

Evansville Community School District
Food Service Compensation Meeting Minutes
Tuesday, November 27, 2018
1:30 p.m.

Present: Jerry Roth, Jamie Merath, Liz Uher, Jeannie Nelson, John Rasmussen

1. Merath explained purpose of meeting, introductions were made and current compensation schedule was handed out. Current model shows 5 year increments with wage goals at each benchmark year.
2. Discussion about re-titling positions so that they are not misleading. Current titles are; Cook I, Cook II, Cook III, which can be misleading since the position requires dishwashing, serving and other related kitchen duties. Nelson suggested maybe titling the positions Level I, Level II etc. Uher suggested titling a supervisor position which would allow employees a little more say.
3. Uher suggested offering benefits like life insurance or disability to make the position more attractive as there are currently no benefits with this position. Concern with hourly wage was also addressed.
4. Merath explained that the 8 comparable districts that the board wanted to compare against – Evansville sits very comparable to the other districts in regard to wage of Food Service Personnel. It was discussed that the committee would like to see what/if the comparable districts offer any benefit package to their food service personnel. Merath agreed to look into this for next meeting.
5. Uher suggested it would be nice to put more emphasis on the longevity of employment by reworking the current model of percentage increases to the following:
 - 4% increase at 5 years
 - 5 % increase at 10 years
 - 6% increase at 15 years
 - 8% increase at 20 years
6. Next meeting scheduled for Tuesday, January 8th at 1:30 p.m.
7. Meeting ended at 2:00 p.m.