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### **SALARY SCHEDULES**

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This **AGREEMENT** is MADE AND ENTERED INTO ON THIS 29<sup>th</sup> DAY OF May, 2008, by and between the **OCEANSIDE UNION FREE SCHOOL DISTRICT, OCEANSIDE, NEW YORK** (hereinafter referred to as the "District,") and the **CIVIL SERVICE EMPLOYEES ASSOCIATION, INC., LOCAL 1000, AFSCME, AFL-CIO**, (hereinafter referred to as the "Association").

## **PART I - FULL-TIME CAFETERIA EMPLOYEES**

### **ARTICLE I - RECOGNITION**

#### **Section 1**

The District recognizes the Association as the exclusive bargaining agent for all Cook Managers, Cooks, Assistant Cooks, and Kitchen Aides.

#### **Section 2**

The District agrees to continue its policy of not discriminating against any employee on the basis of race, creed, color, national origin, sex, sexual orientation, marital status, or membership or participation in, or association with the activities of, or refusal to participate in the activities of any employee organization.

### **ARTICLE II - SALARY**

#### **Section 1**

The salary schedule for the 2007/2008 school year shall be created by increasing the 2006/2007 salary schedule by three and one-half (3.5%) percent and is attached as Appendix A.

The salary schedule for the 2008/2009 school year shall be created by increasing the 2007/2008 salary schedule by three and one-half (3.5%) percent and is attached as Appendix A.

Salaries for the 2009/2010 school year shall be negotiated, as specified in Article XXX of this Agreement.

A differential of two (\$2.00) dollars per hour shall be added to the current rate of pay of any employee who assumes the new title of Food Service Helper in Charge.

#### **Section 2 – New Hires**

No newly-hired employee shall receive a salary greater than that of a current employee in the same job title, unless the new employee has appropriate and verifiable prior experience.

### **ARTICLE III - RETIREMENT**

Full-time employees covered by this Agreement shall be enrolled in the New York State Employees Retirement System (NYSERS) Plan 751 (1/50th). Option 41-J shall apply to all members of the system.

### **ARTICLE IV - WORKING HOURS**

Full-time cafeteria employees shall work Monday through Friday, eight (8) hours per day, with thirty (30) minutes for lunch and two ten-minute breaks, one in the a.m. and one in the p.m. The work year shall be the school calendar.

## ARTICLE V - LEAVE ALLOWANCE

### Section 1 - Sick Leave

Full-time cafeteria employees shall be entitled to ten (10) sick days per year. Days not used in the current year shall be cumulative as accumulated sick days, to a maximum of two hundred (200) days. A physician's note shall be required following a sick leave absence of ten (10) ten or more consecutive days, and a doctor's note indicating fitness to return to duty shall be required upon the employee's return.

Employees appointed after the year has begun shall earn one (1) sick day for each month of the school year remaining at the time of their appointment.

### Section 2 - Personal Leave

In addition to time allowed for sick leave, full-time cafeteria employees shall be entitled to five (5) personal days per year for the reasons below. The District must be notified two (2) days in advance, except in cases of emergency. Unused days shall be added to the employee's sick day bank after June 30.

|  |
|--|
| a. Critical Illness in immediate family  |
| b. Religious reasons   |
| c. Mandatory court attendance  |
| d. Marriage, graduation, or funeral in immediate family                        |
| e. Child born to wife  |
| f. Matter of a pressing nature which cannot be scheduled outside of work hours |

Employees appointed after the year has begun shall earn one-half (1/2) personal day for each month of the school year remaining at the time of their appointment.

### Section 3 - Bereavement Leave

A. Additionally, bereavement leave shall be granted upon request not to exceed five (5) days in each instance. Bereavement leave shall be limited to immediate family as defined below:

|                                     |   |
|-------------------------------------|---|
| (a) mother                          | (g) wife  |
| (b) father                          | (h) children/grandchildren                                    |
| (c) sister                          | (i) grandparents  |
| (d) brother                         | (j) stepparents/siblings                                      |
| (e) in-laws in the above categories | (k) person who makes his/her home in the employee's residence |
| (f) husband                         |   |

B. Upon application to the Superintendent, employees covered by this Agreement may apply for bereavement leave for aunts and uncles, not to exceed one (1) day in each instance.

C. Assistant Superintendent for Business is responsible for granting final approval to all requests.

D. For each day utilized under this policy, an employee shall certify that said day has been taken in accordance with the provisions contained herein, subject to the penalty described under Rule XXVI of the Rules for the Civil Service of the County of Nassau.

#### **Section 4 - Jury Duty**

Jury Duty shall not be charged to sick leave or personal leave, and any stipend received, not including travel allowances, shall be turned in to the District.

#### **Section 5 - Disability**

- A) Total disability shall mean any disability which wholly and continuously prevents the employee from performing his/her usual and customary duties for a period of more than ten (10) working days.
- B) In the event that total disability results from an injury on the job which is defined as compensable by Workers' Compensation, any employee who has had at least two (2) years of continuous service with the District, and who has utilized all of his/her accumulated sick leave, may be granted additional leave with 3/4 pay during such period of total disability but in no instance in excess of forty (40) days for one or more disabilities.
- C) For total disability resulting from off-the job injury, any employee who has had at least two (2) years of continuous service with the District, and who has utilized all of his/her accumulated sick leave, may be granted additional leave with 3/4 pay during such period of total disability but in no instance in excess of one hundred eighty (180) days for one or more disabilities.
- D) Application for leave under this Article shall be made in writing to the Assistant Superintendent and shall be accompanied by a complete medical report of the employee's physician. Approval of said request for leave shall be made only upon certification by the District medical officer that the employee is totally disabled as herein defined.

### **ARTICLE VI - INSURANCE**

#### **Section 1 - Health Insurance**

The District shall furnish health insurance as defined in the rules of the New York State Health Insurance Program to all regular, full-time employees covered by this Agreement. For the life of this Agreement, the District shall contribute eighty-five (85%) percent of the total premium of the health insurance plan in which the employee is a member.

#### **Section 2 - Dental Insurance**

The District shall provide a dental plan to all employees who wish to join. The District's contribution shall be two hundred twenty-three (\$223) dollars annually for the individual plan and four hundred seventy-eight (\$478) dollars annually for the family plan.

#### **Section 3 - Life Insurance**

Life insurance shall equal three quarters (3/4) of the annual salary rounded to the next lowest multiple of one thousand dollars (\$1000). Life insurance premiums will be fully paid for by the District. Employees covered by this Agreement will each receive an individual policy.

**Section 4 - Long-Term Disability Insurance**

All regular, full-time cafeteria employees shall be eligible to participate in the Long-term Disability Insurance Program, subject to a maximum contribution from the District of sixty-five (\$65) dollars per year, per insured employee.

**ARTICLE VII - DEDUCTIONS**

**Section 1 - Dues Deductions**

The District agrees to deduct from the salaries of employees covered by this Agreement, dues for the Civil Service Employees Association, as said employees individually and voluntarily authorize the District to make such deductions.

Employee authorization will be in writing, and in the form provided by the District.

**Section 2 - Credit Union Deductions**

The District shall make provisions for deductions to the Teacher Credit Union upon application by the employee.

**Section 3 - Deductions for Tax-sheltered Annuities**

The District shall make deductions for tax-sheltered annuity plans. However, the District shall not be required to make deductions for new plan enrollees in any companies other than the following:

|                                     |                                      |
|-------------------------------------|--------------------------------------|
| Equitable Life Assurance            | New York Life Ins. & Annuity Corp.   |
| Fidelity Investments                | Oppenheimer Fund                     |
| ING Life Insurance Company          | Paul Revere Life Insurance Company   |
| Legend Group – Employee Benefit A/C | Royal Globe Life Insurance Company   |
| Mass Mutual Financial Group         | Travelers Insurance Company          |
| Mutual Financial Services           | Union Central Life Insurance Company |

**Section 4 - Deduction for Fringe Benefits**

The District shall, upon application by the employee, make deductions for health insurance and dental insurance.

**Section 5 - IRC Flexible Benefit Plan**

The District shall provide to employees covered by this Agreement the flexible benefit plan which is currently in effect.

**PART II - PART-TIME CAFETERIA EMPLOYEES**

**ARTICLE VIII - RECOGNITION**

The District recognizes the Association as the exclusive bargaining agent for all Part-time Food Service Helpers in Charge, Part-time Food Service Helpers, and Motor Vehicle Operators.

## **ARTICLE IX - SALARY**

### **Section 1 - Rates of Pay**

Rates of pay for the 2007/2008 school year shall be created by increasing each 2006/2007 hourly rate by eighty (.80) cents. The 2007/2008 rate schedule is attached as Appendix B.

Rates of pay for the 2008/2009 school year shall be created by increasing each 2007/2008 hourly rate by eighty (.80) cents. The 2008/2009 rate schedule is attached as Appendix D.

Rates of pay for the 2009/2010 school year shall be negotiated, as specified in Article XXX of this Agreement.

### **Section 2 – New Hires**

For the life of this Agreement, the starting rate of pay for new hires shall be ten (\$10) dollars per hour.

No newly-hired employee shall receive a rate of pay greater than that of a current employee in the same job title.

### **Section 3 - Out of Title Pay**

Higher rate of pay for out of title work is payable after five (5) consecutive days in an out-of-title classification. Such compensation shall be granted immediately following five (5) consecutive working days and shall be reduced immediately following the return of the employee to his or her proper position.

## **ARTICLE X - RETIREMENT**

Part-time employees covered by this Agreement shall be enrolled in the New York State Employees Retirement System (NYSERS) Plan 75I (1/50th). Option 41-J shall apply to all members of the system.

## **ARTICLE XI - RIGHTS OF EMPLOYEE**

In accordance with Civil Service Law, part-time employees shall not be afforded protection by Section 75.

## **ARTICLE XII - WORKING HOURS**

### **Section 1**

Part-time employees shall have a Monday through Friday workweek, shall work between two (2) and four (4) hours per day, and shall be on teachers' calendar. Employees shall receive one (1) ten-minute work break per day.

### **Section 2**

Part-time Food Service Helpers In-charge shall be required to attend six (6) one-half hour meetings per year. These meetings shall be held either before or after the regular workday, and employees shall be paid for attending at their regular pay rate.

## ARTICLE XIII - LEAVE ALLOWANCE

### Section 1 - Sick Leave

Part-time employees shall receive five (5) sick days per year, cumulative to one hundred (100) days. A doctor's note shall be required following five (5) consecutive days of absence, and a doctor's note indicating fitness to return to duty shall be required upon the employee's return.

Employees hired after the school year has begun shall earn one-half (½) sick day per month of the school year remaining at the time of their appointment.

### Section 2 - Personal Leave

In addition to sick leave, part-time employees shall be entitled to three (3) personal leave days per year, with two (2) days advance notice, except in cases of emergency.

### Section 3 - Bereavement Leave

Additionally, bereavement leave shall be granted, upon request, not to exceed five (5) days in each instance. Bereavement leave shall be limited to immediate family as defined:

|                                     |   |
|-------------------------------------|---|
| (a) mother                          | (g) wife  |
| (b) father                          | (h) children/grandchildren                                    |
| (c) sister                          | (i) grandparents  |
| (d) brother                         | (j) stepparents/siblings                                      |
| (e) in-laws in the above categories | (k) person who makes his/her home in the employee's residence |
| (f) husband                         |   |

### Section 4 - Jury Duty

Jury duty shall not be charged to sick leave or personal leave, and any stipend received, not including allowances, shall be turned in to the District.

## ARTICLE XIV - HOLIDAYS

Part-time employees shall be entitled to the following paid holiday allocations:

|                 |   |
|-----------------|---|
| 2 Paid Holidays | After (1) one years of service to the District          |
| 5 Paid Holidays | After (2) two years of service to the District          |
| 6 Paid Holidays | After (3) three years of service to the District        |
| 7 Paid Holidays | After (4) four years of service to the District         |
| 9 Paid Holidays | After (5) five or more years of service to the District |

## ARTICLE XV - DEDUCTIONS

### Section 1 - Dues Deductions

The District agrees to deduct from the salaries of employees covered by this Agreement, dues for the Civil Service Employees Association, as said employees individually and voluntarily authorize the District to make such deductions.

Employee authorization will be in writing, and in the form provided by the District.

**Section 2 - Credit Union Deductions**

The District shall make provisions for deductions to the Teacher Credit Union upon application by the employee.

**Section 3 - Deductions for Tax-sheltered Annuities**

The District shall make deductions for tax-sheltered annuity plans. However, the District shall not be required to make deductions for new plan enrollees in any companies other than the following:

|                                     |                                      |
|-------------------------------------|--------------------------------------|
| Equitable Life Assurance            | New York Life Ins. & Annuity Corp.   |
| Fidelity Investments                | Oppenheimer Fund                     |
| ING Life Insurance Company          | Paul Revere Life Insurance Company   |
| Legend Group – Employee Benefit A/C | Royal Globe Life Insurance Company   |
| Mass Mutual Financial Group         | Travelers Insurance Company          |
| Mutual Financial Services           | Union Central Life Insurance Company |

**PART III - FULL AND PART TIME CAFETERIA EMPLOYEES**

**ARTICLE XV – PROFESSIONAL DEVELOPMENT HOURS**

**Section 1**

All employees covered by this Agreement shall be required to complete up to eight (8) hours per year of professional development, beyond the workday, at no additional remuneration.

**Section 2**

If an employee uses his or her own vehicle for travel to staff development training sites, the employee shall be reimbursed at the rate allowable for automobile mileage reimbursement by the Internal Revenue Service on September 1 of the respective school year.

**ARTICLE XVI - UNIFORM MAINTENANCE ALLOWANCE**

A uniform maintenance allowance shall be paid to all employees who are required to wear a uniform and to furnish same. The allowance shall be two hundred twenty-five (\$225) dollars per year for full-time employees, and one hundred twenty-five (\$125) dollars per year for part-time employees. Such reimbursement shall be made as follows:

Full-time employees - \$112 in February and \$113 in July  
Part-time employees - \$62 in February and \$63 in July

## **ARTICLE XVII - EMERGENCY CLOSING DAYS**

The District shall provide one (1) paid emergency closing day for all employees scheduled to work on the first day schools are closed because of snow or other emergency.

## **ARTICLE XVIII - TRANSFERS**

Cafeteria management shall have the right to transfer or relocate employees in the best interest of the school lunch program.

## **ARTICLE XIX - PERSONNEL FILES**

Upon request by the employee, he/she shall be permitted to examine his/her official employment and personnel file, with the exception of any confidential references furnished prior to employment.

## **ARTICLE XX - PROBATION**

Newly-hired employees covered by this Agreement shall have a probationary period of six (6) months.

## **ARTICLE XXI - HEALTH AND SAFETY**

No employee covered by this Agreement shall be required to conduct his/her responsibilities in conditions that are unhealthy and/or dangerous.

## **ARTICLE XXII - ACCESS TO EMPLOYEES**

The Association shall have the right to represent and advise any employee covered by this Agreement in any matter involving the interpretation or implementation of its terms. The Unit president shall be advised of any proposed disciplinary proceedings against any employee, and shall be afforded the opportunity to be present during any disciplinary discussions.

## **ARTICLE XXIII - MANAGEMENT RIGHTS**

Except as herein written, the District shall have the right to manage its business affairs and property, including, but not limited to:

- The right to supervise and direct the work force; to control, hire, promote, or terminate the services of employees.

## **ARTICLE XXIV - LABOR-MANAGEMENT COMMITTEE**

In order to resolve problems affecting employees covered by this Agreement, representatives of the District and the Association shall meet no less frequently than bi-monthly, at a mutually agreed upon time and location. If the need arises for meetings in the interim, they shall be scheduled at the mutual convenience of the parties.

## ARTICLE XXV - JOB OPPORTUNITIES

All openings in positions under the Association's community of interest, whether such openings be directly lateral or promotional, shall be publicized, and all qualified employees shall be given opportunity to make application for such positions.

This section shall in no way contradict Civil Service Rules and Regulations.

## ARTICLE XXVI - SIGN IN PROCEDURE

All employees will sign in at the beginning of their shift and sign out at the end of their shift.

## ARTICLE XXVII - GRIEVANCE PROCEDURES

It is the declared objective of the parties to encourage the prompt and informal resolution of employee complaints as they arise and to provide recourse to orderly procedures for the satisfactory adjustment of complaints.

### Section 1 - Definitions

- A) A **grievance** is a complaint by an employee concerning the effect, interpretation, application, or violation of this Agreement, except that the term "grievance" does not apply to a request for any change in any of the terms or provisions of the Agreement nor to any matter as to which a method of review is prescribed by law, or by any rule or regulation of the State Commissioner of Education having the force and effect of law.
- B) **Employee** is any employee covered by this Agreement.
- C) **Days** are working school days.
- D) **Aggrieved** is the employee filing a grievance.
- E) **Supervisor** is the person to whom the aggrieved is directly responsible.

### Section 2 - Procedures

- A) **Stage I**  
An employee may present a grievance in writing to his/her immediate supervisor within (10) days following the act or condition which is the basis of the grievance. The supervisor shall respond to the grievance in writing within five (5) days.
- B) **Stage II**  
Within five (5) days of the decision of the supervisor, the aggrieved may appeal the decision to the Assistant Superintendent for Business.

The Assistant Superintendent for Business, within five (5) days of the receipt of the appeal, shall meet and confer with the aggrieved and the supervisor with a view to arriving at a wholly satisfactory resolution of the grievance.

The Assistant Superintendent for Business shall communicate his/her decision in writing to the parties within five (5) days of the conference.

C) **Stage III**

Within five (5) days of the decision of the Assistant Superintendent for Business, the aggrieved may appeal the decision to the Superintendent of Schools.

The Superintendent, within five (5) days of the receipt of the appeal, shall meet and confer with the aggrieved and the Assistant Superintendent for Business with a view to arriving at a mutually satisfactory resolution of the grievance.

The Superintendent shall communicate his/her decision, in writing to the parties, within five (5) days of the conference

D) **Stage IV**

Within five (5) days of the decision of the Superintendent, the aggrieved may make a written request to the Superintendent for advisory arbitration. The request shall include a brief statement setting forth precisely the issue to be decided by the arbitrator and the specific provision of the Agreement involved. The arbitrator shall be a person selected by the New York State Public Relations Board.

The Superintendent shall furnish the arbitrator copies of all documents and papers concerning the grievance.

The arbitrator shall issue his/her advisory opinion not later than thirty (30) days from the date of the closing of the hearings.

The arbitrator shall limit his/her decision strictly to the application and interpretation of the provisions of this Agreement and shall be without power or authority to make any decision:

1. Contrary to, or inconsistent with, or modifying or varying in any way, the terms of this Agreement, or of applicable law or rules or regulations having the force and effect of law.
2. Limiting or interfering in any way with the powers, duties, and responsibilities of the Board under its by-laws, applicable law, and rules and regulations having the force and effect of law.

The Superintendent shall communicate his/her decision concerning acceptance of the arbitrator's recommendation, in writing, to the aggrieved, within five (5) days of receipt of the arbitrator's written opinion.

E) **Stage V**

If the Superintendent or the aggrieved does not accept the opinion of the arbitrator, the aggrieved may appeal to the Board of Education within five (5) days after he/she has received the decision of the Superintendent.

The Board, within fifteen (15) days of receipt of the appeal, shall conduct a hearing on the grievance.

The Board shall communicate its decision, in writing, to the aggrieved and to the Superintendent, within thirty (30) days of the hearing.

### **Section 3 - Rules and Regulations**

- A. Nothing contained in this Article or elsewhere in this Agreement shall be construed to prevent any employee from presenting and processing a grievance through the procedures provided in this Article.
- B. An employee shall have the right to be represented at any stage of these procedures by the Association or a person of his/her choice.
- C. Copies of all documents submitted as evidence in these procedures shall be made available to the parties to these procedures.
- D. Where an employee is not represented by the Association at Stages III, IV, and V of these procedures, an Association representative may be present to state his/her views on the grievance. Copies of documents submitted as evidence at these stages shall be made available to the Association upon request.
- E. Failure at any stage of this procedure to communicate the decision on a grievance within the specified time limits shall permit the aggrieved to proceed to the next stage. Failure at any stage of this procedure to appeal a grievance to the next stage within the specified time limits shall be deemed to be acceptance of the decision rendered at that step.
- F. The time limits specified in any step of this procedure may be extended, or shortened, in any specific instance, by mutual agreement.
- G. Records of grievance procedures shall not be made a part of an employee's personnel file.
- H. Appeals of decisions shall be in writing, shall set forth specifically in what manner the decision is erroneous and the remedy desired, and shall state the name of the employee's representative, if any.
- I. Notice of a conference to be held at any of the stages of these proceedings shall be sent to all parties to the proceedings of that stage, including the employee's representative, if any.
- J. The grievance stated in writing at Stage I shall not be changed, altered, or modified at any subsequent stage of these procedures.
- K. An employee may present oral and written statements concerning his/her grievance at any stage of these procedures.

- L. Decisions rendered during any stage of these procedures shall be issued to all parties to the proceedings of that stage, including the employee's representative, if any.
- M. The parties shall share equally the expense of the arbitrator.
- N. Decisions of the Superintendent at Stages III and IV, and decisions of the Board at Stage V, shall affect all other employees similarly situated.

## **ARTICLE XXIX - WORK STOPPAGES**

The Association and the District recognize that strikes and other forms of work stoppages by employees covered by this Agreement are contrary to law and public policy. The Association and the District subscribe to the principle that differences shall be resolved by peaceful and appropriate means without interruption to the school program. The Association, therefore, agrees that there shall be no strikes, work stoppages, or other concerted refusal to perform work by the employees covered by the Agreement nor any instigation thereof.

## **ARTICLE XXX - NEGOTIATION PROCEDURES**

The Association and the District agree to mutually exchange proposed terms and conditions of employment to be negotiated for the period following expiration of the current agreement, in writing, no later than December 31, 2010. A special meeting shall be called for this purpose and shall be considered the first negotiating session.

At the second meeting of the parties, a complete package of items to be negotiated shall be exchanged. After this session, the parties agree not to add new items, unless by mutual consent.

All negotiating sessions shall be held at mutually agreed upon times and locations.

Negotiating sessions shall be limited to three hours in duration unless time limit is mutually extended by the parties.

The parties shall continue to meet until an understanding is reached on the issues, or until an impasse is reached.

Active grievances shall not interrupt, interfere, nor impede the negotiating process.

Agreements shall be reduced to written form and signed by the Superintendent of Schools and the president of the CSEA Unit.

Memoranda of understanding shall be signed as tentative agreements are reached.

Contents of the completed Collective Bargaining Agreement shall be subject to ratification by the Association membership and the Oceanside School Board respectively.

During the negotiating period and prior to either reaching an agreement or declaring an impasse, reports of the proceedings shall not be released to the public, unless mutually agreed upon by the parties.

## ARTICLE XXXI - TERMS OF AGREEMENT

### Section 1 - Length of Agreement

The provisions of this Agreement shall be effective as of July 1, 2007, and shall remain in full force and effect through June 30, 2010.

### Section 2 - Required Legislative Action

IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREOF, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

### Section 3

This Agreement shall not be changed, altered, or modified in any manner unless consented to in writing by the parties concerned herein.

### Section 4

The District shall furnish, at District expense, copies of the Agreement to all personnel in the Unit.

## ARTICLE XXXII - LEGAL LIMITATIONS

In the event the terms of this Agreement are contrary to any provisions of appropriate existing federal, state, or local statutes, or ordinances, or if any part or portion of this Agreement shall be deemed to be unconstitutional, then only that part or portion of this Agreement which is in conflict with the law, or unconstitutional, shall be considered ineffective and unenforceable while the balance of the terms and provisions of this Agreement shall continue to be binding upon the parties hereto.

IN WITNESS WHEREOF, the parties hereunto set their hands and seals this 29<sup>th</sup> day of May 2008.

  
\_\_\_\_\_  
**PRESIDENT**

School Lunch Employees Unit  
Civil Service Employees Association, Inc.

  
\_\_\_\_\_  
**LABOR RELATIONS SPECIALIST**

Civil Service Employees Association, Inc.  
Local 1000, AFSCME, AFL-CIO

  
\_\_\_\_\_  
**SUPERINTENDENT OF SCHOOLS**

Oceanside Union Free School District

Appendix A  
**Full-time School Lunch Employees  
 Salary Schedule  
 2007/2008 and 2008/2009**

**2007/2008 School Year**

| <b>Step</b> | <b>Grade I</b> | <b>Grade II</b> | <b>Grade III</b> |
|-------------|----------------|-----------------|------------------|
| 1           | \$20,480       | \$23,794        | \$30,390         |
| 2           | \$27,719       | \$25,028        | \$31,632         |
| 3           | \$22,963       | \$26,275        | \$32,869         |
| 4           | \$24,200       | \$27,513        | \$34,109         |
| 5           | \$25,445       | \$28,755        | \$35,350         |
| 6           | \$26,680       | \$29,992        | \$36,594         |
| 7           | \$27,923       | \$31,238        | \$37,831         |
| 8           | \$29,163       | \$32,473        | \$39,074         |
| 9           | \$30,404       | \$33,718        | \$40,313         |

Longevity: \$ 500 after completing ten (10) years of service  
 \$1,100 additionally, after completing fifteen (15) years of service

**2008/2009 School Year**

| <b>Step</b> | <b>Grade I</b> | <b>Grade II</b> | <b>Grade III</b> |
|-------------|----------------|-----------------|------------------|
| 1           | \$21,196       | \$24,627        | \$31,454         |
| 2           | \$22,479       | \$25,904        | \$32,739         |
| 3           | \$23,767       | \$27,195        | \$34,019         |
| 4           | \$25,047       | \$28,476        | \$35,303         |
| 5           | \$26,335       | \$29,762        | \$36,587         |
| 6           | \$27,614       | \$31,042        | \$37,875         |
| 7           | \$28,901       | \$32,331        | \$39,155         |
| 8           | \$30,183       | \$33,610        | \$40,442         |
| 9           | \$31,469       | \$34,898        | \$41,723         |

Longevity: \$ 500 after completing ten (10) years of service  
 \$1,100 additionally, after completing fifteen (15) years of service

Grade I - Asst. Cook

Grade II - Cook; Kitchen Aide

Grade III - Asst. Manager

**Appendix B**  
**Part-Time School Lunch Employees**  
**Hourly Rates**  
**2007/2008 and 2008/2009**

|                  | 2007/2008 | 2008/2009 |
|------------------|-----------|-----------|
| <b>New Hires</b> | \$10.00   | \$10.00   |

| <b>Base</b> | <b>2007/2008</b> | <b>2008/2009</b> |
|-------------|------------------|------------------|
|             | \$10.00          | \$10.80          |
| \$10.00     | \$10.80          | \$11.60          |
| \$12.00     | \$12.80          | \$13.60          |
| \$12.50     | \$13.30          | \$14.10          |
| \$13.20     | \$14.00          | \$14.80          |
| \$13.50     | \$14.30          | \$15.10          |
| \$13.70     | \$14.50          | \$15.30          |
| \$13.93     | \$14.73          | \$15.53          |
| \$14.50     | \$15.30          | \$16.10          |
| \$15.61     | \$16.41          | \$17.21          |
| \$17.38     | \$18.18          | \$18.98          |
| \$19.39     | \$20.19          | \$20.99          |
| \$19.68     | \$20.48          | \$21.28          |
| \$21.34     | \$22.14          | \$22.94          |