

AGREEMENT

BETWEEN THE

FENNVILLE PUBLIC SCHOOLS
BOARD OF EDUCATION

AND THE

FOOD SERVICE EMPLOYEES

TEAMSTERS LOCAL 214

September 13, 2011 to June 30, 2014

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**FENNVILLE PUBLIC SCHOOLS
MASTER AGREEMENT
FOOD SERVICE EMPLOYEES**

PREAMBLE

This Agreement entered into September 13, 2011 between Fennville Public School District of Allegan County, Michigan, hereinafter referred to as the "Employer" and International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America/Teamsters Union Local, No. 214, Detroit, Michigan, hereinafter referred to as the "Union."

**ARTICLE I
PURPOSE AND INTENT**

The general purpose of this Agreement is to set forth the wages, hours, working conditions and other conditions of employment. Both parties agree to abide by the terms and provisions set forth herein for the duration of this Agreement.

**ARTICLE II
RECOGNITION**

The Employer hereby recognizes the Union as the exclusive bargaining representative, as defined in Section II of Act 379, Public Acts of 1965, as amended, for all full-time and regular part-time food service employees, excluding supervisors, casual and/or substitute employees, and all other employees working less than three hours.

**ARTICLE III
MANAGEMENT RIGHTS**

The Board on its own behalf and on behalf of the electors of the district, hereby retains and reserves, unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of Michigan and of the United States, including, but without limiting the generality of the foregoing, the right:

- (1) To the executive management and the administrative control of the school system and its properties and facilities, and the direction of the activities of its employees within the scope of their employment; to establish written personnel and other policies;
- (2) To hire all employees subject to the provisions of law, to determine their qualifications for continued employment, to discharge, discipline or demote for just cause, and to promote, transfer, and retire all such employees;

The exercise of the foregoing powers, rights, authority, duties and responsibilities by the Employer, the adoption of policies, rules and regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms, of this agreement.

ARTICLE IV
UNION SECURITY

Section 1. Membership in the Union is not compulsory. Employees who are included in the bargaining unit have the right to join, not join, maintain, or drop their membership in the Union as they see fit. Neither party shall exert any pressure in or discriminate against an employee as regards such matters.

Section 2. The Union is required under this Agreement to represent all of the employees in the bargaining unit fairly and equally without regard to whether or not an employee is a member of the Union.

Section 3. All present members of the bargaining unit for whom the Union has been designated the exclusive bargaining agent in Article II of this Agreement shall, as a condition of employment, become a member of the Union or pay a representation fee equal to the Union Dues.

Section 4. All new employees, which qualify as members of the bargaining unit, as defined in Article II, completing thirty (30) working days as full-time food service employees, shall become members of the Union or pay a representative fee equal to the Union Dues.

An additional thirty (30) working day probationary period shall be granted at the request of the Employer. Such request shall be in writing to the Steward prior to expiration of the original probationary period.

ARTICLE V
SAVE HARMLESS

The Union agrees to indemnify and save the Board, including each individual school board member, all administrators, and all supervisors, harmless against any and all claims, demands, costs, suits, or other forms of liability including back pay and all court or administrative agency costs that may arise out of or by reason of action by the Employer for the purpose of complying with Article IV.

ARTICLE VI
DEDUCTION OF DUES

Section 1. During the period of this Agreement, the Employer agrees to deduct from the pay of any employee all dues if:

- (a) The dues amount is verified in writing by the Union at least 20 days prior to when payroll deduction is to be made.
- (b) Authorization cards are submitted and signed by each employee.
- (c) The employee has sufficient funds to cover the total dues amount after other required deductions. If an employee does not have sufficient funds available in the first payroll period each month, the employee shall be responsible to the Union for such dues.

Section 2. The Employer agrees to make such deductions from the first payroll period each month for the duration of this contract. Further, the Union monies withheld will be forwarded to an official designated by the Union within ten (10) days after such deduction was made along with a dues check-off list.

ARTICLE VII
PROBATION

Section 1. New employees will acquire seniority after thirty (30) working days. In the event that two or more employees have the same date of hire, then seniority shall be determined among such employees by the highest last four (4) digits of the new hires social security numbers.

Section 2. Those employees, who become part of the bargaining unit, shall commence payment of Union dues or pay a representation fee equal to the Union dues after thirty (30) working days of continuous employment with the Fennville Public Schools providing these fees are verified in writing in the Superintendent's Office during the period of this Agreement.

ARTICLE VIII
EXTRA CONTRACT AGREEMENTS

Section 1. The Employer agrees not to enter into any agreement with another labor organization during the life of this Agreement with respect to the employees covered by this Agreement; or any agreement or contract with the said employees, individually or collectively, which in any way conflicts with the terms or provisions of this Agreement, or which in any way affects wages, hours, or working conditions of said employees, or any individual employee, or which in anyway may be considered a proper subject for collective bargaining. Any such agreement shall be null and void.

Section 2. The Employer agrees to respect the jurisdictional rules of the Union and shall not direct or require its employees other than the employees in the bargaining units here involved except in emergencies, to perform work which is recognized as the work of the employees in said units.

ARTICLE IX
WAGES

Attached hereto are schedules showing the classification and wage rates of the employees covered by this Agreement. It is mutually agreed that said schedules and the contents thereof shall constitute a part of this Agreement.

ARTICLE X
BARGAINING UNIT CLASSIFICATION

There shall be three bargaining unit classifications:

Head Cook/Head Cashier
Cashier
Cook/Server

ARTICLE XI
VACANCIES AND PROMOTIONS

The Employer shall consider internal candidates first by posting bargaining unit positions for five (5) working days. The posting shall have a job description and list a rate of pay. Job vacancies and promotions shall be based upon qualification, work record, and seniority. Classification seniority shall be considered before bargaining unit seniority. If additional hours are added to an existing position, that position shall be open to bid by eligible members of the bargaining unit.

ARTICLE XII
LAYOFF AND RECALL

If the Employer determines a reduction in food service is necessary, layoff shall be by seniority. Bargaining unit members shall have the right to bump other bargaining unit members providing the unit member has the seniority and is qualified for the job. Newly hired bargaining unit members on probation will first be laid off. Unit members in training are not considered part of the classification for which they are being trained. Layoff will be by least senior person, not classification.

Recall shall be by seniority in inverse order of layoff by classification or outside classification provided the unit member has worked at least six (6) months in a classification. Notice of recall shall be sent to the address of record as provided by the unit member. The unit member is responsible for providing the Employer with their current address. The Employer shall give ten (10) workdays notice of both layoff and recall.

It shall be the responsibility of each employee to notify the Employer of any change of address.

ARTICLE XIII
EMPLOYEE CONDUCT, DISCIPLINE AND DISCHARGE

The safe, orderly and efficient operation of the school district requires that employees maintain discipline and proper personal standards of conduct at all times. The Employer shall have just cause for disciplining, up to and including discharge of any employee of this bargaining unit.

The intent and purpose of this Article is to provide for progressive disciplinary action. Disciplinary action may be imposed upon an employee for failure to fulfill the employee's job responsibilities or for improper conduct, while on the job, except that nothing in this Article shall prevent the employer from taking immediate and appropriate disciplinary action should it be required by the circumstances, with proper written notice thereof to the Union at the time such action is taken.

In any case, where disciplinary action is necessary, the following order of procedure shall be followed, however, nothing shall preclude the Employer from deviating from the procedural steps listed below, depending on the severity of the offense.

Procedural Steps:

1. Oral Reprimand
2. Written Warning
3. Suspension without Pay
4. Removal or Discharge

This provision is not intended to prohibit the Employer from disciplining an employee at an advanced step, if the infraction is of a serious enough nature and warrants such discipline.

ARTICLE XIV
GRIEVANCE PROCEDURE

Section 1. It is mutually agreed that all grievances shall be settled in accordance with the procedure herein provided. A grievance shall be defined as a charge of violation, misinterpretation, or misapplication of the expressed terms of this Agreement.

Section 2. For purposes of this Article, days shall mean calendar days, exclusive of Saturday, Sunday, and legal holidays.

Section 3.

Procedures :

(Step 1) A grievance shall exist when a request by an employee has been rejected or not acted upon by the employee's supervisor. (This employee and the supervisor should attempt to settle issues as they arise on an informal basis.) If not resolved:

(Step 2) The employee must reduce the grievance to writing on a standard grievance form within five (5) days of the alleged grievance and deliver same to his Supervisor. The written grievance shall contain the following items:

- A. Name of grievant
- B. Date grievance occurred
- C. The specific contract section(s) violated,
- D. Facts of the grievance
- E. Relief requested
- F. Signature of grievant and appropriate steward

Within five (5) days of the receipt of the written grievance, the Supervisor shall have a conference with the aggrieved and the steward. It is the supervisor's responsibility to attempt to set a mutually satisfactory time and place for said meeting. Within five (5) days after this meeting, the supervisor shall state his decision in writing and furnish a copy thereof to the employee and the steward.

(Step 3): Within five (5) days after receiving the decision in Step 2, the aggrieved and steward may appeal in writing to the Superintendent of Schools.

(a) Within five (5) days of the receipt of the written grievance, the Superintendent or his designee shall have a conference with the aggrieved and the steward. It is the Superintendent's

responsibility to attempt to set a mutually satisfactory time and place for said meeting.

(b) The Superintendent shall state his decision in writing within five (5) days and furnish a copy to the grievant and steward.

(Step 4) If the Union is not satisfied with the disposition of the grievance by the Superintendent or the Board of Education or if no decision is rendered within the time provided in Step 3, the Union may, within ten (10) days submit the matter to mediation.

(Step 5) If satisfactory agreement is not reached through mediation, the Union may, within forty-five (45) days of closure of the mediation process, submit the issue to arbitration.

(Step 6) Prior to submitting the matter to arbitration, the Union shall so inform the Superintendent of Schools, in writing, of the Union's intention. The Board's representative and the Union shall mutually select the arbitrator within ten (10) days of the arbitration request. If the parties cannot agree to the arbitrator, he shall be selected by the American Arbitration Association in accordance with its rules. The only evidence or arguments which may be presented at the arbitration hearing are those which were used in the previous steps of this grievance procedure and to which written reference has been made.

The arbitrator shall hear the grievance in dispute and shall render his decision in writing within thirty (30) days from the close of the hearing. The arbitrator's decision shall be submitted in writing and shall set forth his findings and conclusions with respect to the issue submitted to arbitration. The arbitrator shall confine his decision to the particular case submitted to him/her. Both parties agree to be bound by the award of the arbitrator.

The arbitrator shall have no authority except to pass on alleged violations of this Agreement. The arbitrator shall have no power to alter, add to, or subtract from the terms of this Agreement, nor to interfere with the exercise of the Board's Rights and Responsibilities, except as these are expressly limited by this Agreement. Each party shall pay their own witness fees. The fees and expenses of the arbitrator shall be shared equally by both parties.

On agreement between the Board of Education and the Union, hearing upon a grievance may be commenced at any step, and any time limit with the grievance procedure may be extended by mutual agreement.

Any disposition of an appeal which is not issued within time limits specified shall result in a forfeiture of the grievance.

It is the intention of both parties hereto that the procedures set forth herein shall serve as a peaceful means for settlement of any dispute, which may arise between them. Therefore, the Union and its members, individually and collectively, agree that during the term of this Agreement there shall be no strikes, stoppage or work slow-down or sit-down, and the Employer agrees that it will not institute any lockout during the duration of this Agreement.

ARTICLE XV
STEWARDS

The Employer recognizes the right of the Union membership to elect stewards and alternates for the duration of the contract from the employee's seniority list. The authority of the steward and alternate so selected by the Union shall be limited to, and shall not exceed, the following duties and activities:

- A. Negotiation of the contract
- B. Contract Administration
- C. Grievance Processing

The above activities shall be conducted with the Employer or the designated school representative in accordance with the provisions of this Agreement during working hours without loss of pay.

Section 2. The collection of dues when so authorized by the Union.

Section 3. The transmission of such messages and information, which shall originate with, and are authorized by the Union or its offices, provided such messages and information:

- a. have been reduced to writing, or,
- b. are of a routine nature and do not involve work stoppage, slow-down, or other interference with the Employer's business.

The steward and alternate have no authority to take strike action, or any other action, which interrupts the Employer's business. The Employer recognizes these limitations upon the authority of the steward and his alternate, and shall not hold the Union liable for such acts. The Employer shall have the authority to impose proper discipline, including discharge, in the event the steward has taken any of the above actions (i.e. strike, slow-down, work stoppage, etc.)

Section 4. It is recognized that the Union may use school buildings for meetings, providing the proper procedures are followed in the scheduling of these buildings. The Union will be responsible for maintenance and supervision at said meetings. Prior approval must be obtained from the supervisor to conduct Union Business on school time.

ARTICLE XVI
LEAVES OF ABSENCE

Section 1. Any employee desiring a leave of absence from his employment shall secure written permission from the Employer. Leave of absence of short duration without pay may be granted subject to the availability of an adequate replacement. Any such request will be in writing and submitted at least five (5) days prior to the date of anticipated absence. The Supervisor may waive the five (5) day requirement in cases of emergency.

Section 2. The Employer agrees to grant time off limited to three (3) days in any one calendar year, without discrimination or loss of seniority rights and without pay, to an employee to attend a labor convention or serve in any capacity on other official Union business, provided that one

week written notice is given to the Employer by the Union, specifying length of time off for Union activities. The Union guarantees that there shall be no disruption of the Employer's operations due to lack of available employees or the creation of a condition, which would necessitate overtime pay for an employee filling the position created by such time off.

Section 3 .Employees shall receive credit for two (2) personal business days on the first day of the school fiscal year. Employees starting in the second six months (January 1-June 30) shall receive a proration of one (1) personal business day. Personal business is defined as domestic, financial or legal business that cannot be done outside of working hours. It is understood that personal business days may not be used for social, leisure, or recreational purposes or in conjunction with a holiday, vacation, or recess period. (Emergency personal business days may be granted by the Superintendent, depending upon the need and the attendance record of the employee.) Personal days shall not be cumulative. Employees electing not to utilize their Personal Days through the course of the school year shall be paid for such days not utilized, in the last pay-period of the school year, at their regular rate. Employees shall give as much notice as possible when requesting the use of Personal Days. Personal days may not be used to extend school breaks or in the last week (five days) of the school year.

Section 4. Medical disability leaves shall be granted for a period of up to one (1) year upon the same provisions of Article XVII, Section 1. Such leaves of absence shall be without pay, fringe benefits, or accrual of vacations or sick leave. Medical disability may be extended by the Employer upon written request of the Employee.

ARTICLE XVII

EQUIPMENT, ACCIDENTS AND REPORTS

Section 1. In establishing operational procedures, the employer shall consider personal safety.

Section 2. When an employee is required by a supervisor to work under a condition, which the employee regards as a violation of a safety rule, the employee shall have the right to protest and if ordered by the supervisor to perform the work involved the employee shall have the right to perform the work under protest and shall refer the matter to the Superintendent for consideration and recommendation.

Section 3. An employee who is injured while performing his job and is required to leave the job because of such injury and is required to remain off the job by medical authority will be paid for the whole day.

Section 4. An employee involved in any accident shall immediately report said accident and any physical injury sustained. An employee shall make out an accident report in writing on forms furnished by the Employer and shall turn in all available names and addresses of witnesses to any accidents. Failure to comply with this-provision shall subject such employee to disciplinary action by the Employer.

Section 5. It is the duty of the employee and he shall immediately, or at the end-of-his shift, report all defects of equipment. Such reports shall be made on a suitable form furnished by the

Employer and shall be made in multiple copies, one copy to retained by the Employer.

ARTICLE XVIII
SEPARABILITY AND SAVINGS CLAUSE

Section 1. In the event that any provision of this Agreement shall at any time be declared invalid by any court of competent jurisdiction, the decision shall not invalidate the entire Agreement, it being the express intention of the parties that all other provisions shall remain in full force and effect.

Section 2. In the event that any provision of this Agreement is held invalid, as set forth above, the parties shall enter into negotiations for the purpose of arriving at a mutually satisfactory replacement for the provision held invalid.

ARTICLE XIX
SAFETY COMMITTEE

A safety Committee composed of Union and Employer representatives will meet in September and January of each school year, if a request to meet is made by either party to the contract. The agenda for meetings will be jointly developed by the Steward and the Supervisor. The parties recognize the Employer has the ultimate responsibility for school safety.

It is agreed that the Safety Committee shall meet in a timely manner when a request is made by either party.

ARTICLE XX
WORKER'S COMPENSATION

The Employer shall maintain insurance benefits for a member of the unit while the employee is receiving worker's compensation from the school, up to a maximum of one year.

ARTICLE XXI
CONTINUING CONTRACT REVIEW

Section 1. The Board and the Union mutually agree that the terms and conditions set forth in this Agreement represent the full and complete understanding and commitment between the parties hereto which may be altered, changed, added to, deleted from or modified only through the voluntary mutual consent of the parties in an amendment hereto.

Section 2. Should a discussion of the parties result in a mutually acceptable amendment to the Agreement, then the proposed amendment shall be subject to ratification by the Board and the Union.

ARTICLE XXII
GENERAL PROVISIONS

Section 1. Authorized representatives of the Union shall be permitted to visit the operation of the Employer during working hours to talk with Stewards of the Local Union and/or representatives of the Employer concerning matters covered by this Agreement, so long as this conference doesn't interfere with the duties of the employee.

Section 2. The Union shall have the right to examine time sheets and other records pertaining to the computation of compensation of any employee whose pay is in dispute or any other records of the employee pertaining to the specific grievance, at reasonable times with employee consent. Requests for this information shall be in writing to the Superintendent's Office.

Section 3. The Employer shall provide for biweekly pay periods. Each employee shall be provided with an itemized statement of his earnings and all deductions made for any purpose.

Section 4. Should the Employer require any employee to give bond, cash bond shall not be compulsory and any premium involved shall be paid by the Employer.

Section 5. The school will provide legal counsel to represent any employee as required or needed as a result of the acts occurring when and while said employee is in the performance of his normal duties and responsibilities provided that it has been determined that the employee has acted within the scope of school and administrative policy.

Section 6. The Employer shall provide an area in the facility where employees hereunder are employed for the posting of seniority and vacation lists and for use of the Union and Employer.

Section 7. At the beginning of the school year, the business office will compile a listing of sick leave accumulations. The list will be posted in the food service area.

Section 8. When an employee is required by the Employer to furnish his own transportation to and from a job location, he shall receive a mileage allowance, the rate of which is established by Board Policy, or will be furnished transportation by the school district; from home to the job is not considered part of this section.

Section 9. For any schooling or in-service training assigned by the administration occurring on a leave day or off duty time, the employee will be paid straight time.

Section 10. The cost of tuition and expenses for conferences and workshops will be paid by the District. The Superintendent or his designee will choose courses and the personnel to attend.

Section 11. The Employer reserves the right to hire supervisory and salaried employees at its own discretion and will consider existing employees who apply.

Section 12. An Employee, when assigned to work in a higher classification shall receive the higher rate of pay for those hours so worked in the higher pay classification. When an employee is assigned work in a lower classification during the workday he shall not suffer a reduction in pay.

Section 13. The Employer agrees to furnish all necessary equipment needed to perform their assigned duties. Further, the Employer agrees to keep said equipment in safe operating condition.

ARTICLE XXIII
FRINGE BENEFITS

Health Insurance

Section 1

A. The single subscriber rate of the health insurance carrier selected by the Employer, subject to an employee co-payment as follows:

2011-12	10% employee co-payment
2012-13	15% employee co-payment
2013-14	20% employee co-payment

This is limited to adding one (1) additional employee from the bargaining unit per year to health insurance selected by the Employer. If more than one employee qualifies, the employee with the highest seniority shall have the first option to this benefit. Eligible employees must work a minimum of seven (7) hours per day.

B. Eligible employees who choose not to enroll in the Health Insurance program shall receive an additional \$140.00 per month paid to an Employer selected annuity

Section 2. Life Insurance: Term life insurance in the amount of eighteen thousand (\$18,000) will be provided for unit members regularly scheduled to work five and one-half hours daily.

Section 3. Sick Leave: One sick day per month, cumulative to 95. Twelve days in a month must be worked to qualify for a sick leave day. Five days may be used for illness in the immediate family. Twenty dollars (\$20.00) will be paid annually for each accumulated sick leave day beyond 80, capped at 10 per year.

All unpaid days of absence require an excuse from a physician.

In June of each year, each Food Services Employee shall be paid \$200.00 if they did not miss any workdays except those due to school-related activities, bereavement, or paid personal days, during the previous 12 months (June through May); or they shall be paid \$100.00 if they missed only one day; or \$50.00, if they missed only two days.

Section 4. Personal Leave: Two (2) personal leave days per year, non-cumulative.

Section 5. Holidays: The following holidays are recognized as paid days:

Labor Day	Memorial Day.
Day After Thanksgiving	Thanksgiving Day
Christmas Eve	Christmas Day
New Year's Eve	New Year's Day
Good Friday as follows:	

- A. If there is no school scheduled, employees will receive one (1) half day paid vacation.
- B. If there is a half day of school scheduled, employees will receive

one (1) half day paid vacation in addition to any paid hours employees receive that day.

C. If a full day of school is scheduled, there will be no holiday pay.

NOTE REGARDING HOLIDAY PAY: Employees must work the last scheduled day before a holiday and the first scheduled day after a holiday in order to receive pay for the holiday.

Section 6. Clothing Allowance:

Employees shall be provided an annual Clothing Allowance based upon the following table:

Employees who work at least:	But not more than:	Amount:
2 hours	4 hours	\$150.00
4 hours	6 hours	\$200.00
6 hours	8 hours	\$250.00

Section 7. Death in Family: In the event of the death in the immediate family, a unit member shall receive up to three (3) days with pay in order to make arrangements or the funeral of and immediate family. Immediate family is defined as:

Spouse	Mother- in law
Daughter	Father-in-law
Son	Brother-in-law
Father	Sister-in-law
Mother	Step-Father
Sister	Step-Mother
Brother	Step-Sister
Grandparents	Step-Brother
Grandchildren	Step-Children
Daughter-n-law	Relative Living In The Household
Son-in-law	

Section 8. Medical Costs Required medical costs shall be the responsibility of the Employer. Employer will pay for hepatitis B shots; however, the employee will reimburse the district's cost if the standard series of shots is not completed by the employee.

Section 9. Longevity Unit members shall receive longevity according to the following:

Unit members shall receive longevity as follows:		
<u>2008 – 2009</u>	<u>2009 – 2010</u>	<u>2010 - 2011</u>
5 years - \$175.00	5 years - \$175.00	5 years - \$200.00
8 years - \$375.00	8 years - \$375.00	8 years - \$400.00
11 years - \$475.00	11 years - \$475.00	11 years - \$500.00
14 years - \$550.00	14 years - \$550.00	14 years - \$600.00
17 years - \$650.00	17 years - \$650.00	17 years - \$700.00

ARTICLE XXIV
EXTRA HOURS

Section 1. Extra hours shall be assigned by the supervisor on a rotating basis according to the seniority of the bargaining unit members who are qualified to complete the work and have not signed a list to be excluded.

Section 2. Overtime shall be paid to any employee who works more than 8 hours in a 24 hour period or forty hours in a 7 day period.

ARTICLE XXV
INCLEMENT WEATHER

Employees shall be paid for the first two days per year in which school is cancelled due to inclement weather. School must be cancelled for the entire day for this to take effect.

An employee may, at his or her discretion, utilize their two (2) Personal Days, to cover time lost for inclement weather, in excess of the two (2) allowed inclement weather days.


In the event an employee has reported to work for his or her regularly scheduled shift, and a determination is made to cancel the balance of the school day due to inclement weather, the employee shall be paid a minimum of two (2) hours pay, at the employees regular hourly rate, or actual hours worked, whichever is greater.

ARTICLE XXVI
DURATION OF AGREEMENT

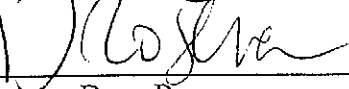
This agreement shall be in effect from September 13, 2011 to June 30, 2014.

In witness whereof, the parties so signify.

FENNVILLE PUBLIC SCHOOLS



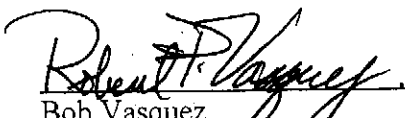
President, Anthony D'Angaro
Board of Education



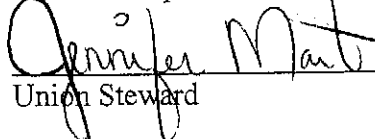
Secretary, Dana Rosema
Board of Education

Dated: 9/13/11

TEAMSTERS LOCAL 215



Bob Vasquez
Business Representative



Union Steward

Dated: 9/13/11

APPENDIX A – WAGES

	2011-2012	2012-2013	2013-2014
0 – 1 Years	\$9.79	\$9.89	\$9.99
1 -5 Years	\$10.70	\$10.80	\$10.90
After 5 Years	\$11.37	\$11.47	\$11.57
After 8 Years	\$11.82	\$11.92	\$12.02

An hourly premium of \$.50 will be added to cashier wages, and \$.70 will be added to head cook wages, and \$.80 *will* be added to the head cashier wages.

OUT OF CLASSIFICATION PAY:

If an employee substitutes a full shift at a higher classification the employee shall receive the pay rate to the higher classification.

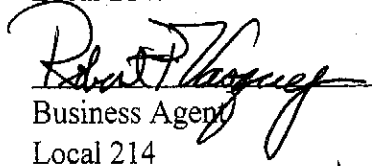
**LETTER OF UNDERSTANDING BETWEEN THE
BOARD OF EDUCATION AND THE FOOD SERVICE EMPLOYEES
EFFECTIVE SEPTEMBER 13, 2011 AND ENDING JUNE 30, 2014**

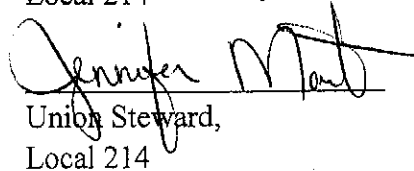
THE FOLLOWING SICK LEAVE INCENTIVE SHALL BE OFFERED:

After an employee has accumulated twelve (12) sick days, the employee may redeem two (2) sick days for one (1) paid day during a holiday break under the following conditions:

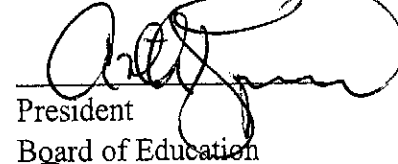
1. The employee must maintain a minimum of ten (10) sick leave days.
2. The employee may not redeem more than six (6) sick leave days in a school year, which would allow the employee to be paid for three (3) days during a holiday break.
3. Redeemed days are removed from sick leave total.
4. Employees will be paid for normal hours scheduled.

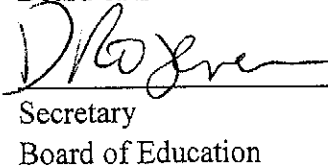
For the Teamsters,
Local 214:


Business Agent
Local 214


Union Steward,
Local 214

For the Fennville Public
Schools:


President
Board of Education

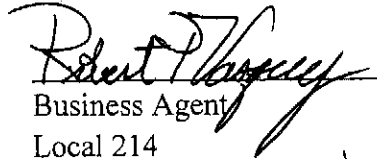

Secretary
Board of Education

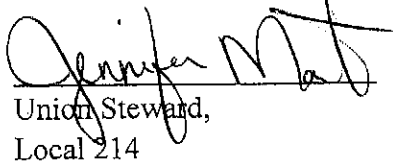
**LETTER OF UNDERSTANDING
BETWEEN THE BOARD OF EDUCATION AND THE FOOD
SERVICE EMPLOYEES
EFFECTIVE SEPTEMBER 13, 2011 AND ENDING JUNE 30, 2014**

It is recognized that:

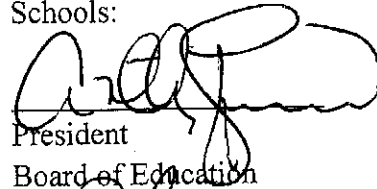
1. Employment covered by the Master Agreement between the Food Service Employees and the Board is school year employment.
2. The time frame covered by such employment is generally from late August/early September to late May/early June and is consistent with the time that students are in session for the normal school year.
3. The Employer has the obligation to notify employees of the likelihood of continued employment for the upcoming school years.
4. If such notification is made by the Employer to the individual employee, it is understood that the employee may not claim Unemployment Compensation for the time between the last day of the school year and the beginning of the next school year. (Summer)
5. This Letter of Understanding has been written to be consistent with known labor law pertaining to such matters. It is not an attempt to deny any employee benefits for which he/she may be entitled.

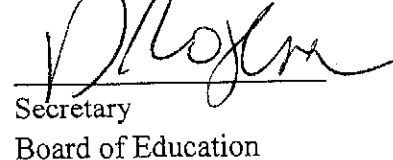
For the Teamsters,
Local 214:


Business Agent
Local 214


Union Steward,
Local 214

For the Fennville Public
Schools:


President
Board of Education


Secretary
Board of Education

