

FH
of
7/1/21

Tentative Agreement
between the
Chippewa Valley Support Personnel Association; MEA Local 1
and the
Chippewa Valley School District

It is agreed that all provisions of the 2018-20 and 2020-21 Collective Bargaining Agreement remain in full force and in effect with the following modifications as indicated below and upon ratification by both parties be effective July 1, 2021 and continue in effect through June 30, 2024.

SALARY:

UPON RATIFICATION OF THIS AGREEMENT, 12 MONTH EMPLOYEES, SHALL RECEIVE A ONE TIME OFF SCHEDULE PAYMENT OF FIFTY (\$50) TO BE PAID BY SEPTEMBER 30th.

2021-22 SALARY SCHEDULE:

- ELIGIBLE SUPPORT EMPLOYEES WILL MOVE ONE (1) FULL STEP IF THEY HAVE WORKED 50.5% OF THE 2020/21 WORK YEAR.
- THE SUPPORT SALARY SCHEDULE FOR THE 2021/22 SCHOOL YEAR WILL BE INCREASED BY 2%.
- AN ADDITIONAL LUMP SUM, OFF SCHEDULE PAYOUT OF 2% OF BASE WAGES WILL BE PAID TO ALL SUPPORT STAFF NO LATER THAN NOVEMBER 30, 2021.

2022-23 SALARY SCHEDULE:

- ELIGIBLE SUPPORT EMPLOYEES WILL MOVE ONE (1) FULL STEP IF THEY HAVE WORKED 50.5% OF THE 2021/22 WORK YEAR.
- THE SUPPORT SALARY SCHEDULE FOR THE 2022/23 SCHOOL YEAR WILL BE INCREASED BY 2%.
- AN ADDITIONAL LUMP SUM, OFF SCHEDULE PAYOUT OF 2% OF BASE WAGES WILL BE PAID TO ALL SUPPORT STAFF ON THE JUNE 30, 2023 PAYCHECK.

2023-24 SALARY SCHEDULE:

- ELIGIBLE SUPPORT EMPLOYEES WILL MOVE ONE (1) FULL STEP IF THEY HAVE WORKED 50.5% OF THE 2022/23 WORK YEAR.
- AN ADDITIONAL LUMP SUM, OFF SCHEDULE PAYOUT OF 2% OF BASE WAGES WILL BE PAID TO ALL SUPPORT STAFF ON THE JUNE 30TH PAYCHECK.

Article 7 – Hours of Work (B)-Hours Bus Drivers

2. ALL DRIVERS WILL BEGIN THE SCHOOL YEAR WITH THEIR ROUTE FROM THE PREVIOUS SCHOOL YEAR UNTIL BID DAY. BID DAY WILL BEGIN ON MONDAY THE WEEK AFTER THE FALL COUNT DAY. THE BID WILL OCCUR IN PERSON, AFTER THE MORNING RUN, STARTING PROMPTLY AT 9:30AM, ENDING NO LATER THAN 12:30 PM. DRIVERS WILL BE COMPENSATED A MINIMUM OF ONE (1) HOUR BUT NOT MORE THAN THREE (3) HOURS FOR THE BID PROCESS. DRIVERS WILL HAVE TEN (10) MINUTES TO MAKE THEIR SELECTION. UNION REPRESENTATIVES MAY ACT AS A PROXY ON BEHALF OF ANY DRIVER NOT PHYSICALLY PRESENT. DRIVERS FAILING TO MAKE A SELECTION WITHIN THE 10 MINUTE TIMEFRAME WILL BE BYPASSED AND THE ROTATION WILL CONTINUE. THE DRIVER CAN COME BACK INTO SELECTION WHEN READY TO CHOOSE.

~~The Board will endeavor to schedule the first bid cycle for regular routes during the two (2) week period immediately preceding the first day of school each year.~~

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3. ~~First Bid Cycle~~— Regular Routes Drivers will select based upon seniority and ability from the regular routes as posted for A.M., noon, and P.M. routes. The Transportation Department will establish a replacement list of seniority drivers for runs between regular A.M. and P.M. (noon) runs. In the event a regular driver is off his/her noon run, that run will be assigned by seniority and rotation from that list.

4. ~~Regular Route Adjustment Period~~

a. During the period commencing with the first day of school and ending with the Official Fall Student Count Day, regular routes will be adjusted as required by the Transportation Department. Such adjustments will give full consideration to the best interests of our students and the orderly and efficient operation of the Transportation Department. **DRIVERS ASSIGNED TO THESE ROUTES WILL CONTINUE TO BE PAID THE LAST SCHOOL YEAR BID TIME UNTIL BID DAY, AND SHALL BE COMPENSATED FOR ANY TIME WORKED OVER THEIR BID TIME** ~~There will be no driver reassignments during this period.~~

~~5. Second Bid Cycle—Regular Routes During the week following the official Fall Student Count Day, all regular routes will be re-posted. Second runs will be bid within thirty (30) calendar days of returning to work. Drivers will select based upon seniority and ability from the routes as posted for A.M., noon, and P.M. routes. The Transportation Department will establish a replacement list of seniority drivers for runs between regular A.M. and P.M. (noon) runs. In the event a regular driver is off his/her noon run, that run will be assigned by seniority and rotation from that list.~~

a. Prorated benefit levels will be based upon the ~~2nd~~ bid and cannot drop below the ~~2ND~~ bid level unless an employee voluntarily bids on a lower run or there is a layoff.

~~b. After the Second Bid Cycle, regular routes which become vacated may be adjusted as required by the Transportation Department prior to posting. Such adjustments will give full consideration to the best interests of our students and the orderly and efficient operation of the Transportation Department.~~

6. If a noon or special run becomes available, it will be posted for three (3) working days. All drivers may bid, including those who currently have a noon run but will not exceed eight (8) hours and whose bid time exceeds their current noon route. A special run is considered an afterschool program or a program during the day that does not exceed one (1) hour, may be less than five (5) days per week or does not last the duration of the school year.

7. Following the ~~Second~~ Bid Cycle, if a regular route becomes vacant as identified in Article 6(A), it will be posted within five (5) working days, shall remain posted for three (3) working days and will be filled no later than seven (7) working days after the posting closes. Drivers may bid based upon seniority and ability. Drivers will be permitted two (2) such changes during the period between the ~~Second~~ Bid Cycle and the end of the School Year. If a route becomes vacant within 30 calendar days of the last date of school it will not be posted.

8. Following the ~~Second~~ Bid Cycle, if a regular route becomes temporarily vacant it will be posted within five (5) working days, shall remain posted for forty-eight (48) hours and will be filled no later than seven (7) working days after the posting closes.

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Article 7 – Hours of work – B (10) – Extra Runs

- a. Extra Runs are defined as those runs other than Regular Runs that require regular routes and schedules for a special activity. ~~over a period of time in excess of five (5) working days.~~
- b. Such runs will be assigned to the most senior driver who has the available time outside their regular route and who requests such assignment provided the Extra Run does not extend their work day beyond eight (8.0) hours.

Article 7 - Hours of work – B12 – Field Trips section “J” (near the end of the paragraph)

If no response, management reserves the right to appoint coverage based upon driver availability at the time. (I.E. Within 90 minutes of the trip starting/or at the end of the work **week day** after 4pm)

Article 7 - Hours of work – B13 – Special Assignment section “B”

Special assignments will be listed on the board ~~two (2) weeks~~ **one week** (1) in advance.

Article 7 - Hours of work – B13 – Special Assignment section “J” (near the end of the paragraph)

If no response, management reserves the right to appoint coverage based upon driver availability at the time. (I.E. Within 90 minutes of the trip starting/or at the end of the work **week day** after 4pm)

Article 8 – Compensation (B-Shift Premium)

Rate will be twenty-five (25) cents per hour for the second shift and thirty (30) cents per hour for third shift. **SHIFT PREMIUM IS PAID FOR ALL HOURS WORKED.**

Article 8 – Compensation (D-Vacation)

16. Vacation time earned between July 1 through the following June 30 period will not be scheduled for leave until the subsequent July 1 through the following ~~JUNE~~ **September** 30th period. Using earned vacation time outside this earn-schedule cycle will be considered under hardship circumstances at the discretion of the Superintendent/Designee.

Article 8 – Compensation F – Uniforms

1. The District will provide a uniform as outlined below full and part time regular custodians, **HEAD CUSTODIANS**, maintenance, grounds, mechanics, and food handler/custodians. Uniforms will be ordered no later than August 31. The items offered listed here and below, vendor selection and quality and color will be selected by a committee consisting of supervisor and no more than one representative from each group listed below are at the sole discretion of the district.
 - a) During the first and second calendar year of employment custodians, food handler/custodians, head custodians, Maintenance, Grounds, and Mechanics will be eligible for ~~three (3)~~ **FIVE (5)** sets. A set includes a shirt and pant.
 - b) Third year and thereafter, custodians, food handler/custodians, and head custodians will have ~~\$135~~ **\$150** annual dollar allocation to select from the district offered items.
 - c) Third year and thereafter, maintenance, grounds and mechanics will have ~~\$200~~ **\$220**-annual dollar allocation to select from the district offered items.
 - d) If the items selected exceed their annual dollar allocation the employee will be responsible for the difference.
 - e) It is the responsibility of each employee to clean and repair uniforms as required and replace any part of a uniform as needed.

F) CUSTODIAL/GROUNDS THAT ARE RESPONSIBLE FOR REGULAR SNOW REMOVAL, SHALL RECEIVE ONE (1) SET OF WINTER BOOTS EVERY OTHER YEAR, BASED OFF OF THE DISTRICT OFFERED ITEMS.

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Article 8 – Compensation F – Uniforms (2)-Food Service

An allowance not to exceed ~~\$105~~ **\$115** (includes sales tax) for employees who work four (4) or more hours and ~~\$80~~ **\$90** (includes sales tax) for employees who work less than four (4) hours...

Article 8 – Compensation (M- Food Service Training)

Food Service Training and any testing for School Food Service Personnel shall be required in accordance to any Food Service laws and/or regulations instituted by a governmental agency. The District shall pay the employees at their current hourly rate for **ANY TIME REQUIRED TO ATTEND THAT IS NOT DURING THE SCHEDULED WORK DAY** and pay for the cost of the training at the time of their enrollment, **IF ANY**. Employees failing to obtain the required annual training hours will be subject to discipline, up to and including termination.

Article 8 – Compensation - NEW

Food Service Helpers must sub for lead servers at the elementary school kitchens, or in a secondary building where a designated person has not been identified.

Article 9 – Insurance (B-Life Insurance)

Change to what is currently in place.

Under proper application, the employer shall provide life insurance as follows:

1. **\$30,000** term policy with **\$20,000** Accidental Death and Dismemberment (AD&D) for employees working six (6) hours or more per day.
2. **\$22,000** term policy with **\$12,000** Accidental Death and Dismemberment (AD&D) for employees working four (4) hours but less than six (6) per day.

Article 11 – Leaves with Pay (C)

Add 8. AS AN ATTENDANCE INCENTIVE, AN EMPLOYEE WHOM HAS MORE THAN FORTY (40) DAYS OF PERSONAL ACCUMULATED SICK DAYS MAY BE PAID OUT ANY DAYS BEYOND FORTY AT THE RATE OF \$45 PER DAY (BASED UPON AN EIGHT (8) HOUR DAY AND PRO-RATED BASED UPON THE NUMBER OF HOURS WORKED FOR LESS THAN EIGHT (8) HOUR EMPLOYEES) NOT TO EXCEED 10 DAYS PER SCHOOL YEAR. EMPLOYEE MUST INFORM THE HUMAN RESOURCES DEPARTMENT THAT THEY WISH TO HAVE A PAYOUT IN WRITING NO LATER THAN JUNE 15TH OF EACH SCHOOL YEAR. (SUNSET)

Article 11 – Leaves with Pay (C- Sick Leave)

Seniority employees will accumulate sick leave as follows and shall be granted for person or family illness of a **SPOUSE, CHILD OR PARENT**:

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Article 11 – Leaves with Pay (P)

As a rule, approved leave days will not be granted the three (3) scheduled workdays before or three (3) scheduled workdays immediately after any holiday, break or vacation period as well as the first **FIVE STUDENT INSTRUCTIONAL DAYS** or last **FIVE STUDENT INSTRUCTIONAL DAYS** week of the school year. An exception to this rule may be granted by the Superintendent/Designee on a case-by-case basis. Leave days shall not be granted in conjunction with vacation days to extend a holiday or vacation period.

Article 11 – Leave with Pay (R)

IF AN EMPLOYEE IS INJURED WHILE AT WORK, THE EMPLOYER SHALL FOLLOW THE GUIDELINES OF THE MICHIGAN WORKER’S COMPENSATION STATUTE. IF THE EMPLOYEE QUALIFIES FOR AND RECEIVES WORKER’S COMPENSATION WAGE-LOSS BENEFITS, THE EMPLOYEE’S WAGE-LOSS COMPENSATION, SHALL BE SUPPLEMENTED FROM THE EMPLOYEE’S SICK LEAVE ACCRUAL WITH AN AMOUNT SUFFICIENT TO MAINTAIN THE EMPLOYEE’S REGULAR SALARY FOR A PERIOD NOT TO EXCEED THE EMPLOYEE’S SICK LEAVE ACCRUAL. THE SICK ACCRUAL WILL BE CHARGED ONLY FOR THAT FRACTURAL PORTION IN EXCESS OF THE COMPENSATION PAYMENT VERIFIED BY THE WORKERS COMPENSATION CARRIER.

Article 12 – Leaves of absence

A. General Leaves of Absence

2. The position held by an employee who is granted a General Leave of Absence may be filled by a substitute, a temporary employee, a temporary transfer, or a temporary promotion. If the employee returns to work within **EIGHT (8) WEEKS** ~~one hundred eighty (180) calendar days~~ from their last day worked, they will return to the position held on their last day worked. If the employee’s leave extends beyond **EIGHT (8) WEEKS** ~~one hundred eighty (180) calendar days~~ from their last day worked, their original position is not guaranteed and they could be returned to work in another position for which they are qualified. Refusal to accept such assignment will be considered as a voluntary resignation. The employee will notify the **HUMAN RESOURCE DEPARTMENT** ~~Personnel Office~~ no less than **TEN (10)** ~~thirty (30)~~ calendar days prior to their intended return to work date, **FAILURE TO PROVIDE NOTICE MAY RESULT IN TERMINATION.**

Article 16 – Miscellaneous Provisions (F) - NEW

THE EMPLOYER WILL SEND TO THE UNION STAFF WORK CALENDARS FOR THEIR REVIEW PRIOR TO DISTRIBUTION TO THE MEMBERSHIP.

Letters of Agreement to continue

- 5/13/13 Seasonal Sub Positions
- 7/22/15 Custodian Pool suspended transfer rights
- 10/3/16 Bus Drivers doing Food Service

NEW Letters of Agreement

- Bid times continuing from 2019-20, no time punching until October 2021 bid is complete
- Air conditioning
- Retirement Sick Payout language hold
- New Employee immediate benefits/vacation.

Letter of Agreement
between the
Chippewa Valley Support Association
and the
Chippewa Valley Schools Board of Education

It is agreed by the parties that the district will turn on the air conditioning units at all locations starting three (3) weeks before school starts. This will allow for custodial staff to strip and wax the floors.


This agreement will not set precedence for any other situations nor or in the future and will expire August 31, 2021.



Frank Houston,
CVSPA President

7/1/2021

Date



Dawn Leone,
Human Resources Supervisor

7/1/21

Date

Letter of Agreement
between the
Chippewa Valley Support Association
and the
Chippewa Valley Schools Board of Education

It is agreed that the District will pay out all support staff vacation balances as of June 30, 2021 at the employee's current hourly rate. The vacation utilization period effective July 1, 2021 will be July 1st through June 30th each year moving forward.

The amount paid to employees shall be paid out to eligible employees no later than June 30, 2022.

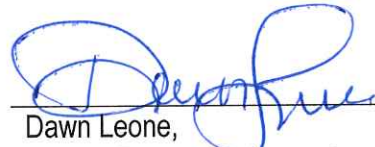
This agreement will not set precedence for any other situation now or in the future.




Frank Houston,
CVSPA President



Date



Dawn Leone,
Human Resources Supervisor

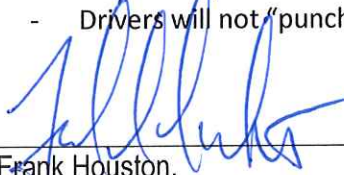


Date


Letter of Agreement
between the
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It is agreed by the parties that for the start of the 2021-22 school year the following is agreed as it relates to bus driver bids

- Drivers are guaranteed their bid time from the 2019-2020 school year until first bid.
- Drivers whose runs have changed due to low enrollment, cancellation of program, etc. Shall be considered available on a "stand by" basis. Should the driver choose to not be available on a "stand by" basis, the driver shall "punch out" and be paid their punch time (hours worked that day).
- Drivers may turn in time sheets for additional time should their runs run over.
- Drivers will not "punch" until after the bid, however, will fill out timesheets



Frank Houston,
CVSPA President



Date



Dawn Leone,
Human Resources Supervisor

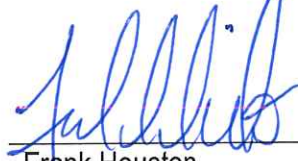


Date

Letter of Agreement
between the
Chippewa Valley Support Association
and the
Chippewa Valley Schools Board of Education

It is agreed that for the 2021/22 school year that:

1. Provide immediate benefits to all eligible new custodial and bus drivers
2. Provide immediate paid time off and holidays to all eligible new custodial and bus drivers



Frank Houston,
CVSPA President

7/1/21 Date

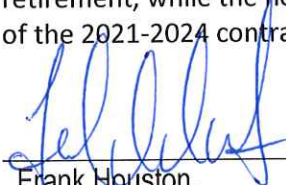


Dawn Leone,
Human Resources Supervisor

7/1/21 Date

Letter of Agreement
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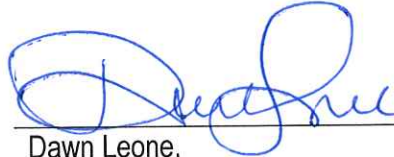
It is agreed by the parties to discontinue the language in Article 8-L regarding sick day payout upon retirement, while the new attendance incentive language is in place in Article 11 – C (8) for the duration of the 2021-2024 contract.



Frank Houston,
CVSPA President

7/1/21

Date



Dawn Leone,
Human Resources Supervisor

7/1/21

Date

Employee Hourly Rate Scale
July 1, 2021 through June 30, 2022

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CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Custodian	\$13.63	\$14.07	\$14.51	\$14.96	\$15.40	\$15.84	\$16.29	\$16.73
Custodian II	\$16.28	\$17.09	\$17.90	\$18.71	\$19.51	\$20.32	\$21.13	\$21.94
Custodian Leader	\$16.95	\$17.75	\$18.55	\$19.35	\$20.15	\$20.94	\$21.74	\$22.54
Elementary Head Custodian	\$20.02	\$20.48	\$20.94	\$21.40	\$21.86	\$22.32	\$22.78	\$23.24
Middle School Head Custodian	\$20.30	\$20.78	\$21.27	\$21.76	\$22.24	\$22.73	\$23.22	\$23.70
High School Head Custodian	\$20.68	\$21.20	\$21.72	\$22.25	\$22.77	\$23.30	\$23.82	\$24.35
Skilled and General Maintenance Leader	\$24.02	\$25.02	\$26.02	\$27.02	\$28.03	\$29.03	\$30.03	\$31.03
Skilled Maintenance	\$23.46	\$24.46	\$25.46	\$26.46	\$27.46	\$28.47	\$29.47	\$30.47
General Maintenance	\$18.92	\$19.99	\$21.07	\$22.14	\$23.21	\$24.28	\$25.36	\$26.43
Grounds Leader	\$17.87	\$18.90	\$19.92	\$20.95	\$21.98	\$23.01	\$24.03	\$25.06
Grounds II	\$17.61	\$18.43	\$19.25	\$20.07	\$20.89	\$21.71	\$22.53	\$23.35
Groundsman	\$16.28	\$17.09	\$17.90	\$18.71	\$19.52	\$20.33	\$21.14	\$21.95
Warehouse/Head Custodian	\$19.24	\$19.94	\$20.64	\$21.35	\$22.05	\$22.76	\$23.46	\$24.16
Warehouse Helper	\$14.60	\$14.95	\$15.31	\$15.67	\$16.02	\$16.38	\$16.74	\$17.10
Grounds/Custodian	\$13.63	\$14.07	\$14.51	\$14.96	\$15.40	\$15.84	\$16.29	\$16.73
Head Mechanic	\$20.54	\$21.64	\$22.73	\$23.83	\$24.93	\$26.02	\$27.12	\$28.21
Mechanic	\$18.92	\$19.99	\$21.07	\$22.14	\$23.21	\$24.28	\$25.36	\$26.43
Bus Driver	\$17.60	\$18.14	\$18.69	\$19.24	\$19.79	\$20.34	\$20.89	\$21.44
Central Kitchen Coordinator	\$15.07	\$15.53	\$16.00	\$16.47	\$16.94	\$17.41	\$17.88	\$18.35
Head Cook	\$13.96	\$14.43	\$14.89	\$15.36	\$15.82	\$16.29	\$16.75	\$17.22
Central Kitchen Assistant	\$13.11	\$13.53	\$13.96	\$14.38	\$14.81	\$15.23	\$15.66	\$16.09
High School Lead Server	\$13.11	\$13.53	\$13.96	\$14.38	\$14.81	\$15.23	\$15.66	\$16.09
Middle School Lead Server	\$12.71	\$13.06	\$13.41	\$13.76	\$14.11	\$14.46	\$14.81	\$15.16
Elementary Lead Server	\$12.58	\$12.90	\$13.22	\$13.54	\$13.87	\$14.19	\$14.51	\$14.83
Food Service Helper	\$12.33	\$12.61	\$12.89	\$13.17	\$13.45	\$13.72	\$14.00	\$14.28
Food Handler/Custodian	\$16.28	\$17.09	\$17.90	\$18.71	\$19.52	\$20.33	\$21.14	\$21.95

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Employee Hourly Rate Scale
July 1, 2022 through June 30, 2024

CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Custodian	\$13.90	\$14.35	\$14.81	\$15.26	\$15.71	\$16.16	\$16.61	\$17.06
Custodian II	\$16.61	\$17.43	\$18.26	\$19.08	\$19.90	\$20.73	\$21.55	\$22.38
Custodian Leader	\$17.29	\$18.10	\$18.92	\$19.73	\$20.55	\$21.36	\$22.18	\$22.99
Elementary Head Custodian	\$20.42	\$20.89	\$21.36	\$21.83	\$22.30	\$22.77	\$23.24	\$23.70
Middle School Head Custodian	\$20.71	\$21.20	\$21.70	\$22.19	\$22.69	\$23.18	\$23.68	\$24.17
High School Head Custodian	\$21.09	\$21.63	\$22.16	\$22.70	\$23.23	\$23.77	\$24.30	\$24.84
Skilled and General Maintenance Leader	\$24.50	\$25.52	\$26.54	\$27.56	\$28.59	\$29.61	\$30.63	\$31.65
Skilled Maintenance	\$23.93	\$24.95	\$25.97	\$26.99	\$28.02	\$29.04	\$30.06	\$31.08
General Maintenance	\$19.30	\$20.39	\$21.49	\$22.58	\$23.68	\$24.77	\$25.86	\$26.96
Grounds Leader	\$18.23	\$19.28	\$20.32	\$21.37	\$22.42	\$23.47	\$24.51	\$25.56
Grounds II	\$17.96	\$18.80	\$19.64	\$20.47	\$21.31	\$22.14	\$22.98	\$23.82
Groundsman	\$16.61	\$17.43	\$18.26	\$19.08	\$19.91	\$20.74	\$21.56	\$22.39
Warehouse/Head Custodian	\$19.62	\$20.34	\$21.06	\$21.78	\$22.49	\$23.21	\$23.93	\$24.64
Warehouse Helper	\$14.89	\$15.26	\$15.62	\$15.98	\$16.35	\$16.71	\$17.08	\$17.44
Grounds/Custodian	\$13.90	\$14.35	\$14.81	\$15.26	\$15.71	\$16.16	\$16.61	\$17.06
Head Mechanic	\$20.95	\$22.07	\$23.19	\$24.30	\$25.42	\$26.54	\$27.66	\$28.77
Mechanic	\$19.30	\$20.39	\$21.49	\$22.58	\$23.68	\$24.77	\$25.86	\$26.96
Bus Driver	\$17.95	\$18.51	\$19.07	\$19.63	\$20.19	\$20.75	\$21.31	\$21.87
Central Kitchen Coordinator	\$15.37	\$15.85	\$16.33	\$16.81	\$17.28	\$17.76	\$18.24	\$18.72
Head Cook	\$14.24	\$14.71	\$15.19	\$15.66	\$16.14	\$16.61	\$17.09	\$17.56
Central Kitchen Assistant	\$13.37	\$13.81	\$14.24	\$14.67	\$15.11	\$15.54	\$15.98	\$16.41
High School Lead Server	\$13.37	\$13.81	\$14.24	\$14.67	\$15.11	\$15.54	\$15.98	\$16.41
Middle School Lead Server	\$12.96	\$13.32	\$13.68	\$14.04	\$14.39	\$14.75	\$15.11	\$15.46
Elementary Lead Server	\$12.83	\$13.16	\$13.49	\$13.82	\$14.14	\$14.47	\$14.80	\$15.13
Food Service Helper	\$12.58	\$12.86	\$13.14	\$13.43	\$13.71	\$14.00	\$14.28	\$14.57
Food Handler/Custodian	\$16.61	\$17.43	\$18.26	\$19.08	\$19.91	\$20.74	\$21.56	\$22.39