

Letter of Agreement
between the
Michigan Center Educational Support Personnel Association
and the
Michigan Center School District
September 2020

Re: Additional Hours for Food Service Bargaining Unit Members

The Association and the District are parties to a Collective Bargaining Agreement (CBA) covering the period from July 1, 2020 through June 30, 2021. All provisions of the current CBA will continue in effect inclusive of the following:

1. Additional work, related to the COVID-19 pandemic student feeding program for employees in the Food Service classification beyond regularly assigned hours, will be voluntary. A work schedule will be created and members will have an opportunity to opt-out of being assigned additional work.
2. Whenever additional hours are available during the school day, such hours will be offered on a rotating basis for those who sign up for such hours, provided that none of the additional hours conflict with the employee regular hours. Employees will be paid at their current position pay rate for all additional hours worked.
3. Employees may work beyond regularly assigned hours, as needed, no to exceed eight hours per day.
4. Any voluntary increase in hours for a related position addressed in the LOA is not a permanent increase of hours.
5. Employees who work six (6) hours or more per day will be entitled to two (2) ten (10) minute relief times and one (1) unpaid thirty (30) minute duty free lunch period. Employees who work three (3) hours or more will be entitled to one (1) ten (10) minute relief time. Employees who work overtime will be entitled to an additional ten (10) minute relief time for every three (3) consecutive hours worked. Any employee wishing to refuse the unpaid (30) minute duty free lunch period may opt-out by providing written confirmation on a district provided form.
6. By entering into this Agreement, neither the Board or Association waive any other rights or protections respectively afforded to them by the terms of the CBA, except as otherwise specifically waived, modified, or relinquished in this agreement.
7. The Association and District enter into this agreement as a one-time non- precedent setting event.
8. This Agreement will expire on December 31, 2020 or when USDA funding for the program is depleted, whichever occurs first.

Melissa J. Stever

(For the Association)

9-30-20

(date)

[Signature]

(For the District)

9-30-20

(date)