

# Memorandum of Understanding

Between the Board of Education of Carroll County (Hereinafter "County Board" or "Board")

and

The Carroll County School Food Service Association (Hereinafter "Association" or "CCSFSA")

regarding

Establishing a sign on bonus to any food service workers and food service substitutes who are hired during the time period specified.

Whereas, the USDA waivers allowing for an expansion of meal service has increased workload during a time when the entire food service industry is challenged in recruitment.

NOW THEREFORE, intending to be legally bound hereby, the parties agree as follows:

1. This MOU does not constitute a permanent modification to the Master Agreement and is for the period of this signed agreement through May 15, 2022.
2. Newly hired food service employees and food service substitutes will receive a sign on bonus.
3. Award of sign on bonus will be 30 days after the successful employment of the new food service employee or 20 days of completed work of the food service substitute.
4. If a food service substitute is hired as a food service employee, only one bonus is available at the equivalent of 30 days of total employment.
5. Contractual employees leaving contractual employment to go on the substitute list are not eligible.
6. The agreement is not setting precedent or past practice.
7. The sign on bonus is \$500 to be paid to those food service workers and food service substitutes who meet the criteria above.
8. Both parties agree to review the progress of this initiative 60 calendar days after date signed and modify, if needed, through mutual agreement.

For the Board of Education



11/9/2021

For CCSFSA



# Memorandum of Understanding

Between the Board of Education of Carroll County (Hereinafter "County Board" or "Board")

and

The Carroll County School Food Service Association (Hereinafter "Association" or "CCSFSA")

regarding

Establishing a referral bonus to any food service workers and managers who refer a new food service employee or substitute food service employee.

Whereas, the USDA waivers allowing for an expansion of meal service has increased workload during a time when the entire food service industry is challenged in recruitment.

Whereas, the workload has fallen on the existing managers and employees.

NOW THEREFORE, intending to be legally bound hereby, the parties agree as follows:

1. This MOU does not constitute a permanent modification to the Master Agreement and is for the period of this signed agreement through June 30, 2022.
2. Each new hire must list one (1) referring food service manager or food service employee utilizing the attached form at the time of onboarding for referral bonus to be awarded.
3. Award of referral bonus will be 30 days after the successful employment of the new food service employee or 20 days of completed work of the food service substitute.
4. If a food service substitute is hired as a food service employee, only one bonus is available at the equivalent of 30 days of total employment.
5. The agreement is not setting precedent or past practice.
6. The referral bonus is \$500 to be paid to those food service workers and managers who meet the criteria above.
7. Both parties agree to review the progress of this initiative 60 calendar days after date signed and modify, if needed, through mutual agreement.

For the Board of Education



11/9/2021

For CCSFSA



# Memorandum of Understanding

Between the Board of Education of Carroll County (Hereinafter "County Board" or "Board")

and

The Carroll County School Food Service Association (Hereinafter "Association" or "CCSFSA")

regarding

Establishing a retention bonus to any food service workers, managers and substitutes who are employed through June 30, 2022 who did not receive a hire bonus in the 21-22 school year.

Whereas, the USDA waivers allowing for an expansion of meal service has increased workload during a time when the entire food service industry is challenged in retention.

Whereas, the workload has fallen on the existing managers and employees.

NOW THEREFORE, intending to be legally bound hereby, the parties agree as follows:

1. This MOU does not constitute a permanent modification to the Master Agreement and is for the period of this signed agreement through June 30, 2022.
2. Award of retention bonus will be on June 30, 2022 payroll.
3. If a food service substitute or food service employee received a sign on bonus in 21-22 school year, they are not eligible.
4. Food service substitutes must have worked a minimum of 20 days in the 21-22 school year.
5. The agreement is not setting precedent or past practice.
6. The retention bonus is \$500 to be paid to those food service workers and managers who meet the criteria above.
7. Both parties agree to review the progress of this initiative 60 calendar days after date signed and modify, if needed, through mutual agreement.

For the Board of Education

  
11/9/2021

For CCSFSA

