

IDA PUBLIC SCHOOLS
CONTRACT AGREEMENT
With The
FOOD SERVICE EMPLOYEES

July 1, 2011 - June 30, 2014

The following summarizes the agreement reached between the Ida Public Schools Board of Education and the Food Service employees for the 2008-2011 school years. The new contract is retroactive to July 1, 2008 and expires on June 30, 2011.

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:

| | 2011-2012 | 2012-2013 | 2013-2014 |
|--|-----------|-----------|-----------|
| Head Cook | 19.90 | 19.90 | 19.90 |
| Assistant Cooks | 13.78 | 13.78 | 13.78 |
| Sub Asst Cook (5 days or less) | 12.76 | 12.76 | 12.76 |
| Sub Asst Cook (more than 5 consecutive days) | 13.78 | 13.78 | 13.78 |
| | | | |
| | 2011-2012 | 2012-2013 | 2013-2014 |
| Line Servers | 11.77 | 11.77 | 11.77 |
| Cashiers | 11.77 | 11.77 | 11.77 |
| Dishwashers | 11.77 | 11.77 | 11.77 |
| Substitutes | 10.49 | 10.49 | 10.49 |

III. OTHER CONTRACTUAL AGREEMENTS

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

The head cooks and assistant cooks will receive the same health insurance package options the other groups receive. Specifics follow:

The Board agrees to deposit the full annual deductible amount into each association member's H.S.A. Funds in the H.S.A., which have not been spent on the deductible for medical expenses, will remain in the H.S.A. and not be reimbursed to the Board. The Board further agrees to make debit cards and/or checks available to be used in paying on the annual deductible. Any/all administrative fees/costs related to implementing the H.S.A. accounts shall be paid by the Board of Education.

The Board shall contribute up to \$584 for single, \$1,301 for double and \$1,501 for family insurance coverage per month for a full twelve (12) month period for the employee and his/her entire family (except for LTD and negotiated life which will be for the employee only) which will include the XVA2 Rider. If the District plans to change insurance policies this contract will be re-opened to negotiate the insurance changes. At no time over the term of this agreement will the food service personnel have to pay over 20% of their health insurance costs.

If legislation is passed by the House and Senate requiring employees to contribute toward their insurance premiums then the cooks and assistant cooks will begin making those contributions effective July 1, 2012.

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 January 5, 1998.) Newly hired cafeteria employees (after July 1, 2009), will receive sick benefits only if working four or more hours.

Sick leave may be used for the serious illness of a member in the immediate family which requires the presence of the employee. The number of sick days which may be used for this purpose shall not exceed a total of ten (10) days per year for the employee's spouse, children, parent (defined as foster, natural, or adoptive), mother-in-law, father-in-law, or others residing in the household. The Board may require a doctor's statement to verify that the family member's condition is serious and that the presence of the employee is required.

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.

Newly hired cafeteria employees (after July 1, 2009), will receive personal leave benefits only if working four or more hours.

D. Funeral Leave

A maximum of three (3) days with pay not chargeable against the employee's sick leave shall be granted for death in the immediate family (defined as spouse, siblings, children, parent-fraternal, foster or adoptive, grandparents, grandchildren, in-laws or others residing in the household). Additional days, charged against sick leave may be granted by the Superintendent of Schools.

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

IV. MISCELLANEOUS PROVISIONS

- A. All employees will receive their pay by direct deposit.
- B. An Emergency Manager appointed by law may reject, modify or terminate this agreement as provided by law.
- C. If the Ida Public Schools' fund equity level is less than 5% of gross revenue then, at that time, the food service employees agree to re-negotiate the compensation package.
- D. If the teachers receive a salary increase over the term of this agreement then the food service employees will also receive the same increase (by percent).

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