

HASTINGS PUBLIC SCHOOLS

STATEMENT REGARDING FOOD SERVICE NEGOTIATIONS

The School Board of Hastings Public Schools met this morning for a special meeting and approved a Last, Best and Final offer to the Food Service bargaining unit represented by SEIU Local 284. The following is a summary of the key provisions outlined in the District's final offer:

- The District is offering a two-year collective bargaining agreement effective July 1, 2022 through June 30, 2024.
- In terms of individual impact, the District's final offer provides substantial pay increases going as high as 31.2 percent spread over two years.
 - o 28 percent of the employees in the bargaining unit will receive a pay increase of 20 percent or higher spread over two years.
 - o 50 percent of the employees in the bargaining unit will receive a pay increase of 15 percent or higher spread over two years.
 - o 75 percent of the employees in the bargaining unit will receive a pay increase of 10 percent or higher spread over two years.
 - o Employees hired before January 1, 2023 and making \$18.32 per hour or less will see a minimum pay increase of 12.6 percent spread over two years, ranging from 12.6 percent to as high as 31.2 percent depending on the employee's date of hire and current placement on the salary schedule.
- The District's final offer removes the lowest three steps of the salary schedule in an effort to increase starting pay and pay for newer employees. The starting salary under the District's proposal will increase from \$13.85 per hour to \$15.04 per hour in the first year of the contract. The starting salary will increase again to \$15.34 per hour in the second year.
- All employees hired on or before June 30, 2022 will receive a total of \$1,200 in retention payments to be split into a one-time \$600 payment to be made in each year of the contract.
- Employees will not see an increase in their share of the premium contribution for single or family health insurance in year one of the contract. In year two, the District's offer limits any increase an employee's share of the cost of family coverage to a maximum of \$15 per month.
- The District has agreed to increase the rate at which unused sick leave and essential leave is paid out by \$2 per hour.

- The District has agreed to language providing employees with a contribution toward approved non-slip footwear in the amount of \$150 per year.

The District's last, best and final offer is designed to address current market conditions, as well as to increase starting pay and wages for newer employees. For more senior employees, the District's last, best and final offer will accomplish the following:

- Top hourly pay for cooks will increase to \$20.17 per hour in the first year of the agreement, which is higher than four of the six school districts Hastings Public Schools has identified as comparable school districts.
- Top hourly pay for lead elementary school cooks will increase to \$28.95 per hour in the first year of the agreement. Top pay for lead elementary cooks under the 2020-2022 collective bargaining agreement already exceeded the rate of the highest comparable school district by \$2.62 per hour.
- Top hourly pay for lead secondary school cooks will increase to \$31.66 per hour in the first year of the agreement. Top pay for lead secondary cooks under the 2020-2022 collective bargaining agreement already exceeded the rate of the highest comparable school district by \$1.67 per hour.

The District's Last, Best and Final offer to the Food Service bargaining unit is consistent with the financial terms and conditions that were negotiated and accepted by all six other hourly groups whose contracts were up during the District's most recent cycle of negotiations. It is important to note that the Food Service group is composed of 35 employees, all of whom only work during the school year (174 days). Five of these employees work 7 to 8 hours per day, while the majority of the employees of this group only work 2 to 5.75 hours per day.