



SCHOOL COMMITTEE PRESENTATION: BSC-AFSCME TENTATIVE AGREEMENT

December 6, 2017

Karen Glasgow, Director of Labor Relations

Laura Benavidez, Executive Director, Food and Nutrition Services

Timeline of BSC/AFSCME Tentative Agreement

- Tentative Agreement reached on November 9, 2017
- AFSCME Members ratified this agreement on November 29, 2017
- BSC Vote on December 13, 2017

Basic Information

- **Contract Period:** Four year duration – September 1, 2016 to August 31, 2020
- **Wages:**
 - 2% in December 2016 (FY17)
 - 2% in December 2017 (FY18)
 - 2% in December 2018 (FY19)
 - 2% in December 2019 (FY20)

Highlights

- **Meals Per Labor Hour Formula:** Transparent formula for calculating staffing needs in our Cafeterias
- **Mutual Consent Hiring for Vacancies in our Cafeterias:** Revamped hiring process that opens vacancies to internal and external candidates
- **Probationary Period:** Clear definition of six months of work
- **Training:** Our hourly workers will be required to attend two days of professional development during the school year