



## **Committee Recommendations for Food and Nutrition Services FTE Increases**

February 1, 2024

### Committee Members:

*Alexandra Emmott, Director of Food and Nutrition Services*

*Kimberly Vaiana, Director of Human Resources*

*Mark Jones, Teamsters Field Representative*

*Teresa Bergum, Lead II, Food and Nutrition Services, Teamsters Shop Steward*

*Gloria Sifuentes, Lead I, Food and Nutrition Services*

*Gyongyi Iraheta, Lead I, Food and Nutrition Services*

*Amanda Hill, Lead III, Food and Nutrition Services*

### Committee Consultants:

*Josh Gjersand, Culinary Manager, Food and Nutrition Services*

*Sandra Reeder, Lead III Central Kitchen, Food and Nutrition Services*

*Paula Onofrio, Area Supervisor, Secondary, Food and Nutrition Services*

*Deanna Davis, Area Supervisor, Elementary, Food and Nutrition Services*

*Thomas Egan, Area Supervisor, Elementary, Food and Nutrition Services*

Per Article 42 of the Teamsters Contract, which was ratified in July 2023, the District and T856 formed a Committee, whose purpose was to evaluate the Food Service staffing hours across all MDUSD schools and make recommendations for increasing FTE and equalizing labor hours across schools. The Committee met six times between September 2023 and January 2024.

The Committee's recommendations are as follows:

1. Adjust FTE per the Position Control attached hereto as Exhibit A.
  - a. FTE recommendations were made by the Committee based on a 25 Meals Per Labor Hour (MPLH) Standard, with considerations made for menu, facilities, and unique site needs. Overall, the Committee's recommendations significantly reduces the MPLH variance between schools.
  - b. This proposed FTE shall be evaluated on an annual basis by the Director of Food and Nutrition Services or Designee to ensure that it meets the operational needs of the Department on an ongoing basis. Any future proposed changes to FTE shall be first discussed with the Union.
2. Implement FTE changes for all Leads (I, II, and III) impacted during the 2023-24 school year.
  - a. Incumbents will remain in their positions and receive the additional hours.
3. Implement FTE changes for Cook Bakers and Food Service Assistant Is (FSA Is) at the beginning of the 2024-25 school year.



- a. Impacted incumbents will not have rights to their current position; instead, positions will be filled as follows:
    - i. All impacted employees will participate in bidding by seniority.
      1. Impacted employees are defined as those whose positions have increased in FTE, decreased in FTE, or been eliminated.
    - ii. An employee whose position is not impacted may elect to participate in bidding by seniority. If the unimpacted employee elects to participate in bidding, he/she must give up their current position, which will be added to the open positions available for bidding.
    - iii. Bidding shall be conducted jointly by Teamsters and Human Resources using a live sheet visible to employees in Spring 2024 for August 2024.
    - iv. Positions will be assigned by class and seniority.
      1. Cook Bakers will bid first and be assigned their preferred position based on seniority within the classification.
      2. FSA Is will bid after Cook Bakers and be assigned their preferred position based on seniority within the department.
        - a. FSA Is will be allowed to bid into open Cook Baker positions. Any FSA I who is assigned to a Cook Baker position for the 2024-25 school year, will be required to attend a mandatory two week Boot Camp Culinary Training to be held in June, 2024. Food and Nutrition Services will communicate the exact dates, times, and location of the Boot Camp by March 2024.
  - b. No employee shall lose hours as a result of bidding unless they so choose.
4. Food and Nutrition services shall notify all impacted employees by letter prior to March 15, 2024. A Town Hall open forum for questions and answers shall be provided jointly by Teamsters and the District in March 2024.