

**Three Rivers
Community Schools**

***Food Service
Personnel***

Work Agreement

July 1, 2010– June 30, 2012

TABLE OF CONTENTS

Article I	Wage Schedule	1
Article II	Sick Days	1
Article III	Personal Business Days	2
Article IV	Funeral Leave	2
Article V	Holidays	2
Article VI	Adverse Weather	3
Article VII	Separation of Benefits	3
Article VIII	Insurance	3
Article IX	Longevity	3
Article X	Uniform Allowance	3

**THREE RIVERS COMMUNITY SCHOOLS
FOOD SERVICE EMPLOYEES
SALARIES AND FRINGES**

I. Wage Schedule—An increase of wages is only based on a settlement with the Paraprofessionals for the year July 1, 2011 to June 30, 2012.

A.

Years of Service	2010/2011	2011/2012	
Beginning	\$9.48	\$9.48	
1	\$10.35	\$10.35	
2-3	\$11.03	\$11.03	
4	\$11.75	\$11.75	

- B. A September anniversary date for increment increases will be used for all employees.
- C. Years of service will be limited to that experience gained as an employee of the Three Rivers Community Schools.
- D. Satellite workers will be paid for a minimum of 3 hours for each day their school serves hot lunch. Register workers will be paid for a minimum of 2.5 hours for each day their school serves lunch.
- E. The head cook/kitchen manager at the production kitchen will be paid \$1.35 more per hour than what s/he would normally make at his/her respective step.
- F. The kitchen manager at the non-production kitchen in the Middle School will be paid \$0.95 more per hour than what s/he would normally get at his/her respective step.
- G. The assistant cook at the production kitchen will be paid \$0.95 more per hour than what s/he would normally get at his/her respective step.
- H. Staff members who work outside dinners will be paid at \$15.00 per hour beginning in August 2000. This pay will run through the district payroll.
- I. The food service delivery driver will be paid \$0.40 more per hour than what s/he would normally get at his/her respective step.

II. Sick Days

Sick days are to be allowed at the rate of one (1) day per month if the employee works half of the scheduled student contact days for the calendar month. Employees can earn a maximum of eight (8) days each year. Sick days may accumulate to one hundred (100) days total. Employees over one hundred (100) days as of February 9, 2011 will be grandfathered.

Any employee with perfect attendance from the first day of the school year up to December 1st may exchange four (4) unused sick days for one hundred dollars (\$100.00). It will

be the employee's responsibility to notify payroll in writing by December 5th of the current year if they wish to do such.

Beginning in the 1998-1999 contract year, any food service employee who has perfect attendance will receive \$150.00 in payment. Perfect attendance is defined as no time missed for any reason for the entire work year.

III Personal Business Days

- A. **Number of Days**—Each eligible employee shall be credited for each work year with two (2) days of personal leave, the second of which, if taken, shall be deducted from unused sick leave.
- B. **Use**—Personal leave shall be used only for business or personal obligations which cannot reasonably be scheduled at a time which does not conflict with the performance of the employee's duties. It shall not be used for other employment, the seeking of other employment, or for social, recreational, vacation, or other similar purposes.
- C. **Procedure**—Each request for personal leave shall be in writing using the school's "Approval for Absence" form.
- D. **Limitations**—The Employer shall not be required to grant a leave to any otherwise eligible employee if:
 - 1. The employee has given less than five (5) work days prior notice, except that a shorter notice may be permitted if the emergency could not have reasonably been foreseen and the longer notice given.
 - 2. A personal leave day may not be used prior to or directly following a vacation, such as Thanksgiving, Christmas, etc. except with the prior written approval of the Superintendent or his designee.

IV Funeral Leave

An employee shall be entitled to receive up to three (3) days with pay due to the death of a member of the immediate family, provided that the employee attends the funeral. Immediate family shall be interpreted to mean spouse, mother, father, brother, sister, son, daughter, grandparent or grandchild of the employee or the employee's spouse. With the prior approval of the Superintendent or his designee, three (3) additional days may be granted, which days shall be deducted from unused sick leave.

V Holidays

The following holidays shall be observed:

- Labor Day
- Fair Day (when school is not in session)
- Thanksgiving Day and the day after
- Christmas Day
- New Year's Day
- Memorial Day
- Good Friday

An employee shall receive his/her regular compensation for the above holidays if the employee was not absent the last scheduled work day preceding the holiday and the first scheduled work day following the holiday.

VI Adverse Weather

If school is closed on scheduled instructional days because of adverse weather or other emergencies and no food services are required, employees will not be paid for such days, provided, however, that if such student instructions days are rescheduled, employees shall be required to work on any such days and will be paid at their regular daily rate of pay.

Beginning in the 2008-2009 contract year, food service employees will be paid for the normal hours they would have worked for two (2) "Act of God" days.

VII Separation of Benefits

All employees who have completed three (3) consecutive years of service shall, upon voluntary termination of employment, be reimbursed for unused sick leave days at the rate of \$20.00 per day. The maximum allowable separation benefits shall not exceed \$1,500.00. After 20 years of service the maximum allowable separation benefit shall not exceed \$2,400.00.

VIII Insurance

The Employer agrees to contribute on behalf of the employees who regularly work twenty-five (25) hours or more per week the sum of \$104.00 per month for the entire year (October through September) in 2008-2009 and \$109.00 in 2009-2010.

The employees who regularly work less than twenty-five (25) hours per week the sum of \$80 per month for the entire year (October through September) in 2008-2009 and \$85.00 in 2009-2010.

Plan "A" Hospitalization Insurance. Medical and hospital insurance with the carrier selected by the Employer.

Plan "B" Cash in lieu of insurance and/or employee purchased tax deferred annuities.

IX Longevity

After 10 years—\$0.15 hour

After 15 years—\$0.20 hour

After 20 years—\$0.25 hour

After 25 years—\$0.30 hour

X. Uniform Allowance

A uniform allowance shall be available to food service employees according to the following schedule.

A. \$65.00 for employees who work 25 hours or more per week.

B. \$50.00 for employees who work less than 25 hours per week.

Employees are required to submit receipts for reimbursement. Receipts must be turned in by June 15th of each year.