

COLLECTIVE BARGAINING AGREEMENT

BY AND BETWEEN

THE BOARD OF EDUCATION OF THE
WAPPINGERS CENTRAL SCHOOL District

AND

WAPPINGERS CAFETERIA ASSOCIATION

JULY 1, 2003 THROUGH JUNE 30, 2008

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ARTICLE I

PREAMBLE

WHEREAS, the District recognizes its obligation to assure equitable treatment of its employees, herein pursuant to the laws of the State of New York, and the rules, regulations and policies of the District, and this agreement,

NOW, THEREFORE, in consideration of the mutual promises hereinafter set forth, the parties hereto agree as follows:

ARTICLE II

RECOGNITION CLAUSE

The District recognizes the Union as the sole and exclusive bargaining unit for the following positions with respect to rates of pay, hours of employment, and other terms and conditions of employment: All full-time, hourly, and part-time Senior Cook Managers, Cook Managers, Cooks, Assistant Cooks, and Food Service Helpers.

In consideration of the recognition by the employer of the Wappingers Cafeteria Workers as the sole and exclusive bargaining representative of the employees, the Union does hereby affirm a policy that does not assert the right to strike against the school system, nor will it assist in or participate in any strike by the employees, nor will it impose any obligation on said employees to conduct, assist or participate in a strike. Where a strike by members of the cafeteria personnel occurs, the Union shall use every reasonable effort to end the strike.

ARTICLE III

GRIEVANCE PROCEDURE

1. A grievance shall be a complaint by any employee in the unit, or by a group of employees in the unit or by the Union that there has been a violation, misinterpretation or inequitable application of any provision of this agreement in regard to him, her, them or it.

2. A grievance shall be processed in the following stages:
 - A. **Stage I** An aggrieved party shall present a grievance to his or her immediate supervisor who shall render a written determination to the aggrieved party within a period of ten (10) days.

 - B. **Stage II** Within five (5) days of the disposition of the grievance at Stage I, the grievant may appeal to the Superintendent of Schools or his designee.

 - C. **Stage III** Within fifteen (15) days after the disposition of the grievance at Stage II, the grievant may appeal in writing to the Board of Education.

A meeting of the parties for the purpose of presenting mutual positions shall be held on three (3) days notice at Stage I, II, and III within ten (10) days of the receipt of the grievance at those levels. A written decision with supporting reasons shall be rendered to the grievant and the Union in each instance within ten (10) days of such meeting. The grievant shall also have

the right to appeal to the next stage if no meeting is held within the time allowed or if no decision is rendered within the time allowed.

- D. **Stage IV** If the aggrieved party is not satisfied with the decision at Stage III, the Union may submit the grievance to arbitration within fifteen (15) days of the decision at Stage III.

The following arbitrators are designated as arbitrators for the life of the agreement and shall be assigned on a rotational basis provided that the arbitrator shall be available within sixty (60) calendar days.

The decision of the arbitrator shall be final and binding, except as set forth in Paragraph 2 above, upon all parties and shall be rendered within thirty (30) days of the close of the hearing.

1. Thomas Rinaldo
2. Dennis Campagna
3. Jeffrey Selchick
4. Richard Adelman

The costs of the services of the arbitrator, including expenses, if any, will be borne equally by both parties.

3. An employee shall have the right to present grievances in accordance with these procedures, free from coercion, interference, restraint, discrimination or reprisal.
4. An employee shall have the right to be represented in each stage of the procedures by a person or persons designated by the Association.
5. All hearings shall be confidential.
6. If a grievance affects a group of employees or appears to be associated with system-wide policies, it may be submitted by the Association directly at Stage II described above. Where a grievance arises as a direct result of an action of the Board of Education, the grievance may be submitted directly at Stage IV.
7. Nothing contained herein shall be construed as limiting the right of the individual having a grievance to discuss the matter informally with any appropriate member of the administration and having the grievance informally adjusted without the intervention of the Union. In the event that any grievance is adjusted without the formal determination pursuant to this procedure, such adjustment shall be binding upon the aggrieved party and shall, in all respects be final. Said adjustment shall, in no event, however, create a precedent or ruling binding upon either of the parties to this agreement in future proceedings.
8. No grievance as described herein will be entertained, and such grievance will be deemed waived, unless the grievance is forwarded at the first available stage within thirty (30) days after the employee knew or should have known of the act or condition on which the grievance is based.

9. Since it is important to good relationships that grievances be processed as rapidly as possible, every effort will be made by all parties to expedite the process. The time limits specified for either party may be extended only by mutual agreement.
10. If a decision at one stage is not appealed to the next stage of the procedure within the time limit specified, the grievance will be deemed to be discontinued and further appeal under the agreement shall be barred.
11. The preparation and processing of grievances, insofar as practicable, shall be conducted during the hours of employment. All reasonable effort will be made to avoid interruption of work activity in any phase of the grievance procedure.

ARTICLE IV
SEPARATION FROM EMPLOYMENT

- A. Upon discharge, the employer shall pay all money due the employees. Upon quitting, the employer shall pay all money due the employee on pay day in the week following such quitting. Accrued benefits shall be included in such payments.
- B. Upon separation from employment, the employee shall return to his/her immediate superior all school property in his possession or assigned to him/her in substantially the same condition as when received, reasonable wear and tear expected, or pay the fair and reasonable value thereof.
- C. 1. Unit members employed as of June 30, 1989 who have completed twenty (20) years or more of continuous service in the unit, shall be entitled to the following upon separation from employment:
 - (A) 50% compensation for all unused sick days accumulated as of May 3, 1995, up to a maximum of 250 days, at the rate in effect on June 30, 1992 for the position and step occupied at the time of retirement.
 - (B) 20% compensation for all additional sick days accumulated after May 3, 1995.
2. Unit members employed on or before May 3, 1995 will also be eligible for the benefit described in 1(a) and (b) above if they have completed ten years of continuous service in the unit and retire through Social Security or the New York State Employees Retirement System.

Note: Compensation for job titles or steps created after June 30, 1992 shall be extrapolated using the percentage difference by comparing its relationship with another current job title which also existed on June 30, 1992.

ARTICLE V
UNIFORM ALLOWANCE

- A. The employer, in lieu of furnishing uniforms and aprons, will provide an allowance to apply toward the purchase and care of the uniforms for the all unit employees in the following amounts.

All employees will be provided with an allowance of \$250 effective July 1, 2003, \$275 effective July 1, 2005, and \$300 effective July 1, 2007.

1. All returning employees or employees hired before September 1 shall be paid half the uniform allowance in September and half in February.
 2. Employees hired on or after September 1 shall be paid half the uniform allowance upon employment and half in the last pay period in June, prorated, depending on date of hire.
- B. All employees shall wear the complete uniform while on duty or carrying out the duties assigned to them. The uniforms shall be maintained in a neat and clean condition and changed when necessary to maintain a neat and clean appearance. Loss or damage to uniforms, other than normal wear and tear, will be paid for by the employee.

ARTICLE VI
PAY PERIOD

- A. All full-time, hourly, and part-time employees shall be paid every two weeks. When the regular payday falls on a holiday, the employer shall pay the employee on the last District working day immediately preceding the holiday.

All salaried bargaining unit members shall have the right to elect to be paid over 22 or 26 pay periods. Such election must be made by July 15 or, for new hires, prior to their first day of employment with the District and shall be irrevocable for that school year. Should a salaried bargaining unit member fail to make an election as indicated herein, such salaried bargaining unit member shall continue to be paid in accordance with his/her prior election or, if no prior election was made, over 22 pay periods. Non-salaried bargaining unit members shall be paid over 23 pay periods.

- B. Each employee shall be provided with a statement of gross earnings and a statement of deductions made for any purpose.
- C. All full-time and hourly employees will have their yearly pay divided into equal amounts for each pay period. Part-time employees shall be paid for the hours worked in a given pay period.
- D. If schools are delayed due to snow or other emergencies, the practice of late arrival will continue. Full-time and hourly employees shall report to work one hour later than normal (only if starting time is included in delay). If schools are dismissed early, all employees who have reported to work shall be paid their normal daily pay. If school is not officially closed by radio 30 minutes or more prior to the individuals starting time, the District will pay for time worked, or a minimum of two hours straight time, for employees who have reported to work. All full-time and hourly employees will be paid for "snow days." All part-time employees will be paid for the number of "snow days" set forth and used in the present school calendar, a minimum of two (2) snow days to be paid whether used or not.

- E. All employees, full-time, hourly, and part-time, will be required to report for an orientation meeting at 9:00 a.m. the Wednesday immediately preceding Labor Day. After the meeting, full-time and hourly employees shall go to their respective schools to start preparing for the opening of school.
- F. Full-time and hourly employees shall work the Thursday preceding Labor Day.
- G. Full-time and hourly employees will next report the day after Labor Day for necessary preparation. Food may be served in some schools.

ARTICLE VII
JOB DUTIES AND CLASSIFICATIONS

- A. An employee in one job classification or division of the system may be used in another job classification or division in the event of absence of an employee whose position is required to be filled.
- B. Cook Managers are responsible for the orderly condition of their respective kitchens including the storing of stock, cleaning of dishes, silverware and other utensils, and keeping all equipment in proper working order.

ARTICLE VIII
SICK LEAVE

- A. Employees covered hereunder shall be entitled annually to the following sick leave provisions:

First year of service (Earn one day per month)	10 days
Second year of service	12 days
Third year of service	14 days
Fourth year of service	15 days
Thereafter	15 days in each year

Effective September 1, 1988, new hires in part-time positions shall be entitled to sick leave as follows:

First and Second year of service	5 days
Third and Fourth year of service	6 days
Fifth and Sixth year of service	7 days
Seven or more years of service	8 days

- B. All employees covered hereunder shall be entitled to a maximum of ten (10) days absence chargeable to sick leave when such absence is incurred on account of the illness of a member of the employee's immediate family residing in the household of the employee at the time of the illness.
- C. A Doctor's certificate may be required in the event of illness.
- D. A Doctor's certificate must be submitted for days taken immediately before or following a holiday.

- E. A Doctor's certificate of physical fitness is required after absence of ten (10) days due to personal illness or when requested by the School Lunch Director if in his judgment circumstances so warrant.
- F. In the event of absence over and above the sick leave herein provided for, there shall be an hour for hour deduction from the employee's salary.
- G. Any full-time employee who uses four days or less sick leave a year shall be paid a bonus of \$225: effective July 1, 2005 increased to \$250; effective July 1, 2007 increased to \$300). Hourly employees who use four days or less of sick leave a year shall be paid a bonus of \$155.35 effective July 1, 2005 increased to \$167.85; effective July 1, 2007 increased to \$180.35. Part-time employees who are scheduled to work five hours or more a day who use four days or less of sick leave a year shall be paid \$137.50: effective July 1, 2005 increased to \$150.00; effective July 1, 2007 increased to \$162.50. Part-time employees who are scheduled to work less than five hours a day who use four days or less of sick leave a year shall be paid \$112.50: effective July 1, 2005 increased to \$125.00; effective July 1, 2007 increased to \$137.50.

ARTICLE IX
BEREAVEMENT LEAVE

- A. All employees shall be entitled to five (5) consecutive days absence from employment, with pay, commencing the date of death, not chargeable to sick leave, for a death in the family, i.e., parents, grandparents, children, grandchildren, brother, sister, spouse and in-laws. A day granted to attend the funeral of relatives other than those mentioned above, or a close friend, shall be charged against sick leave.
- B. The employer may request the employee to submit proof of death for the purpose of payment under this provision.

ARTICLE X
PERSONAL LEAVE

- A. All full-time and hourly employees covered hereunder shall be entitled to up to two (2) personal days absence yearly without loss of compensation or deduction from accumulated vacation credit and without specifying a reason; however, subject to work needs, each such absence shall be approved by the administration in advance. Where the request for personal leave does not arise as a result of an emergency, the employee should give at least two (2) days notice of his/her request.
- B. All part-time employees shall be entitled to two (2) personal days absence yearly; subject to the provisos of Paragraph A above. However, one such personal day shall be taken from the employee's sick leave, and one personal day may be taken without charge to sick leave.
- C. Subject to the provisos of Paragraph A above, employees hired after February 1 in any given year shall be granted one (1) personal day without charge to sick leave, through the end of that school year.
- D. Association members serving on jury duty shall be granted leave for such service in addition to any leave granted under Paragraphs A, B and C.

ARTICLE XI
GROUP HEALTH INSURANCE PLANS

- A. The employer shall pay the premiums for all active and presently retired full-time cafeteria employees (and for all full-time cafeteria employees with a minimum of 10 years full-time cafeteria service with the District who retire through Social Security or New York State Retirement System after July 1, 1989) electing to participate in the District's health insurance plans.
- B. Each full-time employee hired after May 3, 1995, shall be entitled to his or her choice of the individual or family health insurance plans available through the District for which the District shall contribute an amount not to exceed the cost of the lowest price individual or family plan, as the case may be, including DEHIC "A" or the HMO Plan. Effective April 10, 2000, full-time employees hired in the unit shall contribute 5% of the premium. DEHIC Alternate PPO will replace DEHIC "A" effective December 1, 2003.
- C. Each full-time employee hired after July 1, 2003, shall be entitled to his or her choice of the individual or family health insurance plans available through the District for which the employee shall contribute an amount of 10% towards an individual or family plan, as the case may be, including DEHIC "A" or the HMO Plan. DEHIC Alternate PPO will replace DEHIC "A" effective December 1, 2003.
- D. Each employee who can demonstrate proof of alternate coverage, shall have the option of withdrawing from the District health insurance program and shall execute any and all documents necessary to effect such withdrawal. In the event of such withdrawal, the employee will not be eligible to receive the health insurance benefits provided in Section A above and shall receive, in lieu thereof, the sum of \$1,000.00 per annum if such employee had family or two-person coverage or \$500.00 per annum if such employee had single coverage. Such sums will be paid in February and June. An employee having withdrawn pursuant to this paragraph, may rejoin the plan only upon repayment to the District of all sums paid to the employee during the then current school year.
- E. As of the date of May 3, 1995, no unit employee or retiree may be covered under health insurance coverage provided by the District and also get:
- a) additional health insurance provided by the District
- or
- b) a bonus on top of such insurance, provided, however, an employee who is covered by dual family coverage prior to May 3, 1995, will be entitled to an annual buy-out in the amount of \$2,500.00.

ARTICLE XII
WELFARE TRUST FUND

Welfare Trust Fund payments shall be made at the rate of \$550 for 2003-04, \$575 for 2004-05, and \$600 for 2005-06 for each full-time and hourly employee for the purpose of providing such benefits as prescription drug co-pays and prescription drugs not covered by insurance, doctor co-pays and medical supplies recommended by a physician such as crutches and braces, dental,

life, optical and long term disability insurance. Such funding shall occur during each July except, however, the District shall make pro rata contributions for those employees hired between July 1 and October 1 each October. If possible, the eligible employees shall be part of the WFW Welfare Trust Fund with District contributions made to that fund as specified herein.

ARTICLE XIII
WORK DAY, WORK WEEK

- A. All full-time and hourly employees covered hereunder shall be required to work on each and every day that school is in session and lunch is scheduled to be served to the students, including days when students are dismissed before lunch.
- C. The work day shall be seven (7) consecutive hours for all full-time employees, commencing at the designated time to make necessary preparations for the unit to be served, with one-half (1/2) hour off for lunch.
- C. Part-time employees are those regularly scheduled to work two and one-half (2 1/2) to five (5) hours per day. Hourly employees are those regularly scheduled to work five (5) or more but less than seven (7) hours per day, excluding Food Service Helpers who shall be deemed to be part-time employees.
- D. All employees shall receive lunch free of charge but shall not be paid for the time during which lunch is eaten.
- E. Overtime for all hours worked in excess of seven (7) hours per day will be paid to all employees at the rate of time and a half.
- F. All employees, full-time, hourly, and part-time, are expected to work at school connected dinners and affairs held at night or on Saturdays, as necessary. Overtime pay for such additional work on weekdays will be in accordance with the schedule established herein. Overtime for such additional work on weekends and holidays will be paid at time and one-half for all employees.
- G. All employees recalled specifically for overtime work shall be paid a minimum of three (3) hours overtime pay (2 regular hours x 150%).
- H. Full-time employees shall be paid time and a half for all cook meetings held after regular working hours.

ARTICLE XIV
SENIORITY

Seniority, qualifications, and prior employment history with the District, shall be considerations in filling vacancies, including promotional opportunities. The School Lunch Director will consult with the Cook Managers prior to the filling of any vacancy. Employees shall be placed on the seniority list after they have completed the probationary period.

Seniority, for the purpose of layoffs, shall be determined separately for full-time and part-time employees within classification. Seniority credit

shall be determined from date of hire in current position excluding approved unpaid leaves of absence.

Seniority lists shall be established for permanent full-time and part-time employees and bumping rights are recognized between full and part-time positions within a given classification. The call-back lists will be maintained for a period of two (2) years.

If an employee contacted as a result of the recall procedure is offered and declines an interview/position within the excessed category, his/her name will move to the bottom of the list for recall. After two declinations, the District will remove his/her name from the recall list.

ARTICLE XV

WAGES

- A. All employees hereunder shall be paid pursuant to the schedule attached hereto. The number of paid days (including work days, holidays, snow days) per year shall be as follows:

2003-04 190 days (Holidays: Christmas Day & New Year's Day)
2004-05 192 days (Holidays added: Thanksgiving & Memorial Day)
2005-06 194 days (Holidays added: Columbus Day & Presidents' Day)
2006-07 and thereafter 194 days

- B. All employees hired between September 1st and January 31st shall move one step on the following September 1st and each September 1st thereafter.

All employees hired between February 1st and June 30th shall move one step on the following February 1st and each February 1st thereafter.

Employees with February anniversary dates who were hired prior to July 1, 1989 shall have their anniversary dates, for the purpose of salary increment only, permanently advanced to September as of September 1990 and any subsequent step increase to which they may be entitled shall be paid in September.

- C. Cook Manager substitute's pay shall be \$10.00 per day for elementary schools, and \$12.00 per day for junior and senior high schools. In addition, Part-time Food Service Helpers shall be paid an additional \$8.00 per day when assuming the duties of a Full-time Cook; \$6.00 a day when assuming the duties of an Hourly Cook; and \$5.00 a day when assuming the duties of a Hourly Assistant Cook.
- D. An annual stipend of \$200 will be paid to any unit member who completes the New York State School Food Service Employee Certification program.

ARTICLE XVI

RETIREMENT CONTRIBUTIONS

Retirement contributions are governed by the "Non-Contributory Plan (Section 75-i)" under the New York State Employee Retirement System.

ARTICLE XVII
PAYROLL DEDUCTIONS

- A. The District agrees to deduct from the salaries of its employees dues and assessments for the Union, and its affiliates, as said employees voluntarily authorize the District to deduct, and to transmit said dues to the Union within seven (7) days of the time of the deductions. The Union shall submit to the District by September 1st of each school year the amounts of dues and assessments to be deducted from each employee. Deductions shall commence in the second paycheck in September and shall be deducted in each paycheck, as indicated by the Union, throughout the employee's work year.

The Union will notify the District of any changes in said deductions no less than fourteen (14) days prior to the pay period in which the deduction changes are to take place.

- B. The District shall deduct from the salary of any unit member who is not a member of the Association, an agency fee as set forth by the Association. These deductions shall be paid to the Association in the same manner and at the same time as dues deductions are paid by the Association members. The Association affirms that it has adopted such procedures for refund of agency fee deduction as required in Section 208(3) (b) of the Civil Service Law and any amendments thereto. This provision for agency fee deductions shall continue in effect so long as the Association maintains such procedures.

The District agrees to provide all full-time and hourly employees of the unit the opportunity to participate in a tax sheltered annuity (403-b) plan through payroll deduction, in accordance with applicable law and regulations.

ARTICLE XVIII
WORKER'S COMPENSATION

All employees who are injured in the course of employment and entitled to Worker's Compensation shall be compensated in the following manner:

Any payment received as Worker's Compensation benefits for absence for which the employee also receives full sick leave pay, will be returned to the District so long as the employee receives full salary. No sick leave shall be charged for the amounts of Worker's Compensation benefits returned to the School District. The days returned to the employee shall be determined by dividing the compensation awarded to the District by the employee's current daily rate. The employee shall be entitled to retain any Worker's Compensation benefits for any period which sick leave pay is not paid or payable.

Each employee shall be notified by the District at the time that sick leave days have been restored to the employee as a result of a Worker's Compensation payment to the district.

ARTICLE XIX
UNION RIGHTS

- A. Release Time for President: The President of the Association shall be granted one day per year for Union business without loss of pay.
- B. A bulletin board at each work location shall be provided for the exclusive use of the Union.
- C. The Union shall have the right to distribute notices, circulars and other materials relating to Union business to bargaining unit members.
- D. The Union shall have the right of use of school buildings and school facilities without cost at reasonable times in order to conduct Union business.
- E. Notice of Vacancies: The Union President shall be notified of all job openings within the unit not less than five (5) days before the position is filled. Such notice shall include the hours of work, job title and qualifications. The President shall be notified of the filling of a vacancy in the unit immediately after publication of Board minutes.

ARTICLE XX
NO DISCRIMINATION

There shall be no discrimination in hiring or in conditions of employment based upon race, religion, color, age, sex, creed, national origin or Union activities.

ARTICLE XXI
DISCIPLINE/DISCHARGE

No employee shall be discharged or disciplined in any manner without just cause, it being understood that said provision applies only to those employees who have completed a 26 week probationary period and those employees who have not completed said probationary period shall have no right to enforce this provision through the grievance procedure of the Agreement. Disciplinary letters placed in an employee's file shall be removed after three years unless removed earlier.

ARTICLE XXII
SAVINGS CLAUSE

In the event that any provision or application of this Agreement is held contrary to law or regulation, all other provisions shall continue in full force and effect.

ARTICLE XXIII
TIME CLOCKS

In the event that the District installs electronic time clocks, employees may be required to record their work hours utilizing such procedure as may be established by the District.

ARTICLE XXIV
DURATION CLAUSE

This Agreement shall continue in effect from year to year and such modifications and amendments made in accordance with the terms of this Agreement shall be subject to the approval of the voters of the school system each fiscal year, hen required. Either party shall have the right to terminate this Agreement upon written notice to the other party on or before May 30th of each year.

ARTICLE XXV
LEGISLATIVE ACTION

IT IS AGREED UPON BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT BY LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFORE, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

ARTICLE XXVI
RATIFICATION

The **Wappingers Central School District** and the **Wappingers Cafeteria Association** have ratified the above agreement and such ratification is verified by the signatures appearing below.

Dated: _____

WAPPINGERS CENTRAL SCHOOL DISTRICT

WAPPINGERS CAFETERIA ASSOCIATION

By: _____

By: _____

	11.90 per hr.	12.51 per hr.	13.13 per hr.	13.80 per hr.
Assistant Cook Hourly	10.87 per hr.	11.44 per hr.	12.06 per hr.	12.69 per hr.
Food Service Helper	13,624	14,306	15,023	15,774

2004-05

	Step 1	Step 2	Step 3	Step 4
Cook Manager – 20 Room	\$22,761	\$24,152	\$25,359	\$26,627
Cook Manager – 30 Room	22,947	24,350	25,568	26,846
Cook Manager – 40 Room	23,136	24,554	25,779	27,069
Cook Manager – Jr. High	23,888	25,348	26,616	27,948
Cook Manager – Sr. High	25,012	26,541	27,868	29,268
Sr. Cook Manager	27,155	28,641	29,922	31,277
Cook	16,575	17,589	18,468	19,392
Cook Hourly	12.32 per hr.	12.95 per hr.	13.59 per hr.	14.28 per hr.
Assistant Cook Hourly	11.25 per hr.	11.84 per hr.	12.48 per hr.	13.13 per hr.
Food Service Helper	14,249	15,122	15,880	16,673

2005-06

	Step 1	Step 2	Step 3	Step 4
Cook Manager – 20 Room	\$23,860	\$25,319	\$26,584	\$27,914
Cook Manager – 30 Room	24,055	25,526	26,803	28,143
Cook Manager – 40 Room	24,254	25,740	27,024	28,377
Cook Manager – Jr. High	25,042	26,573	27,902	29,298
Cook Manager – Sr. High	26,220	27,823	29,215	30,682
Sr. Cook Manager	28,466	30,025	31,367	32,788
Cook	17,376	18,439	19,360	20,329
Cook Hourly	12.78 per hr.	13.44 per hr.	14.10 per hr.	14.82 per hr.
Assistant Cook Hourly	11.67 per hr.	12.28 per hr.	12.95 per hr.	13.62 per hr.
Food Service Helper	14,938	15,853	16,647	17,478

SUBJECT TO ERROR CORRECTION

2006-07

	Step 1	Step 2	Step 3	Step 4
Cook Manager – 20 Room	\$24,755	\$26,268	\$27,581	\$28,961
Cook Manager – 30 Room	24,957	26,483	27,808	29,198
Cook Manager – 40 Room	25,164	26,705	28,037	29,441
Cook Manager – Jr. High	25,981	27,569	28,948	30,397
Cook Manager – Sr. High	27,203	28,866	30,311	31,833
Sr. Cook Manager	29,533	31,151	32,543	34,018
Cook	18,028	19,130	20,086	21,091
Cook Hourly	13.26 per hr.	13.94 per hr.	14.63 per hr.	15.38 per hr.
Assistant Cook Hourly	12.11 per hr.	12.74 per hr.	13.44 per hr.	14.13 per hr.
Food Service Helper	15,498	16,277	17,094	18,133

2007-08

	Step 1	Step 2	Step 3	Step 4
Cook Manager – 20 Room	\$25,745	\$27,319	\$28,684	\$30,119
Cook Manager – 30 Room	25,955	27,542	28,920	30,366
Cook Manager – 40 Room	26,171	27,773	29,158	30,619
Cook Manager – Jr. High	27,020	28,672	30,106	31,613
Cook Manager – Sr. High	28,291	30,021	31,523	33,106
Sr. Cook Manager	30,714	32,397	33,845	35,379
Cook	18,749	19,895	20,889	21,935
Cook Hourly	13.79 per hr.	14.50 per hr.	15.21 per hr.	16.00 per hr.
Assistant Cook Hourly	12.59 per hr.	13.25 per hr.	13.98 per hr.	14.70 per hr.
Food Service Helper	16,118	16,928	17,778	18,858

SUBJECT TO ERROR CORRECTION

**CAFETERIA ALTERNATE SALARY SCHEDULE
(for all employees hired on or after July 1, 2000)**

2003-04

	Step 1	Step 2	Step 3	Step 4
Cook Manager – 20 Room	\$21,274	\$21,753	\$22,188	\$22,631
Cook Manager – 30 Room	21,502	21,932	22,370	22,818
Cook Manager – 40 Room	21,680	22,113	22,555	23,006
Cook Manager – Jr. High	22,383	22,830	23,286	23,752
Cook Manager – Sr. High	23,436	23,904	24,383	24,870
Sr. Cook Manager	25,444	25,954	26,472	27,002
Cook	15,531	15,842	16,159	16,482
Cook Hourly	11.67 per hr.	11.90 per hr.	12.14 per hr.	12.39 per hr.
Assistant Cook Hourly	10.65 per hr.	10.87 per hr.	11.08 per hr.	11.30 per hr.
Food Service Helper	13,352	13,619	13,892	14,170

2004-05

	Step 1	Step 2	Step 3	Step 4
Cook Manager – 20 Room	\$22,250	\$22,751	\$23,206	\$23,670
Cook Manager – 30 Room	22,489	22,938	23,397	23,865
Cook Manager – 40 Room	22,675	23,128	23,590	24,062
Cook Manager – Jr. High	23,410	23,878	24,355	24,842
Cook Manager – Sr. High	24,511	25,002	25,502	26,011
Sr. Cook Manager	26,612	27,145	27,687	28,241
Cook	16,244	16,569	16,900	17,238
Cook Hourly	12.08 per hr.	12.32 per hr.	12.57 per hr.	12.82 per hr.
Assistant Cook Hourly	11.02 per hr.	11.25 per hr.	11.47 per hr.	11.70 per hr.
Food Service Helper	13,965	14,244	14,530	14,821

2005-06

	Step 1	Step 2	Step 3	Step 4
Cook Manager – 20 Room	\$23,325	\$23,850	\$24,327	\$24,814
Cook Manager – 30 Room	23,575	24,046	24,527	25,018
Cook Manager – 40 Room	23,770	24,245	24,730	25,224
Cook Manager – Jr. High	24,541	25,031	25,532	26,042
Cook Manager – Sr. High	25,696	26,209	26,733	27,268
Sr. Cook Manager	27,898	28,456	29,025	29,605
Cook	17,029	17,369	17,717	18,071
Cook Hourly	12.54 per hr.	12.78 per hr.	13.04 per hr.	13.30 per hr.
Assistant Cook Hourly	11.44 per hr.	11.67 per hr.	11.90 per hr.	12.14 per hr.
Food Service Helper	14,640	14,778	15,075	15,376

SUBJECT TO ERROR CORRECTION

2006-07

	Step 1	Step 2	Step 3	Step 4
Cook Manager – 20 Room	\$24,200	\$24,744	\$25,239	\$25,745
Cook Manager – 30 Room	24,459	24,948	25,447	25,956
Cook Manager – 40 Room	24,661	25,154	25,657	26,170
Cook Manager – Jr. High	25,368	25,970	26,489	27,019
Cook Manager – Sr. High	26,660	27,192	27,735	28,291
Sr. Cook Manager	28,944	29,523	30,113	30,715
Cook	17,668	18,020	18,381	18,749
Cook Hourly	13.01 per hr.	13.26 per hr.	13.53 per hr.	13.80 per hr.
Assistant Cook Hourly	11.87 per hr.	12.11 per hr.	12.35 per hr.	12.60 per hr.
Food Service Helper	15,189	15,332	15,640	15,953

2007-08

	Step 1	Step 2	Step 3	Step 4
Cook Manager – 20 Room	\$25,168	\$25,734	\$26,249	\$26,775
Cook Manager – 30 Room	25,437	25,946	26,464	26,994
Cook Manager – 40 Room	25,648	26,160	26,684	27,217
Cook Manager – Jr. High	26,383	27,009	27,549	28,100
Cook Manager – Sr. High	27,726	28,280	28,844	29,423
Sr. Cook Manager	30,101	30,704	31,318	31,944
Cook	18,375	18,741	19,116	19,499
Cook Hourly	13.53 per hr.	13.79 per hr.	14.07 per hr.	14.35 per hr.
Assistant Cook Hourly	12.34 per hr.	12.59 per hr.	12.84 per hr.	13.10 per hr.
Food Service Helper	15,796	15,945	16,266	16,591

SUBJECT TO ERROR CORRECTION

SALARY SCHEDULE FOR PART-TIME EMPLOYEES
(Hourly Rates)

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
2003-04	\$7.59	\$7.88	\$8.15	\$8.82	\$9.40	\$10.09	\$10.66	\$11.18
2004-05	7.85	8.15	8.43	9.13	9.73	10.44	11.03	11.57
2005-06	8.15	8.46	8.75	9.47	10.09	10.84	11.45	12.00
2006-07	8.45	8.77	9.07	9.82	10.47	11.24	11.88	12.45
2007-08	8.79	9.13	9.44	10.22	10.89	11.69	12.35	12.95

SUBJECT TO ERROR CORRECTION

Upon promotion into a different job title, an employee shall be placed on the salary step in the new position which is most immediately higher in salary than that which the employee was earning in the old position.

An annual stipend of \$400 will be provided to each Cook Manager who is assigned to more than two schools. For any period of assignment that is less than a full year, the stipend will be prorated.

LONGEVITY ENTITLEMENTS

Longevity entitlements will be added to the base salary at the beginning of the school year in which it is earned.

One (1) year full-time credit for every three (3) years part-time service will be given for longevity credit only when transferring from part-time to full-time.

	<u>Full-time</u>	<u>Hourly</u>	<u>Part-time</u>
<u>Effective July 1, 2003:</u>			
After 10 years	\$325.00 per year	\$234.25 per year	\$.20 per hour
After 15 years	Additional \$325 per year	Additional \$234.25 per year	Additional \$.10 per hour
After 20 years	Additional \$325 per year	Additional \$234.25 per year	Additional \$.10 per hour

<u>Effective July 1, 2004:</u>			
After 10 years	\$350.00 per year	\$254.25 per year	\$.25 per hour
After 15 years	Additional \$325 per year	Additional \$234.25 per year	Additional \$.10 per hour
After 20 years	Additional \$325 per year	Additional \$234.25 per year	Additional \$.10 per hour

<u>Effective July 1, 2005:</u>			
After 10 years	\$375.00 per year	\$274.25 per year	\$.30 per hour
After 15 years	Additional \$325 per year	Additional \$234.25 per year	Additional \$.10 per hour
After 20 years	Additional \$325 per year	Additional \$234.25 per year	Additional \$.10 per hour

<u>Effective July 1, 2006:</u>			
After 10 years	\$400.00 per year	\$294.25 per year	\$.35 per hour
After 15 years	Additional \$325 per year	Additional \$234.25 per year	Additional \$.10 per hour
After 20 years	Additional \$325 per year	Additional \$234.25 per year	Additional \$.10 per hour

<u>Effective July 1, 2007:</u>			
After 10 years	\$425.00 per year	\$314.25 per year	\$.40 per hour
After 15 years	Additional \$325 per year	Additional \$234.25 per year	Additional \$.10 per hour
After 20 years	Additional \$325 per year	Additional \$234.25 per year	Additional \$.10 per hour

FRY COOKER STIPEND

A Fry Cooker stipend will be added to the base hourly rate as follows:

Effective July 1, 2003	\$.25 per hour
Effective July 1, 2004	\$.50 per hour
Effective July 1, 2005	\$.75 per hour
Effective July 1, 2006	\$1.00 per hour