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**Contract Database Metadata Elements**

Title: **Copiague Union Free School District and Copiague UFSD Cafeteria Workers & Part-Time Aides Unit, CSEA, Local 1000 AFSCME, AFL-CIO, Suffolk County Educational Local 870 (2008)**

Employer Name: **Copiague Union Free School District**

Union: **Copiague UFSD Cafeteria Workers & Part-Time Aides Unit, CSEA, AFSCME, AFL-CIO**

Local: **Suffolk County Educational Local 870, 1000**

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# AGREEMENT

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by and between the  
**BOARD OF EDUCATION**

of the  
**COPIAGUE UNION FREE  
SCHOOL DISTRICT**

and  
**CSEA Local 1000 AFSCME,  
AFL-CIO**

**RECEIVED**

FEB 09 2009

NYS PUBLIC EMPLOYMENT  
RELATIONS BOARD



Copiague UFSD Cafeteria Workers & Part-Time Aides Unit  
Suffolk County Educational Local 870

**July 1, 2008 - June 30, 2013**



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In order to effectuate the provisions of Article 14 of the Civil Service Law of the State of New York (The Public Employees Fair Employment Act) and to encourage and increase effective and harmonious working relationships between the Copiague Board of Education (hereinafter called the Board) and the Civil Service Employees Association, Inc., Local 1000, AFSCME AFL-CIO (hereinafter called the Union):

This Agreement is made and entered into on this 7<sup>th</sup> day of July 2008 by and between the Board and the Union and shall continue in full force and effect commencing July 1, 2008 through June 30, 2013.

**ARTICLE 1**  
**RECOGNITION**

The Copiague Board of Education recognizes the New York State Civil Service Employees Association, Inc., Local 1000, AFSCME AFL-CIO, as the exclusive representative of the following employees of the Copiague Union Free School District: full and part-time cafeteria workers including cook managers, assistant cooks, food service workers, kitchen workers, hourly paid security aides and school security guards, part-time receptionist aides, hallway aides, suspension room aides, cafeteria aides, driver-messenger. All other employees full or part-time are excluded.

**ARTICLE 2**  
**LENGTH OF AGREEMENT**

This Agreement shall remain in full force and effect for the period July 1, 2008 up to and including June 30, 2013.

**ARTICLE 3**  
**WAGES**

A. Effective for each of the school years, July 1, 2008 through June 30, 2009; July 1, 2009 through June 30, 2010; July 1, 2010 through June 30, 2011; July 1, 2011 through June 30, 2012; and July 1, 2012 through June 30, 2013, the annual wages for full-time cafeteria workers, the hourly rate for part-time food service workers, and the hourly rate for aides and school security guards will be in accordance with Schedules A, B, C, D, and E, annexed hereto and made hereof.

B. The assistant cooks will receive in addition a yearly stipend of \$700.

C. Cook managers will receive in addition a yearly stipend of \$800.

D. Longevity stipends shall be paid to annually salaried cafeteria workers and hourly paid security staff who work 35 hours per week or more throughout the school year under this contract according to the following schedule. Longevity stipends are not cumulative and are effective September 1 and February 1.

**Full Time Longevity: 2008-2013**

\$350 commencing with the 12th year  
\$450 commencing with the 15th year  
\$600 commencing with the 20th year  
\$800 commencing with the 25th year

E. Part-time longevity stipends shall be paid to part-time food service cafeteria workers, part-time receptionist aides, hallway aides, suspension room aides, cafeteria aides, and hourly paid security aides who work less than 35 hours per week covered under this contract according to the following schedule. Part-time longevity stipends are not cumulative and are effective September 1 and February 1.

**Part Time Longevity: 2008-2013**

49 cents commencing with the 12th year  
59 cents commencing with the 15th year  
74 cents commencing with the 20th year  
84 cents commencing with the 25th year

F. Hourly paid security staff shall be paid for every hour worked in excess of 35 hours per week in an amount equivalent to 1½ the applicable hourly wage.

**ARTICLE 4**  
**RETIREMENT**

The retirement plan of the New York State Employees Retirement System, know as Section 75i of the Retirement and Social Security Law, shall be provided for all annually salaried cafeteria workers and hourly paid security staff who work 35 hours per week or more throughout the school year. The aforesaid plan will also be made available to all otherwise eligible part-time hourly employees, if they work 20 or more hours per week and request retirement coverage.

**ARTICLE 5**  
**WORK YEAR AND HOLIDAYS**

A. The work year for annually salaried full-time cafeteria workers shall be from September 1 through June 30. Holidays will be in accordance with the annual school calendar. Part-time food service cafeteria workers and all aide classifications covered by this agreement shall receive the following paid holidays:

Thanksgiving Day	Lincoln's Birthday
Day after Thanksgiving	Washington's Birthday
Christmas Day	Memorial Day
Martin Luther King, Jr. Day	

Hourly paid security staff who work 35 hours or more per week throughout the school year shall receive the following eleven (11) paid holidays:

- |                        |                             |
|------------------------|-----------------------------|
| Labor Day              | New Year's Day              |
| Columbus Day           | Martin Luther King, Jr. Day |
| Veterans Day           | Washington's Birthday       |
| Thanksgiving Day       | Good Friday                 |
| Day after Thanksgiving | Memorial Day                |
| Christmas Day          |                             |

**B. Superintendent's Conference Days:** Employees shall be paid for Superintendent's Conference Days, with the understanding that the District can require employees to report to work. If an employee is called in to work, but absents him/herself, the employee will not be paid. Payment will be limited to two (2) Superintendent's Conference Days (if scheduled on the official school calendar) per year.

**ARTICLE 6**  
**INSURANCE**

**A.** All full-time cafeteria workers and security staff who are scheduled to work 30 hours or more per week may enroll on a 87.5%/12.5% contributory basis in the New York State Health Insurance Plan presently in effect in the school district. New hires shall contribute an additional two and one-half (2.5%) percent for a total employee contribution of fifteen (15%) percent of the family premium cost for health insurance.

**B.** The aforesaid plan will also be made available to all otherwise eligible part-time hourly employees, if they work less than thirty (30) but at least twenty (20) hours per week. For these employees, the District's contribution shall be thirty-five (35%) percent for family and fifty (50%) percent for individuals in accordance with Policy and Empire Plan regulations.

**C. Waiver:** All unit members who have been participants in the District's health insurance plan for a period of two (2) years shall be eligible to receive the insurance waiver payment of \$1500 for family coverage or \$750 for individual coverage. Any unit members who are receiving insurance waiver payments as of the date of ratification of this Agreement shall continue to receive said payments at their same rate for as long as they continue to waive health insurance. The above provision shall be subject to the rules of the New York State Government Employees Insurance Program.

**D.** Unit members shall be permitted to obtain dental coverage in the District's plan at their own expense.

**E. Change of Carrier:** The District shall have the right to change health insurance carriers provided the District obtains substantially equivalent coverage and the consent of the Union.

**F.** The Board of Education shall provide to each employee covered herein a short-term disability insurance plan at no cost to such employee. Said plan will be New York State Disability Insurance or the same plan provided to the Non-Supervisory Custodial Unit.



**ARTICLE 7**  
**SICK LEAVE**

A. All annually salaried full-time cafeteria workers and hourly paid security staff who work 35 hours per week or more throughout the school year eligible for sick leave may be absent for reason of illness for up to eleven (11) days in any school year without loss of pay. All other employees covered by this Agreement who are eligible for sick leave may be absent for reason of illness five (5) days without loss of pay. For employees hired on or before March 6, 2000, the accumulated number of unused sick days is unlimited. For employees hired after March 6, 2000, the accumulated number of unused sick days is one hundred eighty (180).

B. All employees whose employment continues in this school district until retirement shall be entitled at the time of retirement under the New York State Employee's Retirement System to receive payment for accumulated unused sick leave at the rate of one (1) day for every two (2) days so accumulated.

C. **Sick Leave Buy Back:** In lieu of fully accumulating unused sick days each year, unit members shall have the option of being reimbursed for a portion of such sick days at the rates indicated below:

<u>Unit Members Regularly</u> <u>Scheduled to Work:</u>	<u>Shall Receive:</u>
30 hours or more per week	\$30 per day with annual reimbursement not to exceed \$210
22.5 hours per week	\$25 per day with annual reimbursement not to exceed \$100
20 hours per week	\$20 per day with annual reimbursement not to exceed \$ 80
17.5 hours per week	\$15 per day with annual reimbursement not to exceed \$ 60
15 hours per week	\$10 per day with annual reimbursement not to exceed \$ 40
12.5 hours per week	\$ 5 per day with annual reimbursement not to exceed \$ 20

In the event such option is exercised, payment therefore will be made at the end of the school year. Upon such payment, such days so reimbursed will not accumulate to sick leave.

**ARTICLE 8**  
**OTHER LEAVES OF ABSENCE**

Annually salaried cafeteria workers and hourly paid security staff who work 35 hours per week or more throughout the school year may be absent for personal reasons other than sickness for not more than five (5) days in any school year. Any such personal business days taken by such annually salaried cafeteria workers and hourly paid security staff who work 35 hours per week or more throughout the school year shall be deducted from the number of allowable sick days hereinabove provided for.

Part-time employees shall be entitled to two (2) personal business days during the school year to be deducted from their accrued sick leave.

Personal business days are not to be used as vacation or for the purposes of extending weekends, holidays, or recesses without prior administrative approval.

**A. Extended Sick Leave at Full Pay:** In the event an annually salaried cafeteria worker or hourly paid security staff member who works 35 hours or more per week throughout the school year suffers a continuous illness or extended disability which prohibits the employee working for a period in excess of the employee's accumulated sick day allowance, the employee shall be entitled to an additional twenty (20) days absence without loss of pay. A request in writing, supported by a M.D. certificate indicating the nature of illness and/or disability and the probable date of return to duty, shall be presented. A medical examination performed by the School Physician may be required if the Superintendent of Schools deems it necessary. Any such employee taking advantage of this extended sick leave allowance may replace the full number of days thereof used in the following manner:

1. At the end of each school fiscal year, the number of unused sick days remaining will not accumulate, but will be used to replace the number of days used for extended sick leave purposes as herein provided. The Board of Education shall require the repayment of sick leave days used under the extended sick leave privilege as follows:

The first year after the use of extended sick leave privilege, a repayment of not less than four (4) days must be made. An automatic salary deduction shall be made for any of the required repayment days not repaid from accumulated sick days, such repayment to be based on the salary in the year of illness. The same policy shall be in effect for the second, third and fourth year. All sick days used under this extended leave policy must be repaid by the end of the fifth year. Under no circumstances may sick leave days be borrowed from future accumulation of sick days to satisfy obligations under this policy.

2. If such employee leaves the District before all of the days used in the extended sick leave, as aforesaid, are replaced, the Board shall deduct from the employee's final pay voucher a sum equal to the employee's regular salary for the days not so replaced as aforesaid.

**B. Extended Sick Leave at Two-Thirds Pay:** In the event an annually salaried cafeteria worker or hourly paid security staff member who works 35 hours or more per week throughout the school year suffers a continuous illness or extended disability prohibiting the employee's return to duty after the expiration of the employee's sick leave days, accumulated sick and extended sick leave of 20 days, as herein provided, the employee shall, nevertheless, be entitled to receive two-thirds of pay for a number of such additional days as the employee may be absent, depending upon length of service within the District as hereinafter provided:

Years of Service	Number of Days Entitled at Two-Thirds Pay	Years of Service	Number of Days Entitled at Two-Thirds Pay
3 or less	0	8	40
4	15	9	45
5	25	10	50
6	30	11	55
7	35	12 or more	60

Any full-time employee taking advantage of this extended sick leave at two-thirds pay must replace the full number of days (1-60) thereof used by the employee. The employee may replace the number of days thereof used in the following manner:

1. At the end of each school fiscal year, the number of unused sick days remaining will not accumulate, but will be used to replace the number of days used for extended sick leave purposes as herein provided. The Board of Education shall require the repayment of sick leave days used under the extended sick leave privilege as follows:

The first year after the use of extended sick leave privilege, a repayment of not less than six (6) days must be made. An automatic salary deduction shall be made for any of the required repayment days not repaid from accumulated sick days. Such repayment to be based on the salary in the year of illness. The same policy shall be in effect for each of the subsequent years after the use of extended sick leave until the days are all paid back in full. Under no circumstances may sick leave days be borrowed from future accumulation of sick days to satisfy obligations under this policy.

2. If such employee leaves the District before all of the days used in the extended sick leave, as aforesaid, are replaced, the Board shall deduct from the employee's final pay voucher a sum equal to the employee's regular salary for the days not so replaced as aforesaid.

C. An annually salaried cafeteria worker or hourly paid security staff member who works 35 hours or more per week throughout the school year who takes advantage of the extended sick leave provisions under A and B of the sick leave policy, requiring the repayment of borrowed sick days, shall not be entitled to the benefit of such extended sick leave until all the borrowed days (1-80) have been repaid.

D. **Bereavement:** In the event of a death in the immediate family, an annually salaried cafeteria worker or hourly paid security staff member who works 35 hours or more per week throughout the school year is allowed a maximum of five (5) days absence. These days are in addition to the sick leave policy and are not deducted from accumulated days. The immediate family includes such employee's spouse, children, mother and father, sister and brother, mother-in-law and father-in-law. A substitute parent shall be considered a member of the immediate family if the employee has lived with this person for twelve consecutive months. In the event of a death of a relation, an annually salaried cafeteria worker or hourly paid security staff member who works 35 hours or more per week throughout the school year is allowed a maximum of three (3) days absence

and these days are in addition to sick leave and are not deducted from accumulated days. Relations are defined as such employee's grandparents.

In the event of a death in the immediate family as defined above, part-time food service cafeteria workers, part-time receptionist aides, hallway aides, suspension room aides, cafeteria aides, driver-messenger, and security aides who work less than 35 hours per week covered by this Agreement are allowed a two (2) day bereavement leave.

**ARTICLE 9**  
**UNIFORM ALLOWANCE - CAFETERIA EMPLOYEES**

Each annually salaried full-time cafeteria worker and part-time food service worker required to wear a uniform on the job shall be reimbursed for uniform costs at the rate of \$350 which shall be payable in equal installments in January and June, provided such employee has worked continuously during such periods. Employees are to report to work in uniforms that are, in the judgment of the supervisor, appropriate, presentable (clean), and in good condition.

**ARTICLE 10**  
**UNIFORMS - SECURITY STAFF**

School security guards and security aides who work more than twenty-five (25) hours per week shall wear work uniforms at all times when they are on duty if required to do so by the Superintendent of Schools. The selection of the required uniforms shall be made by the Supervisor of Security after consultation with the President of the Copiague Cafeteria Workers and Part-Time Aides Unit of C.S.E.A. The uniform allotment shall consist of at least two (2) complete sets of winter uniforms and at least two (2) complete sets of summer uniforms. In addition, a winter jacket and a light jacket shall be supplied where necessary. Uniforms will be turned in and replaced when deemed necessary by the District.

**ARTICLE 11**  
**LABOR MANAGEMENT RELATIONS**

The Director of Personnel and/or his representatives and up to three (3) representatives of the Union shall meet at mutually agreed times during the school year to consult informally on matter of district-wide concern relative to the personnel covered by this Agreement and to facilitate the implementation of this Agreement.

**ARTICLE 12**  
**OUT OF TITLE WORK**

When an employee is requested by the Board to work out of title as a result of the absence of the person holding that title and such absence continues for a period of seven (7) consecutive working days or more, the employee will be compensated in accordance with that title with such compensation to be effective seven (7) consecutive working days after the actual commencement of the performance of such out of title work.

**ARTICLE 13**  
**PROTECTION OF SECURITY STAFF**

Whenever a security staff member is absent from school as a result of personal injury caused by an assault occurring in the course of employment or where the injury is sustained by a conflict with students while preventing harm to the aide, student or staff member, the aide shall be paid the aide's full salary during such absence, for a period not to exceed one (1) month from the date of the occurrence, less the amount of any Worker's Compensation Insurance proceeds, and no such part of such absence shall be charged to the aide's annual or accumulated sick leave.

**ARTICLE 14**  
**VACANCIES**

The Board of Education reserves the right to fill vacancies as the needs of the District indicate. Whenever possible, when a vacancy occurs, all unit personnel are to be notified and will be given consideration.

**ARTICLE 15**  
**LAYOFFS AND RECALL**

In determining the order of layoffs and recall, seniority will be considered but shall not be the sole exclusive factor. Other factors including qualifications, special skills or training, and ability to perform the job will also be considered. The judgment of the Director of Personnel will be conclusive in this regard. Job openings will be posted in each building.

**ARTICLE 16**  
**NOTIFICATION OF RETURN**

Employees will be notified regarding their return to work in September as soon as practicable after a determination thereof has been made by the Board.

**ARTICLE 17**  
**DUES DEDUCTION**

Employees may, through payroll deduction, have their membership dues deducted from their salary. Payroll deduction may only be made upon written approval of the employee. It will be the responsibility of the Union to provide authorization cards for their members. Such authorization card shall indicate the amount of deduction to be made.

**ARTICLE 18**  
**SECTION 125 OF THE I.R.S. CODE**

The District shall provide to unit members an I.R.S. Section 125 flexible benefits plan.

**ARTICLE 19**  
**SMOKING**

Smoking is prohibited anywhere in or on District property.

**ARTICLE 20**  
**IDENTIFICATION TAGS**

All unit members shall be required to wear district-issued identification tags at all times while on duty.

**ARTICLE 21**  
**USE OF SCHOOL FACILITIES**

The Union will be allowed to use school building facilities for Union meetings after school and after the workday provided there is no conflict with other functions and that there be no cost to the Board. The Union must follow all established procedures regarding the use of facilities.

**ARTICLE 22**  
**GRIEVANCE PROCEDURE**

The Union and the employer shall make reasonable efforts to resolve all grievances and disputes. A grievance is defined as a complaint by an employee based upon an alleged violation of the provisions of this contract.

**INFORMAL STATE**

**First Level** Aggrieved party contacts immediate supervisor for discussion of the grievance. If the grievance is not resolved, the aggrieved, the immediate supervisor, and the building principal shall meet at the request of the aggrieved for a further discussion of the grievance.

**FORMAL STATE**

**First Level** The employee shall present the grievance in writing to the building principal. A meeting with the aggrieved, immediate supervisor, building principal, and the representative of the aggrieved shall be held. Failure to resolve the grievance at this level will result in proceeding to Level Two. If the District does not respond to a grievance at the first level within ten (10) days, the grievance will be deemed denied and the grievant will be permitted to proceed to the next stage.

**Second Level** Within ten (10) school days of the latter meeting, the aggrieved shall submit the grievance in writing to the Director of Personnel. Within ten (10) school days, the Director of Personnel will hold a meeting with the aggrieved and anyone the aggrieved requests to represent the aggrieved. Failure to resolve the grievance at this level will result in proceeding to Level Three.

**Third Level** Within ten (10) school days of the completion of the discussions at the Second Level, the aggrieved shall submit the grievance in writing to the Superintendent of Schools. The Superintendent of Schools shall hold a meeting within ten (10) school days with the Director of Personnel, the representative of the aggrieved, and the aggrieved. Failure to resolve the grievance at this level will result in proceeding to Level Four.

**Fourth Level** Within ten (10) school days of the completion of the discussions at the Third Level, the aggrieved shall submit in writing, through the Superintendent of Schools, a request for a meeting with the Board of Education and the Superintendent of Schools. The Board of Education shall call such a meeting within fifteen (15) school days of the receipt of such request by the Superintendent of Schools and shall reach a decision within five (5) school days of the first meeting. The aggrieved and the representative of the aggrieved shall be present.

The decision of the Board of Education shall be final.

A grievance will be deemed waived unless presented within thirty (30) days after the event or events on which the grievance is based is known or reasonably should have been known by the aggrieved party.

**ARTICLE 23**  
**FMLA**

The provisions of the Family and Medical Leave Act shall be incorporated by reference into this Agreement.

**ARTICLE 24**  
**WORKER'S COMPENSATION**

The provisions of the New York State Worker's Compensation Law shall be incorporated by reference into this Agreement.

**ARTICLE 25**  
**MANAGEMENT RIGHTS**

Subject to the provisions of this Agreement and applicable law, the District retains full responsibility and sole right of management of the District, its business affairs and property, including, but without limitation, the right to supervise and direct the working forces; to plan, control, increase, decrease, transfer, or discontinue operations; to establish work and school schedules; to hire and promote employees; to increase or decrease the working force; and to suspend, discharge, and discipline non-probationary employees for just cause.

**ARTICLE 26**  
**MISCELLANEOUS**

A. This Agreement sets forth the entire agreement between the parties and the same shall not be changed, altered or modified except by written instrument signed by both parties.

B. Pursuant to the provisions of subdivision 3(b) of Section 207 of the Civil Service Law, the Union hereby affirms that it does not assert the right to strike against any government, to assist or participate in any such strike, or to impose an obligation to conduct, assist or participate in such a strike.

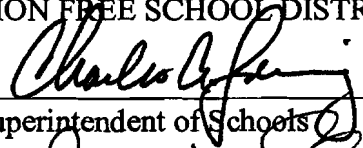
C. In the event any part of this Agreement is determined to be unenforceable as being contrary to law, the remainder of this Agreement shall survive and continue in effect. Copies of this contract will be made available by the Board and a copy distributed to each employee now employed or hereafter employed by the school district.

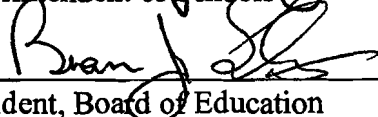
D. IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFORE, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

E. Any right or privilege not specifically delegated or granted by this Agreement is understood to remain a prerogative of the Board, so long as in the exercise thereof, the Board does not modify, amend or diminish any provision of this Agreement.


F. The parties agree that all negotiable items have been discussed during the negotiations leading to this Agreement and therefore agree that negotiations will not be reopened on any items, whether contained in this Agreement or not, during the term of this Agreement, except insofar as may be required by the provisions of this Agreement or by law.


COPIAGUE UNION FREE SCHOOL DISTRICT

By   
Superintendent of Schools

  
President, Board of Education

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

By   
President, Copiague Cafeteria Workers and  
Part Time Aides Unit of CSEA

  
CSEA Labor Relations Specialist



**SCHEDULE A**

**2008-2009 Annual Full Time Cafeteria Salary Schedule**

<b>Step</b>	<b>Cook Manager H.S. - M.S.</b>	<b>Cook Manager Elementary</b>	<b>Assistant Cook</b>	<b>Food Service Worker</b>
1	25,215	22,952	20,254	14,083
2	26,475	24,225	21,394	14,660
3	27,968	25,719	22,744	15,236
4	29,460	27,205	24,229	15,815
5	31,950	29,706	25,961	17,538

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**2008-2009 Part Time Food Service/Kitchen Worker**

<b>Step</b>	<b>Hourly Rate</b>
1	12.35
2	12.90
3	13.39
4	13.87
5	15.46

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**2008-2009 Part Time Aides**

<b>Title</b>	<b>Hourly Rate</b>
School Aides	14.38 15.95 after 1 year
Security Staff	20.28
Supervisor of Security	22.54
Driver Messenger	15.60

**SCHEDULE B**

**2009-2010 Annual Full Time Cafeteria Salary Schedule**

<b>Step</b>	<b>Cook Manager H.S. - M.S.</b>	<b>Cook Manager Elementary</b>	<b>Assistant Cook</b>	<b>Food Service Worker</b>
1	26,034	23,698	20,912	14,541
2	27,335	25,013	22,090	15,137
3	28,877	26,555	23,483	15,731
4	30,418	28,089	25,016	16,329
5	32,988	30,671	26,805	18,108

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**2009-2010 Part Time Food Service/Kitchen Worker**

<b>Step</b>	<b>Hourly Rate</b>
1	12.75
2	13.32
3	13.82
4	14.32
5	15.96

---

**2009-2010 Part Time Aides**

<b>Title</b>	<b>Hourly Rate</b>
School Aides	14.85 16.47 after 1 year
Security Staff	20.94
Supervisor of Security	23.27
Driver Messenger	16.11

**SCHEDULE C**

**2010-2011 Annual Full Time Cafeteria Salary Schedule**

<b>Step</b>	<b>Cook Manager H.S. - M.S.</b>	<b>Cook Manager Elementary</b>	<b>Assistant Cook</b>	<b>Food Service Worker</b>
1	26,880	24,468	21,592	15,014
2	28,224	25,825	22,807	15,629
3	29,815	27,418	24,246	16,242
4	31,406	29,002	25,829	16,859
5	34,060	31,668	27,676	18,697

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**2010-2011 Part Time Food Service/Kitchen Worker**

<b>Step</b>	<b>Hourly Rate</b>
1	13.17
2	13.75
3	14.27
4	14.79
5	16.48

---

**2010-2011 Part Time Aides**

<b>Title</b>	<b>Hourly Rate</b>
School Aides	15.33 17.01 after 1 year
Security Staff	21.62
Supervisor of Security	24.03
Driver Messenger	16.63

**SCHEDULE D**

**2011-2012 Annual Full Time Cafeteria Salary Schedule**

<b>Step</b>	<b>Cook Manager H.S. - M.S.</b>	<b>Cook Manager Elementary</b>	<b>Assistant Cook</b>	<b>Food Service Worker</b>
1	27,687	25,202	22,240	15,464
2	29,071	26,600	23,492	16,097
3	30,709	28,240	24,973	16,730
4	32,348	29,872	26,604	17,365
5	35,082	32,618	28,506	19,258

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**2011-2012 Part Time Food Service/Kitchen Worker**

<b>Step</b>	<b>Hourly Rate</b>
1	13.56
2	14.16
3	14.70
4	15.23
5	16.97

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**2011-2012 Part Time Aides**

<b>Title</b>	<b>Hourly Rate</b>
School Aides	15.79 17.52 after 1 year
Security Staff	22.27
Supervisor of Security	24.75
Driver Messenger	17.13

**SCHEDULE E**

**2012-2013 Annual Full Time Cafeteria Salary Schedule**

<b>Step</b>	<b>Cook Manager H.S. - M.S.</b>	<b>Cook Manager Elementary</b>	<b>Assistant Cook</b>	<b>Food Service Worker</b>
1	28,517	25,958	22,907	15,928
2	29,943	27,398	24,196	16,580
3	31,631	29,088	25,723	17,231
4	33,319	30,768	27,402	17,886
5	36,135	33,596	29,361	19,836

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**2012-2013 Part Time Food Service/Kitchen Worker**

<b>Step</b>	<b>Hourly Rate</b>
1	13.97
2	14.59
3	15.14
4	15.69
5	17.48

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**2012-2013 Part Time Aides**

<b>Title</b>	<b>Hourly Rate</b>
School Aides	16.26 18.05 after 1 year
Security Staff	22.94
Supervisor of Security	25.49
Driver Messenger	17.64