	\$0.00
LTD - per yr	
30 hrs	\$140.00
None	\$0.00
PERA	
1/1/2015	7.50%

WAGES 23-24

Cook's Helper	Hr Rate	\$ Change	% Change
1	\$16.25	\$1.20	8.00%
P	\$17.33	\$1.28	8.00%
2	\$18.30	\$1.36	8.00%
3	\$20.36	\$1.51	8.00%
4	\$22.51	\$1.67	8.00%
2nd Cook	Hr Rate	\$ Change	% Change
1	\$18.37	\$1.36	8.00%
2	\$19.96	\$1.48	8.00%
3	\$21.70	\$1.61	8.00%
4	\$23.88	\$1.77	8.00%
Head Cook	Hr Rate	\$ Change	% Change
1	\$19.11	\$1.42	8.00%
2	\$21.12	\$1.56	8.00%
3	\$23.41	\$1.73	8.00%
4	\$25.77	\$1.91	8.00%

Longevity Pay	\$ Change	% Change
At 5 yrs	\$0.50	#DIV/0!
At 10 yrs	\$0.75	66.67%
At 15 yrs	\$1.00	81.82%
At 20 yrs	\$1.25	92.31%
None	\$0.00	

BENEFITS 2023-24

Health Ins - per yr		\$ Change	% Change
Indv	\$11,421.36	\$0.00	0.00%
Dep	\$22,836.00	\$0.00	0.00%
None	\$0.00	\$1,903/mo	
Indv Cost	Dep Cost	% Inc	% Cover
	\$28,428.12	3.53%	100.00%
80.33%		3.00%	75.65%
Dental Ins - per yr		\$ Change	% Change
Indv	\$528.00	\$18.00	3.53%
Dep	\$1,080.00	\$0.00	0.00%
None	\$0.00		
Indv Cost	Dep Cost	% Inc	% Cover
\$528.00	\$1,427.58	3.00%	
Life - per yr \$50,000		\$ Change	% Change
30 hrs	\$54.00	\$0.00	0.00%
None	\$0.00		
LTD - per yr		\$ Change	% Change
30 hrs	\$140.00	\$0.00	0.00%
None	\$0.00		
PERA			
1/1/2015	7.50%		

WAGES 2024-25

Cook's Helper	Hr Rate	\$ Change	% Change
1	\$16.90	\$0.65	4.00%
P	\$18.02	\$0.69	4.00%
2	\$19.03	\$0.73	4.00%
3	\$21.17	\$0.81	4.00%
4	\$23.41	\$0.90	4.00%
2nd Cook	Hr Rate	\$ Change	% Change
1	\$19.10	\$0.73	4.00%
2	\$20.76	\$0.80	4.00%
3	\$22.57	\$0.87	4.00%
4	\$24.84	\$0.96	4.00%
Head Cook	Hr Rate	\$ Change	% Change
1	\$19.87	\$0.76	4.00%
2	\$21.96	\$0.84	4.00%
3	\$24.35	\$0.94	4.00%
4	\$26.80	\$1.03	4.00%

Longevity Pay	\$ Change	% Change
At 5 yrs	\$0.50	0.00%
At 10 yrs	\$0.75	0.00%
At 15 yrs	\$1.00	0.00%
At 20 yrs	\$1.25	0.00%
None	\$0.00	

BENEFITS 2024-25

Health Ins - per yr		\$ Change	% Change
Indv	\$11,700.00	\$0.00	2.44%
Dep	\$25,656.00	\$0.00	12.35%
None	\$0.00	\$1,903/mo	
Indv Cost	Dep Cost	% Inc	% Cover
	\$13,248.78	88.31%	16%
	\$32,976.62	77.80%	16%
Dental Ins - per yr		\$ Change	% Change
Indv	\$528.00	\$0.00	0.00%
Dep	\$1,080.00	\$0.00	0.00%
None	\$0.00		
Indv Cost	Dep Cost	% Inc	% Cover
\$543.84	\$1,470.41	3.00%	97.09%
		3.00%	73.45%
Life - per yr \$50,000		\$ Change	% Change
30 hrs	\$54.00	\$0.00	0.00%
None	\$0.00		
LTD - per yr		\$ Change	% Change
30 hrs	\$140.00	\$0.00	0.00%
None	\$0.00		
PERA			
1/1/2015	7.50%		