

ADMINISTRATIVE REPORT

DATE: October 22, 2026

TOPIC: #7.5 – Tentative Agreement with Nutrition Services Association

PRESENTER: Abby Baker, Executive Director of Human Resources & Operations

REFERENCE TO POLICY/STATUTE: Policy 701, Establishment and Adoption of School District Budget.

A. PURPOSE OF REPORT

- a. Negotiations toward a new collective bargaining agreement between South Washington County Schools and the Nutrition Services Association have resulted in a tentative agreement to be effective July 1, 2026 – June 30, 2028. Members of the Association approved the tentative agreement on October 13, 2026. The economic costing of the tentative agreement includes the following:

Wages

- Effective July 1, 2026: 2% increase
- Effective July 1, 2026: Additional \$0.50 for Elementary Cook Manager and Assistant Manager with K-5 enrollments over 700
- Effective July 1, 2026: Additional \$0.50 for middle and high school management positions
- Effective July 1, 2027: 2% increase
- Effective July 1, 2027: Additional \$0.50 for middle and high school management positions

Health Insurance

- January 1, 2027: 10% increase of District Contribution
- January 1, 2028: 10% increase of District Contribution
- January 1, 2027: District contribution of \$42.96 for single dental
- January 1, 2027: District contribution of \$100.00 for family dental

B. RECOMMENDATION

- a. Management recommends approval of this contract.

C. CONNECTION TO STRATEGIC PRIORITY

- a. Operations, Staffing, and Finance

