

**HALF HOLLOW HILLS  
CENTRAL SCHOOL DISTRICT**

**AGREEMENT BETWEEN THE BOARD OF EDUCATION**

**With**

**LOCAL 237, INTERNATIONAL BROTHERHOOD OF TEAMSTERS  
(FOOD SERVICE WORKERS)**

**Effective July 1, 2020 - June 30, 2025**

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AGREEMENT made and entered into this 4<sup>th</sup> day of December, 2020, by and between the BOARD OF EDUCATION OF HALF HOLLOW HILLS CENTRAL SCHOOL DISTRICT, Towns of Huntington and Babylon, its successors and assigns (hereinafter referred to as the "BOARD" or the "DISTRICT") and LOCAL 237, INTERNATIONAL BROTHERHOOD OF TEAMSTERS, (hereinafter referred to as the "UNION").

WITNESSETH:

WHEREAS, it is the desire of the parties to promote harmony between the District and its unit members and to eliminate disputes by fixing the rate of pay, wages, hours and other conditions of employment of the unit members of the District as hereinafter set forth.

NOW, THEREFORE, in consideration of the mutual promises herein contained, the parties hereto do agree as follows:

## **ARTICLE 1 - THE AGREEMENT**

### **A. Bargaining Unit**

1. The unit shall consist of Food Service Workers, Lead Food Service Workers, Elementary Cooks, Secondary Cooks and the Food Service Driver employed by the Board.
2. Excluded from the bargaining unit are all those unit members of the Board not listed above.

### **B. Management Rights**

1. The Union acknowledges that the Board and the Superintendent of Schools together have the sole right of management and superintendence of the District. Hence, unless expressly set forth herein, none of the terms and provisions of this Agreement shall be deemed or determined, nor have the effect in any way, of interfacing with, impairing nor limiting:
  - a. The exercise of rights, duties, authority and obligations of the Board or Superintendent of Schools granted or imposed upon the Board or Superintendent of Schools by the laws of the State of New York and the United States.
  - b. The exercise of the Board or the Superintendent of School's discretion and/or judgment in the application and administration of the terms and provisions of this Agreement.
2. Further, it is recognized that the management of the District, the control of its properties and the maintenance of order and efficiency, are solely responsibilities of the Board and the Superintendent of Schools. Accordingly, the Board and the Superintendent of Schools retain all rights, except as they may be specifically and expressly modified in this Agreement, including but not limited to selection and direction of the work

force; to suspend or discharge according to law; to determine the qualifications for employment; to determine work standards and the quality of work; to assign, promote or transfer; to relieve unit members from duty because of lack of work or for other legitimate reasons; to decide on the number and location of facilities, stations, etc.; to determine the work to be performed, amount of supervision necessary, equipment, methods, schedules; and to purchase services of others, by contract or otherwise; and to make reasonable and binding rules which shall not be inconsistent with this Agreement.

C. Scope of Agreement

1. The parties acknowledge that during the negotiations which preceded this Agreement each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective negotiations and that the understandings and Agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, for the life of this Agreement, the Board and the Union each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to negotiate collectively with respect to any subject or matter referred to, or covered in this Agreement, or with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subjects or matters may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated and signed this Agreement.
2. Hence, the Union recognizes that the Board, unless explicitly and expressly provided otherwise herein, has the unilateral and unqualified right (without prior negotiations) to implement its policies and practices in

regard to any subject not otherwise removed by law from the area of collective negotiations.

D. Savings Clause

If any provision of this Agreement is or becomes invalid or legally unenforceable, all other provisions of this Agreement shall nevertheless continue in full force and effect and the parties will meet forthwith upon request to negotiate substitute terms for such invalid and unenforceable provision. Such negotiations shall be held in a timely fashion.

E. Statement Required by 204(a) of the Taylor Law

IF LEGISLATIVE ACTION IS REQUIRED TO IMPLEMENT ANY PROVISION OF THIS AGREEMENT BY LAW OR BY AN APPROPRIATION, SUCH PROVISION SHALL NOT BECOME EFFECTIVE UNTIL IT HAS BEEN APPROVED BY SUCH LEGISLATIVE ACTION.

F. Copies of the Agreement

Copies of this Agreement shall be prepared at the expense of the Board and put online for all members.

G. Duration

This contract shall be for the period covering July 1, 2020 to June 30, 2025.

H. Shop Stewards

The Union shall appoint a unit member as shop steward. The Union shall notify the Personnel Administrator of such appointment prior to or on the opening of School in September of each year.

I. No Strike

The Union agrees that there shall be no strikes, including, but not limited to, job actions which interfere with the orderly operation of the District, work stoppages or other concerted refusal to perform work (including customary and traditional duties of unit members) during the term of this Agreement.

J. Committee

A committee shall be formed, made up of representatives of both parties, which committee shall meet for the purpose of exchanging ideas on how to improve productivity and profitability of the food service program. The District shall make available to the Union the financial reports of the program at such meetings.

**ARTICLE 2 - UNION STATUS AND RIGHTS**

A. Dues Deduction

The District will notify the Union of the starting date and building assignment of all new employees eligible for membership in the Union within five school days of start date.

1. Members shall be entitled to have membership dues for the Union collected via payroll deduction. Such authorization shall continue from year to year unless revoked in writing by the member. Upon receipt of a written authorization from the member directing payroll deduction, the District shall deduct and remit the biweekly dues from the regular salary of each employee. For new hires, such deduction is to begin as soon as practicable – no later than 30 days – after the effective date of employment, provided written authorization for payroll deduction has been received.
2. Should a member who has authorized dues deduction be removed from the District's payroll or placed on a voluntary or involuntary unpaid leave, such employee's membership in the Union shall be continued upon his or her return to the payroll.

B. The Union will certify to the Board, in writing, the current rate of the

membership dues of the Union.

- C. No later than October 30 of each year, or as soon thereafter as is practical, the Board will provide the Union with a list of those employees who have voluntarily authorized the Board to deduct dues for the Union. The Board will notify the Union of any changes in said list.
  
- D. Any member desiring to have the Board discontinue the deduction he/she has authorized must notify the Board and the Union concerned in writing within the window period of August 1-31 for that year's dues. In the event an employee notifies the District that he or she has revoked his or her membership from the Union, irrespective of payroll deduction status, the District must notify the Union of the member's statement within two (2) business day of the notice provided by the employee to the District.
  
- E. The Union will indemnify and save the District harmless from any and all costs arising out of litigation in any form concerning the application of the provisions of this Article.

### **ARTICLE 3 - PROFESSIONAL STATUS AND RIGHTS**

#### **A. Probationary Status**

With regard to all unit members, such unit members shall be placed on probation for a period of 130 days worked. If, at the end of the probationary period, the unit member's work is satisfactory, the unit member shall be considered to be a permanent employee of the District.



B. Guaranteed Work Days

The District guarantees work days when school is in session and cafeteria service is required, including the day before classes begin in September and the day after classes end in June. If there is an emergency school closing when employees are not required to report to work, and if the day is not made up, unit members will receive one day's pay, for each day not made up, at the end of the school year for their regular hours.

C. Out of Title Work

All out of title work shall be subject to the approval of the School Lunch Administrator.

D. Seniority and Layoffs

1. Within fifteen days of the date of the Agreement the Union shall provide the District with a seniority schedule of all unit members by title. Layoffs necessitated by reductions in staff shall be in inverse order of seniority.
2. When practicable, unit members will be given thirty days' notice of layoff.

E. Promotions and Transfers

1. All vacancies in unit work shall be posted in a prominent place.
2. Unit members shall be considered for any vacancies which occur in unit work. In selecting a candidate to fill a vacancy, evaluations, work experience and prior service with the District shall be among the factors considered. Where the vacancy may be filled by an increase in the daily hours of a unit member in the same job classification, length of service in the school in which the vacancy exists shall be an additional factor to be considered. In all instances, however, the best interests of the District shall be controlling in filling a vacancy.

F. Meetings

Absent extraordinary circumstances, the District shall give twenty-four hours' notice to unit members of any staff meetings at which their attendance is required.

G. Hours of Work

1. The District shall post a work schedule in a prominent place in each school building setting forth the hours of work of unit members.
2. Elementary school cooks will receive a minimum of six hours of work per day.
3. In the event of an emergency school early dismissal, after a unit member has arrived for work, they will be paid for their regular work day.
4. The food service workers agree to be part of an automated sign-in / sign-out system where members shall be required to sign in at the commencement of the day and shall sign out at the end of the day only, for a total of two punches per day.

H. All unit members must attend six (6) hours of paid training per year as required by the "Professional Standards for State and Local School Nutrition Programs Personnel". Unit members who fail to do so will be subject to disciplinary procedures. Unit members required to travel outside of the District for Department of Health Training will be reimbursed for mileage at applicable I.R.S. rate.

I. No service prior to appointment to a probationary position will be considered for any benefit in this agreement.

## **ARTICLE 4 – WORKING CONDITIONS**

### **A. Overtime**

1. Overtime compensation for Food Service Workers, Lead Food Service Workers, Elementary and Secondary Cooks shall be paid as follows:
  - a. One and one-half times the regular rate of pay for work in excess of 40 hours per week, inclusive of Cook's Meetings.
  - b. One and one-half times the regular rate of pay where there exists a gap in service between the unit members' regular work day and the additional hours worked in excess of 40 hours per week.
  - c. Twice the regular rate of pay for work on Saturdays and Sundays.
2. The District reserves the right to direct overtime on a rotating equitable basis in the event there are insufficient volunteers. All overtime shall be approved in advance by the School Lunch Administrator.
3. At the opening and closure of the school year, unit members called in for setup or cleanup will work at least 2 hours and earn at least 2 hours pay.

### **B. Lunch Break**

The work day of each unit member who works five or more hours on a given day shall include an unpaid one-half hour lunch break.

### **C. Coffee Break**

Each unit member shall receive a fifteen-minute coffee break for each four hours of work. Coffee breaks shall be taken in accordance with the specific needs of the kitchen operation.

### **D. Health and Safety Standards**

Reasonable efforts shall be made to maintain proper health and safety standards of working conditions, as prescribed by state and federal laws. Unsafe or unhealthy work conditions shall be reported immediately to the School Lunch

Administrator, who, in turn, will report the matter to the building principal.

## **ARTICLE 5 - RATES OF PAY**

The salary schedule contained herein reflects a longevity hourly rate adjustment for cooks after the completion of five, 10, 15 and 20 years of continuous service in this unit. Refer to "Article 11 – Salary" for clarification on when salary movement shall occur.

### **A. Attendance Bonus**

1. All unit members hired prior to a probationary position prior to December 1, 2012, will be eligible to receive a yearly bonus payment for good attendance as follows:

For those who work a minimum of six hours per day:

- 0 absences for the school year \$1,100
- 1 absence for the school year \$1,000
- 2 absences for the school year \$900
- 3 absences for the school year \$800

For those who work less than six hours per day:

- 0 absences for the school year \$800
- 1 absence for the school year \$725
- 2 absences for the school year \$650
- 3 absences for the school year \$575

2. It is understood that the following will not be counted in calculating a unit member's eligibility for an attendance bonus: bereavement leave, jury duty, workers' compensation absence (using paid time off) and up to three personal days per school year.
3. All unit members hired to a probationary position after December 1 2012, will be eligible for the yearly bonus after completing five full school years

(July 1 through June 30) of service.

4. The payments referred to in paragraph 1 and 2 above, shall be made in the next payroll after the last work day for the school year as defined in Article 3 of this agreement, or as close to that date as practicable.
- 
- B. In the event a unit member changes from one position to another in the unit, such as Food Service Worker to Cook, the unit member's hourly rate in the new position will be at the step closest to, but higher than the hourly rate of the former position.
  - C. If an elementary cook is promoted to the position of secondary cook, such person shall first be required to serve as a probationary secondary cook for the 130 days worked probationary period. The probationary secondary cook's pay, however, shall be equal to the pay of a secondary cook.
  - D. Referral Bonus  
Any unit member who recruits another individual to work for the District will receive a \$100 bonus per recommended unit member who successfully completes his/her probationary period.
  - E. All unit members will be required to enroll in direct deposit.

## **ARTICLE 6 - SICK AND PERSONAL LEAVE**

- A. Sick Leave
  1. Each permanent unit member shall be entitled to three sick days and three personal days. Unit members hired after December 31, 1988, shall become entitled to such sick and personal days only after the successful completion of their probationary period. The July following the completion of three calendar years continuous service in the unit, unit

members will receive five sick leave days per year. All movement on the salary schedule shall occur each July rather than based on an individual's anniversary date.

2. In order to be eligible to receive sick day pay, unit members are required to call in sick prior to the start of their shift. Sick pay shall be paid at the rate equal to the average number of hours worked per day during the previous thirty work days.
3. Commencing July 1, 2020, unit members who have accumulated at least 30 sick days in their sick bank as of July 1, and are able to maintain said 30 days after a sale of any sick days in excess of such 30 days, shall be entitled to sell back to the District, at the current daily rate of pay of such salary of the unit member, up to three unused sick days from their sick bank.
4. Unit members who have completed ten years of continuous service in this unit, shall, upon retirement, be eligible to receive payment for unused sick leave at the rate of one day's pay for each three days of unused sick leave. Unit members who have completed fifteen years of continuous service in this unit, shall, upon retirement, be eligible to receive payment for unused sick leave at the rate of one day's pay for each two days of unused sick leave. Unit members who have completed twenty years of continuous service in this unit, shall, upon retirement, be eligible to receive payment for unused sick leave at the rate of one day's pay for each day of unused sick leave.
5. Personal days may be used for purposes of personal leave with pay upon

request, submitted in writing upon five working days' notice to the unit member's Administrator, except in cases of emergency when advanced notice cannot be given. Unit members need not specify the exact nature of the use of such personal leave days if for the reason hereinafter set forth:

- a. Legal matters: House closing, income tax hearings, adoption proceedings, and court appearances for traffic violations, probating wills, obtaining licenses, and other personal matters.
- b. Funeral: Attendance at the funeral service of a person, the nature of whose relationship to the employee warrants such attendance.
- c. Ceremonies: Graduation of unit member, spouse or child, a day of wedding ceremony, participation in religious ceremonies such as baptism, confirmation, circumcision of child, honors and awards ceremonies involving the unit member or immediate family, honeymoon.
- d. Miscellaneous: Required parental visits by parents to colleges, professional advancement, taking college students to and from college.
- e. Such personal leave days shall not be exercised upon a day contiguous to a school holiday except upon written application specifying the exact nature of such requested leave, and further subject to the approval of the unit member's Administrator.

Except as above provided, the unit member requesting the approval of personal leave may list "Personal Business" as a reason for the absence providing that such personal business is for one of the above-mentioned reasons; if the reason is not set forth above, the unit member is to state the specific reason for review and approval by the Administrator. The District reserves the right to request documentation necessitating such personal leave.

6. All unused personal days shall be accumulated as sick days only.
7. Unit members shall be entitled to a maximum of three days per occurrence in the event of death of a spouse, child, parent, brother, sister, grandparent, father-in-law, mother-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandchild, or person in loco parentis.
8. Health Insurance for Unit Members working more than 130 hours per month as measured by ACA Measurement Period.

#### **HIP Low-Cost Plan**

- Employee Contribution 25% of Premium for Individual Coverage
- Employee Contribution 40% of Premium for family Coverage

### **ARTICLE 7 – UNIFORMS AND SHOES**

#### **A. Uniforms**

1. The District will designate the uniform to be worn.
2. The specific type of uniform will be established by the agreement of a committee equally comprised of District and unit members. All unit members must wear the District-designated uniform.
3. Five aprons will be provided by the District, in each year of the contract.
4. Permanent unit members will be supplied with three free uniforms each year, given as soon as possible. Rather than being required to order three pairs of slacks and three shirts annually, unit members may request a different combination of uniform pieces, provided that the total number of pieces is six per unit member. The District will use reasonable efforts



to honor such requests.

5. Probationary unit members will, upon commencing employment, purchase the District-designated uniform with his or her own funds. Upon the successful completion of the 130 days worked probationary period, the District will reimburse the unit member for the purchase of such uniforms up to a maximum of two. The probationary unit member must, as a condition to reimbursement, present the receipt or receipts showing the actual purchase of the District-designated uniform.
6. The food service driver's uniform will be designated; the shirt shall be provided by the District.
7. The District issued employee identification badge will be worn as part of the official uniform.

#### B. Shoes

1. For each year of this agreement, permanent unit members shall be reimbursed up to \$125 to cover the cost of up to two pairs of District designated shoes. Reimbursement shall be made upon submission of the original receipt, original UPC code from the shoebox, and completed District designated reimbursement form(s). The District designated shoe will be a rubber-soled white leather shoe appropriate for the position. The driver's designated shoe is a brown or black rubber-soled, steel-toe shoe appropriate for the position as determined by the District. The parties will meet and agree upon a variety of shoes that will be acceptable for wearing on the job.
2. Probationary unit members will, upon commencing employment, purchase the District-designated shoes with his or her own funds. Upon the successful completion of the 130 days worked probationary period, the

District will forward to the unit member a check for up to \$125 to cover the cost of two pair of District-designated shoes.

### **ARTICLE 8 – RETIREMENT BENEFITS**

All unit members have the right to participate in the New York State and Local Employees' Retirement System in accordance with law.

### **ARTICLE 9 - DISABILITY**

After all sick leave has been exhausted, then all unit members shall receive disability benefits of minimum State disability requirements as provided by the District's insurance policy or its equivalent, for twelve (12) months of each year of the contract. The disability benefits provided hereunder shall not be paid to a unit member either receiving or eligible for Workers Compensation benefits. In the event that the present New York State disability benefits are increased, the benefits to all unit members shall be increased by the same percentage that the New York State Disability benefits are increased.

## **ARTICLE 10 – GRIEVANCE PROCEDURES**

- A. Grievance is a claim by a member of the unit or by the Union of a violation of an express provision of this Agreement. The term grievance shall also include a claimed misinterpretation or misapplication under the law, regulation or policy which relates to or involves a unit member. However, such grievances under this provision may only be processed through Step 3 of this grievance procedure and shall not be arbitral.
- B. A unit member shall be permitted to be represented at any stage by a person of his/her own choosing. The Union shall be permitted to file a grievance and same may be initiated at Stage 2.
- C. Procedures for the grievance machinery shall be as follows:
- Step 1: Any unit member may either orally or in writing present a grievance to his or her immediate supervisor within thirty working days after he/she knows, or should have known, of the event giving rise to the grievance. The supervisor shall answer the grievance either orally or in writing within seven working days.
- Step 2: If the grievant is not satisfied with the answer in Step 1, a duly designated representative of the Union may submit the grievance in writing to the Superintendent or his/her designee within five working days after the answer in Step 1 is given to the grievant. The Superintendent or his/her designee shall answer the grievant in writing within fourteen working days after the grievance is submitted.
- Step 3: If the Union is not satisfied with the answer in Step 2, it may within five working days after receiving said answer, submit the grievance to the Board or its designee. The Board or its designee shall answer the grievance in writing within twenty

working days thereafter.

Step 4: If any such timely grievance is not disposed of in the foregoing grievance procedures, the Union may, within ten working days after receipt of the answer in Step 3, give the Board written notice of its desire to submit the grievance to arbitration.

Within ten working days after the Board receives such notice, the Union may request the Suffolk County Commissioner of Labor to appoint the first available arbitrator from the panel of five mutually acceptable permanent arbitrators the parties submit to him to hear and determine the grievance. The Commissioner shall appoint the first available arbitrator from said panel, using the order in which the parties listed the arbitrators' names. If he has appointed an arbitrator hereunder, the Commissioner shall place the arbitrator's name on the bottom of the list. For subsequent arbitrators, he shall follow the same procedure. The arbitrator shall be considered "available" hereunder if he/she is available to hear the grievance within forty-five days from the day the Commissioner first contacts him. Failure to submit any matter to arbitration within the time limit prescribed above shall be deemed a waiver of the right to process the grievance further.

The arbitrator's authority shall be strictly limited to applying and interpreting the express terms and conditions of this Agreement. He will not have authority to add to, subtract from, or otherwise amend or modify the terms of this Agreement. The arbitrator's award upon matters properly before him shall be final and binding upon the parties. The parties shall bear equally the fees and expenses of the arbitrator.

- D. The parties recognize that it is important that grievances be processed as rapidly as possible. Therefore, every effort shall be made by all parties to

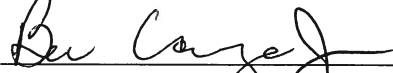
expedite that process. The time limits specified for either party shall be extended only by mutual agreement.

**ARTICLE 11 – SALARY**

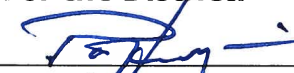
- A. All movement on the salary schedule will take effect July 1 each year. All unit members on payroll prior to February 1 will be credited for the year for salary step advancement on July 1. Unit members starting on or after February 1 will remain on the entry step for a full calendar year, before being credited with a full year for salary step advancement on July 1. All movement on the salary schedule shall occur each July rather than based on an individual’s anniversary date.
- B. The salaries to be paid to the unit members shall be determined in accordance with the salary schedules attached. Salary increase each year of 1.0% for all positions and scales (see attached appendix). The agreed upon 2020-2021 salary increase shall be retroactive to July 1, 2020. Unit members shall follow the salary schedule based on when such unit member was hired (see attached appendix).

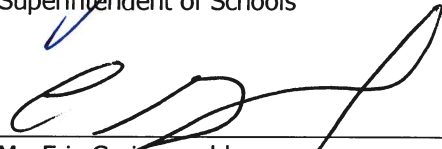
October 1, 2020

**For the Union:**

  
Ben Carezza, Local 237 International  
Brotherhood of Teamsters

**For the District:**

  
Dr. Patrick Harrigan,  
Superintendent of Schools

  
Mr. Eric Geringswald,  
Board of Education President

## **Appendix**

Salary Schedule

HALF HOLLOW HILLS SCHOOL DISTRICT FOOD SERVICE WORKERS AND COOKS SALARY SCHEDULES

2020-2021 SALARY SCHEDULE

NOTATIONS:

- 1% increase over 2019-20 rate
- Employees ONLY move from one step to the next @ July 1st
- Employees hired before February 1st will advance a step on July 1st
- Employees hired on or after February 1st will remain on entry step for following full year

Step	HIRED ON OR BEFORE 7/1/2012			HIRED AFTER 7/1/2012		
	FSW*	COOK**	LEAD***	FSWZ*	COOKZ**	LEADZ***
1.00	\$ 16.17	\$ 26.64	\$ 23.07	\$ 16.17	\$ 26.17	\$ 23.07
2.00	\$ 16.73	\$ 26.64	\$ 23.07	\$ 16.17	\$ 26.17	\$ 23.07
3.00	\$ 17.92	\$ 26.64	\$ 23.07	\$ 17.31	\$ 26.17	\$ 23.07
4.00	\$ 19.16	\$ 26.64	\$ 23.07	\$ 17.31	\$ 26.17	\$ 23.07
5.00	\$ 20.52	\$ 26.64	\$ 23.07	\$ 19.16	\$ 26.17	\$ 23.07
6.00	\$ 21.09	\$ 27.22	\$ 23.07	\$ 19.16	\$ 26.64	\$ 23.07
7.00	\$ 21.09	\$ 27.22	\$ 23.07	\$ 19.16	\$ 26.64	\$ 23.07
8.00	\$ 21.09	\$ 27.22	\$ 23.07	\$ 19.16	\$ 26.64	\$ 23.07
9.00	\$ 21.09	\$ 27.22	\$ 23.07	\$ 19.16	\$ 26.64	\$ 23.07
10.00	\$ 21.09	\$ 27.22	\$ 23.07	\$ 19.16	\$ 26.64	\$ 23.07
11.00	\$ 21.66	\$ 27.79	\$ 23.07	\$ 21.09	\$ 27.22	\$ 23.07
12.00	\$ 21.66	\$ 27.79	\$ 23.07	\$ 21.09	\$ 27.22	\$ 23.07
13.00	\$ 21.66	\$ 27.79	\$ 23.07	\$ 21.09	\$ 27.22	\$ 23.07
14.00	\$ 21.66	\$ 27.79	\$ 23.07	\$ 21.09	\$ 27.22	\$ 23.07
15.00	\$ 21.66	\$ 27.79	\$ 23.07	\$ 21.09	\$ 27.22	\$ 23.07
16.00	\$ 21.66	\$ 28.35	\$ 23.07	\$ 21.09	\$ 27.79	\$ 23.07
17.00	\$ 21.66	\$ 28.35	\$ 23.07	\$ 21.09	\$ 27.79	\$ 23.07
18.00	\$ 21.66	\$ 28.35	\$ 23.07	\$ 21.09	\$ 27.79	\$ 23.07
19.00	\$ 21.66	\$ 28.35	\$ 23.07	\$ 21.09	\$ 27.79	\$ 23.07
20.00	\$ 21.66	\$ 28.35	\$ 23.07	\$ 21.09	\$ 27.79	\$ 23.07
21.00	\$ 21.66	\$ 28.92	\$ 23.07	\$ 21.09	\$ 28.35	\$ 23.07
22.00	\$ 21.66	\$ 28.92	\$ 23.07	\$ 21.09	\$ 28.35	\$ 23.07
23.00	\$ 21.66	\$ 28.92	\$ 23.07	\$ 21.09	\$ 28.35	\$ 23.07
24.00	\$ 21.66	\$ 28.92	\$ 23.07	\$ 21.09	\$ 28.35	\$ 23.07
25.00	\$ 21.66	\$ 28.92	\$ 23.07	\$ 21.09	\$ 28.35	\$ 23.07

\* Refers to Food Service Worker  
 \*\* Refers to Elementary or Secondary Cook  
 \*\*\* Refers to Lead Food Service Worker

Driver hourly rate of pay: \$ 21.24

**2021-2022 SALARY SCHEDULE**

**NOTATIONS:**

- 1.01 1% increase applied to 2020-2021 salary schedule
- Employees ONLY move from one step to the next @ July 1st
- Employees hired before February 1st will advance a step on July 1st
- Employees hired on or after February 1st will remain on entry step for following full year

Step	HIRED ON OR BEFORE 7/1/2012			HIRED AFTER 7/1/2012		
	FSW*	COOK**	LEAD***	FSW*	COOK**	LEAD2**
1.00	\$ 16.33	\$ 26.91	\$ 23.30	\$ 16.33	\$ 26.43	\$ 23.30
2.00	\$ 16.90	\$ 26.91	\$ 23.30	\$ 16.33	\$ 26.43	\$ 23.30
3.00	\$ 18.10	\$ 26.91	\$ 23.30	\$ 17.48	\$ 26.43	\$ 23.30
4.00	\$ 19.35	\$ 26.91	\$ 23.30	\$ 17.48	\$ 26.43	\$ 23.30
5.00	\$ 20.73	\$ 26.91	\$ 23.30	\$ 19.35	\$ 26.43	\$ 23.30
6.00	\$ 21.30	\$ 27.49	\$ 23.30	\$ 19.35	\$ 26.91	\$ 23.30
7.00	\$ 21.30	\$ 27.49	\$ 23.30	\$ 19.35	\$ 26.91	\$ 23.30
8.00	\$ 21.30	\$ 27.49	\$ 23.30	\$ 19.35	\$ 26.91	\$ 23.30
9.00	\$ 21.30	\$ 27.49	\$ 23.30	\$ 19.35	\$ 26.91	\$ 23.30
10.00	\$ 21.30	\$ 27.49	\$ 23.30	\$ 19.35	\$ 26.91	\$ 23.30
11.00	\$ 21.88	\$ 28.07	\$ 23.30	\$ 21.30	\$ 27.49	\$ 23.30
12.00	\$ 21.88	\$ 28.07	\$ 23.30	\$ 21.30	\$ 27.49	\$ 23.30
13.00	\$ 21.88	\$ 28.07	\$ 23.30	\$ 21.30	\$ 27.49	\$ 23.30
14.00	\$ 21.88	\$ 28.07	\$ 23.30	\$ 21.30	\$ 27.49	\$ 23.30
15.00	\$ 21.88	\$ 28.07	\$ 23.30	\$ 21.30	\$ 27.49	\$ 23.30
16.00	\$ 21.88	\$ 28.63	\$ 23.30	\$ 21.30	\$ 28.07	\$ 23.30
17.00	\$ 21.88	\$ 28.63	\$ 23.30	\$ 21.30	\$ 28.07	\$ 23.30
18.00	\$ 21.88	\$ 28.63	\$ 23.30	\$ 21.30	\$ 28.07	\$ 23.30
19.00	\$ 21.88	\$ 28.63	\$ 23.30	\$ 21.30	\$ 28.07	\$ 23.30
20.00	\$ 21.88	\$ 28.63	\$ 23.30	\$ 21.30	\$ 28.07	\$ 23.30
21.00	\$ 21.88	\$ 29.21	\$ 23.30	\$ 21.30	\$ 28.63	\$ 23.30
22.00	\$ 21.88	\$ 29.21	\$ 23.30	\$ 21.30	\$ 28.63	\$ 23.30
23.00	\$ 21.88	\$ 29.21	\$ 23.30	\$ 21.30	\$ 28.63	\$ 23.30
24.00	\$ 21.88	\$ 29.21	\$ 23.30	\$ 21.30	\$ 28.63	\$ 23.30
25.00	\$ 21.88	\$ 29.21	\$ 23.30	\$ 21.30	\$ 28.63	\$ 23.30

\* Refers to Food Service Worker

\*\* Refers to Elementary or Secondary Cook

\*\*\* Refers to Lead Food Service Worker

<b>Driver hourly rate of pay:</b>	<b>\$ 21.45</b>
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**2022-2023 SALARY SCHEDULE**

**NOTATIONS:**

- 1.01 1% increase applied to 2021-2022 salary schedule
- Employees ONLY move from one step to the next @ July 1st
- Employees hired before February 1st will advance a step on July 1st
- Employees hired on or after February 1st will remain on entry step for following full year

Step	HIRED ON OR BEFORE 7/1/2012			HIRED AFTER 7/1/2012		
	FSW*	COOK**	LEAD***	FSW*	COOK**	LEAD***
1.00	\$ 16.49	\$ 27.18	\$ 23.53	\$ 16.49	\$ 26.69	\$ 23.53
2.00	\$ 17.07	\$ 27.18	\$ 23.53	\$ 16.49	\$ 26.69	\$ 23.53
3.00	\$ 18.28	\$ 27.18	\$ 23.53	\$ 17.65	\$ 26.69	\$ 23.53
4.00	\$ 19.54	\$ 27.18	\$ 23.53	\$ 17.65	\$ 26.69	\$ 23.53
5.00	\$ 20.94	\$ 27.18	\$ 23.53	\$ 19.54	\$ 26.69	\$ 23.53
6.00	\$ 21.51	\$ 27.76	\$ 23.53	\$ 19.54	\$ 27.18	\$ 23.53
7.00	\$ 21.51	\$ 27.76	\$ 23.53	\$ 19.54	\$ 27.18	\$ 23.53
8.00	\$ 21.51	\$ 27.76	\$ 23.53	\$ 19.54	\$ 27.18	\$ 23.53
9.00	\$ 21.51	\$ 27.76	\$ 23.53	\$ 19.54	\$ 27.18	\$ 23.53
10.00	\$ 21.51	\$ 27.76	\$ 23.53	\$ 19.54	\$ 27.18	\$ 23.53
11.00	\$ 22.10	\$ 28.35	\$ 23.53	\$ 21.51	\$ 27.76	\$ 23.53
12.00	\$ 22.10	\$ 28.35	\$ 23.53	\$ 21.51	\$ 27.76	\$ 23.53
13.00	\$ 22.10	\$ 28.35	\$ 23.53	\$ 21.51	\$ 27.76	\$ 23.53
14.00	\$ 22.10	\$ 28.35	\$ 23.53	\$ 21.51	\$ 27.76	\$ 23.53
15.00	\$ 22.10	\$ 28.35	\$ 23.53	\$ 21.51	\$ 27.76	\$ 23.53
16.00	\$ 22.10	\$ 28.92	\$ 23.53	\$ 21.51	\$ 28.35	\$ 23.53
17.00	\$ 22.10	\$ 28.92	\$ 23.53	\$ 21.51	\$ 28.35	\$ 23.53
18.00	\$ 22.10	\$ 28.92	\$ 23.53	\$ 21.51	\$ 28.35	\$ 23.53
19.00	\$ 22.10	\$ 28.92	\$ 23.53	\$ 21.51	\$ 28.35	\$ 23.53
20.00	\$ 22.10	\$ 28.92	\$ 23.53	\$ 21.51	\$ 28.35	\$ 23.53
21.00	\$ 22.10	\$ 29.50	\$ 23.53	\$ 21.51	\$ 28.92	\$ 23.53
22.00	\$ 22.10	\$ 29.50	\$ 23.53	\$ 21.51	\$ 28.92	\$ 23.53
23.00	\$ 22.10	\$ 29.50	\$ 23.53	\$ 21.51	\$ 28.92	\$ 23.53
24.00	\$ 22.10	\$ 29.50	\$ 23.53	\$ 21.51	\$ 28.92	\$ 23.53
25.00	\$ 22.10	\$ 29.50	\$ 23.53	\$ 21.51	\$ 28.92	\$ 23.53

\* Refers to Food Service Worker

\*\* Refers to Elementary or Secondary Cook

\*\*\* Refers to Lead Food Service Worker

<b>Driver hourly rate of pay:</b>	<b>\$ 21.66</b>
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**2023-2024 SALARY SCHEDULE**

**NOTATIONS:**

- 1.01 1% increase applied to 2022-2023 salary schedule
- Employees ONLY move from one step to the next @ July 1st
- Employees hired before February 1st will advance a step on July 1st
- Employees hired on or after February 1st will remain on entry step for following full year

Step	HIRED ON OR BEFORE 7/1/2012			HIRED AFTER 7/1/2012		
	FSW*	COOK**	LEAD***	FSW*	COOK**	LEAD2**
1.00	\$ 16.65	\$ 27.45	\$ 23.77	\$ 16.65	\$ 26.96	\$ 23.77
2.00	\$ 17.24	\$ 27.45	\$ 23.77	\$ 16.65	\$ 26.96	\$ 23.77
3.00	\$ 18.46	\$ 27.45	\$ 23.77	\$ 17.83	\$ 26.96	\$ 23.77
4.00	\$ 19.74	\$ 27.45	\$ 23.77	\$ 17.83	\$ 26.96	\$ 23.77
5.00	\$ 21.15	\$ 27.45	\$ 23.77	\$ 19.74	\$ 26.96	\$ 23.77
6.00	\$ 21.73	\$ 28.04	\$ 23.77	\$ 19.74	\$ 27.45	\$ 23.77
7.00	\$ 21.73	\$ 28.04	\$ 23.77	\$ 19.74	\$ 27.45	\$ 23.77
8.00	\$ 21.73	\$ 28.04	\$ 23.77	\$ 19.74	\$ 27.45	\$ 23.77
9.00	\$ 21.73	\$ 28.04	\$ 23.77	\$ 19.74	\$ 27.45	\$ 23.77
10.00	\$ 21.73	\$ 28.04	\$ 23.77	\$ 19.74	\$ 27.45	\$ 23.77
11.00	\$ 22.32	\$ 28.63	\$ 23.77	\$ 21.73	\$ 28.04	\$ 23.77
12.00	\$ 22.32	\$ 28.63	\$ 23.77	\$ 21.73	\$ 28.04	\$ 23.77
13.00	\$ 22.32	\$ 28.63	\$ 23.77	\$ 21.73	\$ 28.04	\$ 23.77
14.00	\$ 22.32	\$ 28.63	\$ 23.77	\$ 21.73	\$ 28.04	\$ 23.77
15.00	\$ 22.32	\$ 28.63	\$ 23.77	\$ 21.73	\$ 28.04	\$ 23.77
16.00	\$ 22.32	\$ 29.21	\$ 23.77	\$ 21.73	\$ 28.63	\$ 23.77
17.00	\$ 22.32	\$ 29.21	\$ 23.77	\$ 21.73	\$ 28.63	\$ 23.77
18.00	\$ 22.32	\$ 29.21	\$ 23.77	\$ 21.73	\$ 28.63	\$ 23.77
19.00	\$ 22.32	\$ 29.21	\$ 23.77	\$ 21.73	\$ 28.63	\$ 23.77
20.00	\$ 22.32	\$ 29.21	\$ 23.77	\$ 21.73	\$ 28.63	\$ 23.77
21.00	\$ 22.32	\$ 29.80	\$ 23.77	\$ 21.73	\$ 29.21	\$ 23.77
22.00	\$ 22.32	\$ 29.80	\$ 23.77	\$ 21.73	\$ 29.21	\$ 23.77
23.00	\$ 22.32	\$ 29.80	\$ 23.77	\$ 21.73	\$ 29.21	\$ 23.77
24.00	\$ 22.32	\$ 29.80	\$ 23.77	\$ 21.73	\$ 29.21	\$ 23.77
25.00	\$ 22.32	\$ 29.80	\$ 23.77	\$ 21.73	\$ 29.21	\$ 23.77

\* Refers to Food Service Worker

\*\* Refers to Elementary or Secondary Cook

\*\*\* Refers to Lead Food Service Worker

<b>Driver hourly rate of pay:</b>	<b>\$ 21.88</b>
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**2024-2025 SALARY SCHEDULE**

**NOTATIONS:**

- 1.01 1% increase applied to 2023-2024 salary schedule
- Employees ONLY move from one step to the next @ July 1st
- Employees hired before February 1st will advance a step on July 1st
- Employees hired on or after February 1st will remain on entry step for following full year

Step	HIRED ON OR BEFORE 7/1/2012			HIRED AFTER 7/1/2012		
	FSW*	COOK**	LEAD***	FSW*	COOK**	LEAD2**
1.00	\$ 16.82	\$ 27.72	\$ 24.01	\$ 16.82	\$ 27.23	\$ 24.01
2.00	\$ 17.41	\$ 27.72	\$ 24.01	\$ 16.82	\$ 27.23	\$ 24.01
3.00	\$ 18.64	\$ 27.72	\$ 24.01	\$ 18.01	\$ 27.23	\$ 24.01
4.00	\$ 19.94	\$ 27.72	\$ 24.01	\$ 18.01	\$ 27.23	\$ 24.01
5.00	\$ 21.36	\$ 27.72	\$ 24.01	\$ 19.94	\$ 27.23	\$ 24.01
6.00	\$ 21.95	\$ 28.32	\$ 24.01	\$ 19.94	\$ 27.72	\$ 24.01
7.00	\$ 21.95	\$ 28.32	\$ 24.01	\$ 19.94	\$ 27.72	\$ 24.01
8.00	\$ 21.95	\$ 28.32	\$ 24.01	\$ 19.94	\$ 27.72	\$ 24.01
9.00	\$ 21.95	\$ 28.32	\$ 24.01	\$ 19.94	\$ 27.72	\$ 24.01
10.00	\$ 21.95	\$ 28.32	\$ 24.01	\$ 19.94	\$ 27.72	\$ 24.01
11.00	\$ 22.54	\$ 28.92	\$ 24.01	\$ 21.95	\$ 28.32	\$ 24.01
12.00	\$ 22.54	\$ 28.92	\$ 24.01	\$ 21.95	\$ 28.32	\$ 24.01
13.00	\$ 22.54	\$ 28.92	\$ 24.01	\$ 21.95	\$ 28.32	\$ 24.01
14.00	\$ 22.54	\$ 28.92	\$ 24.01	\$ 21.95	\$ 28.32	\$ 24.01
15.00	\$ 22.54	\$ 28.92	\$ 24.01	\$ 21.95	\$ 28.32	\$ 24.01
16.00	\$ 22.54	\$ 29.50	\$ 24.01	\$ 21.95	\$ 28.92	\$ 24.01
17.00	\$ 22.54	\$ 29.50	\$ 24.01	\$ 21.95	\$ 28.92	\$ 24.01
18.00	\$ 22.54	\$ 29.50	\$ 24.01	\$ 21.95	\$ 28.92	\$ 24.01
19.00	\$ 22.54	\$ 29.50	\$ 24.01	\$ 21.95	\$ 28.92	\$ 24.01
20.00	\$ 22.54	\$ 29.50	\$ 24.01	\$ 21.95	\$ 28.92	\$ 24.01
21.00	\$ 22.54	\$ 30.10	\$ 24.01	\$ 21.95	\$ 29.50	\$ 24.01
22.00	\$ 22.54	\$ 30.10	\$ 24.01	\$ 21.95	\$ 29.50	\$ 24.01
23.00	\$ 22.54	\$ 30.10	\$ 24.01	\$ 21.95	\$ 29.50	\$ 24.01
24.00	\$ 22.54	\$ 30.10	\$ 24.01	\$ 21.95	\$ 29.50	\$ 24.01
25.00	\$ 22.54	\$ 30.10	\$ 24.01	\$ 21.95	\$ 29.50	\$ 24.01

\* Refers to Food Service Worker

\*\* Refers to Elementary or Secondary Cook

\*\*\* Refers to Lead Food Service Worker

<b>Driver hourly rate of pay:</b>	<b>\$ 22.10</b>
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