

New Nutrition Services Employee

Employees new to the district will be placed at the minimum salary of the assigned pay range for the current school year. Those at or above grade 19 may receive a salary assigned by the hiring manager using the Salary Assignment Guidelines.

New Regular or Hourly Nutrition Services Employee

Employees in these positions/areas will be placed at the equivalent hourly rate for the minimum salary of the assigned pay range.

New Nutrition Services Attendant Team Leaders

Policy Component	Description
Scope of Policy	This policy applies to new Nutrition Services Attendant Team Leaders.
Determination of Placement in Pay Range	Classification of the Nutrition Services Team Leader is determined by the number of regular and hourly Nutrition Services attendants, service hours, service lines, breakfast/lunch participation, and a la carte sales. The table below defines the classifications according to set criteria.
Team Leader Classification and Grade Assignments	Title Grade
	Nutrition Services Attendant Team Leader 19

Rates for Specific Hourly Positions

FS021H	Nutrition Services Attendant, Hourly	\$14.00
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Differentials and Special Pay

These differences will be paid as extra pay and administered through the Time and Labor System (TRC).

Nutrition Services Travel Compensation

All Nutrition Services Cafeteria Employees: One-hour regular pay per day instead of mileage reimbursement will be provided to regular and hourly cafeteria employees, trainees, or team leads who are directed to travel from one school to another as part of their job duties. One (1) hour travel pay may also be allocated at the discretion of the general manager of operations for special travel circumstances.

Nutrition Services Team Lead Incentive Pay

Nutrition Services Team Lead who trains LEAD (Leadership Education and Development) program participants will receive an additional 6% for those hours of training during the six weeks in the fall and spring semesters. This aligns with HISD Pillar Leadership Excellence which ensures leaders are supported, developed, and challenged to grow.