

IDA PUBLIC SCHOOLS
CONTRACT AGREEMENT
With The
FOOD SERVICE EMPLOYEES

July 1, 2008 - June 30, 2011

The following summarizes the agreement reached between the Ida Public Schools Board of Education and the Food Service employees for the 2008-2011 school years. The new contract is retroactive to July 1, 2008 and expires on June 30, 2011.

I. HOURS OF EMPLOYMENT

The Board of Education, and its administrative representatives, retain the privilege of determining the number of hours worked weekly; may be adjusted during the course of the contract period.

II. WAGES

The Food Service employees agreed to the following hourly rates for:

	Retroactive 2008-2009 (1%)	2009-2010 (1%)	2010-2011 (1%)
Head Cook	19.50	19.70	19.90
Assistant Cooks	13.50	13.64	13.78
Sub Asst Cook (5 days or less)	12.50	12.63	12.76
Sub Asst Cook (more than 5 consecutive days)	13.50	13.64	13.78
	Retroactive 2008-2009 (1%)	2009-2010 (1%)	2010-2011 (1%)
Line Servers	11.53	11.65	11.77
Cashiers	11.53	11.65	11.77
Dishwashers	11.53	11.65	11.77
Substitutes	10.49	10.49	10.49

III. OTHER CONTRACTUAL AGREEMENTS

A. Health Insurance

1. Head Cooks and Assistant Cooks agree to accept the SET/SEG Flexible Blue II HDHP Health Savings Account (H.S.A.). (Other employees of the Food Service Group are not entitled to insurance.) On January 1, 2009, January 1, 2010, and January 1, 2011 the Board agrees to deposit the full annual deductible amount into each association member's H.S.A. Funds in the H.S.A., which have not been spent on the deductible for medical expenses, will remain in the H.S.A. and not be reimbursed to the Board. The Board further agrees to make debit cards and/or checks available to be used in paying on the annual deductible. Any/all administrative fees/costs related to implementing the H.S.A. accounts shall be paid by the Board of Education. For new employees starting after January 1st of any year, the board's contribution will be prorated based on number of months left in the coverage year. This will not change the insurance deductible. The insurance will continue throughout the remainder of the contract unless another comparable insurance plan is agreed to by both parties. For head cooks and assistant cooks hired after July 1, it will only be coverage for the individual, not other family members. A cash in lieu option of \$300 per month will be available for those not choosing insurance. Dental coverage of 80/80/80 and VSP2 vision coverage will be provided to those entitled to medical insurance.

2. The Long-Term Disability Insurance will include:
 - 66 2/3% of Max Eligibility Salary
 - Maximum Monthly Benefit - \$5,000
 - Max Eligible Monthly Salary - \$7,500
 - 90 Calendar Days Modified Fill Elimination Period
 - No COLA
 - Mental/Nervous Same as Illness
 - Alcohol/Drug Same as Illness
 - 5% Maximum Payout
 - Pre-existing Limits Waived
 - Family Social Security Offset
 - No Survivor Income
 - Freeze on Offsets
 - No Educational Supplement
 - 2-Year Own Occupation

B. Sick Leave Days

Members of the unit will receive ten (10) sick leave days per year, on a pro-rated basis per hours worked, accumulative to 100 days. (This benefit became available to all members of the bargaining unit on January 5, 1998.) **Newly hired cafeteria employees (after July 1, 2009), will receive sick benefits only if working four or more hours.**

C. Personal Leave Days

Each member will receive two (2) Personal Leave Days per year, which will be based upon administrative approval. These days will be subtracted from the employee's accumulated sick leave days and will be based upon the pro-rata description appearing above. **Newly hired cafeteria employees (after July 1, 2009), will receive personal leave benefits only if working four or more hours.**

D. Funeral Leave

Funeral Leave will be granted for death in the immediate family on the basis of: three (3) days with two (2) additional days to be given by the Superintendent, if conditions warrant. Immediate family is defined as spouse, siblings, children, stepchildren, grandchild, step-grandchildren, parent (defined as foster, natural or adoptive), grandparent, mother-in-law, and father-in-law. These days are not to be subtracted from sick days.

E. Inclement Weather

In the event that school is dismissed on a scheduled school session day due to inclement weather or other emergencies, the employees (the Head Cook and the Assistant Cooks) covered by this agreement shall not be required to report to work on any "grace days/hours", even though no work is performed on all such days. Any days canceled beyond the "grace days/hours" shall result in employees not receiving pay for such days and employees will be required to work the rescheduled days for pay.

In reference to the Head Cook and Assistant Cooks only, the Board has agreed: In the event that school is dismissed on a scheduled school session day due to inclement weather or other emergencies, the employees covered by this agreement shall not be required to report to work on any "grace days/hours" allowed by state law, and the employees will be paid their normal day's pay for such "grace days/hours", even though no work is performed on all such days. Any days canceled beyond the "grace days/hours" shall result in employees not receiving pay for such days and employees will be required to work the rescheduled days for pay. When the Head Cook and Assistant Cooks have already reported on canceled days beyond the "grace days/hours" mentioned above, the Head Cook and Assistant Cooks will receive a minimum of three (3) hours pay although they may leave their workstation before the expiration of the three (3) hours. Of course, if the Head Cook and Assistant Cooks choose to work beyond this three (3) hour time period, they will be paid accordingly.

When other Food Service staff show up for work at their scheduled time in a 2-hour delay situation, and school has not yet been canceled, but subsequently is, they will be compensated for 3 hours wages or their regular scheduled hours, whichever is less.

F. Severance Pay

1. Head Cook and Assistant Cooks leaving after a minimum of 10 full years of service to Ida Public Schools will be provided \$8.00 compensation for each unused sick leave days.
2. Head Cook and Assistant Cooks retiring after a minimum of 10 full years of service to Ida Public Schools will be provided \$16.00 compensation for each unused sick leave days.
3. All other categories leaving after a minimum of 10 full years of service to Ida Public Schools will be provided \$4.00 compensation for each unused sick leave days.
4. All other categories retiring after a minimum of 10 full years of service to Ida Public Schools will be provided \$8.00 compensation for each unused sick leave days.

G. Length of Work Year

The Head Cook and Assistant Cooks may work up to 3 days after school is over. The Head Cook and Assistant Cooks may work up to 5 days prior to school opening. Any additional days may be approved by Superintendent. Other kitchen staff may work additional days if approved by the Superintendent.

H. Longevity

The Board of Education agrees to make the following longevity payments for Head Cooks and Asst. Cooks:

After 5 Years - \$ 50.00
After 7 Years - \$125.00
After 10 Years - \$175.00
After 15 Years - \$200.00
After 20 Years - \$300.00

The Board of Education agrees to make the following longevity payments for all other categories:

After 5 Years - \$ 50.00
After 7 Years - \$ 75.00
After 10 Years - \$100.00
After 14 Years - \$125.00
After 20 Years - \$175.00
After 25+ Years - \$200.00

I. Jury Duty

If an employee is called for jury duty, he/she will receive their regular salary during the service less the amount received for this jury duty.

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