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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

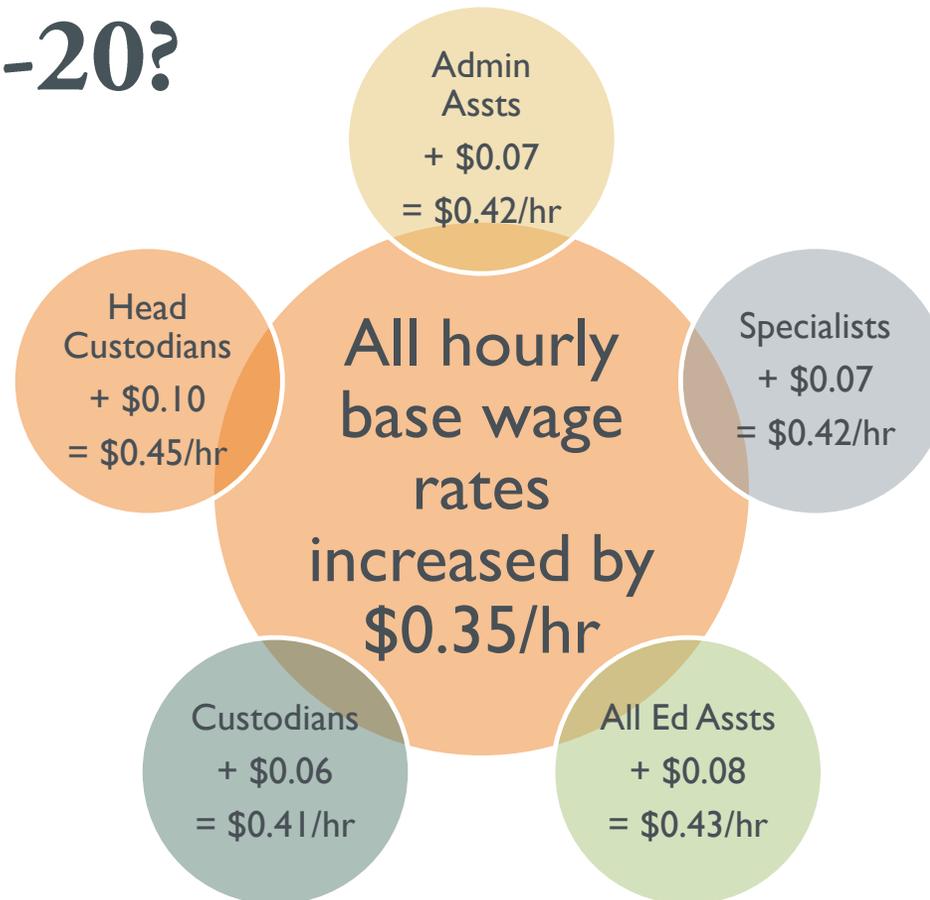
```
graph TD; A[District Sharing Information] --> B[Creating a Common Understanding]; B --> C[Receiving and Preparing Staff to Provide Informed Input];
```

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

```
graph TD; A[District Sharing Information] --> B[Creating a Common Understanding]; B --> C[Receiving and Preparing Staff to Provide Informed Input];
```

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 collective bargaining agreement	Applicable CPI-U as determined by WI 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%

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**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:

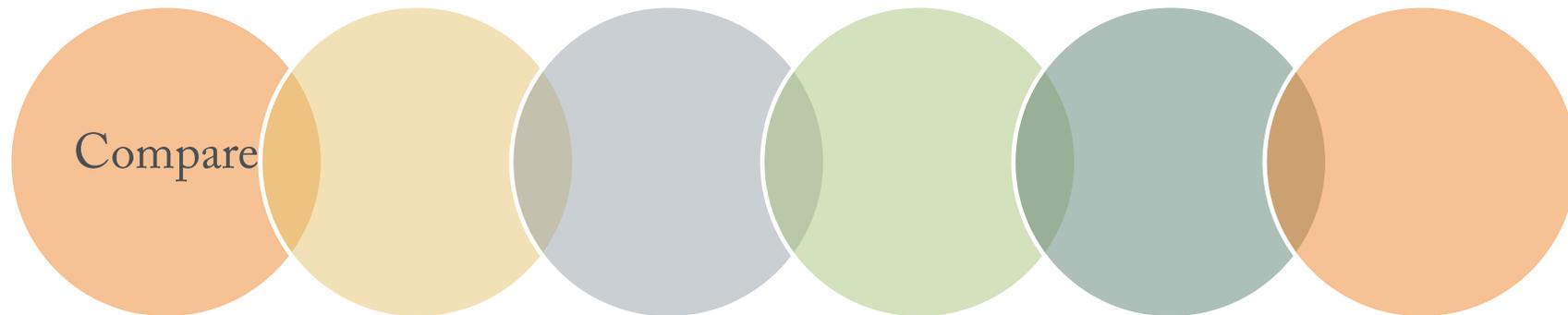
- (1) Identify all of the authorized positions that existed 180 days prior to the expiration date of the most recent collective bargaining agreement. If this is the initial bargaining agreement for this bargaining unit, identify the authorized positions that existed 180 days prior to the last day before 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

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<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

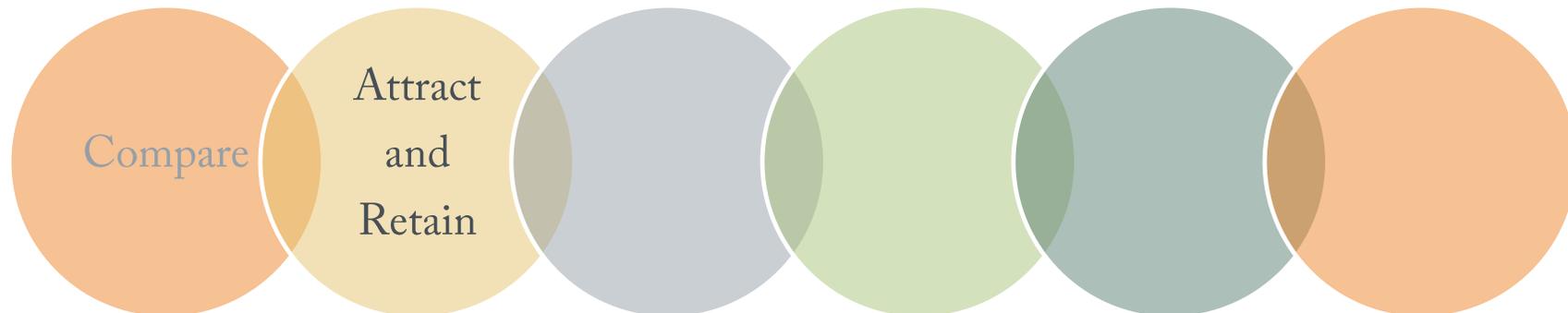
Cook	Low Wage	Average Wage	High Wage	Tenure
School District of Holmen	\$14.71	\$14.99	\$15.59	6.3 years
SHRM – Chippewa Valley & Coulee Region	\$10.93 DA \$11.37 Cook	\$12.41 DA \$13.61 Cook	N/A	N/A
MVC+3 Schools (Average)	\$14.06	N/A	\$15.48	N/A

# FOOD SERVICE STAFF BASE WAGE DETERMINATION

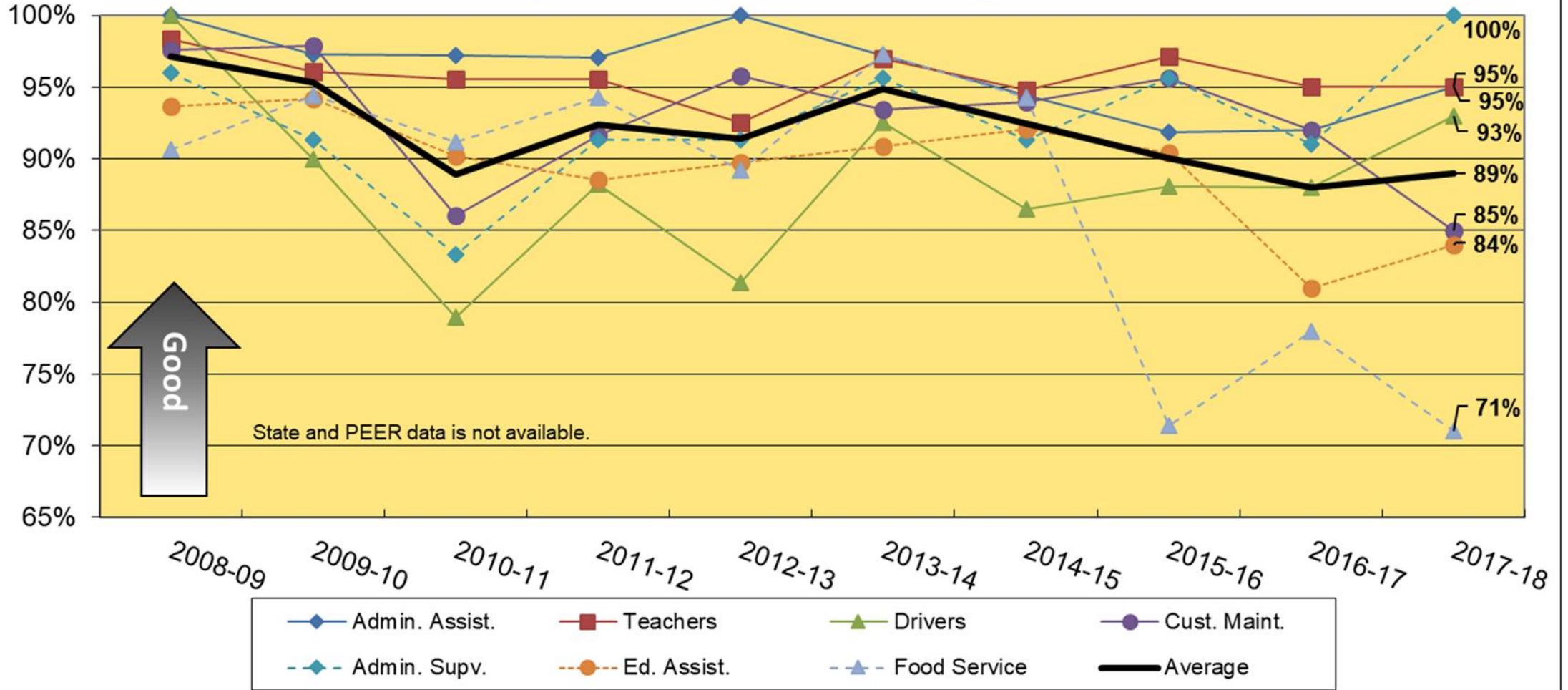
Nutrition Team Leader I	Low Wage	Average Wage	High Wage	Tenure
School District of Holmen	\$16.86	\$17.31	\$17.87	10.3 years
SHRM – Chippewa Valley & Coulee Region	\$16.72	\$19.97	N/A	N/A
MVC+3 Schools (Average)	\$16.37	N/A	\$17.37	N/A

# FOOD SERVICE STAFF BASE WAGE DETERMINATION

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

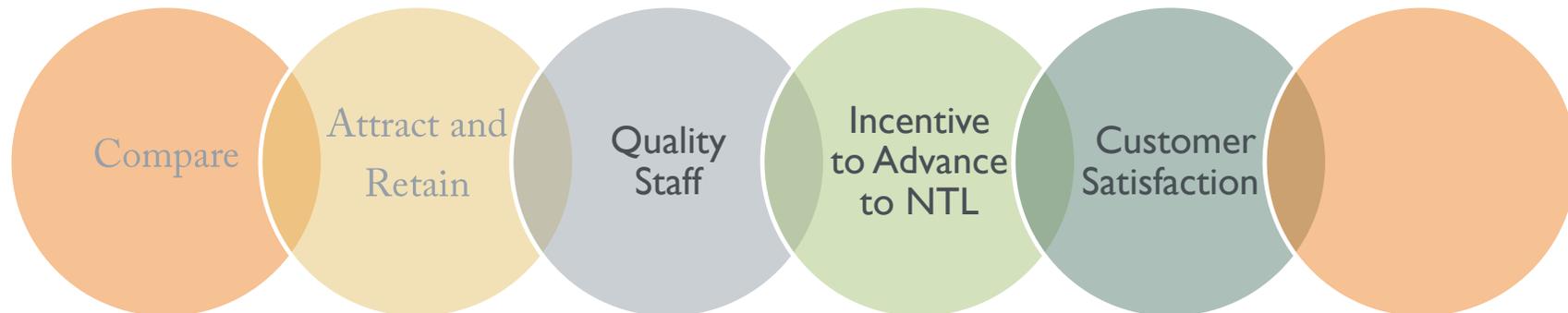


## Employee Retention Rate (Annual w/out Retirements)

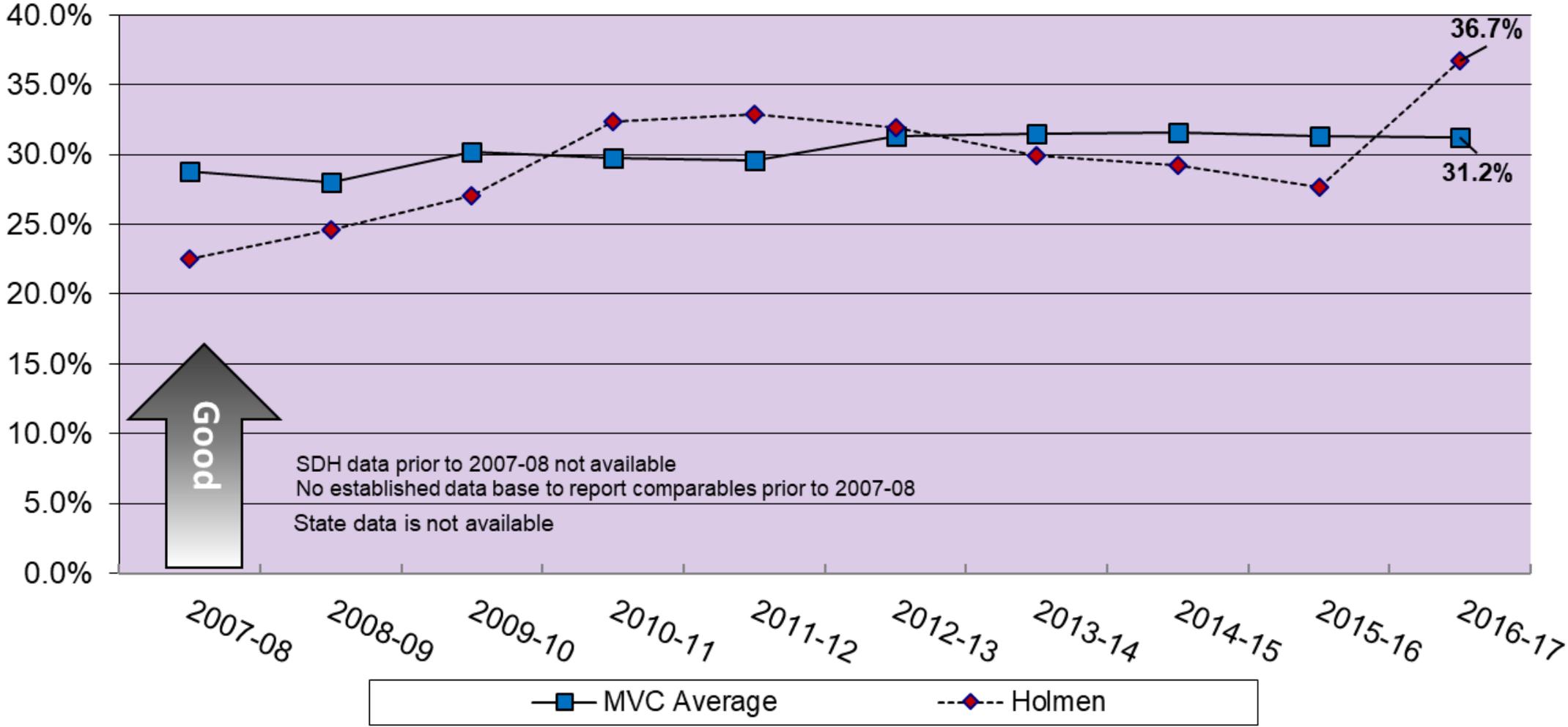


# FOOD SERVICE STAFF BASE WAGE DETERMINATION

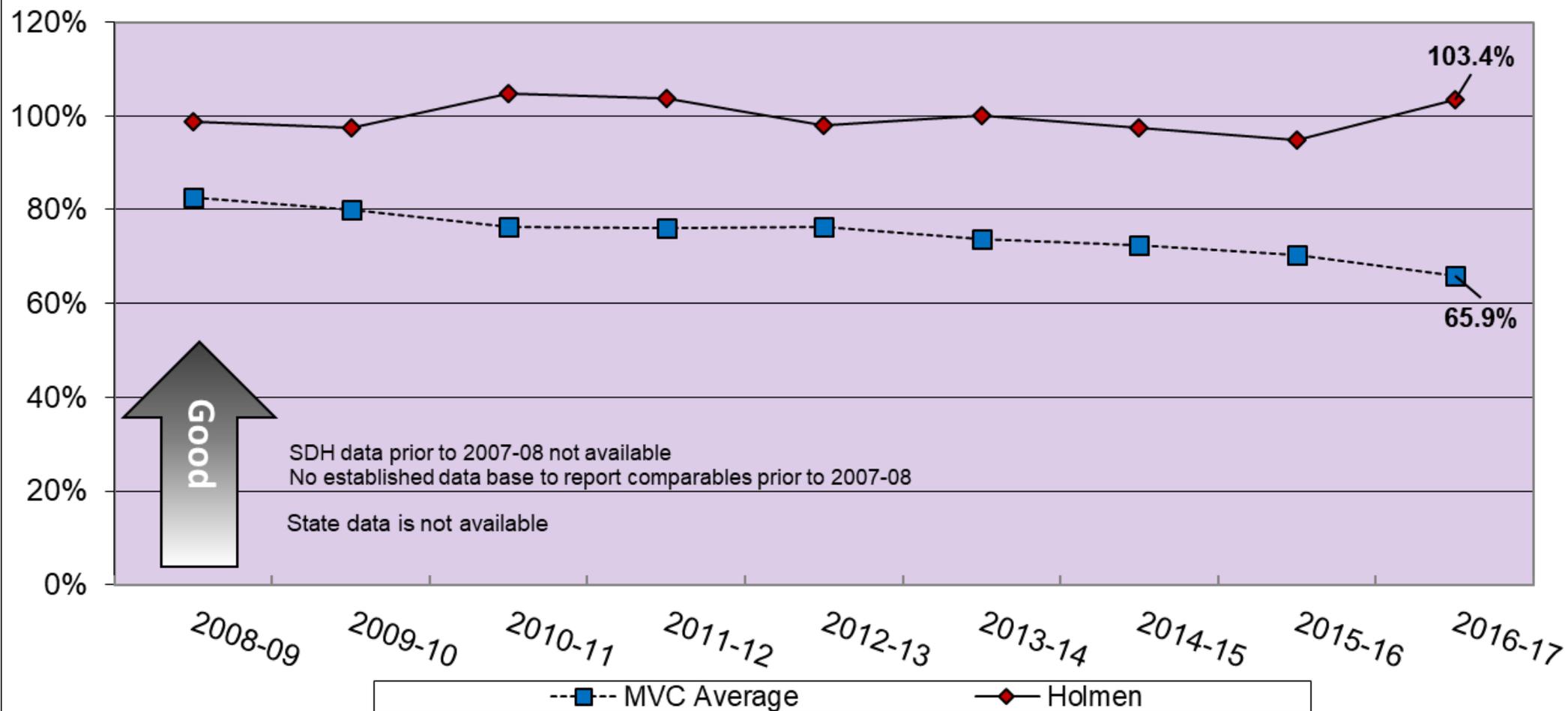
- How does the District evaluate Base Wage Increases for a group?



# 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> Student Prompt #19 - School lunch is nutritious. Parent Prompt #5 - School lunch is nutritious.	2190	1620	74%	538	473	88%
<b>Appealing:</b> Student Prompt #20 - School lunch is appealing. Parent Prompt #6 - School lunch is appealing.	2194	1458	66%	526	445	85%
<b>Welcoming:</b> Student Prompt #21 - School lunch is welcoming. Parent Prompt #7 - School lunch is welcoming.	2245	1852	82%	510	476	93%
<b>Value:</b> 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	%
<b>FOOD SERVICE</b>												
<b>Nutritious:</b> Student Prompt #19 - School lunch is nutritious. Parent Prompt #5 - School lunch is nutritious.	2283	1437	63%	2335	1611	69%	2108	1506	71%	2190	1620	74%
<b>Appealing:</b> Student Prompt #20 - School lunch is appealing. Parent Prompt #6 - School lunch is appealing.	2320	1147	49%	2339	1353	58%	2117	1387	66%	2194	1458	66%
<b>Welcoming:</b> Student Prompt #21 - School lunch is welcoming. Parent Prompt #7 - School lunch is welcoming.	2333	1827	78%	2366	1943	82%	2141	1770	83%	2245	1852	82%
<b>Value:</b> Parent Prompt #8 - School lunch is a good value.												
<b>COMPOSITE SCORE</b>	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> Student Prompt #19 - School lunch is nutritious. Parent Prompt #5 - School lunch is nutritious.	375	316	84%	501	424	85%	462	391	85%	538	473	88%
<b>Appealing:</b> Student Prompt #20 - School lunch is appealing. Parent Prompt #6 - School lunch is appealing.	369	261	71%	488	371	76%	449	350	78%	526	445	85%
<b>Welcoming:</b> Student Prompt #21 - School lunch is welcoming. Parent Prompt #7 - School lunch is welcoming.	352	292	83%	458	408	89%	428	389	91%	510	476	93%
<b>Value:</b> 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> Student Prompt #19 - School lunch is nutritious. 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> Student Prompt #20 - School lunch is appealing. 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> Student Prompt #21 - School lunch is welcoming. 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> 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%

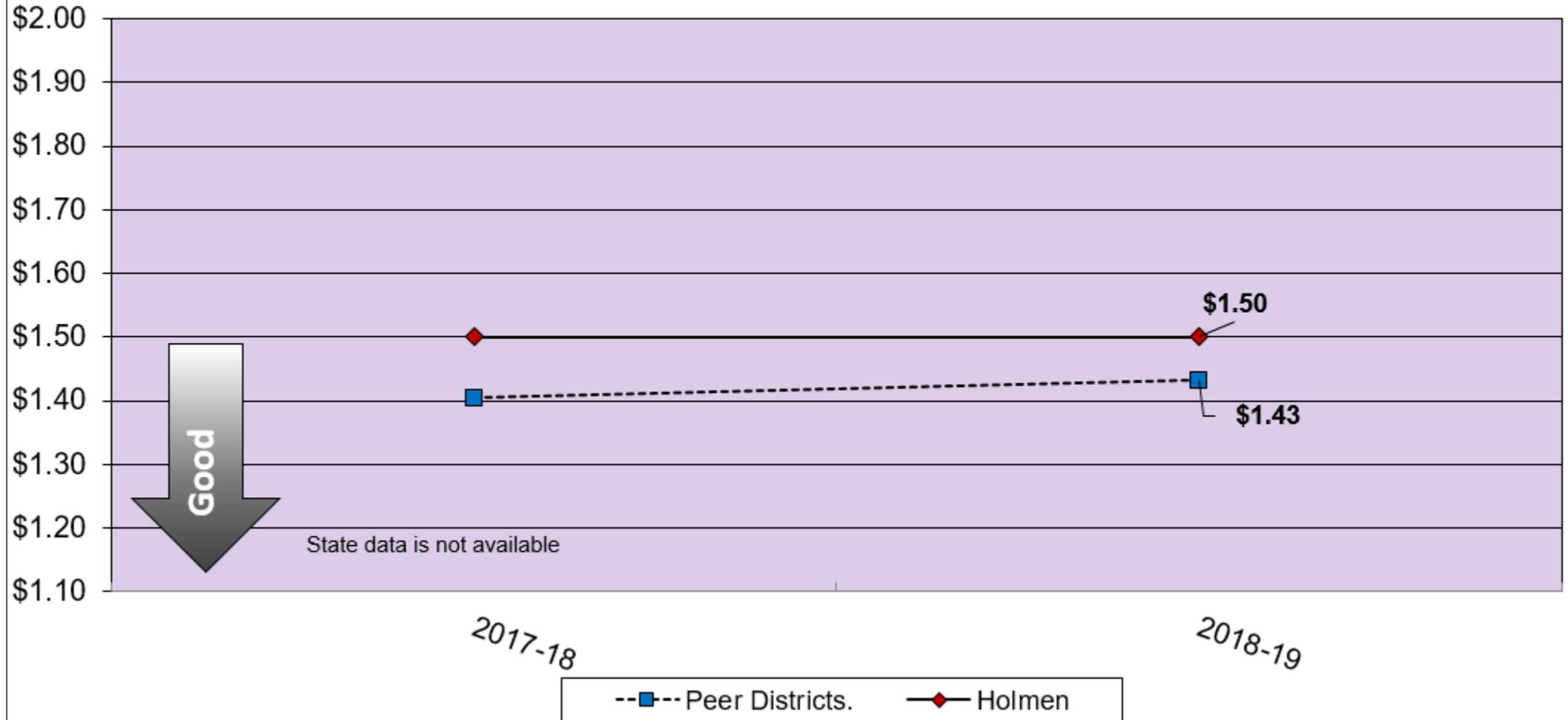
TOPIC/QUESTION	Sum of Subsets to Right			4K			Evergreen			Prairie View			Sand Lake			Viking			Middle School			High School		
	Parent/ Guardian			Parent/ Guardian			Parent/ Guardian			Parent/ Guardian			Parent/ Guardian			Parent/ Guardian			Parent/ Guardian			Parent/ Guardian		
	# Resp.	SA or A	%	# Resp.	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>																								
Student Prompt #19 - 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%
Parent Prompt #5 - School lunch is nutritious.																								
<b>Appealing:</b>																								
Student Prompt #20 - 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%
Parent Prompt #6 - School lunch is appealing.																								
<b>Welcoming:</b>																								
Student Prompt #21 - 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%
Parent Prompt #7 - School lunch is welcoming.																								
<b>Value:</b>																								
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

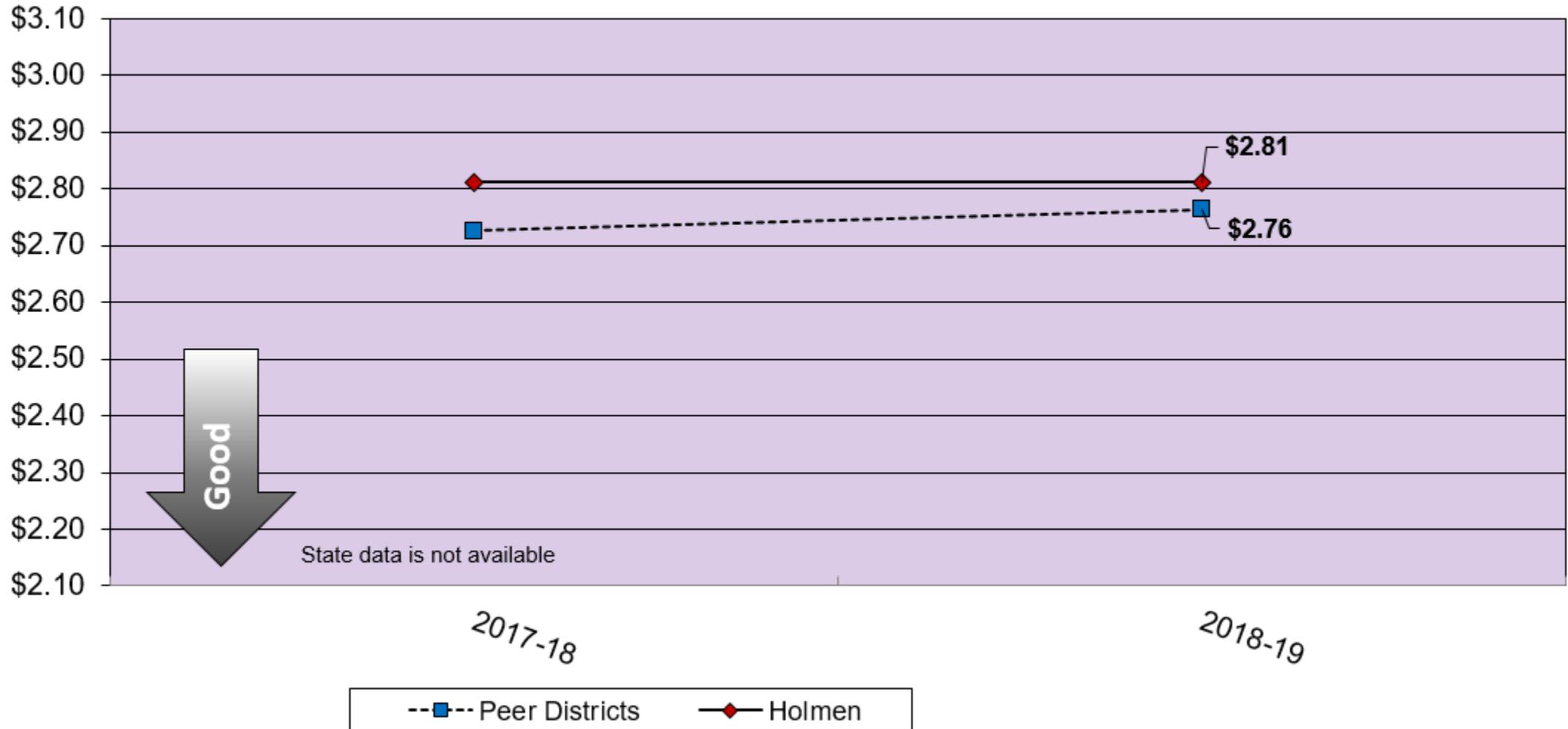
- How does the District evaluate Base Wage Increases for a group?



# Breakfast Price Per Meal



## Lunch Price Per Meal



# 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         |

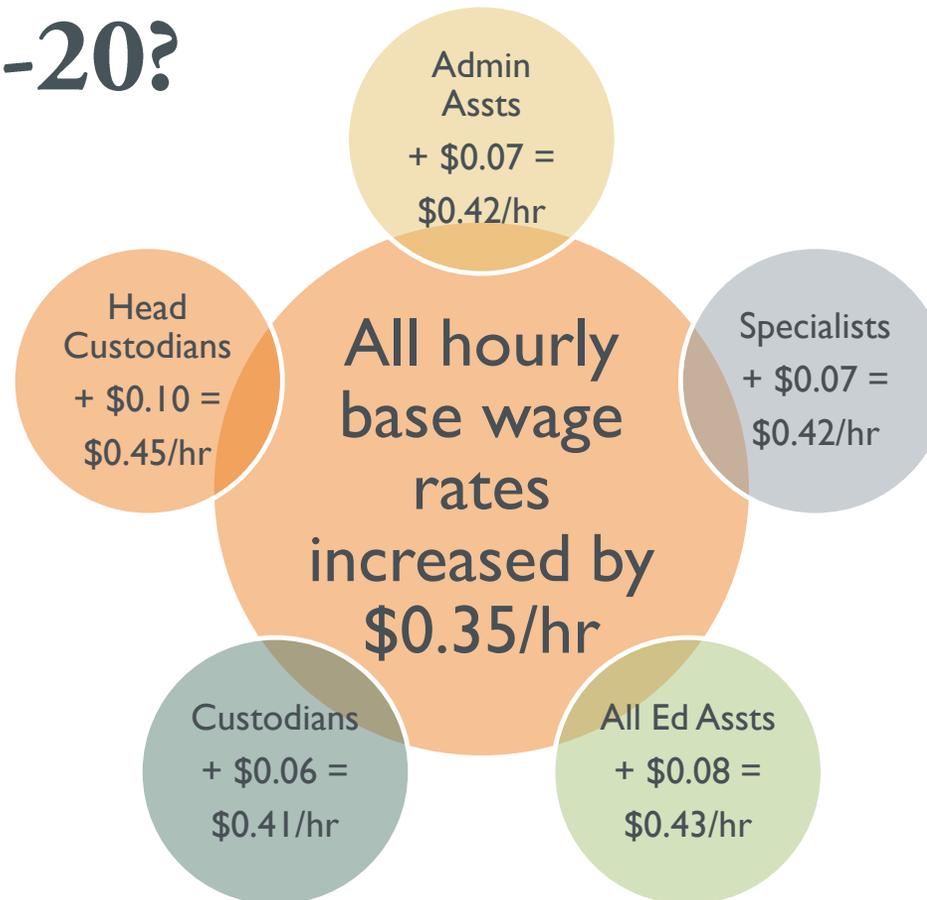
# FOOD SERVICE STAFF BASE WAGE DETERMINATION

## ■ 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>)

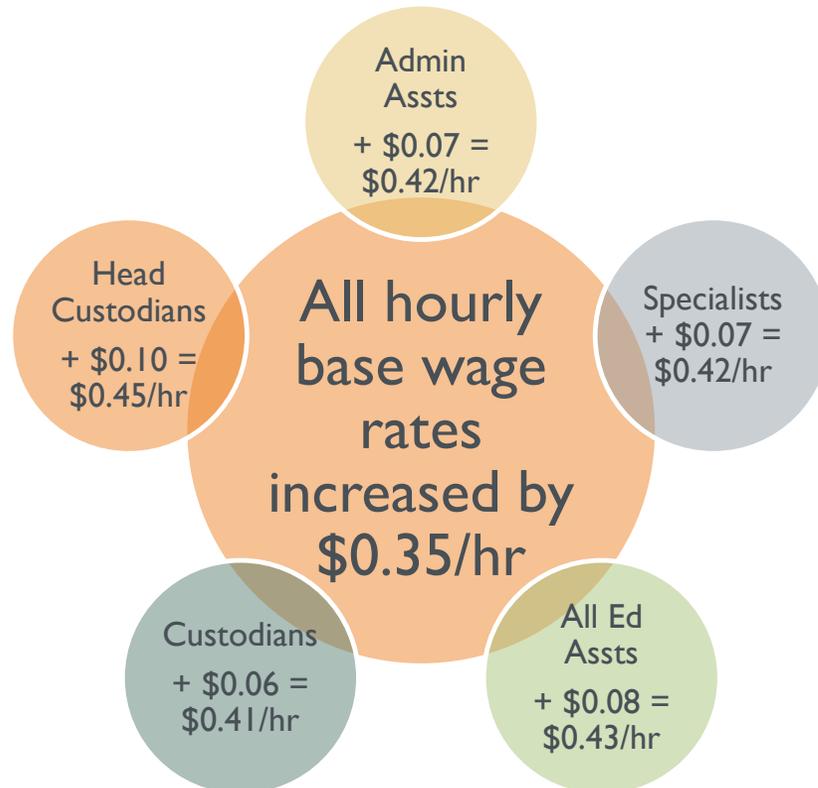
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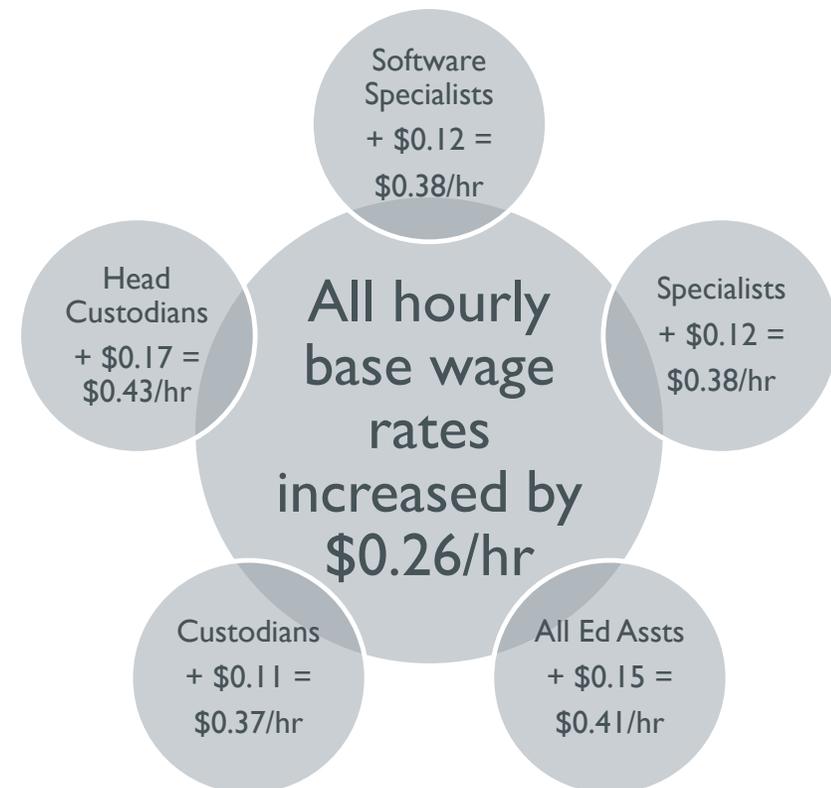


# FOOD SERVICE STAFF BASE WAGE DETERMINATION

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)**?



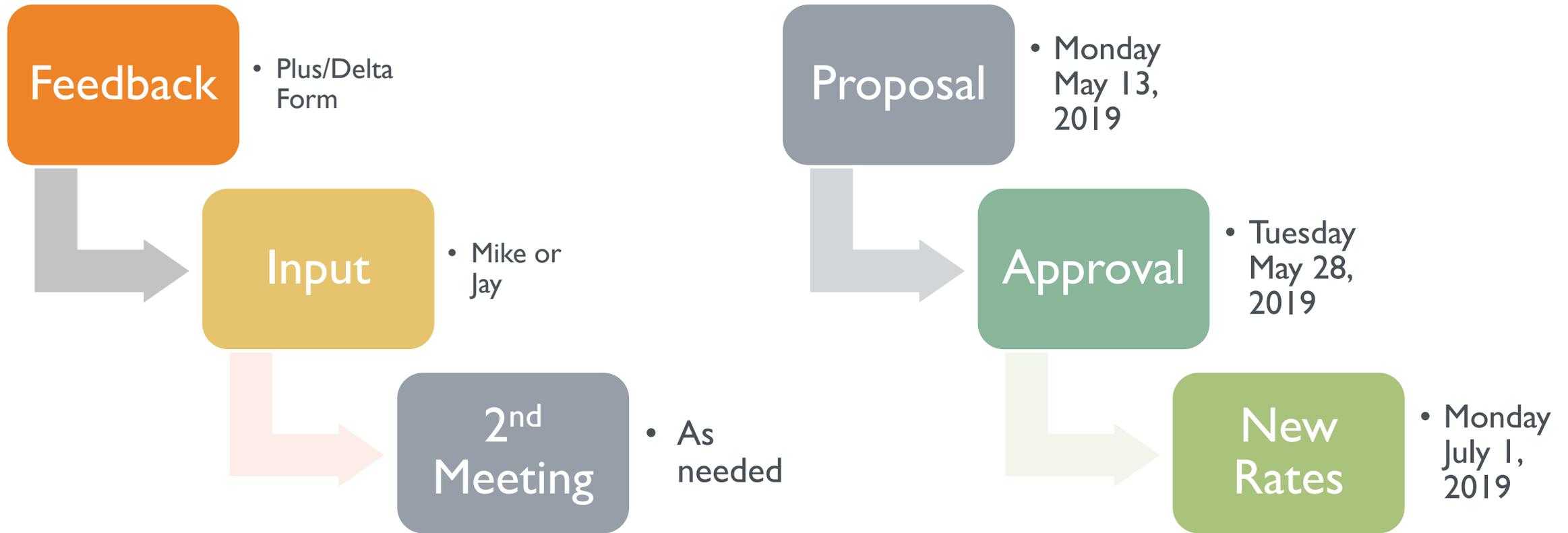
# FOOD SERVICE STAFF BASE WAGE DETERMINATION

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

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



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