

IDA PUBLIC SCHOOLS
 CONTRACT AGREEMENT
 with
 FOOD SERVICE EMPLOYEES

July 1, 2005 - June 30, 2008

The following summarizes the agreement reached between the Ida Public Schools Board of Education and the Food Service employees for the 2005-2008 school years. The new contract is retroactive to July 1, 2005 and expires on June 30, 2008.

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 2005-2006 (1.25%)	2006-2007 (2.50%)	2007-2008 (2.50%)
Head Cook	15.63	16.02	16.42
Sub Head Cook (5 days or less)**	13.97	14.32	14.68
Assistant Cooks	11.26	11.54	11.83
	Retroactive 2005-2006 (1.50%)	2006-2007 (1.50%)	2007-2008 (1.50%)
Line Servers	11.08	11.25	11.42
Cashiers	11.08	11.25	11.42
Dishwashers	11.08	11.25	11.42
Substitutes**	10.49	10.49	10.49

**Will be adjusted to the positions' full wages after (5) five consecutive days, effective July 1, 2006.

III. OTHER CONTRACTUAL AGREEMENTS

A. Hospitalization/Medical, Dental, Vision, and Life Insurance

The Head Cooks and the Assistant Cooks will receive a Board paid medical, dental, vision and life insurance benefits. This will be (SET/SEG/HSA). This will also include a preventative care rider, 80/80/80 dental coverage, VSP2 vision coverage, and \$30,000 life insurance. Any employee choosing the cash in lieu option instead of health insurance coverage will be capped at \$300 per month reimbursement.

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 Monday, January 5, 1998.)

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.

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 cooks 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 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 Cooks have already reported on canceled days beyond the “grace days/hours” mentioned above, the Head 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 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 Cooks and Asst. 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 Cooks and Asst. 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 Cooks may work up to 3 days after school is over. The Head 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

Food Service Representative	Date	Board Representative	Date
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