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# FOOD SERVICE STAFF BASE WAGE DETERMINATION INFORMATION & INPUT SESSION

Monday, April 8<sup>th</sup> 2019  
@ 2:30 p.m.  
DO Board Room

# GROUP MEETING PURPOSE

District Sharing Information



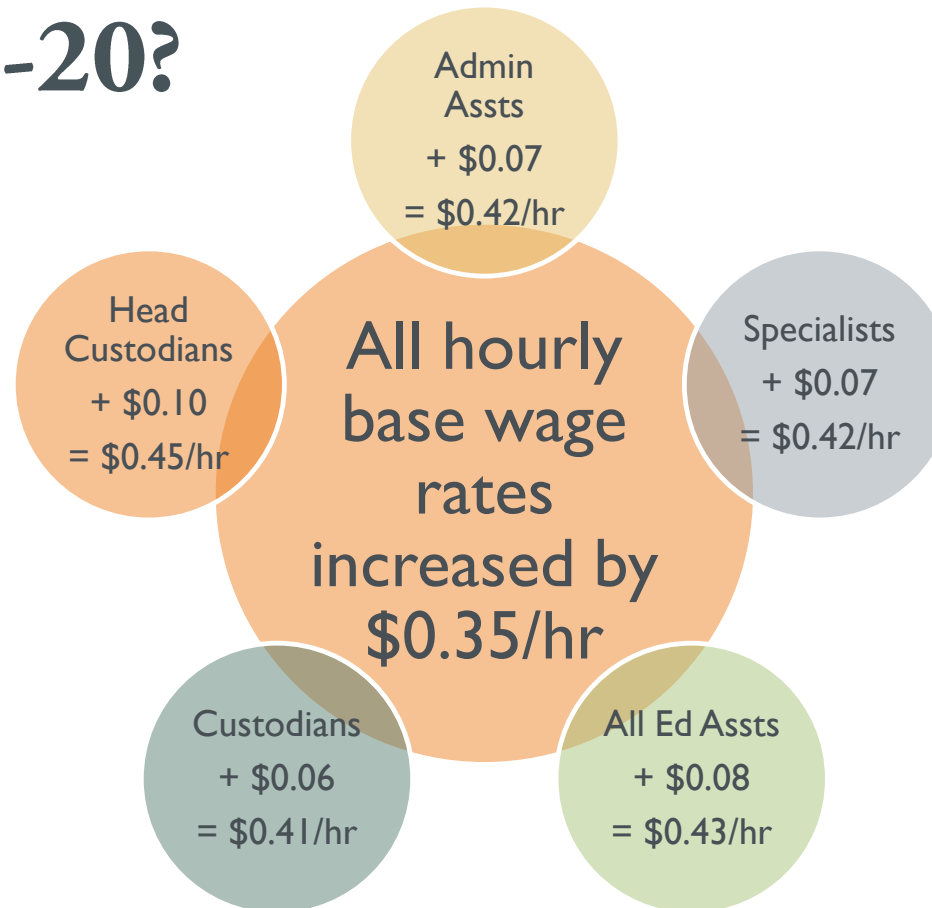
Creating a Common Understanding



Receiving and Preparing Staff to  
Provide Informed Input

# FOOD SERVICE STAFF BASE WAGE DETERMINATION

- How did the District distribute the Base Wage Increase for 2019-20?



# GROUP MEETING PURPOSE

District Sharing Information



Creating a Common Understanding



Receiving and Preparing Staff to  
Provide Informed Input


## FOOD SERVICE STAFF BASE WAGE DETERMINATION


- How did the District go about determining the Base Wage Increase?

2.44 %

- WERC CPI-U for July 1, 2019

**APPLICABLE CPI-U%  
AS DETERMINED BY  
WI DEPT OF REVENUE**

| Beginning date of one-year<br>collective bargaining<br>agreement                                 | Applicable CPI-U as<br>determined by WI<br>Department of Revenue |
|--|--|
|  July 1, 2019 | 2.44%  |
| June 1, 2019   | 2.46%  |
| May 1, 2019  | 2.46%  |
| April 1, 2019  | 2.42%  |
| March 1, 2019  | 2.42%  |
| February 1, 2019   | 2.36%  |
| January 1, 2019  | 2.25%  |
| December 1, 2018   | 2.15%  |
| November 1, 2018   | 2.07%  |
| October 1, 2018  | 2.05%  |
| September 1, 2018  | 2.05%  |
| August 1, 2018   | 2.09%  |
| July 1, 2018   | 2.13%  |



**ERC 90.03 Calculation of Maximum Amount Subject to Collective Bargaining.** To calculate the maximum dollar amount subject to collective bargaining over base wages for collective bargaining agreements entered into on or after June 29, 2011, do all of the following:

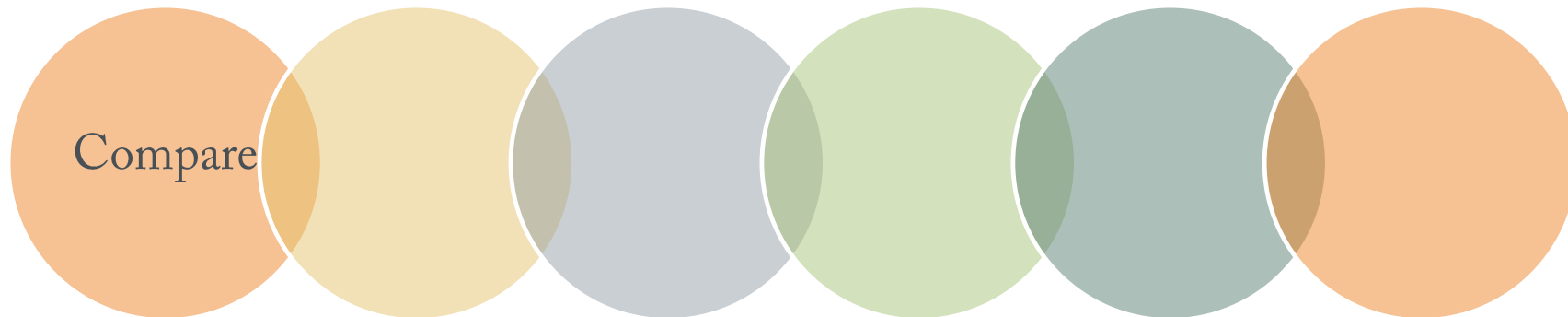
- (1) Identify all of the authorized positions that existed 180 days prior to the expiration date of the most recent collective bargaining agreement. If this is the initial bargaining agreement for this bargaining unit, identify the authorized positions that existed 180 days prior to the last day before the first day of the agreement.
  - (2) Determine the hourly, or annual, if applicable, base wage rate for each authorized position. The hourly, or annual, base wage rate is the hourly or annual rate applicable to the position excluding supplemental compensation which includes but is not limited to, education credits or credentials in pay schedules, overtime, premium pay, lump sum merit pay, performance pay, and extra duty pay.
  - (3) If applicable, multiply the hourly base wage rate by the annual number of regularly scheduled hours for each authorized position.
  - (4) Total the annual base wages for all authorized positions.
  - (5) Multiply the total base wage amount by the applicable consumer price index change.
- The resulting dollar amount is the maximum amount subject to collective bargaining.

## FOOD SERVICE STAFF BASE WAGE DETERMINATION

- **How did the District determine the Base Wage Increase for 2019-20?**
  - In the past – Applied CPI-U% to “Current Positions”
  - Some years – the District did more than CPI-U
  - This year – Applying **2.51%** to “Current Positions”
  - “Current Positions” defined by WERC rules

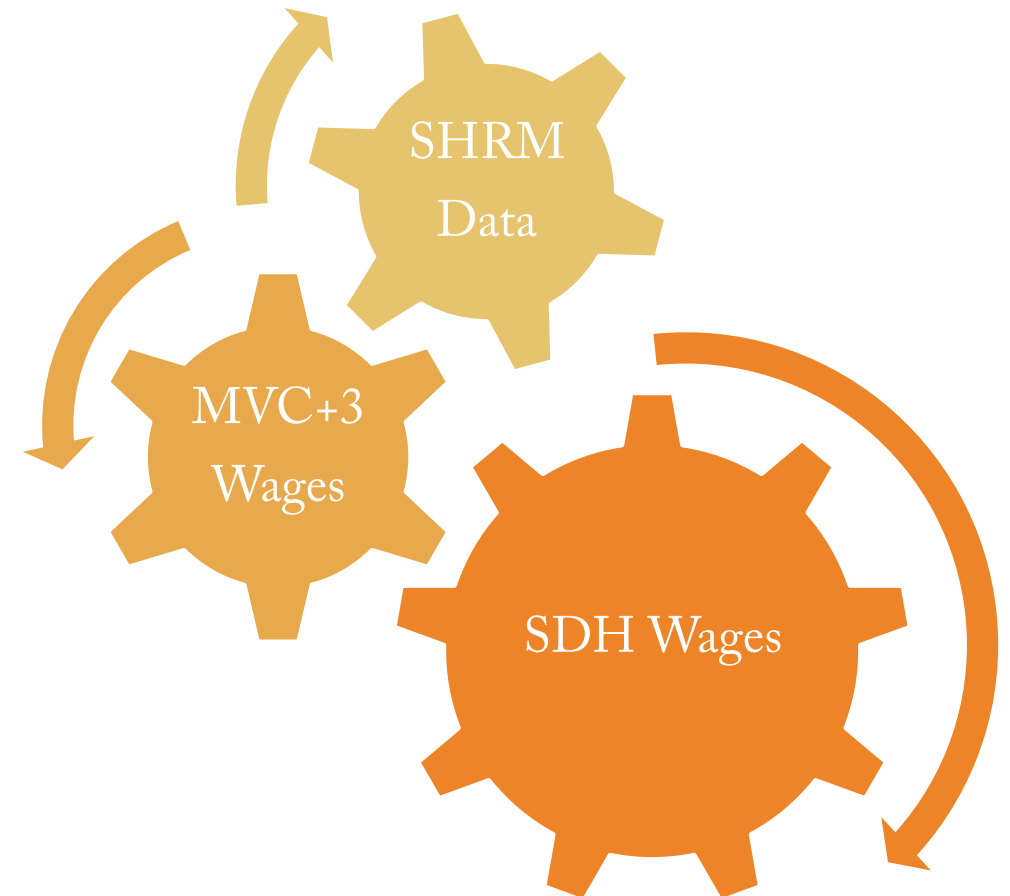
# FOOD SERVICE STAFF BASE WAGE DETERMINATION

- How does the District evaluate Base Wage Increases for a group?



# FOOD SERVICE STAFF BASE WAGE DETERMINATION

- How does the District evaluate Base Wage Increases for a group?



## 2018-19 Hourly Wage Rate Comparison - MVC+3

| Position |  | Lowest Rate Ranking | Lowest Wage | Highest Rate Ranking | Highest Wage |
|----------|--|---------------------|-------------|----------------------|--------------|
| Job 1    |  | 3                   |             | 4                    |              |
| Job 2    |  | 4                   |             | 3                    |              |
| Job 3    |  | 4                   |             | 5                    |              |
| Job 4    |  | 5                   |             | 6                    |              |
| Job 5    |  | 3                   |             | 4                    |              |
| Job 6    |  | 1                   |             | 2                    |              |
| Job 7    |  | 4                   |             | 6                    |              |
| Job 8    |  | 6                   |             | 3                    |              |
| Job 9    |  | 1                   |             | 2                    |              |
| Job 10   |  | 2                   |             | 2                    |              |
| Job 11   |  | 1                   |             | 1                    |              |
| Job 12   |  | 5                   |             | 5                    |              |
| Job 13   |  | 4                   |             | 6                    |              |
| Job 14   |  | 4                   |             | 5                    |              |
| Job 15   |  | 4                   |             | 3                    |              |
| Job 16   |  | 2                   |             | 1                    |              |
| Job 17   |  | 5                   |             | 6                    |              |
| Job 18   |  | 1                   |             | 1                    |              |

## 2018-19 Hourly Wage Rate Comparison - MVC+3

| Position |  | Lowest Rate Ranking | Lowest Wage | Highest Rate Ranking | Highest Wage |
|----------|--|---------------------|-------------|----------------------|--------------|
| Job 1    | Cook   | 3                   | \$ 14.71    | 4                    | \$ 15.59     |
| Job 2    | Nutrition Team Leader                                | 4                   | \$ 16.86    | 3                    | \$ 17.87     |
| Job 3    | Custodian  | 4                   | \$ 16.66    | 5                    | \$ 17.66     |
| Job 4    | Head Custodian                                       | 5                   | \$ 17.64    | 6                    | \$ 18.70     |
| Job 5    | Maintenance  | 3                   | \$ 17.47    | 4                    | \$ 18.52     |
| Job 6    | Mechanic <sup>3</sup>                                | 1                   | \$ 19.49    | 2                    | \$ 20.66     |
| Job 7    | Administrative Assistant                             | 4                   | \$ 17.36    | 6                    | \$ 18.41     |
| Job 8    | Specialist   | 6                   | \$ 19.54    | 3                    | \$ 23.82     |
| Job 9    | Bus Driver <sup>1</sup>                              | 1                   | \$ 21.48    | 2                    | \$ 22.77     |
| Job 10   | Van Driver <sup>1 &amp; 2</sup>                      | 2                   | \$ 16.04    | 2                    | \$ 17.00     |
| Job 11   | Non-Driving <sup>1</sup>                             | 1                   | \$ 13.46    | 1                    | \$ 14.27     |
| Job 12   | Extra Trips <sup>1</sup>                             | 5                   | \$ 12.04    | 5                    | \$ 12.76     |
| Job 13   | Educational Assistant                                | 4                   | \$ 14.99    | 6                    | \$ 15.89     |
| Job 14   | Educational Assistant - Special Duties / Assignments | 4                   | \$ 15.20    | 5                    | \$ 16.11     |
| Job 15   | Executive Assistant                                  | 4                   | \$ 23.88    | 3                    | \$ 25.31     |
| Job 16   | Help Desk & Systems Support                          | 2                   | \$ 22.90    | 1                    | \$ 24.27     |
| Job 17   | Network Operations Specialist                        | 5                   | \$ 28.85    | 6                    | \$ 28.85     |
| Job 18   | Software Specialist                                  | 1                   | \$ 26.92    | 1                    | \$ 26.92     |

<sup>1</sup> Five school comparison - Sparta, Onalaska & La Crosse Contracted Service

<sup>2</sup> Van Drivers are temporary employees receiving no paid leave or insurance benefits

<sup>3</sup> Four school comparison - Tomah, West Salem, Mel-Min & Holmen

# 2019/20 HOURLY RATE EXAMPLE

| \$20/hour            | \$10/hour            | Wage Gap         |
|----------------------|----------------------|------------------|
| <u>x 2.44% CPI-U</u> | <u>x 2.44% CPI-U</u> | <u>\$10/hour</u> |
| \$20.49              | \$10.24              | \$10.25          |
| <u>Yr 2</u>          | <u>Yr 2</u>          |                  |
| \$20.98              | \$10.48              | \$10.50          |
| <u>Yr 3</u>          | <u>Yr 3</u>          |                  |
| \$21.47              | \$10.72              | \$10.75          |
| 3 Year Gain          | 3 Year Gain          |                  |
| +\$1.47              | +\$0.72              | \$0.75           |

## 2018-19 Hourly Wage Rate Comparison - MVC+3

| Position |  | Lowest Rate Ranking | Lowest Wage | Highest Rate Ranking | Highest Wage |
|----------|--|---------------------|-------------|----------------------|--------------|
| Job 1    | Cook   | 3                   | \$ 14.71    | 4                    | \$ 15.59     |
| Job 2    | Nutrition Team Leader                                | 4                   | \$ 16.86    | 3                    | \$ 17.87     |
| Job 3    | Custodian  | 4                   | \$ 16.66    | 5                    | \$ 17.66     |
| Job 4    | Head Custodian                                       | 5                   | \$ 17.64    | 6                    | \$ 18.70     |
| Job 5    | Maintenance  | 3                   | \$ 17.47    | 4                    | \$ 18.52     |
| Job 6    | Mechanic <sup>3</sup>                                | 1                   | \$ 19.49    | 2                    | \$ 20.66     |
| Job 7    | Administrative Assistant                             | 4                   | \$ 17.36    | 6                    | \$ 18.41     |
| Job 8    | Specialist   | 6                   | \$ 19.54    | 3                    | \$ 23.82     |
| Job 9    | Bus Driver <sup>1</sup>                              | 1                   | \$ 21.48    | 2                    | \$ 22.77     |
| Job 10   | Van Driver <sup>1 &amp; 2</sup>                      | 2                   | \$ 16.04    | 2                    | \$ 17.00     |
| Job 11   | Non-Driving <sup>1</sup>                             | 1                   | \$ 13.46    | 1                    | \$ 14.27     |
| Job 12   | Extra Trips <sup>1</sup>                             | 5                   | \$ 12.04    | 5                    | \$ 12.76     |
| Job 13   | Educational Assistant                                | 4                   | \$ 14.99    | 6                    | \$ 15.89     |
| Job 14   | Educational Assistant - Special Duties / Assignments | 4                   | \$ 15.20    | 5                    | \$ 16.11     |
| Job 15   | Executive Assistant                                  | 4                   | \$ 23.88    | 3                    | \$ 25.31     |
| Job 16   | Help Desk & Systems Support                          | 2                   | \$ 22.90    | 1                    | \$ 24.27     |
| Job 17   | Network Operations Specialist                        | 5                   | \$ 28.85    | 6                    | \$ 28.85     |
| Job 18   | Software Specialist                                  | 1                   | \$ 26.92    | 1                    | \$ 26.92     |

<sup>1</sup> Five school comparison - Sparta, Onalaska & La Crosse Contracted Service

<sup>2</sup> Van Drivers are temporary employees receiving no paid leave or insurance benefits

<sup>3</sup> Four school comparison - Tomah, West Salem, Mel-Min & Holmen

# SHRM DATA - 2018

| Potential Comparison to the Defined Groups | Job Position and Description  | HOLMEN      |              | SHRM        |              |
|--|---|-------------|--------------|-------------|--------------|
|  |   | Lowest Wage | Average Wage | Lowest Wage | Average Wage |
| Cooks                                      | <b>Cook:</b> Prepares and cooks food for customers, patients, and employees, and/or visitors working from established recipes, formulas, and menu cycles. May also prepare cold meats, sandwiches, and soups. Operates commercial and large scale cooking equipment and appliances.   | \$14.71     | \$14.99      | \$11.37     | \$13.61      |
| Cooks                                      | <b>Dietary Aides:</b> Performs routine assignments in cafeteria, kitchen, dish room, or patient tray line. Serves food from counter, pours beverages, scrapes and racks dishes, cleans pots and pans, and puts food away after use.   | \$14.71     | \$14.99      | \$10.93     | \$12.41      |
| Team Leader I                              | <b>Team Leader:</b> Usually the top hourly position directly under the supervisor, often the communication link with other departments. Provides supervisor with assistance in meeting depart goals. Monitors compliance with department policies and procedures. Coordinates assignments according to workload. Provides assistance to department employees. Trains new employees and monitors their progress. May provide backup for other positions. | \$16.86     | \$17.31      | \$16.72     | \$19.97      |

# FOOD SERVICE STAFF BASE WAGE DETERMINATION

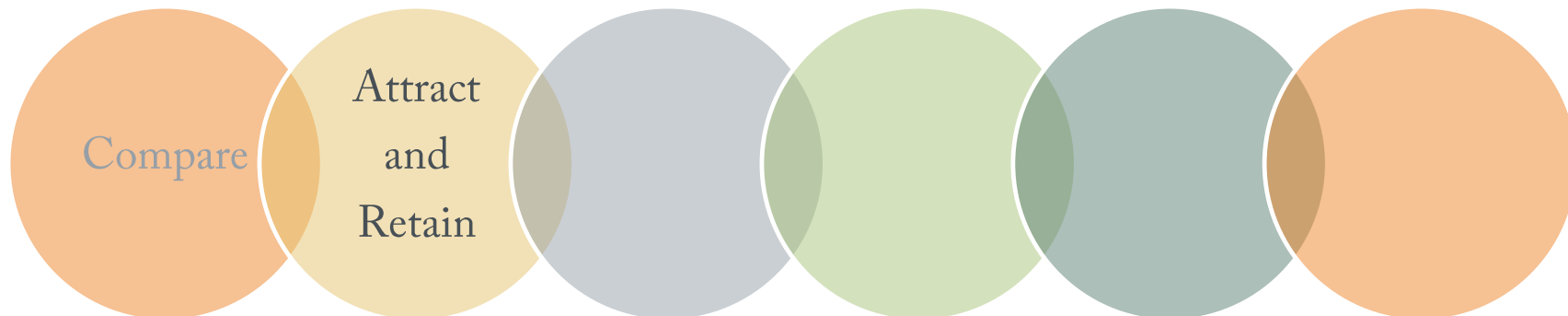
| Cook                                   | Low Wage                   | Average Wage               | High Wage | Tenure    |
|--|----------------------------|----------------------------|-----------|-----------|
| School District of Holmen              | \$14.71                    | \$14.99                    | \$15.59   | 6.3 years |
| SHRM – Chippewa Valley & Coulee Region | \$10.93 DA<br>\$11.37 Cook | \$12.41 DA<br>\$13.61 Cook | N/A       | N/A       |
| MVC+3 Schools (Average)                | \$14.06                    | N/A                        | \$15.48   | N/A       |

# FOOD SERVICE STAFF BASE WAGE DETERMINATION

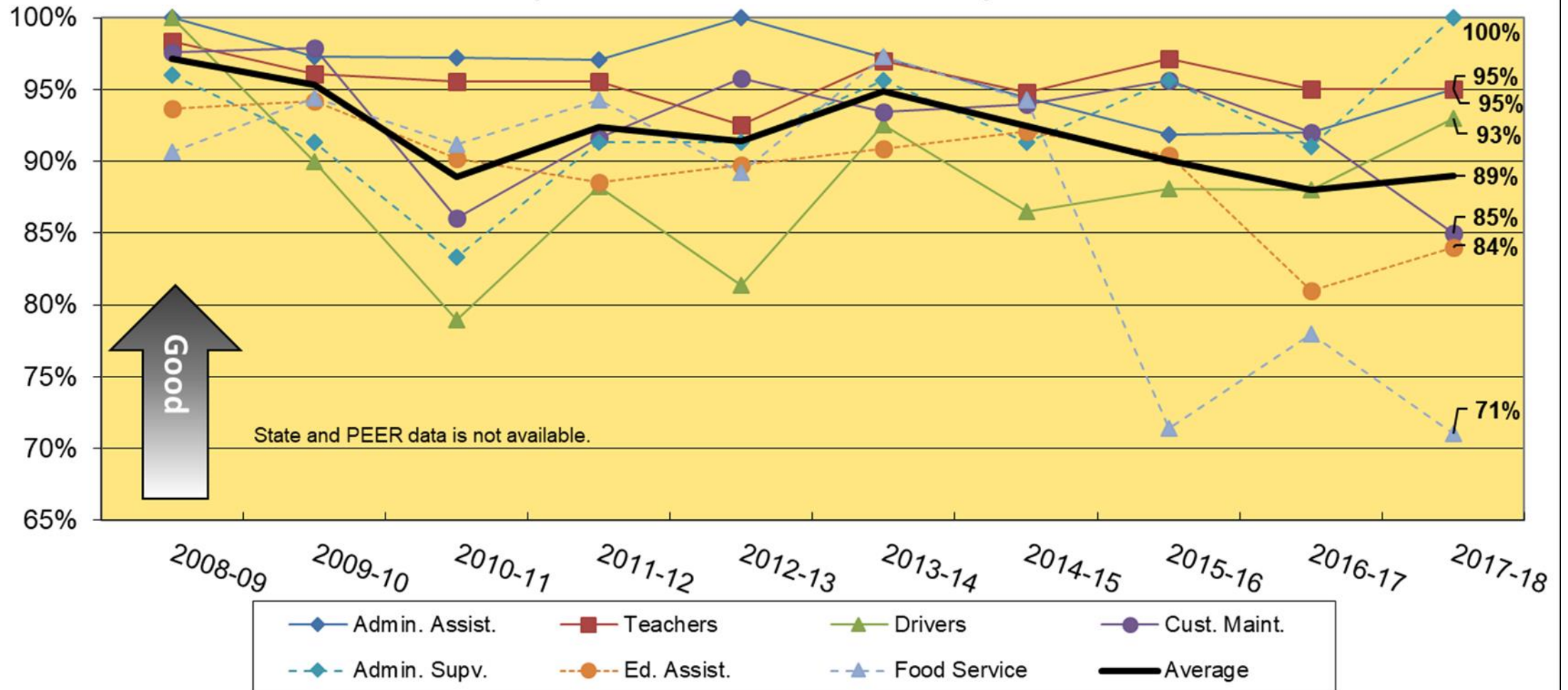
| Nutrition Team<br>Leader I                   | Low<br>Wage | Average<br>Wage | High Wage | Tenure     |
|--|-------------|-----------------|-----------|------------|
| School District of<br>Holmen                 | \$16.86     | \$17.31         | \$17.87   | 10.3 years |
| SHRM – Chippewa<br>Valley & Coulee<br>Region | \$16.72     | \$19.97         | N/A       | N/A        |
| MVC+3 Schools<br>(Average)                   | \$16.37     | N/A             | \$17.37   | N/A        |

# FOOD SERVICE STAFF BASE WAGE DETERMINATION

- How does the District evaluate Base Wage Increases for a group?

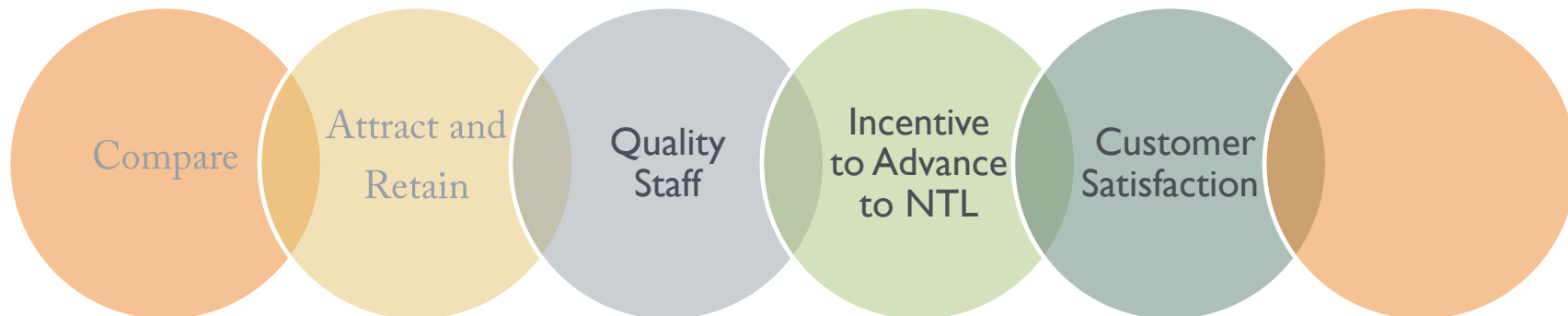


## Employee Retention Rate (Annual w/out Retirements)

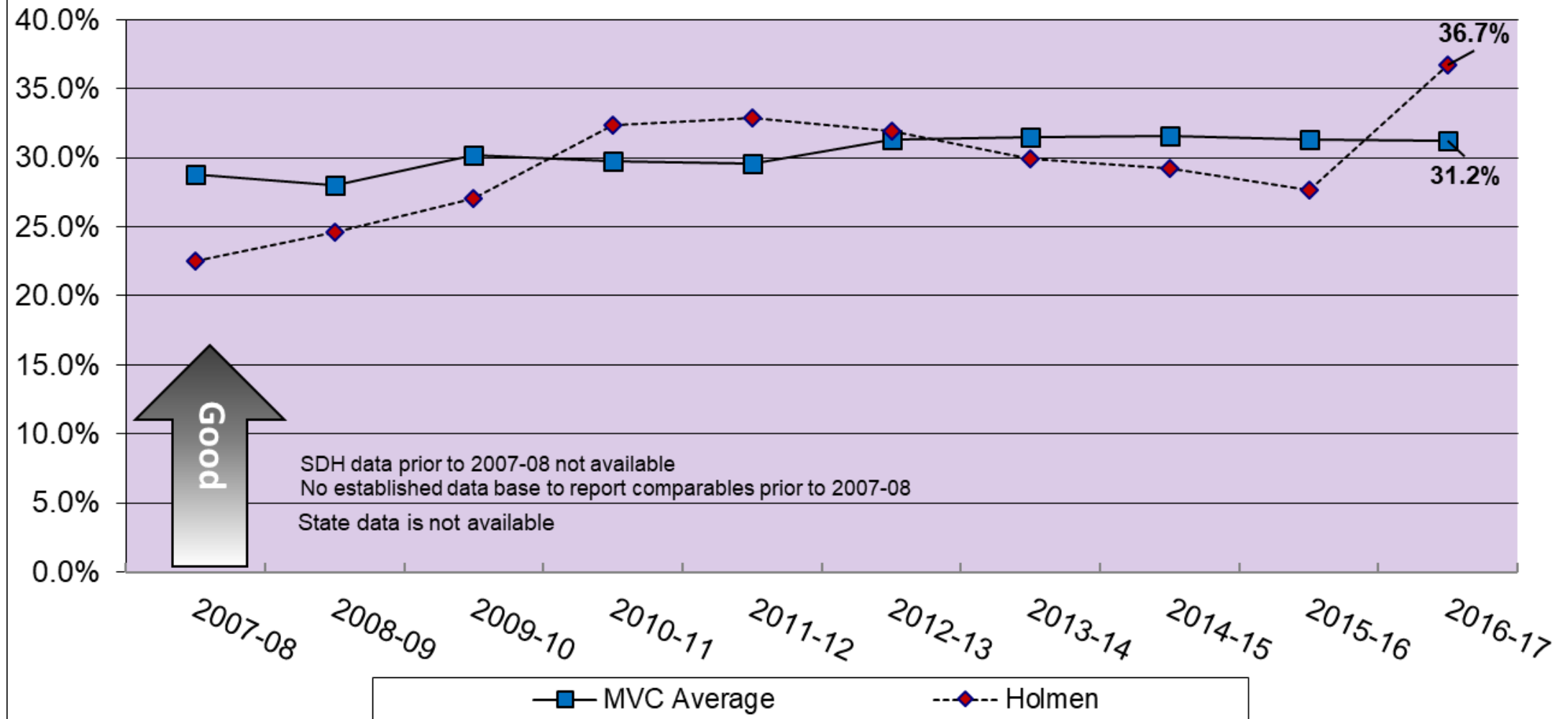


# FOOD SERVICE STAFF BASE WAGE DETERMINATION

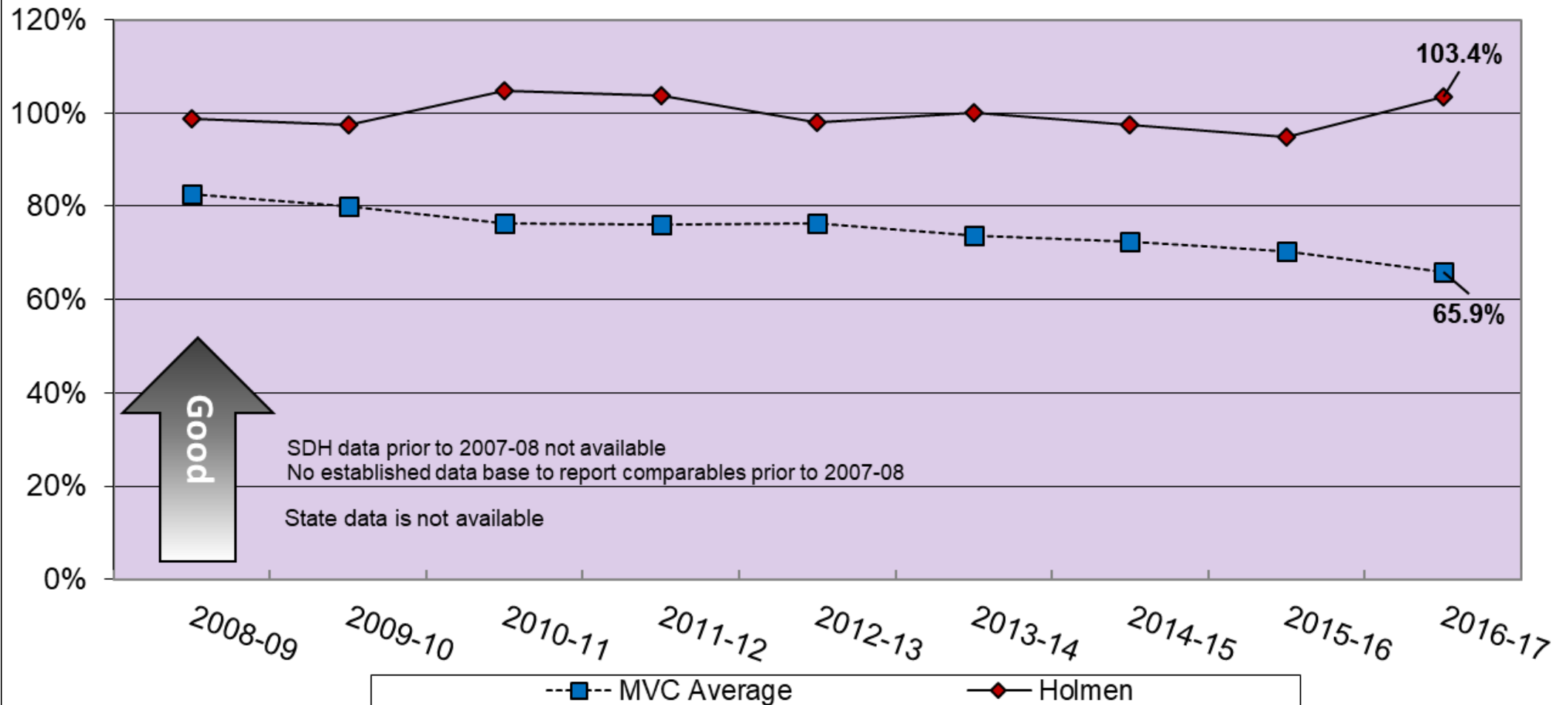
- How does the District evaluate Base Wage Increases for a group?



## Percent Participation Breakfast



## Percent Participation Lunch



# 2018 - SURVEY RESULTS BY DEPARTMENT

Note: Student, Staff and Parent/Guardian "%" cells contain a formula to show the appropriate color for Less Than and Greater Than when entering the percent number in the cell.

|  |     |
|--|-----|
| "Strongly Agree" or "Agree" Less Than    | 50% |
| "Strongly Agree" or "Agree"              | 75% |
| "Strongly Agree" or "Agree" Greater Than | 90% |

| TOPIC/QUESTION | PERCENT (%) "STRONGLY AGREE" OR |           |   |                  |           |   |
|----------------|---------------------------------|-----------|---|------------------|-----------|---|
|                | Student                         |           |   | Parent/ Guardian |           |   |
|                | # Resp.*                        | SA or A** | % | # Resp.*         | SA or A** | % |

## FOOD SERVICE

|  |      |      |     |      |      |     |
|--|------|------|-----|------|------|-----|
| <b>Nutritious:</b><br>Student Prompt #19 - School lunch is nutritious.<br>Parent Prompt #5 - School lunch is nutritious. | 2190 | 1620 | 74% | 538  | 473  | 88% |
| <b>Appealing:</b><br>Student Prompt #20 - School lunch is appealing.<br>Parent Prompt #6 - School lunch is appealing.    | 2194 | 1458 | 66% | 526  | 445  | 85% |
| <b>Welcoming:</b><br>Student Prompt #21 - School lunch is welcoming.<br>Parent Prompt #7 - School lunch is welcoming.    | 2245 | 1852 | 82% | 510  | 476  | 93% |
| <b>Value:</b><br>Parent Prompt #8 - School lunch is a good value.  |      |      |     | 537  | 469  | 87% |
| <b>COMPOSITE SCORE</b>   | 6629 | 4930 | 74% | 2111 | 1863 | 88% |

# STUDENT SURVEY RESULTS

## 2015

## 2016

## 2017

## 2018

Note: Student, Staff and Parent/Guardian "%" cells contain a formula to show the appropriate color for Less Than and Greater Than when entering the percent number in the cell.

"Strongly Agree" or "Agree" Less Than 50%

"Strongly Agree" or "Agree" 75%

"Strongly Agree" or "Agree" Greater Than 90%

| TOPIC/QUESTION   | PERCENT (%) "STRONGLY AGREE" OR "AGREE" |         |     |         |         |     |         |         |     |         |         |     |
|--|---|---------|-----|---------|---------|-----|---------|---------|-----|---------|---------|-----|
|  | Student                                 |         |     | Student |         |     | Student |         |     | Student |         |     |
|  | # Resp.                                 | SA or A | %   | # Resp. | SA or A | %   | # Resp. | SA or A | %   | # Resp. | SA or A | %   |
| FOOD SERVICE   |   |         |     |         |         |     |         |         |     |         |         |     |
| <b>Nutritious:</b><br>Student Prompt #19 - School lunch is nutritious.<br>Parent Prompt #5 - School lunch is nutritious. | 2283                                    | 1437    | 63% | 2335    | 1611    | 69% | 2108    | 1506    | 71% | 2190    | 1620    | 74% |
| <b>Appealing:</b><br>Student Prompt #20 - School lunch is appealing.<br>Parent Prompt #6 - School lunch is appealing.    | 2320                                    | 1147    | 49% | 2339    | 1353    | 58% | 2117    | 1387    | 66% | 2194    | 1458    | 66% |
| <b>Welcoming:</b><br>Student Prompt #21 - School lunch is welcoming.<br>Parent Prompt #7 - School lunch is welcoming.    | 2333                                    | 1827    | 78% | 2366    | 1943    | 82% | 2141    | 1770    | 83% | 2245    | 1852    | 82% |
| <b>Value:</b><br>Parent Prompt #8 - School lunch is a good value.  |   |         |     |         |         |     |         |         |     |         |         |     |
| COMPOSITE SCORE  | 6936                                    | 4411    | 64% | 7040    | 4907    | 70% | 6366    | 4663    | 73% | 6629    | 4930    | 74% |

# PARENT SURVEY RESULTS

2015

2016

2017

2018

Note: Student, Staff and Parent/Guardian "%" cells contain a formula to show the appropriate color for Less Than and Greater Than when entering the percent number in the cell.

"Strongly Agree" or "Agree" Less Than 50%

"Strongly Agree" or "Agree" 75%

"Strongly Agree" or "Agree" Greater Than 90%

| TOPIC/QUESTION   | PERCENT (%) "STRONGLY AGREE" OR "AGREE" |         |     |                  |         |     |                  |         |     |                  |         |     |
|--|---|---------|-----|------------------|---------|-----|------------------|---------|-----|------------------|---------|-----|
|  | Parent/ Guardian                        |         |     | Parent/ Guardian |         |     | Parent/ Guardian |         |     | Parent/ Guardian |         |     |
|  | # Resp.                                 | SA or A | %   | # Resp.          | SA or A | %   | # Resp.          | SA or A | %   | # Resp.          | SA or A | %   |
| <b>FOOD SERVICE</b>  |   |         |     |                  |         |     |                  |         |     |                  |         |     |
| <b>Nutritious:</b><br>Student Prompt #19 - School lunch is nutritious.<br>Parent Prompt #5 - School lunch is nutritious. | 375                                     | 316     | 84% | 501              | 424     | 85% | 462              | 391     | 85% | 538              | 473     | 88% |
| <b>Appealing:</b><br>Student Prompt #20 - School lunch is appealing.<br>Parent Prompt #6 - School lunch is appealing.    | 369                                     | 261     | 71% | 488              | 371     | 76% | 449              | 350     | 78% | 526              | 445     | 85% |
| <b>Welcoming:</b><br>Student Prompt #21 - School lunch is welcoming.<br>Parent Prompt #7 - School lunch is welcoming.    | 352                                     | 292     | 83% | 458              | 408     | 89% | 428              | 389     | 91% | 510              | 476     | 93% |
| <b>Value:</b><br>Parent Prompt #8 - School lunch is a good value.  | 370                                     | 294     | 79% | 498              | 388     | 78% | 461              | 381     | 83% | 537              | 469     | 87% |
| <b>COMPOSITE SCORE</b>   | 1466                                    | 1163    | 79% | 1945             | 1591    | 82% | 1800             | 1511    | 84% | 2111             | 1863    | 88% |

# STUDENT SURVEY RESULTS - 2018

Note: Student, Staff and Parent/Guardian ""cells contain a formula to show the appropriate color for Less Than and Greater Than when entering the percent number in the cell.

"Strongly Agree" or "Agree" Less Than 50%

"Strongly Agree" or "Agree" 75%

"Strongly Agree" or "Agree" Greater Than 90%

| TOPIC/QUESTION   | Sum of Subsets to Right |         |     | Evergreen |         |     | Prairie View |         |     | Sand Lake |         |     | Viking  |         |     | Middle School |         |     | High School |         |     |
|--|-------------------------|---------|-----|-----------|---------|-----|--------------|---------|-----|-----------|---------|-----|---------|---------|-----|---------------|---------|-----|-------------|---------|-----|
|  | Student                 |         |     | Student   |         |     | Student      |         |     | Student   |         |     | Student |         |     | Student       |         |     | Student     |         |     |
|  | # Resp.                 | SA or A | %   | # Resp.   | SA or A | %   | # Resp.      | SA or A | %   | # Resp.   | SA or A | %   | # Resp. | SA or A | %   | # Resp.       | SA or A | %   | # Resp.     | SA or A | %   |
| <b>FOOD SERVICE</b>  |                         |         |     |           |         |     |              |         |     |           |         |     |         |         |     |               |         |     |             |         |     |
| <b>Nutritious:</b><br>Student Prompt #19 - School lunch is nutritious.<br>Parent Prompt #5 - School lunch is nutritious. | 2190                    | 1620    | 74% | 179       | 155     | 87% | 207          | 162     | 78% | 227       | 185     | 81% | 198     | 159     | 80% | 730           | 476     | 65% | 649         | 483     | 74% |
| <b>Appealing:</b><br>Student Prompt #20 - School lunch is appealing.<br>Parent Prompt #6 - School lunch is appealing.    | 2194                    | 1458    | 66% | 178       | 138     | 78% | 211          | 160     | 76% | 230       | 181     | 79% | 193     | 161     | 83% | 718           | 388     | 54% | 664         | 430     | 65% |
| <b>Welcoming:</b><br>Student Prompt #21 - School lunch is welcoming.<br>Parent Prompt #7 - School lunch is welcoming.    | 2245                    | 1852    | 82% | 180       | 156     | 87% | 216          | 193     | 89% | 228       | 211     | 93% | 204     | 185     | 91% | 730           | 540     | 74% | 687         | 567     | 83% |
| <b>Value:</b><br>Parent Prompt #8 - School lunch is a good value.  |                         |         |     |           |         |     |              |         |     |           |         |     |         |         |     |               |         |     |             |         |     |
| <b>COMPOSITE SCORE</b>   | 6629                    | 4930    | 74% | 537       | 449     | 84% | 634          | 515     | 81% | 685       | 577     | 84% | 595     | 505     | 85% | 2178          | 1404    | 64% | 2000        | 1480    | 74% |

# PARENT SURVEY RESULTS - 2018

Note: Student, Staff and Parent/Guardian "%" cells contain a formula to show the appropriate color for Less Than and Greater Than when entering the percent number in the cell.

"Strongly Agree" or "Agree" Less Than 50%

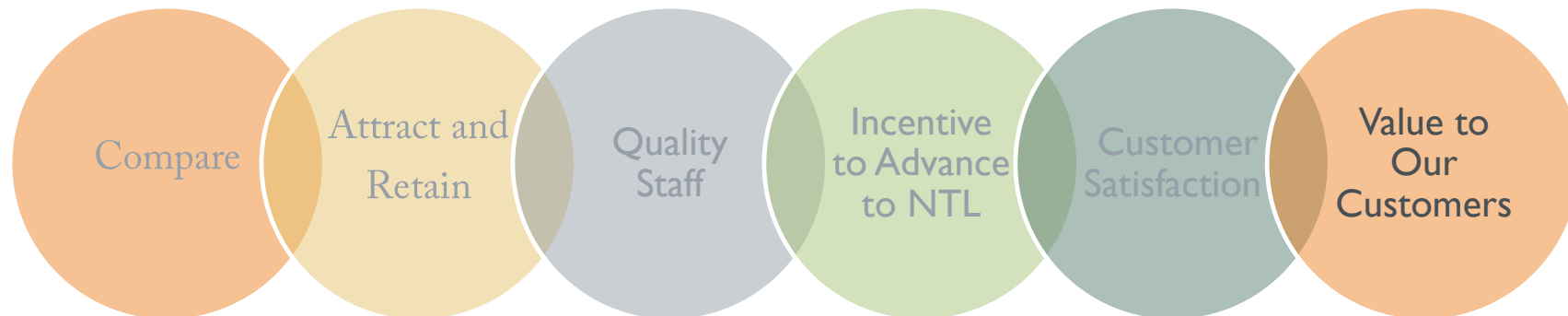
"Strongly Agree" or "Agree" 75%

"Strongly Agree" or "Agree" Greater Than 90%

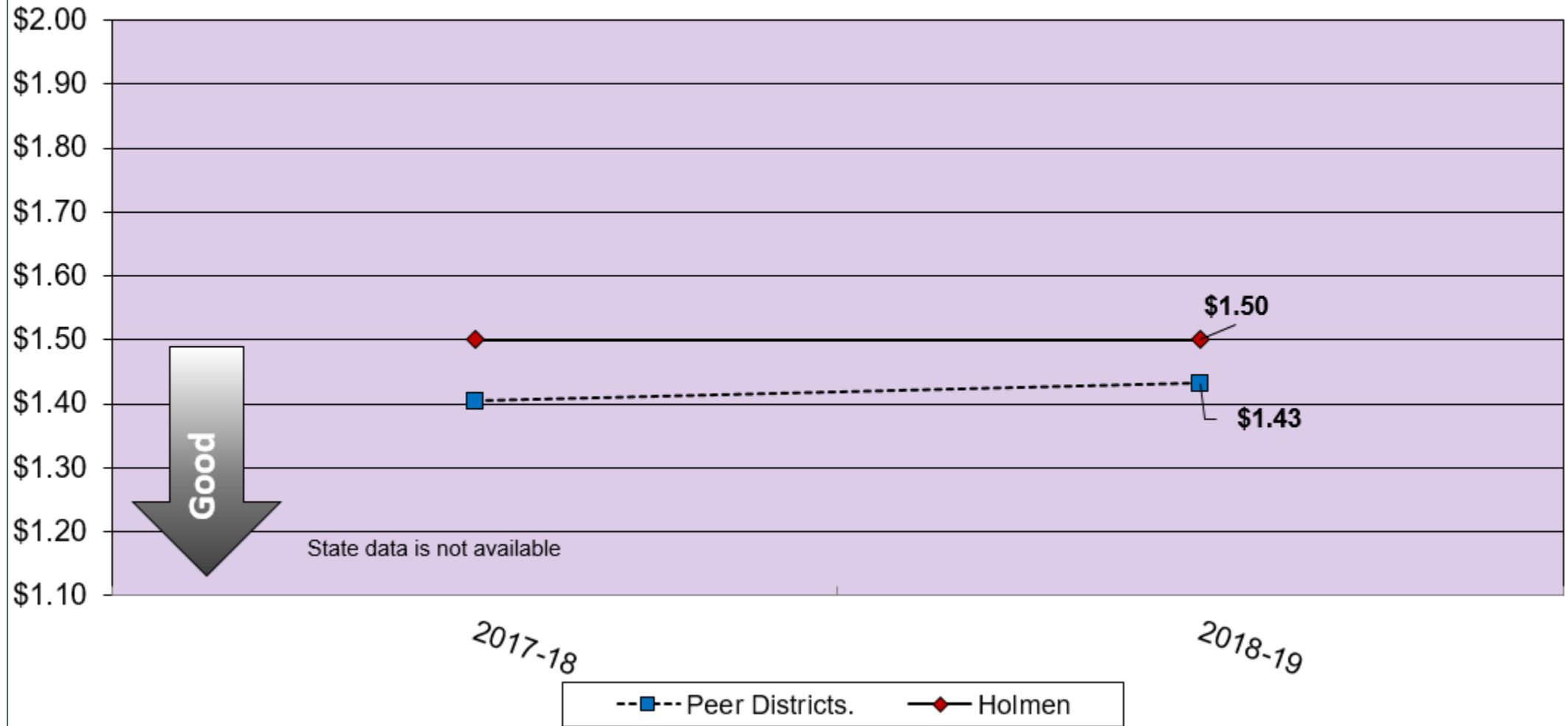
| TOPIC/QUESTION   | Sum of Subsets to Right |         |     | 4K               |         |      | Evergreen        |         |      | Prairie View     |         |      | Sand Lake        |         |     | Viking           |         |      | Middle School    |         |     | High School      |         |     |
|--|-------------------------|---------|-----|------------------|---------|------|------------------|---------|------|------------------|---------|------|------------------|---------|-----|------------------|---------|------|------------------|---------|-----|------------------|---------|-----|
|  | Parent/ Guardian        |         |     | Parent/ Guardian |         |      | Parent/ Guardian |         |      | Parent/ Guardian |         |      | Parent/ Guardian |         |     | Parent/ Guardian |         |      | Parent/ Guardian |         |     | Parent/ Guardian |         |     |
|  | # Resp.                 | SA or A | %   | # Resp.          | SA or A | %    | # Resp.          | SA or A | %    | # Resp.          | SA or A | %    | # Resp.          | SA or A | %   | # Resp.          | SA or A | %    | # Resp.          | SA or A | %   | # Resp.          | SA or A | %   |
| <b>FOOD SERVICE</b>  |                         |         |     |                  |         |      |                  |         |      |                  |         |      |                  |         |     |                  |         |      |                  |         |     |                  |         |     |
| <b>Nutritious:</b><br>Student Prompt #19 - School lunch is nutritious.<br>Parent Prompt #5 - School lunch is nutritious. | 538                     | 473     | 88% | 5                | 5       | 100% | 34               | 33      | 97%  | 72               | 65      | 90%  | 45               | 39      | 87% | 41               | 37      | 90%  | 97               | 84      | 87% | 112              | 96      | 86% |
| <b>Appealing:</b><br>Student Prompt #20 - School lunch is appealing.<br>Parent Prompt #6 - School lunch is appealing.    | 526                     | 445     | 85% | 4                | 4       | 100% | 34               | 33      | 97%  | 72               | 63      | 88%  | 44               | 37      | 84% | 40               | 39      | 98%  | 96               | 84      | 88% | 106              | 84      | 79% |
| <b>Welcoming:</b><br>Student Prompt #21 - School lunch is welcoming.<br>Parent Prompt #7 - School lunch is welcoming.    | 510                     | 476     | 93% | 4                | 4       | 100% | 34               | 34      | 100% | 71               | 71      | 100% | 45               | 43      | 96% | 39               | 39      | 100% | 94               | 90      | 96% | 101              | 85      | 84% |
| <b>Value:</b><br>Parent Prompt #8 - School lunch is a good value.  | 537                     | 469     | 87% | 4                | 4       | 100% | 34               | 32      | 94%  | 70               | 63      | 90%  | 45               | 39      | 87% | 41               | 40      | 98%  | 98               | 88      | 90% | 114              | 88      | 77% |
| <b>COMPOSITE SCORE</b>   | 2111                    | 1863    | 88% | 17               | 17      | 100% | 136              | 132     | 97%  | 285              | 262     | 92%  | 179              | 158     | 88% | 161              | 155     | 96%  | 385              | 346     | 90% | 433              | 353     | 82% |

# FOOD SERVICE STAFF BASE WAGE DETERMINATION

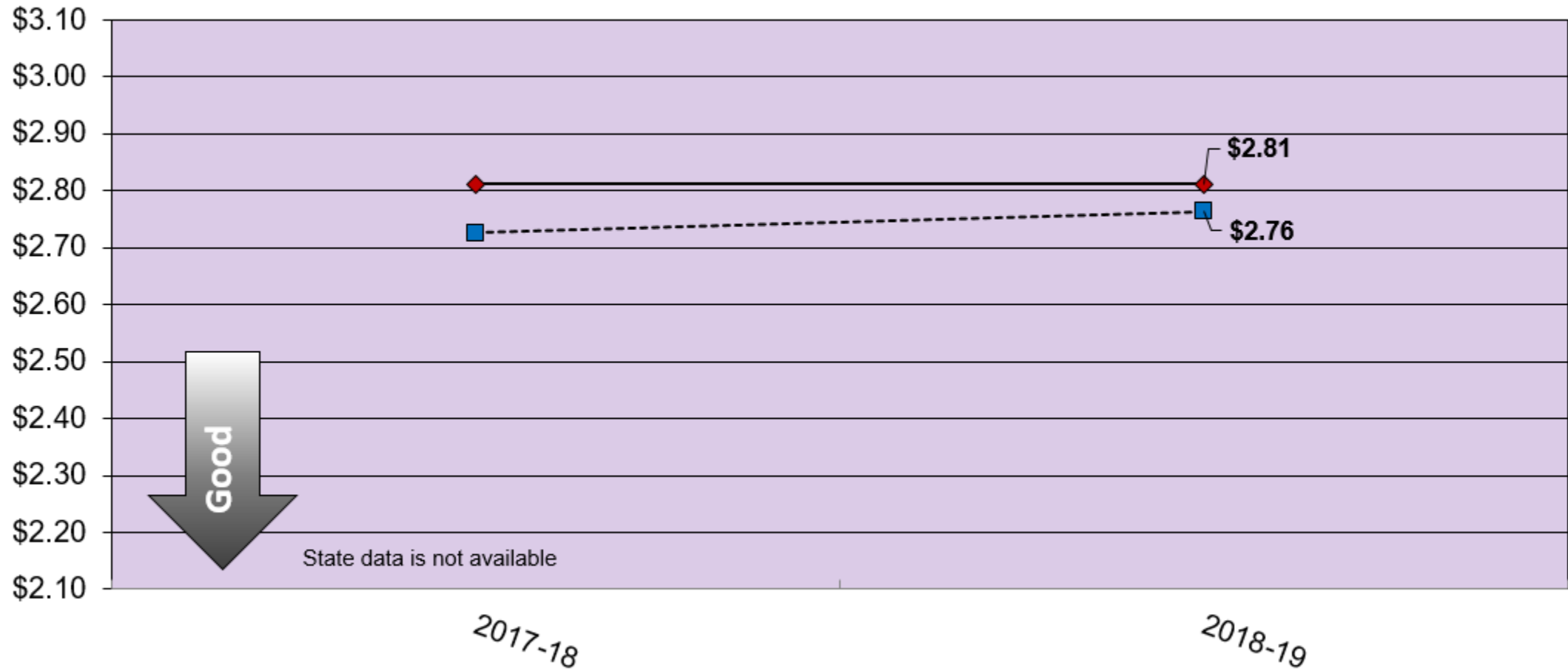
- How does the District evaluate Base Wage Increases for a group?



## Breakfast Price Per Meal



## Lunch Price Per Meal



--■-- Peer Districts

—◆— Holmen

## FOOD SERVICE STAFF BASE WAGE DETERMINATION

### ■ How did the District determine the Base Wage Increase for 2019-20?

|   |                |
|---|----------------|
| ■ Total All Hourly Base Wages (2018-19) | \$5,977,014.54 |
| ■ WERC CPI-U                            | 2.44%          |
| ■ Additional Local Investment           | 0.07%          |
| ■ Total % Increase                      | 2.51%          |
| ■ Base Wage Increase 2019-20            | \$150,023.07   |

## **FOOD SERVICE STAFF BASE WAGE DETERMINATION**

- **How did the District determine the Base Wage Increase for 2019-20?**
  - Studied comparable data
  - Looked at all of our hourly pay staff vs. regional school districts
  - Ranked

## FOOD SERVICE STAFF BASE WAGE DETERMINATION

### ■ How did the District determine the Base Wage Increase for 2019-20?

- |  |                  |
|--|------------------|
| ■ Base Wage Increase 2019-20                 | \$150,023        |
| ■ Increase of \$0.35/hr for all Hourly Staff | <u>\$131,529</u> |
| ■ Includes \$15,507 Longevity Increases      |                  |
| ■ Remaining Wage Increase Amount             | \$18,493         |

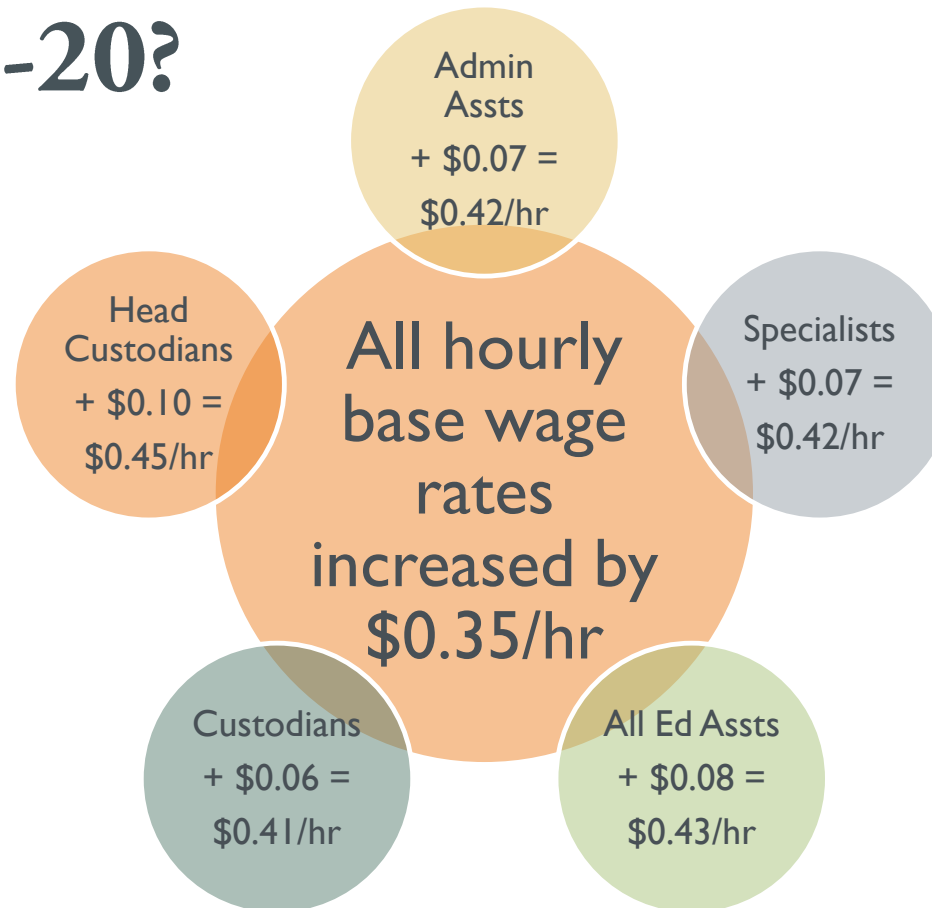
# FOOD SERVICE STAFF BASE WAGE DETERMINATION

## ■ How did the District distribute the Base Wage Increase for 2019-20?

- Remaining Wage Increase Amount \$18,493
  - Administrative Assistants (low 4<sup>th</sup> / high 6<sup>th</sup>)
  - Specialists (low 6<sup>th</sup> / high 3<sup>rd</sup>)
  - Educational Assistants (low 4<sup>th</sup> / high 6<sup>th</sup>)
  - Educational Assistants - Special Duties (low 4<sup>th</sup> / high 5<sup>th</sup>)
  - Custodians (low 4<sup>th</sup> / high 5<sup>th</sup>)
  - Head Custodians (low 5<sup>th</sup> / high 6<sup>th</sup>)

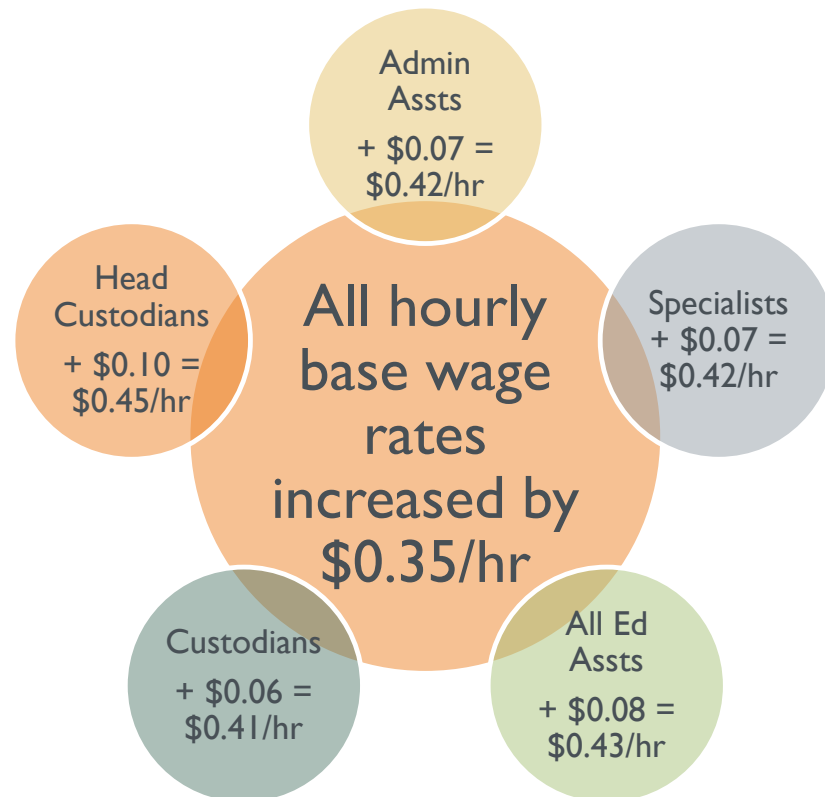
# FOOD SERVICE STAFF BASE WAGE DETERMINATION

- How did the District distribute the Base Wage Increase for 2019-20?

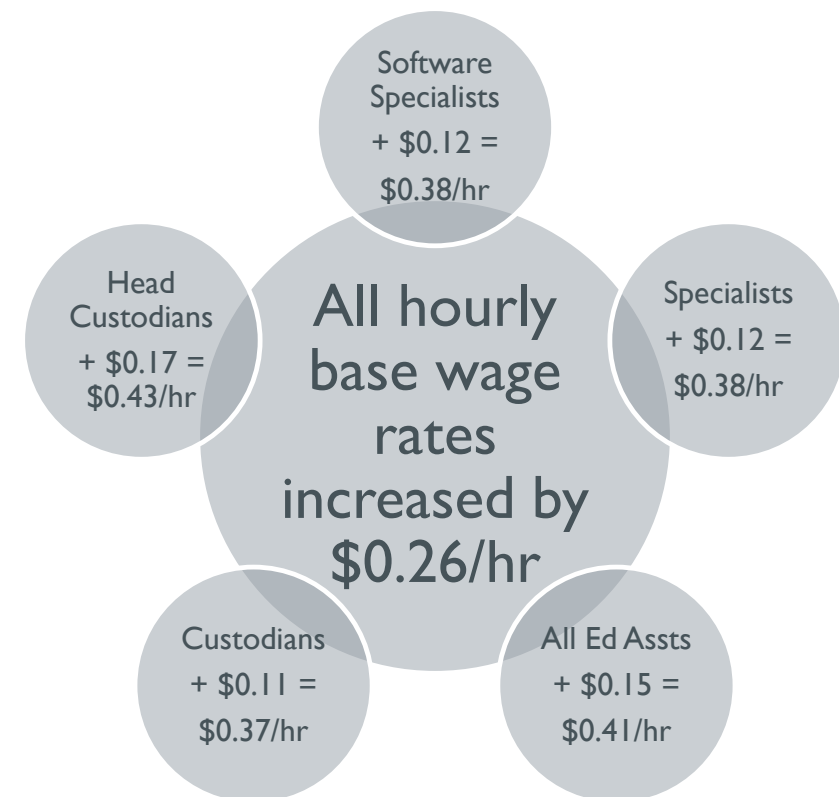


# FOOD SERVICE STAFF BASE WAGE DETERMINATION

How did the District distribute the Base Wage Increase for 2019-20?



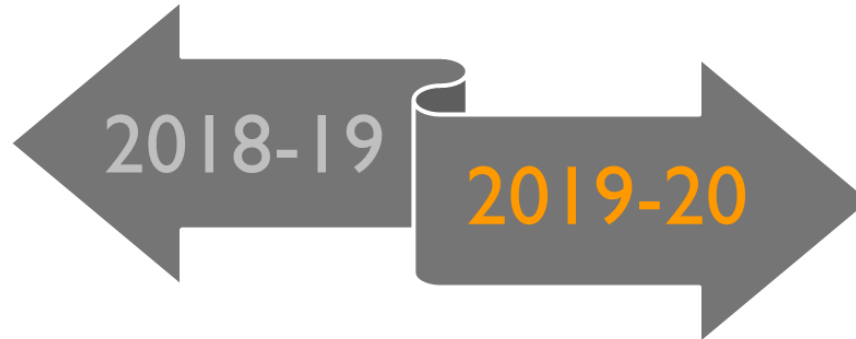
How did the District distribute the Base Wage Increase **last year (2018-19)**?



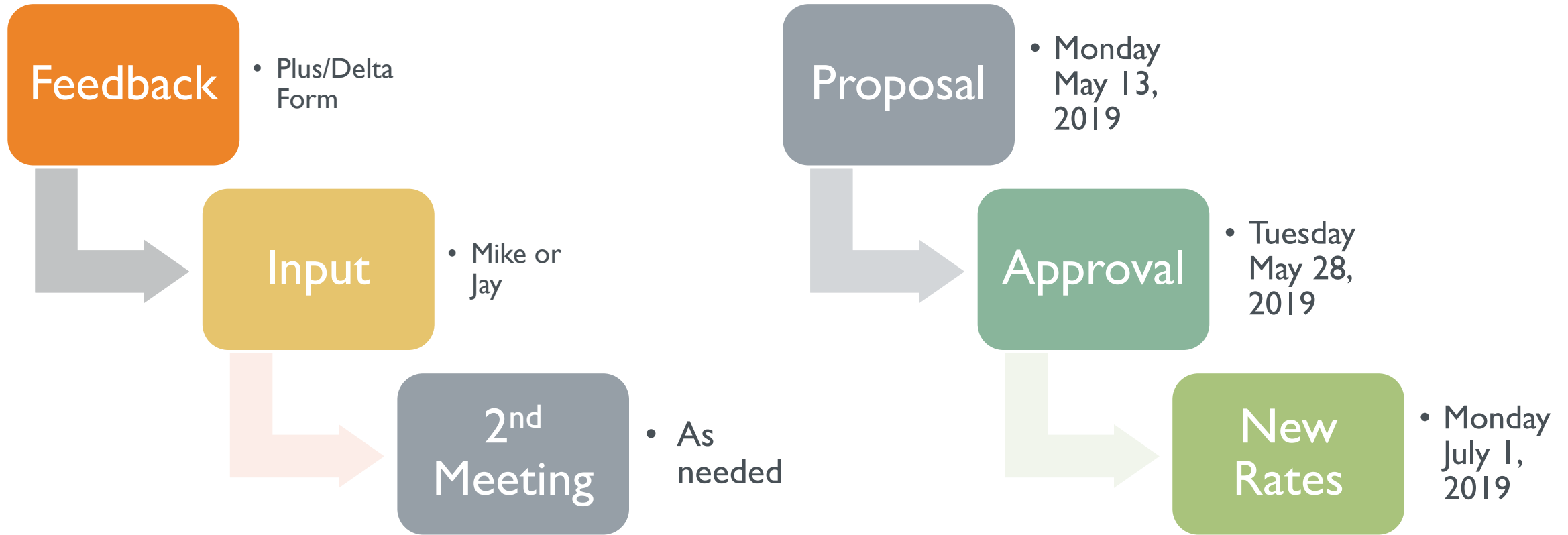
## FOOD SERVICE STAFF BASE WAGE DETERMINATION

- How does this Base Wage Increase change hourly rates?
  - Current Wage Rates

| Step Placement<br>(Awarded Annual on July 1) | Nutrition Services |                                 |                  |
|--|--------------------|---------------------------------|------------------|
|  | Cook \$            | Cook Step 4<br>grandfathered \$ | Team Leader I \$ |
| 18-19<br>Increase<br>in Base<br>Rates        | \$0.26             | \$0.26                          | \$0.26           |
| 0  | \$14.71            | \$14.27                         | \$16.86          |
| 1  | \$14.71            | \$14.27                         | \$16.86          |
| 2  | \$14.71            | \$14.73                         | \$16.86          |
| 3  | \$14.71            | \$15.68                         | \$16.86          |
| 4  | \$14.71            | \$15.68                         | \$16.86          |
| 5  | \$15.15            | \$16.15                         | \$17.36          |
| 6  | \$15.15            | \$16.15                         | \$17.36          |
| 7  | \$15.15            | \$16.15                         | \$17.36          |
| 8  | \$15.15            | \$16.15                         | \$17.36          |
| 9  | \$15.30            | \$16.31                         | \$17.53          |
| 10   | \$15.30            | \$16.31                         | \$17.53          |
| 11   | \$15.30            | \$16.31                         | \$17.53          |
| 12   | \$15.30            | \$16.31                         | \$17.53          |
| 13   | \$15.45            | \$16.47                         | \$17.70          |
| 14   | \$15.45            | \$16.47                         | \$17.70          |
| 15   | \$15.45            | \$16.47                         | \$17.70          |
| 16   | \$15.45            | \$16.47                         | \$17.70          |
| 17   | \$15.59            | \$16.62                         | \$17.87          |



| Step Placement<br>(Awarded Annual on July 1) | Nutrition Services |                                 |                  |
|--|--------------------|---------------------------------|------------------|
|  | Cook \$            | Cook Step 4<br>grandfathered \$ | Team Leader I \$ |
| 19-20<br>Increase<br>in Base<br>Rates        | \$0.35             | \$0.35                          | \$0.35           |
| 0  | \$15.06            | \$14.62                         | \$17.21          |
| 1  | \$15.06            | \$14.62                         | \$17.21          |
| 2  | \$15.06            | \$15.08                         | \$17.21          |
| 3  | \$15.06            | \$16.03                         | \$17.21          |
| 4  | \$15.06            | \$16.03                         | \$17.21          |
| 5  | \$15.51            | \$16.51                         | \$17.72          |
| 6  | \$15.51            | \$16.51                         | \$17.72          |
| 7  | \$15.51            | \$16.51                         | \$17.72          |
| 8  | \$15.51            | \$16.51                         | \$17.72          |
| 9  | \$15.66            | \$16.67                         | \$17.89          |
| 10   | \$15.66            | \$16.67                         | \$17.89          |
| 11   | \$15.66            | \$16.67                         | \$17.89          |
| 12   | \$15.66            | \$16.67                         | \$17.89          |
| 13   | \$15.81            | \$16.83                         | \$18.06          |
| 14   | \$15.81            | \$16.83                         | \$18.06          |
| 15   | \$15.81            | \$16.83                         | \$18.06          |
| 16   | \$15.81            | \$16.83                         | \$18.06          |
| 17   | \$15.96            | \$16.99                         | \$18.23          |



WHAT ARE THE NEXT STEPS?

# SUPPORT SERVICES MISSION

*MY PERSONAL ACTIONS ARE THE IMAGE OF THE SCHOOL DISTRICT; MY ACTIONS WILL BE POSITIVE AND PROFESSIONAL.*

\* NURTURE ALL CHILDREN AS A DUTIFUL PARENT WOULD TO HELP THEM LEARN AND GROW.

\*BE A FAITHFUL STEWARD OF COMMUNITY RESOURCES TO ADVANCE EDUCATIONAL OPPORTUNITY.

\*CELEBRATE THE UNIQUE CONTRIBUTIONS, QUALITIES AND POTENTIAL OF OTHERS BY TREATING OTHER WITH DIGNITY TO HELP ALL REALIZE THEIR FULLEST POTENTIAL.

\*MEET CHALLENGES WITH CREATIVITY, FLEXIBILITY AND ADAPTABILITY TO BE A PART OF THE SOLUTION.

## SUPPORT SERVICES VISION

*CUSTOMER SERVICE OF THE HIGHEST QUALITY AND VALUE*