

FRANKENMUTH SCHOOL DISTRICT

FOOD SERVICES PERSONNEL

WAGE AND BENEFITS SCHEDULE 2009-2012 SCHOOL YEAR

Wage Scales

The School District will continue to pay the retirement for all food services personnel.

FOOD SERVICES

School Supervisor & Cooks			
Step	2009/2010	2010/2011	2011/2012
0	\$8.57	\$8.66	\$8.79
1	\$8.93	\$9.02	\$9.16
2	\$9.30	\$9.39	\$9.53
3	\$9.65	\$9.74	\$9.89
4	\$10.01	\$10.11	\$10.26
5	\$10.37	\$10.48	\$10.63
6	\$10.73	\$10.84	\$11.00
7	\$11.11	\$11.22	\$11.38

Servers & Cashiers			
Step	2009/2010	2010/2011	2011/2012
0	\$7.69	\$7.77	\$7.88
1	\$8.04	\$8.12	\$8.24
2	\$8.38	\$8.47	\$8.59
3	\$8.73	\$8.82	\$8.95
4	\$9.09	\$9.18	\$9.31
5	\$9.43	\$9.52	\$9.66
6	\$9.77	\$9.87	\$10.01
7	\$10.13	\$10.23	\$10.39

Substitutes/Supervision			
Step	2009/2010	2010/2011	2011/2012
0	\$7.66	\$7.73	\$7.85

Clarification of Items

I. HOT LUNCH PERSONNEL AND SCHOOL ACTIVITIES

- A. All full time employees shall work at least six hours per day and at least thirty hours per week.
- B. Full time employees shall be compensated at 1½ times their hourly rate for work above 40 hours.
- C. Work during a school-sponsored activity will be reimbursed at \$11.49 per hour. The supervisor will be reimbursed \$14.60 per hour for school-sponsored events.

II. OUTSIDE ACTIVITIES

- A. All hot lunch personnel shall be paid \$11.49 per hour for work performed for any activity which is not sponsored by the Frankenmuth School District.
- B. All weekend work (Saturday and Sunday) will be paid \$11.49 per hour.
- C. Work performed for an organization other than the school district will be considered a contracted service and paid by separate check.

Work Year

Hot lunch employees shall work the same days as the teaching staff is required to work. When school is closed for student vacation periods or due to severe weather conditions, employees in the building affected will not be paid for these days. If, at the request of the principal or supervisor they are asked to report and perform, they will be paid for such time at the regular rate.

Sick Leave

Full time District employees will be allowed one day sick leave for each month worked, which may accumulate to 50 days. Sick leave will be paid only in half or full day multiples. Days used during the year will not exceed the accumulated total allowed.

Upon retirement or resignation, any fulltime employee with fifteen (15) or more years of District service will be paid \$35 per day for their accumulated sick days. To be eligible for payment for accumulated sick days, the employee must give written notice of intent to retire or resign at least 60 days prior to their expected separation date. In the unfortunate event that the qualifying employee dies after having served notice of intent to retire or resign, payment will be made to the beneficiary named in the written notice.

Personal Leave

Full time District employees are entitled to two days of personal leave per school year. Personal leave days may only be taken for the purpose of conducting business which cannot be conducted

during normal time away from the job. A written request for personal leave should be submitted to the immediate supervisor at least four days in advance of the requested leave day.

Set-Up/Clean-Up Time

Food services personnel will be paid their normal rate for set-up time prior to the opening of school in the fall and for clean-up time after school closes for the summer.

FRANKENMUTH SCHOOL DISTRICT WILL NOT DISCRIMINATE IN EMPLOYMENT OR OTHER MATTERS ON THE BASIS OF RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN, AGE, MARITAL STATUS, MEDICAL CONDITION, HANDICAP, OR ANY OTHER LEGALLY PROTECTED STATUS.

FRANKENMUTH SCHOOL DISTRICT

STANDARDS OF BEHAVIOR

All School District Employees:

In compliance with Federal rules (Drug Free Schools and Communities Act Amendments P.L. 101-226), the following information is provided as a part of the work agreement and as a part of the official Board Policies.

- A. Possession of illicit drugs and alcohol on school grounds or on school buses or in school facilities or at school activities is strictly forbidden. Such possession will be grounds for disciplinary action as described in item D below.
- B. Use of such illicit drugs and alcohol while at work for the District or appearing for work under their influence shall be cause for disciplinary action.
- C. Sale of such illicit drugs or alcohol to other employees, students, or others on school grounds or buildings will be cause for immediate dismissal from employment with the right of due process.
- D. Disciplinary Sanctions:
 - 1. Possession of illicit drugs or alcohol on school property or use of such drugs or alcohol while at work or reporting for work under their influence, first offense:
 - a. Four-week layoff without pay and enrollment in an appropriate rehabilitation program. Such program must be completed prior to completion of disciplinary sanctions.
 - 2. Second offense:
 - a. Dismissal from employment. Employees accused of such actions shall have the right of due process.