

Food Service Employees Salary Range & Benefits

Step	Grade III		Grade IV	
	2023-2024	2024-2025	2023-2024	2024-2025
0	\$ 15.27	\$ 15.77	\$ 17.10	\$ 17.60
1	\$ 15.65	\$ 16.15	\$ 17.52	\$ 18.02
2	\$ 16.08	\$ 16.58	\$ 18.04	\$ 18.54
3	\$ 16.46	\$ 16.96	\$ 18.50	\$ 19.00
4	\$ 16.90	\$ 17.40	\$ 18.99	\$ 19.49
5	\$ 17.29	\$ 17.79	\$ 19.41	\$ 19.91
6	\$ 17.72	\$ 18.22	\$ 19.90	\$ 20.40

- Position:** Grade III: Food Service Assistants
Grade IV: Cooks
- Sick Leave:** 9 days per year accumulative to 65 days.
- Personal Days:** 4 days per year accumulative to 6 days. Prior approval required
- Holidays:** Thanksgiving Day, Christmas Eve, Christmas Day, and Memorial Day
- Emergency Leave:** An employee shall be granted five (5) non-accumulative paid emergency leave days at the beginning of each school year to be used with an employee's request and the Superintendent's approval for such emergencies as deaths, funerals, family illness not covered by sick leave, court appearances, and acts of God. Emergency leave will be granted as a full day leave or a portion of a full day depending the situation. Those five (5) days will not be deducted from sick leave. An employee shall also be able to use five (5) additional days that shall be deducted from sick leave. Requests for Emergency Leave shall be arranged with the Superintendent, or in the absence of the superintendent, the Director of Food Service, as soon as possible, either in person or via telephone. A formal request for Emergency Leave shall be made in writing as soon as practical.
- Leave Accrual:** Leave will be based on hours assigned at the beginning of each school year. If a work schedule changes significantly during the year leave balances will be adjusted for the new hours worked. Hours will be prorated based on the duration of the work schedule. If an employee leaves the employ of the district prior to the end of the fiscal year, leave will be prorated based on number of days worked to the point of separation. If the employee has used more leave than earned, the employee will pay the district the amount of such leave used in excess of the amount earned.
- Advancement of Step:** Advancement of a step will be on July 1 of each calendar year when an employee has worked 130 or more days.
- Evenings or Banquets:** \$30.00 Per hour
- Workshops:** Employee will be able to attend conferences and workshops at the discretion of the Food Service Manager. All costs associated with conferences and workshops will be paid by the District. If the workshop is required by the District, the employee will be paid his/her hourly rate of pay up to the number of Continuing Education units/hours for the workshop. The employee will not be paid their

hourly rate for attending conferences or workshop outside their normal working days unless required by the District and hours are approved by the Food Service Manager.

Snow Days:

If an employee misses work or is sent home due to a snow day and the day is not made up as a student day, the employee will be paid for their shift. This pay will be paid after the School Board's determination on whether the make-up day is a student day or not. For the purposes of this agreement, E-Learning Days will be considered a student day and the employee will be paid for their shift's regularly schedule hours.

Association Dues:

Full Association dues will be paid by the District if the employee is a certified Food Service Employee.

Certification Pay:

	<u>2023-2024</u>	<u>2024-2025</u>
Level I Certification	\$0.25 per hour	\$0.25 per hour
Level II Certification	\$0.30 per hour	\$0.30 per hour
Level III Certification	\$0.35 per hour	\$0.35 per hour
Level IV Certification	\$0.45 per hour	\$0.45 per hour

Certification pay will be paid only when the certification is necessary. The Food Service Director will be the person to determine if the Certification is required.

Health Insurance:

\$375 per month for a total of \$4,500 per year
Prorated based on 6 hours.

Health insurance enrollment is subject to the enrollment requirements of the provider(s).

In the event the contract language concerning health insurance/VEBA will cause or does cause penalties, fee, or fines to be assessed against the District, the parties agree to reopen negotiations that result in a revised contract between the parties that eliminate or reduce the penalties, fees or fines.

Shared Positions:

- * Both employees will have access to 100% of the workshop days, conferences and SNA membership benefits. The rest of the benefits will be prorated.
- * In the event one employee wants to resign from the shared position, the combined position may be offered to the remaining employee. The district has the option to post for the position internally and externally.
- * Any employee who is participating in a job sharing position must be working 50% of the shared position to get the same hourly rate when subbing for other positions.
- * The deadline to request a shared position for the upcoming school year is May 1.
- * The district has final say on shared positions.

Matching Tax Shelter Annuity:

	<u>All Grades</u>
1 Year	\$0.00
2nd year and thereafter	\$500.00

District Contribution will be prorated based on a 7.5 hour day.

Elizabeth Regatt 9-15-23
(Employee Representative) Date

Pat J. Meier 9/20/2023
(Board Representative) Date