AGREEMENT

by and between the

BOARD OF EDUCATION

of the

MASSAPEQUA SCHOOL DISTRICT

and

CSEA, Local 1000 AFSCME,
AFL-CIO

Massapequa School District Cafeteria Unit #7589-00
Nassau County Educational Local 865

July 1, 2019 - June 30, 2024

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Agreement for the term of July 1, 2019 through June 30, 2024 between the Massapequa Board of Education (hereinafter referred to as the "Board") and the Civil Service Employees' Association Inc. Local 1000 AFSCME, AFL-CIO (hereinafter referred to as "Association").

I. PREAMBLE

The Board and the Association recognize that assistance in attaining the objectives of the educational program is immeasurable afforded when mutual understanding, cooperation and effective communications exist between the Board and its employees covered by this agreement.

II. RECOGNITION

The Board recognizes the Association as the exclusive representative for the following employees of the Board:

CAFETERIA (Cook Manager, Cook, Assistant Cook, Food Service Helpers, Driver, Warehouse Operator, employees with annualized salaries and hourly employees.)

The period of unchallenged representation shall be for the maximum period described in Article 14, Section 208 of the Civil Service Law.

III. PRINCIPLES

1. Nothing contained herein shall deny to any employee the right to join or not to join the Association, but membership therein shall not be a prerequisite for employment or continuation of employment.

2. Nothing contained herein shall be construed to deny to any employee any rights afforded by Civil Service Law and regulations, or other applicable statutes.

IV. NEGOTIATION PROCEDURES

1. The Board, or designated representatives of the Board, will meet with representatives designated by the Association for the purpose of negotiation and discussion in order to reach a mutually satisfactory agreement concerning salaries and other terms and conditions of employment.

2. Upon request of either party for a meeting to open such negotiations, a mutually acceptable meeting date shall be discussed by the parties' designated representatives not more than fifteen (15) days following such request. The second meeting and all necessary subsequent meetings shall be called at mutually agreed times.

3. Designated representatives of the Board, and its advisors shall meet at mutually agreed upon places and times with representatives of the Association and its advisors

for the purpose of effecting a free exchange of facts, opinions, proposals, and counterproposals in an effort to reach mutual understanding and agreement. Both parties agree to conduct such negotiations in good faith and to deal openly and fairly with each other on all matters.

4. If either party determines that negotiations have reached an impasse, written notice thereof shall be given to the other party and assistance may be requested as provided in Section 209 of the Public Employees' Fair Employment Law.

V. DUES DEDUCTION

So long as the Association is the exclusive negotiating agent as aforesaid, the Board shall deduct once each month from the checks of the Association members who submit dues check-off authorizations in writing to the Board, the amount of Association dues as determined by the Association in accordance with written memorandum thereof to be filed by the Association with the Board. These deductions shall be made in equal amounts and will commence as of July 1992. Such authorizations shall remain in effect until written revocation shall be delivered or mailed to the Business Office of the Board. The Board will transmit monthly the amount of such dues upon authorization in writing by the Association which authorization and direction shall be effective without change for the period of this agreement.

VI. SALARIES

1. A. The salaries for all employees during the contract period July 1, 2019 - June 30, 2020 shall be in accordance with Schedule "A: annexed hereto. The salaries for all employees during the contract period July 1, 2020- June 30, 2021 shall be in accordance with Schedule "B: annexed hereto. The salaries for all employees during the contract period July 1, 2021 - June 30, 2022 shall be in accordance with Schedule "C" attached hereto. The salaries for all employees during the contract period July 1, 2022 - June 30, 2023 shall be in accordance with Schedule "D" annexed hereto. The salaries for all employees during the contract period July 1, 2023 - June 30, 2024 shall be in accordance with Schedule "E" annexed hereto.

   B. The salary increases shall be as follows:

<u>Full-Time Salaried Unit Members</u>

2019/2020 – 2.00%; plus $400 on Step 10; plus step
2020/2021 – 2.00%; plus $400 on Step 10; plus step
2021/2022 – 2.00%; plus $400 on Step 10; plus step
2022/2023 – 2.00%; plus $400 on Step 10; plus step
2023/2024 – 2.00%; plus $400 on Step 10; plus step

<u>Part-Time Hourly Unit Members</u>

2019/2020 – 2.25%; plus step

2020/2021 – 2. 25%; plus step
2021/2022 – 2. 25%; plus step
2022/2023 – 2. 25%; plus step
2023/2024 – 2. 25%; plus step

2. The Board agrees to continue a fully paid non-contributory 1/60 retirement plan for all employees with annualized salaries and hourly employees who are or become members of the NYSERS. The pension plan shall be retroactive to 1938, except where precluded bylaw.

3. The payment of salaries shall be made in accordance with the annually developed payroll schedule.

4. The Board agrees to add to the salaries of all employees with annualized salaries the sum of nine hundred dollars ($900) after twelve (12) consecutive years of service in the district and the sum of seven hundred dollars ($700) after seventeen (17) consecutive years of service in the district. Such payment shall commence on the next regular increment payment date and shall be payable as an increment on either September 1 or February 1.

5. Longevity payments for hourly employees shall be as follows:

   - After five (5) years of consecutive years of service in the district - fifty cents (.50) an hour.
   - After ten (I 0) years of consecutive years of service in the district - additional fifty cents (.50) an hour.
   - After fifteen (15) years of consecutive years of service in the district - additional fifty cents (.50) an hour.
   - After twenty (20) years of consecutive years of service in the district - additional fifty cents (.50) an hour.

   Above payments shall commence and be payable as provided in paragraph 4 above.

6. Employees assigned to work at special school district functions beyond the normal hours of their workday shall be paid at the rate of eighteen dollars ($18.00) per hour. The assignment of unit members to such functions and the determination as to what constitutes such a special function and/or whether employees are entitled to be paid for same, shall be in the sole discretion of administration.

VII. WORKING CONDITIONS

1. It shall be the duty of all personnel to see that working conditions are safe from unnecessary hazards. Such situations should be reported promptly to the immediate supervisor who in turn will report this condition to the Supervisor of the School Lunch Program and to the Building Principal.

2. Employees with annualized salaries shall be entitled to ½ hour lunch. Lunch periods shall be taken only at times assigned and extended lunch periods shall not be permitted under any circumstances. Employees with annualized salaries are permitted to leave their assigned buildings during their half-hour lunch.

3. No person shall be employed by the Board who is not qualified under applicable Civil Service Law and regulations.

4. Lateness or leaving before the end of an employee's shift without prior approval of the Supervisor of the School Lunch Program or his designee shall be cause for disciplinary action and/or payroll deduction.

5. Leaving the building during assigned working hours, for any reason not related to the scope of employment, shall not be permitted without prior approval of the Supervisor of the School Lunch Program or his designees.

6. An employee who falsifies a sign-in sheet by signing for another employee or who signs in at a time other than the actual time of arrival and/or departure from duty shall be subject to disciplinary action and/or payroll deduction.

7. Any employee who, because of illness or other authorized reason, works less than four (4) hours during his or her normal shift, shall be deducted one-half (1/2) day's sick leave. If the employee has no sick leave accumulated, he or she will be paid only for the time actually worked.

8. All school lunch personnel shall be permitted a ten (10) minute coffee break in the morning during the normal working day. The Supervisor of the School Lunch Program or his designee shall schedule such coffee break.

9. A. The following paid holidays shall be allowed all regular hourly food service helpers during the term of this agreement: Holy Thursday, Good Friday, Election Day, Thanksgiving Day, Friday following Thanksgiving Day. Paid holidays shall be allowed only for regularly scheduled hourly employees. In the event that the District is required to schedule school on any of the above holidays, employees who are required to work on these days will be provided with a corresponding number of paid holidays. Should paid holidays need to be returned to the employees, the first paid holiday that will be returned to the employees will be Memorial Day, any additional paid holidays that need to be returned will be scheduled in the sole non-reviewable discretion of the Superintendent of Schools.

   B. Employees will be paid their regular hourly rate based upon the employee's regularly scheduled daily hours of work.

   C. The above shall not apply to hourly employee substitutes.

10. All employees are expected to comply with rules, regulations and directives adopted by the Board of Education or its representatives, which are not inconsistent with the provisions of this agreement.

11. A. All employees with annualized salaries hired before July 1, 2019 will be allowed twelve (12) sick leave days per year cumulative to 180 days and ten (10) month employees will be allowed ten (10) sick leave days per year cumulative to 150 days. These employees will be credited with their annual allotment of sick leave days at the start of each school year. All employees with annualized salaries hired on or after July 1, 2019 will be allowed twelve (12) sick leave days per year cumulative to 180 days. For these employees, sick leave days will be accrued at the rate of one-and-two-tenths (1.2) sick leave days for each month these employees are on the District's payroll. Ten (10) month employees hired on or after July 1, 2019, will be allowed ten (10) sick leave days per year cumulative to 150 days. Ten (10) month employees hired on or after July 1, 2019, will accrue sick leave days at the rate of one (1) sick leave day for each month these employees are on the District's payroll. Employees are considered "on the District's payroll" for purposes of accruing sick leave days if they receive any pay in a particular month from the District, for working or through the use of leave accruals. Employees hired on or after July 1, 2019, who do not receive any pay from the District in a particular month will not accrue sick leave days for that month.

    B. Part-time employees shall be allowed three (3) sick days per year, which shall not be cumulative. Effective July 1, 2019, part-time employees who are hired on or after February 1st will only receive one sick day for the remainder of the school year in which they are hired.

12. A. The District's contribution to the hospitalization plan for cafeteria employees covered by this agreement shall be 75% for the individual and 50% for dependents. However, a regular hourly school lunch employee first employed on or after July 1, 1984 shall not be eligible to participate in such hospitalization plan during the first two years of their employment. Regular hourly school lunch employees appointed after October 1, 1986 shall not be eligible to participate in the hospitalization plan at any time hereafter whatsoever. Regular hourly employees currently on staff shall be eligible to enroll annually in the month of September of any year, except as hereinbefore set forth.

    B. Effective July 1, 2020, the District will make the necessary payroll deductions for unit members to participate in the CSEA dental plan at no cost to the District.

    C. Coverage under the CSEA Employee Benefit Fund Retiree Dental Plan (the "Plan") administered by the CSEA Employee Benefit Fund (the "Fund") will be available to any member of the CSEA bargaining unit who retires and meets the following criteria:

    i. The member retires directly from employment with the District after the date on which this Agreement is fully executed;

ii. The member has coverage under a dental plan sponsored by the Fund on the date of retirement;

iii. Ninety (90) days prior to enrollment with the Fund, the member has coverage under a dental plan sponsored by the Fund or a dental plan acceptable to the Fund;

iv. The member agrees in writing to comply with all requirements of the Fund which are applicable to retiree coverage at the time of his or her application to the Fund for retiree coverage; and

v. The member agrees in writing to pay for any and all premiums for coverage under the Plan.

The District will not be responsible for any costs associated with any members' enrollment, coverage and/or participation in the Plan. The District will not be responsible for administering any member's eligibility, enrollment, coverage under and/or participation in the Plan. The Unit and/or the Fund agrees to hold the District harmless and to defend and indemnify the District for any claims, liability or litigation that may arise in connection any members' eligibility, enrollment, coverage and/or participation in the Plan.

13. All full time employees with annualized salaries shall be entitled to two (2) personal days after one (1) year of service. Unused personal days shall be added to a full timer's sick day accumulation. Such accumulation shall not exceed the limits prescribed in paragraph eleven (11) above. Regularly scheduled hourly employees shall be entitled to one (1) personal day after one (1) year of service on a non-cumulative basis. Regularly scheduled hourly employees shall be paid at the end of each school year for a maximum of one (1) unused personal day per year. Personal days may not be used on emergency make-up days or any days immediately before or after school holidays or recess periods.

14. All job openings, including promotional vacancies shall be posted. Such posting shall be limited to the original vacancy only. The Board reserves the right to make promotions and transfers on the basis of merit as the needs of the district indicate. Seniority will be considered but does not have to be a determinative factor.

15. An annual uniform allowance of two hundred seventy-five ($275) dollars shall be granted to full time and regular part time school lunch employees. Such allowance shall be paid one-half in January to those on payroll November 15th and one-half in June to those on the payroll April 15th. The aforementioned allowance payments will be made in two (2) checks, from which the usual, customary and required taxes shall be deducted.

16. A regular hourly employee, when promoted to an employee with an annualized salary, shall be placed on the nearest step above her then currently hourly earnings.

17. The work year for employees with annualized salaries shall include four (4) days before school opens. In addition to the aforementioned days of work before school opens and after school closes, employees may be required to work one day without compensation in

addition to their annualized salaries, for health and safety training if such training is determined to be necessary by the Superintendent of Schools or his/her designee. For the purposes of health and safety training, a "day" shall be defined as the regularly scheduled number of hours worked by each employee per day. In the event that the number of hours of such day for health and safety training exceeds the regularly scheduled number of hours worked per day by employees, such employees shall receive additional compensation for only those hours worked in excess of their regular hours, at the employee's hourly rate.

18. Conference for employees with annualized salaries held after the normal workday shall be on an overtime basis paid in accordance with usual school district policy.

19. An hourly substitute employee who is filling an encumbered vacancy, created other than by illness, and who has three (3) months continuous service in that vacancy will be compensated at the rate of pay of a permanent hourly employee commencing with the fourth (4th) month of continuous service in the encumbered vacancy and continuing for such time as the substitute remains continuously employed in this capacity..

20. The District reserves the right to request a doctor's note in individual cases for all absences of all employees.

21. An employee with an annualized salary who suffers a personal injury in the actual performance of assigned duties and is absent as a result thereof shall be paid for such days of absence up to the extent of her accumulated sick leave. Upon her return to duty on a full time basis, her sick day bank will not be diminished. Such injury shall be reported to the school nurse in the building.

22. If an employee is requested by the Superintendent or his/her designee to work out of title as a cook or assistant cook as a result of the absence of the person holding that title and such absence continues for a period of ten (10) calendar days or more, exclusive of vacations, such employee will be compensated in accordance with that title with such compensation to be effective ten (10) days after the actual commencement of the performance of such out of title work, and if and only if, the employee completes at least ten (10) consecutive days of such work, such payment shall be retroactive to the first day of the out of title assignment.

23. Any employees with annualized salaries, and who have completed at least ten (10) years of consecutive in-District service in this unit immediately prior to retirement, and submits to the Assistant Superintendent for Business before February 1 of any school year, a written statement of retirement under the New York State Employees' Retirement System to take effect at the end of June of that school year shall be eligible for payment of her unused sick leave. This payment shall be included in the last salary voucher. For such employees who retire other than at the end of the school year, 120 days written notice in advance is similarly required. The accumulated sick leave payment shall be at the rate of fifty dollars ($50.00) per day to a maximum of seven thousand five hundred dollars ($7,500.00). In the event retirement for any reason does not become effective, the sum

advanced shall be returned to the district. Compliance with these time periods may be waived by the District in the event that an employee presents proof acceptable to the District that the employee is electing to retire due to a death in the employee's immediate family (child and/or spouse), a divorce, or as a result of a serious medical condition requiring the employee to stop working. In the event of layoffs, only 60 days written notice in advance will be required for employees to be eligible for this payment.

24. Each member of the bargaining unit shall be entitled to up to five (5) days of bereavement leave in connection with a death in the immediate family. Such days shall commence on the day immediately following the death of the immediate family member and shall include weekends and/or holidays. Unusual circumstances associated with the commencement of these days may be considered by the Superintendent of Schools or her/his designee. Immediate family shall include: parent, child, spouse, brother, sister, brother-in-law, sister-in-law, father-in-Jaw, mother-in-law, paternal or maternal grandparents, grandchild, step-parents, step-children, or any other relative living in the employee's immediate household. Such days will not be charged as sick or personal leave and cannot be accumulated.

25. Effective July l, 1992, the District shall provide to the Unit's President a list of all employees in the bargaining unit, showing the employee's full name, Social Security number, and job title. Such information shall be provided to the Unit on an annual basis.

26. Effective July 1, 2001, all full-time unit members who have completed three (3) or more years of continuous service in the District who have been absent from work for over twenty (20) consecutive work days due to a medically certifiable illness and who have exhausted their sick leave shall be eligible for coverage under the self-insured District long term illness protection plan in accordance with the following regulations and procedures:

    a. Application for coverage can be arranged by contacting the District Personnel Office in advance of the last day of salary coverage.

    b. Full-time unit members shall submit by mail or messenger an application for coverage and a written report from his/her family physician concerning his/her illness (forms available in the District's Personnel Office).

    c. The application in the fan1ily physician's statement must be approved by the school district physician. Adequate information shall be provided to allow for a consultation process between the physicians. Periodic verification of continuation of illness may be requested by the Board from the unit member and his/her physician.

    d. An approved applicant will be eligible to receive coverage at his/her annual base salary per diem rate up to a total of $2,000.00 commencing on the first work day of continued illness absence that the unit member is off the payroll by virtue of

having expended his or her sick leave. Such payment may take into account any benefits received by the full-time unit member from Workers' Compensation.

e. The total yearly sum of four thousand ($4,000.00) dollars for each year of the contract shall be allocated by the Board of Education for such purposes for the unit. Total payments in any one school year shall not exceed that amount and any funds remaining shall not be accumulated or carried over.

f. Full-time unit members who make application for a leave of absence for reasons of extended illness shall be eligible up to the limits of the plan.

27. In the event that the District abolishes positions within the bargaining unit and excesses unit members for legally permissible reasons, excessed unit members may submit a written request of the reasons for termination of employment to the Assistant Superintendent for Human Resources and General Administration, within five (5) school days of receipt of notice of termination. The Assistant Superintendent for Human Resources and General Administration will provide a written response to such request within eight (8) school days of receiving same. The abolishment of positions, excessing, termination of excessed employee(s), response to request for reasons, the substance of the response, this provision and matters, facts and issues related thereto shall not be subject to the grievance/appeals provisions or procedures.

VIII. GRIEVANCE PROCEDURE

1. INTRODUCTION

Personnel in the Massapequa Public Schools may have personal and professional problems that cannot always be solved by an individual employee or by his associates. An employee, under certain conditions, may feel the need for help with his problem from some person in the school system who can offer him guidance and counsel and who can assist him in solving his problem wisely and expeditiously. The Massapequa Board of Education and the School Administration are anxious to give this type of service to all personnel.

Problems that cannot be adjusted by the individual employee should be accorded fair and prompt treatment by the proper authorities. This procedure is outlined in order that these problems may be handled in an efficient and just manner and that all may be informed of the procedure to be followed.

2. THE LEGAL FRAMEWORK

The 1962 New York State Legislature took the first step to insure the carrying out of the basic principles of grievance procedures by amending the General Municipal Law with the addition to Article 16, selected parts of which are quoted as follows:

Declaration of policy. In order to establish a more harmonious and cooperative relationship between government and its public employees, it is hereby declared to be the purpose of this article to provide by law for the settlement of certain differences between public employees and their employers through procedures under which employees may present grievances, free from coercion, interference, restraint, discrimination or reprisal.

a. "Government" or "employer" shall mean any county, city, town, village, school district or other political subdivision in this state having one hundred or more full time employees, except the City of New York.
b. "Grievances" shall mean any claimed violation, misinterpretation or inequitable application of the existing laws, rules, procedures, regulations, administrative orders or work rules of the government or a department agency thereof, which relate to or involve employee health or safety, physical facilities, materials or equipment furnished to employees or supervision of employees; provided, however, that such term shall not include any matter involving an employee's rate of compensation, retirement benefits, disciplinary procedure or any matter which is otherwise able to be reviewed pursuant to law or any rule or regulation having the force and effect of law.

c. It shall be the responsibility of the head of each department or agency of government to take such steps as may be necessary to give effect to the provisions of this article.

3. PROCEDURE FOR THE ADJUSTMENT OF A GRIEVANCE

STEP I - The first procedural stage shall consist of the employee's presentation of his/her grievance to his/her immediate supervisor for discussion and informal resolution of the problem. The immediate supervisor in the Massapequa School District shall be the Supervisor of the School Lunch Program and/or the building Principal. The grievant must proceed to this stage within thirty (30) days after he/she knew or should have known of the facts and circumstances from which the grievance allegedly emanates, or the grievance must be deemed waived. The Supervisor of the School Lunch Program and/or building Principal shall reply in writing within a period not to exceed ten (10) days.

STEP II - The second procedural stage shall consist of a request by the aggrieved employee for a review and determination of his grievance by the head of the department or his designee. Here the aggrieved employee and his immediate supervisor must submit to such head or his designee written statements relating to the matter; an informal hearing is held at which the employee and his representative may appear and may present oral and written statements. The grievant must proceed to this stage within ten (10) days after he/she receives the decision at STEP I. The definition of the head of the department shall be the Assistant Superintendent for Business in charge of all Civil Service personnel. The designee shall reply in writing within a period not to exceed ten (10) working days.

STEP Ill - The third stage will be an appeal from that determination to a public employee grievance board consisting of three (3) members, appointed by the Superintendent of

Schools, who will serve at his pleasure. The grievant is required to proceed to this stage within ten (10) days after receiving the decision at STEP II. A hearing will be held and the employee has the right to be represented. The grievance board will render a report within ten (10) days containing a statement of the findings of fact, conclusions, and advisory recommendations to the Superintendent of Schools.

The Superintendent or his designee shall reply in writing within a period of not to exceed five (5) working days.

The failure of the grievant to strictly comply with the time periods delineated above shall be deemed a waiver of the grievance and/or an acceptance of the decision rendered at any stage of the procedure.

IX. PROMOTIONS

All openings for promotional positions paying higher salary differentials shall be adequately publicized in every school on bulletin boards.

X. LABOR MANAGEMENT LIAISON

The Assistant Superintendent for Business or his representative and up to three representatives of the Association shall meet at mutually agreed upon times during the year to consult informally on matters of district wide concern to the personnel covered by this agreement and to facilitate the implementation of this agreement.

XI. GENERAL

1. Copies of this agreement shall be reproduced by the Board and a copy furnished to each employee.

2. The parties recognize that this agreement has been entered into pursuant to the Public Employees' Fair Employment Act. If any provision of this agreement or any application of the agreement to any employee or group of employees shall be found contrary to law, then such provision or application shall not be deemed to be valid and subsisting, except to the extent permitted by law, but all other provisions or applications will continue in full force and effect.

3. This agreement shall supersede any existing Board policy where the same is in conflict with any provisions of this agreement. With respect to matters affecting terms and conditions of employment not covered by this agreement the Board agrees that it will make no changes in clearly defined policies without appropriate prior consultation with the Association.

4. This agreement shall commence as of July 1, 2019 and be effective through June 30, 2024. The parties agree that all negotiable items have been discussed through negotiations leading to this agreement and therefore agree that negotiations will not

be re-opened on any item whether contained herein or not during the life of this agreement. If the School Lunch Program is eliminated, or its operation contracted out to a third party, then this agreement shall be null and void and have no further force and effect.

5. So long as the Association is the exclusive bargaining agent as aforesaid, the Association agrees to comply with the provisions of the Taylor Law prohibiting strikes as said law is now in effect or may hereafter be amended.

6. 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 THEREFORE, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

7. The Superintendent or his/her designee shall designate one day during the District's fiscal year (July 1 through June 30) as a recognition day for members of the School Lunch Personnel Unit. During such recognition day, the District, at its sole cost and expense, shall provide members of this Unit with a reception at which a meal will be provided at the District's sole cost and expense in celebration of such recognition day..

In Witness Whereof, The Parties Have Set Their Hand This

_____ Day of _____ 2021

FOR THE MASSAPEQUA BOARD OF EDUCATION

Date: 5/6/21 By: Kerry Wachter, President

FOR THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.
LOCAL 1000, AFSCME AFL-CIO

Date: 5/3/21 By: Maria Piantanida,
President, School Lunch Personnel Unit

Date: 5/3/21 By: T.J. Michon,
Labor Relations Specialist

FOOD SERVICE SALARY SCHEDULES

SCHEDULE A

2019-2020	Cook Mgr	Cook Bkr	Asst. Cook	PT	Driver
STEP					
1	$31,641	$29,751	$28,955	$14.01	$16.24
2	$31,940	$30,048	$29,249	$15.13	$16.24
3	$32,236	$30,345	$29,549	$16.02	$16.24
4	$32,536	$30,644	$29,849		
5	$32,837	$30,944	$30,146		
6	$33,135	$31,243	$30,447		
7	$33,432	$31,542	$30,744		
8	$33,731	$31,839	$31,042		
9	$34,028	$32,137	$31,344		
10	$34,587	$32,694	$31,898		

A longevity increase of $900 per year will be paid to full time employees upon completion of twelve years of continuous service. A longevity increase of $700 per year will be paid to full time employees upon completion of seventeen years of continuous service. Such payment will be effective on the employee's normal increment date. Part time cafeteria employees will be paid on an hourly basis. Longevity increases will be paid to employees on their normal increment dates as follows:

a) Upon completion of 5 years of service: $.50 per hour

b) Upon completion of 10 years of service: an additional $.50 per hour

c) Upon completion of 15 years of service: an additional $.50 per hour

d) Upon completion of 20 years of service: an additional $.50 per hour

Effective 2019-20 fiscal year, the hourly rate with longevities is not to exceed $18.02

Effective 1990-91 the position of Satellite Coordinator is established for schools where a full time cook is not employed. This position will pay an additional stipend of $2.00 per hour, total wages not to exceed $20.02 in 2019-2020

STEPS DO NOT REFLECT YEARS OF SERVICE

FOOD SERVICE SALARY SCHEDULES

SCHEDULE B

2020-2021	Cook Mgr	Cook Bkr	Asst. Cook	PT	Driver
STEP					
1	$32,274	$30,346	$29,534	$14.32	$16.60
2	$32,579	$30,649	$29,833	$15.47	$16.60
3	$32,881	$30,952	$30,140	$16.38	$16.60
4	$33,187	$31,257	$30,446		
5	$33,494	$31,563	$30,749		
6	$33,797	$31,867	$31,056		
7	$34,100	$32,173	$31,359		
8	$34,406	$32,476	$31,662		
9	$34,709	$32,780	$31,970		
10	$35,679	$33,748	$32,936		

A longevity increase of $900 per year will be paid to full time employees upon completion of twelve years of continuous service. A longevity increase of $700 per year will be paid to full time employees upon completion of seventeen years of continuous service. Such payment will be effective on the employee's normal increment date. Part time cafeteria employees will be paid on an hourly basis. Longevity increases will be paid to employees on their normal increment dates as follows:

a) Upon completion of 5 years of service: $.50 per hour
b) Upon completion of 10 years of service: an additional $.50 per hour
c) Upon completion of 15 years of service: an additional $.50 per hour
d) Upon completion of 20 years of service: an additional $.50 per hour

Effective 2020-21 fiscal year, the hourly rate with longevities is not to exceed $18.38

Effective 1990-91 the position of Satellite Coordinator is established for schools where a full time cook is not employed. This position will pay an additional stipend of $2.00 per hour, total wages not to exceed $20.38 in 2020-2021

STEPS DO NOT REFLECT YEARS OF SERVICE

FOOD SERVICE SALARY SCHEDULES

SCHEDULE C

2021-2022	Cook Mgr	Cook Bkr	Asst. Cook	PT	Driver
STEP					
1	$32,920	$30,953	$30,125	$15.00	$16.98
2	$33,231	$31,262	$30,430	$15.82	$16.98
3	$33,538	$31,571	$30,743	$16.75	$16.98
4	$33,850	$31,882	$31,055		
5	$34,163	$32,194	$31,364		
6	$34,473	$32,505	$31,677		
7	$34,782	$32,817	$31,986		
8	$35,094	$33,126	$32,296		
9	$35,403	$33,435	$32,610		
10	$36,793	$34,823	$33,994		

A longevity increase of $900 per year will be paid to full time employees upon completion of twelve years of continuous service. A longevity increase of $700 per year will be paid to full time employees upon completion of seventeen years of continuous service. Such payment will be effective on the employee's normal increment date. Part time cafeteria employees will be paid on an hourly basis. Longevity increases will be paid to employees on their normal increment dates as follows:

a) Upon completion of 5 years of service: $.50 per hour
b) Upon completion of 10 years of service: an additional $.50 per hour
c) Upon completion of 15 years of service: an additional $.50 per hour
d) Upon completion of 20 years of service: an additional $.50 per hour

Effective 2021-22 fiscal year, the hourly rate with longevities is not to exceed $18.75

Effective 1990-91 the position of Satellite Coordinator is established for schools where a full time cook is not employed. This position will pay an additional stipend of $2.00 per hour, total wages not to exceed $20.75 in 2021-2022

STEPS DO NOT REFLECT YEARS OF SERVICE

FOOD SERVICE SALARY SCHEDULES

SCHEDULE D

2022-2023	Cook Mgr	Cook Bkr	Asst. Cook	PT	Driver
STEP					
1	$33,578	$31,572	$30,727	$15.34	$17.36
2	$33,895	$31,887	$31,039	$16.18	$17.36
3	$34,209	$32,202	$31,358	$17.13	$17.36
4	$34,527	$32,520	$31,676		
5	$34,847	$32,838	$31,991		
6	$35,163	$33,155	$32,311		
7	$35,478	$33,473	$32,626		
8	$35,796	$33,788	$32,942		
9	$36,111	$34,104	$33,262		
10	$37,929	$35,920	$35,074		

A longevity increase of $900 per year will be paid to full time employees upon completion of twelve years of continuous service. A longevity increase of $700 per year will be paid to full time employees upon completion of seventeen years of continuous service. Such payment will be effective on the employee's normal increment date. Part time cafeteria employees will be paid on an hourly basis. Longevity increases will be paid to employees on their normal increment dates as follows:

a) Upon completion of 5 years of service: $.50 per hour
b) Upon completion of 10 years of service: an additional $.50 per hour
c) Upon completion of 15 years of service: an additional $.50 per hour
d) Upon completion of 20 years of service: an additional $.50 per hour

Effective 2022-23 fiscal year, the hourly rate with longevities is not to exceed $19.13

Effective 1990-91 the position of Satellite Coordinator is established for schools where a full time cook is not employed. This position will pay an additional stipend of $2.00 per hour, total wages not to exceed $21.13 in 2022-2023

STEPS DO NOT REFLECT YEARS OF SERVICE

FOOD SERVICE SALARY SCHEDULES

SCHEDULE E

2023-2024	Cook Mgr	Cook Bkr	Asst. Cook	PT	Driver
STEP					
1	$34,250	$32,204	$31,342	$15.68	$17.75
2	$34,573	$32,525	$31,660	$16.54	$17.75
3	$34,893	$32,846	$31,985	$17.51	$17.75
4	$35,218	$33,170	$32,310		
5	$35,544	$33,494	$32,631		
6	$35,866	$33,818	$32,957		
7	$36,187	$34,143	$33,278		
8	$36,512	$34,464	$33,600		
9	$36,833	$34,786	$33,927		
10	$39,087	$37,038	$36,176		

A longevity increase of $900 per year will be paid to full time employees upon completion of twelve years of continuous service. A longevity increase of $700 per year will be paid to full time employees upon completion of seventeen years of continuous service. Such payment will be effective on the employee's normal increment date. Part time cafeteria employees will be paid on an hourly basis. Longevity increases will be paid to employees on their normal increment dates as follows:

a) Upon completion of 5 years of service: $.50 per hour
b) Upon completion of 10 years of service: an additional $.50 per hour
c) Upon completion of 15 years of service: an additional $.50 per hour
d) Upon completion of 20 years of service: an additional $.50 per hour

Effective 2023-24 fiscal year, the hourly rate with longevities is not to exceed $19.51

Effective 1990-91 the position of Satellite Coordinator is established for schools where a full time cook is not employed. This position will pay an additional stipend of $2.00 per hour, total wages not to exceed $21.51 in 2023-2024

STEPS DO NOT REFLECT YEARS OF SERVICE

CSEA
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Mary E. Sullivan, President