

## Article 38: Non Discrimination

Neither the Board nor the Union will discriminate against any employee based on race, color, religion, sex, gender identity, sexual orientation, age, national origin, disability, membership or non-membership in the Union, or any other legally protected status as provided by law and Board policy (5:10).

## Article 39: Salary and Wages

### Section 1: Starting Rates

Job Title	2024- 2025
Cook	\$18.00
Elementary Lead	\$17.25
Elementary Assistant Lead	\$16.25
Food Service Technician	\$16.25
Food Service Floater, Cafe Relief	\$16.50
Satellite Lead	\$19.00
Commissary Technician	\$16.75
Material Expeditor	\$19.00
Material Stocker	\$17.00

- a. 2025- 2026 starting salaries will increase by  $\frac{1}{2}$  of the CPI factor used to increase current staff hourly rates annually.
- b. 2026- 2027 starting salaries will increase by  $\frac{1}{2}$  of the CPI factor used to increase current staff hourly rates annually.

### Section 2: Salary Increases

- a. 2024-2025: Employees, excluding the Commissary Technicians and Satellite Lead hired prior to January 1, 2024, will receive an increase of 6% or be brought to the new starting wage for their position, whichever is more. Commissary Technicians and the Satellite Lead will receive an 8%

increase., or be brought to the new starting wage for their position, whichever is more.

Employees hired after January 1, 2024, will be brought up to the new starting wage.

- b. 2025- 2026 and 2026-2027: All employees hired prior to January 1, 2024, will receive an increase in alignment with the Consumer Price Index (CPI) used for the district's most recent tax levy, with a floor of 2% and a ceiling of 3.25%. Additionally, should the CPI used for the most recent tax levy be 2% or less, a \$500.00 one-time, non-compounding payment will be paid to employees hired prior to January 1, 2024, in December of the following fiscal year. As an example, if the CPI is 1% for the 2024 tax levy, bargaining unit members will receive a 2% increase for the 2025-2026 school year (starting in August 2025) and a one-time payment in December of 2025.
- c. Employees hired between January 1, 2024 and June 30, 2024 will receive an increase to the new starting rate for their position for the 2024-2025 school year. Employees hired between January 1, 2025 and June 30, 2025 will receive an increase to the new starting rate for their position for the 2025-2026 school year.

### Section 3: Longevity

After five completed years of service, employees will receive the following non-compounding longevity payment:

5-9 years: \$0.25 per hour

10-14 years: \$0.50 per hour

15- 19 years: \$0.75 per hour

20- 24 years: \$1.00 per hour

25+ years: \$1.25 per hour

### Article 40: Evaluations

Evaluations requirements to be eligible for a pay increase:

- a. Each employee will be evaluated every year. In order for an employee to be eligible for a promotion interview, they must have a current evaluation of proficiency or higher from their supervisor (within the last 12 months). If the employee has not been evaluated in the previous 12 months and wants to apply for a position, they must request an evaluation be completed. The direct supervisor will have five days to complete the evaluation and submit it to Food & Nutrition Services Administration. If the supervisor does not complete the evaluation, the employee will default to proficient and will be eligible to interview. All correspondence regarding the request must be in writing and it is up to the employee to keep the documentation in the event the supervisor does not perform the requested evaluation.
- b. If an employee has two consecutive evaluations that are less than proficient, the employee must be placed on a Performance Improvement Plan and will not receive a pay increase for the following year. If an employee receives a less than proficient evaluation, the employee may