



School Board Proposal for Food Service Contracts: Increase current food service salary steps by \$1.00 and additional contractual day.

Justification:

- Additional day- To meet USDA professional development standards beginning SY16-17 too include 6 hrs for all food service personnel, 8 hrs for managers and 16 hrs for Directors. (attachment included). Current practice- Food service personnel are paid for extra hours at the beginning of school year. Contract cannot *require* additional hours to be worked. Reduce conflict in working hours.
- Increase in pay for Salary steps- to compete with area school districts and reduce employee attrition rates, increase morale; current salaries in the lowest rank/percentile for state. Current average for area schools, not including Dayton wages, \$10.24 (including Dayton \$10.19). Current wages start at \$9.85.
- Increasing wages \$1.00 per step financial breakdown: 12 employees (10 Current employees + 2 replacement) $1 * 7 \text{ hrs daily} * 181 \text{ days (with requested additional day)}$; **\$15,204 (salary) * \$4,079 (benefits) = \$19,283** for SY18-19. Our staff provide more menu items made from scratch (90%) than any other school district that primarily heat and serve.
- Net Cash Resource Reduction Plan (attached)- approved by KDE. Must reduce resources by \$60,964.37. Plan calls for (\$90,000), including (\$27,000) in labor/benefits. An added benefit to increase salaries/benefits is it will increase monthly operating expenses, therefore increasing allowable resources in operating budget, preventing Net Resource reduction plan for future years, but still accrues revenue to improve equipment efficiency.



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