

AGREEMENT

BETWEEN THE

ATHERTON BOARD OF EDUCATION

AND

FOOD SERVICE EMPLOYEES

JULY 1, 2015 THROUGH JUNE 30, 2018
(TA 1-20-16)

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**FOOD SERVICE EMPLOYEES
 2015-2018 Three (3) Year Contract**

This three (3) year contract begins July 1, 2015 and expires June 30, 2018.

I. WAGES AND BENEFITS

A.

Regularly Scheduled Employees (Less than 6 hours):					
Pay Scale:		15 cent increase effective 1-26-16 no retro	15 cent increase	15 cent increase	
Year	2014/15	2015/16	2016/17	2017/18	
Beginning	10.70	10.85	11.00	11.15	
After 30 working days	11.02	11.19	11.34	11.49	
After 60 working days	11.16	11.31	11.46	11.61	
After 90 working days	11.26	11.41	11.56	11.71	
Second Year	11.40	11.55	11.70	11.85	

Any regularly scheduled employees (Less than 6 hours) hired after January 26, 2009 will be entitled to the following benefits:

1. Up to six (6) paid holidays per year:

Thanksgiving	New Year's Day
Christmas Day	Good Friday
MLK Day	Memorial Day

2. Holiday Pay:
 Hourly employees will be eligible for holiday pay providing they work their last schedule work shift in full prior to, and their next scheduled work shift in full after, such holiday.

3. Regular part time employees (Less than 6 hours) do not receive personal leave days or benefits, but after two (2) years of successful employment shall receive two (2) paid sick days and one (1) personal day per year accumulative to a maximum of thirty (30) days. Upon retirement unused sick days will be paid at \$10.00 per day to a maximum of up to 30 days cap. If the personal day is not used prior to the end of the school year it will be converted to a sick day.

*Status of all hourly employees is determined by the supervisor.

FOOD SERVICE EMPLOYEES
 July 1, 2015 – June 30, 2018

B.

Head Cooks:					
Pay Scale:		15 cent increase effective 1-26-16 No retro	15 cent increase	15 cent increase	
Year	2014/15	2015/16	2016/17	2017/18	
Head Cook	12.99	13.14	13.29	13.44	

Head Cooks will be entitled to the following benefits:

1. Up to twelve (6) paid holidays per year:

Thanksgiving	Christmas Day
New Year's Day	Good Friday
MLK Day	Memorial Day

2. Holiday Pay:
 Hourly employees will be eligible for holiday pay providing they work their last scheduled work shift in full prior to, and their next scheduled work shift in full after, such holiday.

3. Health Insurance:
 Health Plus PG (HMO)

The Board of Education shall pay a maximum monthly premium for health care as follows:

Full Family	\$505.27
Member/Spouse	439.45
Single Subscriber	187.90

Employees who are eligible for the above health care programs will pay all costs in excess of the above premiums.

Employees eligible for health care (those who work 6 hours or more per day) that choose not to take the benefit shall be compensated in the amount of \$900.00. This payment will begin at the end of the school year and continue each year of the contract thereafter. This payment will be \$900.00 and will be in the last check of the fiscal school year.

An employee is not eligible for health insurance coverage if they are covered by insurance equivalent to or superior to the health insurance plans listed above.

4. Sick days
 - Five (5) sick days per year cumulative to 60 for employees hired after January 26, 2009.
 - Five (5) sick days per year cumulative to 77 for employees hired prior to January 26, 2009.
 - Upon retirement unused sick days will be paid at \$10.00 per day to a maximum of up to 30 days cap.
 - Employees with at least 60 sick days in their bank may cash in up to three (3) unused sick/personal days at 75% (.75) of their average daily wage.
5. Longevity: Employees with at least 25 days in their sick bank as of the first day of the school year and prior to being given the current year allotment (5) days, will be eligible for a longevity payment of \$500.00 to be paid the first pay period in December.
6. Personal Leave Days - Two (2) per year - not cumulative. Unused personal days may be converted to sick days at the end of the school year.
7. Long term disability 66-2/3%
8. Life Insurance - \$15,000 per year term
9. Dental & Vision Coverage:

Dental Insurance:

Class I/II/III C-01 50/50/50	All employees whose spouses are covered by an employee paid dental insurance plan with internal and external coordination of benefits.
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Plan E-07 80/80/80	All other employees Maximum of \$1,300.00
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Vision Insurance:

An employee must be eligible for full Blue Cross coverage to be entitled to vision.

10. Snow Days: Employees that report to work between 6:15 and 6:45 a.m., notified after 6:00 a.m., will be paid for 2 hours of work time. These employees will not have to stay and work if school is closed (announced as teachers do not have to report).

*Status of all hourly employees is determined by the supervisor.

II. TRAINING and PROBATIONARY EMPLOYEES

- A. Training for Part Time and Full Time Employees:
Training for food service workers will be conducted by the food service director and, when appropriate, through available online professional development. Training will occur at a mandatory summer orientation or within the first 30 days of employment for mid-year hires. Employees will be compensated at their regular hourly rate.

All employees will be required to take the *Serve Safe* course and pass the corresponding exam. The district will cover the cost of the initial exam. If a second exam is needed, the employee will be required to cover the cost.

Completion of the above training programs will be required to maintain current employment status. Voluntary completion of additional class will be considered when evaluating candidates for advancement.

B. Probationary Employees:

New employees after the signing of this agreement shall be considered as probationary employees for the first 60 working days. At that time the employee will be evaluated and if determined to remain, he/she shall be entered on the seniority list of the unit and shall rank in seniority from their date of hire.

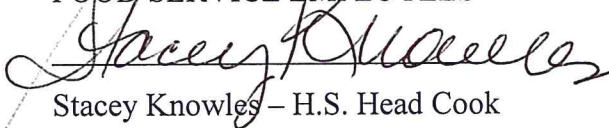
III. Miscellaneous Provisions

Evening/Weekend Rate: For any outside organization (not considered a school organization) wishing to utilize our food service employees, organizations will be charged a flat rate of \$17.00 per hour. This will apply to any program or event requiring employees to work at 4:00 p.m. or later or on any weekend. For district related events, regular wages will be paid unless the employee exceeds mandatory overtime requirements (over 40 hours in one week). Grant funded programs will be charged at the employee's regular wage rate.

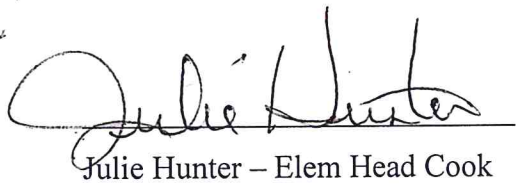
IV. This agreement shall be retroactive to July 1, 2015, and shall continue until the 30th day of June, 2018.

FOOD SERVICE EMPLOYEES

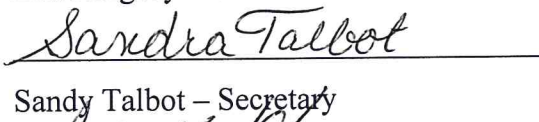
ATHERTON BOARD OF EDUCATION

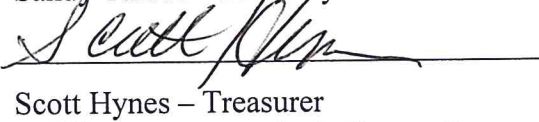

Stacey Knowles – H.S. Head Cook

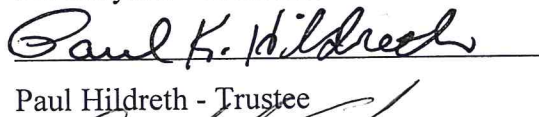

Craig Lanter – President

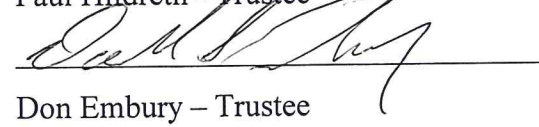

Julie Hunter – Elem Head Cook


Bette Bigsby – Vice President


Sandy Talbot – Secretary


Scott Hynes – Treasurer


Paul Hildreth - Trustee


Don Embury – Trustee


Lee Clifford – Trustee