

TPOAM Food & Nutrition  
Language Changes  
September 6, 2024

1. Article 17.03 – Remove trial time language (During the sixty (60) working day trial period, the Employee will have the right to return to his/her prior classification/area.)
2. Article 34.22 – Bump should take place once every contract unless mutually agreed to have an additional.
3. Article 24 – Add companion language to funeral leave (long-term partner/verified significant other: 3 days).
4. Add language regarding deliveries during periods of school closure. Minimum 2 hours of pay. Not eligible for overtime.
5. Earned PTO may be used during periods of school closure that are not current paid days off, including breaks and snow days. Not eligible for overtime.

Jessica Morwell  
9/10/24

Autoggs 9/10/24

District Proposal F&N Salary Schedule and F & N Fund Profit Sharing  
 Appendix A  
 09/03/24

Contract Expiration: June 30, 2027

Salary Schedule 2024-2027							Serve Safe- Add'l to hourly rate
		Step 1	Step 2	Step 3	Step 4	Step 5	
Class 1	Cashier/Clerk	15.00	15.50	16.00	16.50	17.00	
Class 2	Head Cashier/Cook Helper	16.00	16.50	17.00	17.50	18.00	
Class 3	Elementary Manager	17.00	17.50	18.00	18.50	19.00	0.20
Class 4	Middle School Manager	18.50	19.00	19.50	20.00	20.50	0.20
Class 5	High School Manager	19.50	20.00	20.50	21.00	21.50	0.20
Floater	Floater/Substitute	16.00	16.50	17.00	17.50	18.00	

Starting Step for Placement Year 1:	
0 through 10 years of employment	Step 1
11 years and beyond of employment	Step 2

Year 1 of the contract, bargaining unit members will be placed on the starting step as stated in the Placement Year 1 table. In August of years 2 and 3 of the contract, bargaining unit members will advance by one step on the salary schedule.

F&N Fund Balance Profit Sharing	
If F&N Fund Balance Exceeds:	Profit Sharing Percentage Applied to Wages
\$2,100,000	1% Off Schedule Payment
\$2,200,000	2% Off Schedule Payment
\$2,300,000	3% Off Schedule Payment

**Fund Balance Profit Sharing:**

- 1) The profit sharing is on "off schedule" payment based on the F&N Ending Fund Balance level as listed on the "F&N Fund Balance Profit Sharing" Schedule.
- 2) Calculated based on previous year annual bargaining unit wages earned, to be paid out in November, following audited financial statements approval by the Board of Education.
- 3) Paid to active employees only at time of payment in November and paid on a prorated basis for those that have worked less than a year for their first year of employment.

*Example: November 2025 off schedule payment will be based on the 2024/25 school year F&N wages earned by each employee.*

*NOTE: The F&N Program pays for F&N equipment/Kitchen improvement needs, as determined by the District or to address state "Excess Fund Balance" requirements. These costs are a regular part of operations and could reduce Fund Balance levels.*

**Retro Provision:**

*The extension contract has expired. As part of the acceptance of this proposal, the district will agree to the retro provision that was included in the previous extension contract that was signed through June 30, 2024. Payable from March 11 to the last day of the F& N bargaining unit work day calendar.*

*Jessica M Rowell*  
 9/10/24  
*Auty* 9/10/24