

MEMORANDUM OF AGREEMENT
between
GREAT NECK UNION FREE SCHOOL DISTRICT
and the
GREAT NECK SCHOOL FOOD AND NUTRITION PROFESSIONAL ASSOCIATION

AGREEMENT dated this 8th day of February 2024, by and between the negotiating representatives of the GREAT NECK UNION FREE SCHOOL DISTRICT (hereinafter referred to as the "District") and the GREAT NECK SCHOOL FOOD AND NUTRITION PROFESSIONAL ASSOCIATION (hereinafter referred to as the "Association").

I. GENERAL:

The labor agreement between the parties for the period of July 1, 2019 through June 30, 2023 expired on June 30, 2023. The parties herewith agree that said agreement shall be modified as of July 1, 2023, to the extent set forth herein, as a result of their collective bargaining for a successor agreement. Except for changes in language to said agreement made necessary by the following Agreement, the provisions of said contract shall remain unchanged.

II. CONTINGENCIES:

- A. This Agreement is subject to approval by the Board of Education and formal ratification by the membership of the Association. Such approval or ratification shall occur within thirty (30) days of the date of execution of this Agreement. If either party fails to ratify or fails to act within the aforesaid thirty (30) day period, this Agreement shall be of no further force and effect and shall be a nullity. Notwithstanding the foregoing, the team of negotiating representatives for each party will advocate to their respective principals the ratification of this Agreement.
- B. The parties agree to incorporate this Agreement into a more formal written agreement. Except for changes to the contract expressly set forth herein, changes in the language of the contract made necessary by the following Agreement, and changes to said contract arising from expired contract language, the provisions of said contract shall remain unchanged. It is understood that items of agreement not set forth in italicized text will require the drafting of contract language for insertion into the parties' more formal agreement.

III. TERMS:

A. Length of Agreement

The duration of this agreement will be for four (4) years from July 1, 2023 through June 30, 2027.

B. Salary Schedule and Conditions (Article 1)

i. In reference to Article 1(A):

Effective July 1, 2023, the salary schedule labeled 2023-2024 annexed hereto in Appendix A shall be implemented. Unit members who joined the unit between July 1, 2017 and the date of Board of Education approval of this Agreement shall be placed on Step 2 of the salary schedule.

Effective July 1, 2024, the salary schedule shall be increased by 2.0% plus step.

Effective July 1, 2025, the salary schedule shall be increased by 2.0% plus step.

Effective July 1, 2026, the salary schedule shall be increased by 2.0% plus step.

ii. Effective July 1, 2023, Article 1(B) shall be removed.

iii. Effective July 1, 2023, Article 1(C) shall be amended as follows:

The work year for unit members is 187 days as determined by the Superintendent or their designee. Unit members will not be required to begin their work year more than two (2) days before students are scheduled to begin their academic year and will not end their work year later than one (1) day after students are dismissed for summer break. Unit members' salary will be calculated on an hourly rate times 187 days and divided by 20 payments.

C. Group Health Insurance (Article 2)

Effective July 1, 2023, replace Article 2(C) as follows:

All unit members eligible for health insurance coverage as noted in Articles 2(a) and 2(b) above shall contribute 25% toward the cost of their health insurance premium (family or individual coverage).

D. Service Increment (Article 3)

Effective July 1, 2023, replace Article 3 as follows:

Service increments for 5, 10, 15, 20, 25, and 30 years of service to the Unit will be provided as shown on the attached longevity schedules (see Appendix B). Service increment payments will commence on September 1st after completion of the full years of service to the Unit as indicated above. These payment amounts will be divided into 20 equal payments and paid as a "per pay period" lump sum.

E. Sick Leave (Article 5)

i. Effective July 1, 2023, replace Article 5(A) as follows:

Unit members hired prior to July 1, 2011 shall be credited 13 sick days with full pay on September 1st of each year.

Unit members hired on or after July 1, 2011, shall earn 1.0 sick days per full month worked, up to a maximum of 10 days per year. The accrued sick days shall be awarded on September 1st of the year following accrual, except in a unit member's first year of employment, they may use their accrued sick leave as earned.

Sick leave must be used for sickness or death in the unit member's immediate family. Immediate family is defined as spouse, child, mother, father, or other relative living in the unit member's home.

Sick leave is cumulative. If unit members are absent for one or more of the reasons specified above beyond the number of days standing to their credit, they shall automatically be dropped from the payroll for the period of such absence.

ii. Effective July 1, 2023, replace Article 5(B) as follows:

Unit members may receive up to two separate payments for perfect attendance. One payment shall be equal to one day's pay for five months of perfect attendance from September 1st through January 31st and shall be paid at the conclusion of that period. The second payment shall be equal to one day's pay for five months of perfect attendance from February 1st through June 30th and shall be paid at the conclusion of that period. (Note: no sick leave, pay deduct, or workers compensation leave; however, authorized personal leave will not affect this clause).

iii. (Housekeeping) Effective July 1, 2023, the last sentence in the first paragraph of Article 5(D) shall be amended five business days instead of ten business days.

iv. Effective July 1, 2023, remove the following sentence from Article 5(G):

Unit members that join the unit on or after July 1, 2017, are not eligible for this provision.

F. Personal Leave (Article 6)

July 1, 2023, amend references from "offspring" to "child".

G. School Food and Nutrition Professional

Effective July 1, 2023, remove the word "part-time" from Article 7(F).

H. Life Insurance (Article 9)

Effective July 1, 2023, replace \$25,000 with \$50,000 and \$15,000 with \$25,000.

I. Association Dues (Article 10)

Effective July 1, 2024, replace Article 10 as follows:

The District agrees to deduct from a unit employee's earnings that employee's \$25.00 annual membership dues upon receiving a voluntary written authorization from that employee that conforms to and is in accordance with federal and state law. The deductions shall continue as long as the authorization is effective. All monies collected by the District under this provision shall be deducted from the employee's earnings in the first three (3) pay periods (\$9.00 in first and second pay periods and \$7.00 in third pay period) after September 1st of each year and remitted to the officer designated by Association in writing to the District. An authorized Association officer

shall certify to the District in writing any change to the fee amount at least thirty (30) days before the month for which the deduction is to be made.

The Association shall indemnify and hold the District harmless against any and all claims, grievances, demands, awards, and other forms of liability, including arbitrator fees, court costs, and attorneys' fees, brought or issued against the District because of any action taken or not taken by the District in accordance with this Article 10.

J. Reimbursement (Article 14)

- i. Effective July 1, 2023, the \$100 in Article 14(A) shall be replaced with \$225.
- ii. Effective July 1, 2023, the \$100 in Article 14(B) shall be replaced with \$150.
- iii. Effective July 1, 2023, Article 14(C) shall be removed.

K. Duration of Agreement (Article 15)

Effective July 1, 2023, replace Article 15(C) as follows:

Should the District choose to create the position of Assistant School Lunch Manager, the District will meet with the Association leadership prior to the establishment of the position or the canvassing of potential candidates. Nothing herein mandates that the position shall be accreted into the Unit.

L. Appendices

July 1, 2023, remove the following language from all appendices and the accompanying schedule:

"Unit members who join the unit on or after July 1, 2017 will be paid a flat hourly rate with no steps as follows:..."

M. Purchasing Coordinator Stipend (New)

Effective July 1, 2023, at the discretion of the Superintendent or their designee, a unit member may be appointed by the Board of Education to perform additional duties as the District's Purchasing Coordinator. The Purchasing Coordinator is, amongst other things, appointed to coordinate food orders from various school buildings to ensure best pricing and minimum guarantees are met. The duties of the Purchasing Coordinator are determined by the Superintendent or their designee. The annual stipend for Purchasing Coordinator is \$6,000.

Nothing herein shall be construed as a guarantee of assignment of additional job duties as the Purchasing Coordinator to the appointed employee. If such duties are removed from the appointed employee for any reason, the stipend shall be pro-rated for a partial year of service.

The foregoing shall not be construed as a requirement for the District to appoint a Purchasing Coordinator. The Superintendent of Schools, Director of Food and Nutrition Services, or their designee has discretion to designate Purchasing Coordinator duties to an Association member or non-Association

member, and/or eliminate the position. The foregoing shall not constitute a violation of Section 209-a(1)(d) of the Taylor Law.

N. Leave of Absence (New)

Effective July 1, 2024, a unit member may, upon the recommendation of the Superintendent, or their designee, and approval of the Board, take up to one school year of unpaid leave without losing the right to re-employment. Such unpaid leave shall not carry over into a second school year and the individual shall not accrue seniority during the leave of absence. Such unpaid leave must be applied for, in writing, to the Human Resources Department at least 30 days prior to the commencement of the unpaid leave. The foregoing 30-day requirement may be excused by the Superintendent, or their designee, in exceptional circumstances.

O. Full-Time/Part-Time

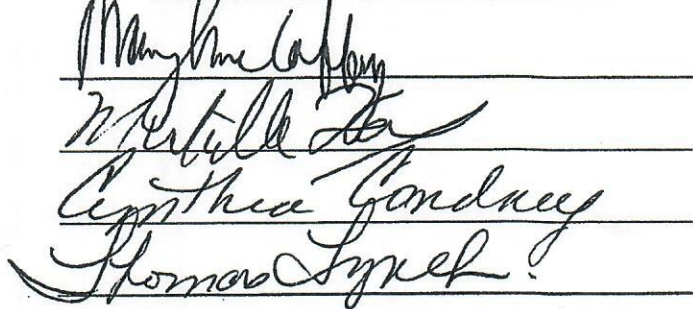
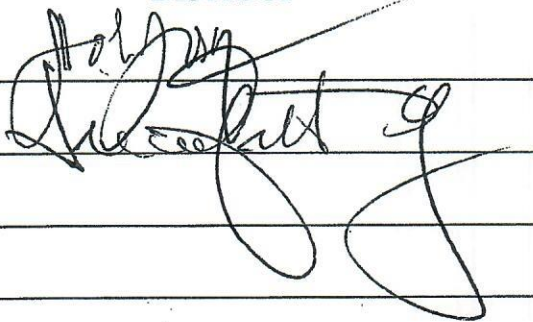
A full-time employee works five (5) hours or more, and a part-time employees works less than five (5) hours.

IV. EXECUTION OF MEMORANDUM OF AGREEMENT

This Agreement may be executed with electronic signatures. This Agreement may be executed in counterparts.

**GREAT NECK UNION FREE SCHOOL
DISTRICT**

**SCHOOL FOOD AND NUTRITION
PROFESSIONAL ASSOCIATION**



Rebecca Sassouni
Board President

APPENDIX A
Salary Schedules

2023-2024	COOK MANAGER II SH/SM	COOK MANAGER	COOK	ASSISTANT COOK	FOOD SERVICE HELPERS
1	\$30.53	\$24.11	\$23.02	\$21.88	\$18.75
2	\$31.47	\$25.08	\$23.99	\$22.80	\$19.71
3	\$32.41	\$25.99	\$24.90	\$23.77	\$20.66
4	\$33.20	\$26.81	\$25.70	\$24.61	\$21.45
5	\$33.98	\$27.56	\$26.46	\$25.37	\$22.25
6	\$34.75	\$28.36	\$27.27	\$26.11	\$23.05
7	\$35.55	\$29.10	\$28.00	\$26.93	\$23.79
8	\$36.31	\$29.91	\$28.82	\$27.72	\$24.61
9	\$37.09	\$30.69	\$29.60	\$28.51	\$25.37
10	\$37.87	\$31.47	\$30.38	\$29.37	\$26.10
11	\$38.25	\$31.78	\$30.68	\$29.66	\$26.36
12	\$38.63	\$32.10	\$30.99	\$29.96	\$26.63
13	\$39.02	\$32.42	\$31.30	\$30.26	\$26.89
14	\$39.41	\$32.75	\$31.61	\$30.56	\$27.16
15	\$39.80	\$33.07	\$31.93	\$30.86	\$27.43

2024-2025	COOK MANAGER II SH/SM	COOK MANAGER	COOK	ASSISTANT COOK	FOOD SERVICE HELPERS
1	\$31.14	\$24.60	\$23.48	\$22.32	\$19.12
2	\$32.10	\$25.58	\$24.47	\$23.25	\$20.10
3	\$33.05	\$26.51	\$25.40	\$24.24	\$21.07
4	\$33.87	\$27.34	\$26.22	\$25.11	\$21.88
5	\$34.66	\$28.11	\$26.99	\$25.88	\$22.69
6	\$35.45	\$28.92	\$27.81	\$26.63	\$23.51
7	\$36.26	\$29.68	\$28.56	\$27.47	\$24.26
8	\$37.04	\$30.50	\$29.39	\$28.28	\$25.11
9	\$37.83	\$31.31	\$30.19	\$29.08	\$25.88
10	\$38.63	\$32.10	\$30.98	\$29.95	\$26.62
11	\$39.02	\$32.42	\$31.29	\$30.25	\$26.89
12	\$39.41	\$32.74	\$31.61	\$30.56	\$27.16
13	\$39.80	\$33.07	\$31.92	\$30.86	\$27.43
14	\$40.20	\$33.40	\$32.24	\$31.17	\$27.71
15	\$40.60	\$33.73	\$32.56	\$31.48	\$27.98

APPENDIX A
Salary Schedules

2025-2026	COOK MANAGER II SH/SM	COOK MANAGER	COOK	ASSISTANT COOK	FOOD SERVICE HELPERS
1	\$31.76	\$25.09	\$23.95	\$22.76	\$19.51
2	\$32.74	\$26.10	\$24.96	\$23.72	\$20.50
3	\$33.71	\$27.04	\$25.90	\$24.73	\$21.49
4	\$34.54	\$27.89	\$26.74	\$25.61	\$22.32
5	\$35.35	\$28.67	\$27.53	\$26.39	\$23.15
6	\$36.16	\$29.50	\$28.37	\$27.17	\$23.98
7	\$36.98	\$30.28	\$29.13	\$28.02	\$24.75
8	\$37.78	\$31.12	\$29.98	\$28.84	\$25.61
9	\$38.59	\$31.93	\$30.80	\$29.66	\$26.39
10	\$39.40	\$32.74	\$31.60	\$30.55	\$27.16
11	\$39.80	\$33.07	\$31.92	\$30.86	\$27.43
12	\$40.20	\$33.40	\$32.24	\$31.17	\$27.70
13	\$40.60	\$33.73	\$32.56	\$31.48	\$27.98
14	\$41.00	\$34.07	\$32.89	\$31.79	\$28.26
15	\$41.41	\$34.41	\$33.22	\$32.11	\$28.54

2026-2027	COOK MANAGER II SH/SM	COOK MANAGER	COOK	ASSISTANT COOK	FOOD SERVICE HELPERS
1	\$32.40	\$25.59	\$24.43	\$23.22	\$19.90
2	\$33.39	\$26.62	\$25.46	\$24.19	\$20.91
3	\$34.39	\$27.58	\$26.42	\$25.22	\$21.92
4	\$35.23	\$28.45	\$27.28	\$26.12	\$22.76
5	\$36.06	\$29.25	\$28.08	\$26.92	\$23.61
6	\$36.88	\$30.09	\$28.93	\$27.71	\$24.46
7	\$37.72	\$30.88	\$29.71	\$28.58	\$25.24
8	\$38.54	\$31.74	\$30.58	\$29.42	\$26.12
9	\$39.36	\$32.57	\$31.41	\$30.25	\$26.92
10	\$40.19	\$33.39	\$32.24	\$31.16	\$27.70
11	\$40.59	\$33.73	\$32.56	\$31.48	\$27.98
12	\$41.00	\$34.06	\$32.88	\$31.79	\$28.26
13	\$41.41	\$34.41	\$33.21	\$32.11	\$28.54
14	\$41.82	\$34.75	\$33.54	\$32.43	\$28.82
15	\$42.24	\$35.10	\$33.88	\$32.75	\$29.11

APPENDIX B
LONGEVITY SCHEDULES

Staff Scheduled 5.00-7.50 hrs per day

# Years	2023-24	2024-25	2025-26	2026-27
5	\$ 200	\$ 204	\$ 208	\$ 212
10	\$ 400	\$ 408	\$ 416	\$ 424
15	\$ 600	\$ 612	\$ 624	\$ 636
20	\$ 800	\$ 816	\$ 832	\$ 849
25	\$1,000	\$1,020	\$1,040	\$1,061
30	\$1,200	\$1,224	\$1,248	\$1,273

Staff Scheduled less than 5.00 hrs per day

# Years	2023-24	2024-25	2025-26	2026-27
5	\$ 120	\$ 122	\$ 125	\$ 127
10	\$ 240	\$ 245	\$ 250	\$ 254
15	\$ 360	\$ 367	\$ 374	\$ 382
20	\$ 480	\$ 490	\$ 499	\$ 509
25	\$ 600	\$ 612	\$ 624	\$ 637
30	\$ 720	\$ 734	\$ 749	\$ 764

AGREEMENT
between the
GREAT NECK BOARD OF EDUCATION
GREAT NECK UNION FREE SCHOOL DISTRICT
and the
GREAT NECK SCHOOL FOOD AND NUTRITION
PROFESSIONAL ASSOCIATION

JULY 1, 2019 – JUNE 30, 2023

Great Neck Public Schools



Where Discovery Leads to Greatness

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Preamble

IT IS AGREED THAT THE FOLLOWING PROVISIONS SHALL TAKE EFFECT AS OF JULY 1, 2019 UNLESS OTHERWISE INDICATED, AND CONTINUE IN EFFECT UNTIL JUNE 30, 2023.

Article 1: Salary Schedule and Conditions

- A. Members of the Great Neck School Food and Nutrition Professional Association shall be compensated in accordance with the attached salary schedules.
- B. The District will consider extra compensation of up to 2% for members if there is an excess of operating income over the operating expenses. It is further understood that the association members will continue to assist the District to improve productivity within the school lunch program.
- C. The work year for School Food and Nutrition Professionals is 182 days. The School Food and Nutrition Professionals' salary will be calculated on an hourly rate times 182 days and divided by 20 payments. At the end of the school year the last payroll will be adjusted according to the number of days worked during the school year.

Article 2: Group Health Insurance

Eligibility for Group Health Insurance Benefits shall be based on the following:

- A. Members hired after July 1, 1987 through and including June 30, 2013 are required to work 25 hours per week to be eligible for health insurance.
- B. Members hired on or after July 1, 2013 are required to work 30 hours per week to be eligible for health insurance.
- C. All members eligible for health insurance coverage as noted in sections a. and b. above shall use the following schedule as their contribution towards the cost of the health insurance premium. Any increase in the cost of such insurance shall be considered a part of the employee's package for the year in which the increase becomes effective.

Year	Individual	Family
2019-2020	50%	65%
2020-2021	35%*	45%*
2021-2022	35%	45%
2022-2023	30%	45%

**Upon ratification by the BOE, % will begin on the first day of the next calendar month (e.g., 11/01/20).*

- D. For members who join the unit on or after January 1, 2021 and eligible for family coverage, the member's contribution towards the cost of the health insurance premium for family coverage will be 65%. Any increase in the cost of such insurance shall be considered a part of the employee's package for the year in which the increase becomes effective.

Article 3: Service Increment

Service increments for 10, 15, 20, 25, and 30 years will be provided as shown on the attached longevity schedules (see Appendix B). Starting with the 2020-21 school year, these payment amounts will be divided into 20 equal payments and paid as a "per pay period" lump sum. The service payment will not be added into the hourly wage.

NOTE: For the 2019-20 school year, members will be paid the lump sum differential; the increased service increment will not be added to the hourly rate.

Article 4: Vacation Pay

For all School Food and Nutrition Professionals, vacation pay shall be granted in accordance with the following schedule:

- A. Upon completion of one year of Great Neck service - one week's salary.
- B. Upon completion of five years of Great Neck service - two week's salary.
- C. For Cook Managers only: Upon completion of ten years of service - three week's salary.
- D. Vacation pay shall be applied to eligible School Food and Nutrition Professionals on the July 1 immediately following completion of the required number of years service.
- E. Computation of Vacation Pay: Vacation pay shall be computed by multiplying the number of hours worked per day by the School Food and Nutrition Professional's hourly rate, as of June 30 of each school year. For example, one week's vacation would be computed as follows:

Hours worked per day x 5 days x hourly rate as of June 30 = Vacation Pay

- F. Vacation pay is not applicable to new unit members hired on or after July 1, 2011.

Article 5: Sick Leave

- A. Members shall be allowed 13 days of absence (sick leave) with full pay during each school year, provided such absence is due to illness of the member, or sickness or death in the member's immediate family (immediate family includes husband, wife, son, daughter, mother, father, or other relative living in the home). Sick leave shall be cumulative. If members are absent for one or more of the reasons above specified beyond the number of days standing to their credit, they shall automatically be dropped from the payroll for the period of such absence. NOTE: Unit members hired on or after July 1, 2011, shall be allowed up to ten days of absence (sick leave) for the above-referenced absences. Unit members hired on or after July 1, 2013 shall be allowed up to seven days of absence (sick leave) for the above referenced absences.
- B. The annual sick leave allowance shall be credited to the account of each existing member on September 1 for unit members hired prior to July 1, 2011. For unit members hired on or after July 1, 2011, the leave will be prorated at the rate of 1.0 day per month. For unit members hired on or after July 1, 2013, the leave will be prorated at the rate of .70 day per month.

Unit members will receive a lump sum check equaling one day's pay for each five months of perfect attendance between September–January and February–June. Perfect attendance is defined as “not being absent for sick leave, pay deduct or workers compensation”. However, an authorized personal leave will not affect this clause.

- C. Members quarantined in their place of residence, because of illness of some member of the household with a contagious disease, shall be granted leave of absence without salary deductions for the duration of the quarantine, up to the member's accrued sick leave balance, or such other period as the medical inspector shall certify as requisite or prudent. In any event, when the member's sick leave balance is exhausted, the member will be placed on unpaid status and dropped from all fringe benefits.
- D. Whenever a member incurs an on-the-job injury resulting in medical treatments and absence from work, they shall be entitled to receive their regular salary and fringe benefits up to a period of six months from date of injury without loss of accrued sick leave benefits, less any workers' compensation salary benefits paid for the period of absence. For members, in the unit prior to July 1, 2017, that work less than six hours, the above workers' compensation benefit, provided by the District, is for long term (at least 20 days in duration) rather than sporadic injuries and during a member's period of employment with the unit, the six months represents the maximum amount to be paid during the career of the individual member. To receive the six-month benefit, eligible members must submit an accident report **immediately**, but no later than ten business days after the injury occurred.

Unit members, that join the unit on or after July 1, 2017, are not eligible for the District's six-month workers' compensation benefit provided above.

If a workers' compensation doctor determines that an School Food and Nutrition Professional is capable of returning to full duty and the School Food and Nutrition Professional is notified of such finding and does not return to work, the District may charge the School Food and Nutrition Professional's sick leave or drop the School Food and Nutrition Professional from the payroll, including all fringe benefits. In any event, when the School Food and Nutrition Professional's sick leave balance is exhausted the District may drop the School Food and Nutrition Professional from the payroll including all fringe benefits. Also, if the District's Workers' Compensation Carrier requests that a School Food and Nutrition Professional appear at a doctor's office for examination and the School Food and Nutrition Professional fails to keep the appointment, the School Food and Nutrition Professional may be dropped from the payroll immediately.

- E. Unit members unable to report for work on a given day for any reason shall notify their Cook Manager preferably the previous afternoon, but in any event not later than 8:30 a.m. on the day of absence. Unit members who start work between 6:00 and 8:00 a.m. should call their managers at 5:00 a.m. or the evening before, in order for that position to be covered by someone else. If member does not call in by 8:30 a.m., said member will not be paid for that day. Those absent more than one day shall call in each day and be available for a return call and/or visit by a supervisor or administrator.
- F. The Superintendent or designee has the right, in cases of absence, to request a doctor's certificate for absence of three or more consecutive days, or the days immediately preceding or following the summer, Thanksgiving, Christmas, winter and spring vacation periods or scheduled or non-schedule holidays.
- G. Upon retirement from the Great Neck Schools, a School Food and Nutrition Professional after attaining age 55 with at least ten years of service in Great Neck shall be paid one days' pay for each three days of accumulated sick leave up to a maximum of 93 days for the duration of the contract. Unit members that join the unit on or after July 1, 2017, are not eligible for this provision.

Article 6: Personal Leave

- A. Up to two days leave in any school year may be granted without loss of pay on prior (except in emergencies) application to the Superintendent or designee for attendance to personal affairs such as:
- Closing title to home
 - Moving day
 - Court Appearance
 - Appearance at Internal Revenue Bureau
 - Entering offspring in college
 - Attending offspring's graduation
 - Marriage
 - Attending wedding of family member
 - Religious ceremony involving family
 - Worker's compensation hearing
 - Illness or death of close friend
 - Vehicular breakdown
 - Impassable roads
 - Failure of public transportation
 - Other such personal affairs
- B. Such request must be in the Phipps building at least one week in advance of personal leave date except during an emergency, when permission of the School Lunch Manager will be necessary. The District retains the right to require documentation if it deems necessary.
- C. Personal leave days not used prior to June 30 of the school year will be added to the unit member's accumulated sick leave on July 1.
- D. Personal leave may not be taken on days immediately before or after the summer, Thanksgiving, Christmas, winter and spring vacation periods and scheduled or non-scheduled holidays, except in emergency situations approved by the Superintendent or designee. It is also understood that it is not the intent of personal leave to extend a weekend.

Article 7: Selection and Work Assignments

- A. When administratively feasible, seniority shall be considered whenever it is deemed necessary to transfer, change the status of, or reduce the hours of a School Food and Nutrition Professional. Seniority shall also be taken into account when filling vacancies.
- B. Notice of position openings in the bargaining unit shall be posted in each school cafeteria in order that School Food and Nutrition Professionals who feel qualified may apply for said position.
- C. School Food and Nutrition Professionals will suffer no loss of pay for "snow days" or other unscheduled school closings authorized by the Board of Education. If school cafeterias are closed for other reasons, the salary of hourly workers will be adjusted to reflect the reduced number of hours worked.
- D. For special school functions, School Food and Nutrition Professionals will be compensated for a minimum of three hours at time and a half for any time they are called in when school is not in session within the 182 day work year, and at double time when called in for Sunday.
- E. Temporary Assignments: No School Food and Nutrition Professional will be assigned to perform substantial duties of a higher rated job for more than two consecutive weeks without receiving the pay of such higher job at the School Food and Nutrition Professional's current salary step, retroactive to the first day worked in such higher rated job.
- F. A School Food and Nutrition Professional in a part-time assignment who is required to work a longer schedule continuously for more than five months shall be permitted to continue with the longer schedule for the balance of the school year. If this occurs the School Food and Nutrition Professional may be required to move to a location where the additional hours are needed. Therefore, the longer schedule could be split to work in the original location of the assignment in the AM or PM, and then to work in a different location in the AM or PM for the "extra" hours. If a School Food and Nutrition Professional refuses, then they revert back to original schedule assigned at the start of the school year. However, the position may be shortened or lengthened in future years.

Article 8: Retirement Plan

Members shall be covered by the New York State Employees Retirement System in accordance with State Law.

Article 9: Life Insurance

Full-time members of the Association will be given a term life insurance policy of \$25,000 (and \$15,000 term life insurance policy for part-time members.)

Article 10: Association Dues

All permanent School Food and Nutrition Professionals shall have association dues deducted from their salary as individually authorized. Authorization for dues deduction shall be effective until June 30 of each year, and automatically renewable for subsequent annual periods unless member provides written notice of withdrawal of authorization, or unless employment with the Great Neck schools is terminated.

Article 11: Grievance Procedures

- A. The School Food and Nutrition Professional shall discuss the issue or complaint with their immediate supervisor.
- B. If not satisfied, the School Food and Nutrition Professional shall discuss the issue with the supervisor of the school lunch program.
- C. If still not satisfied, the School Food and Nutrition Professional and/or the Association shall submit the issue to the supervisor in writing. The supervisor shall reply in writing.
- D. If still not satisfied, the School Food and Nutrition Professional and/or the Association may submit the issue to the Superintendent. The Superintendent shall hear the views of the grievant as well as the supervisor and then make a decision. The written decision shall be given to the grievant.

Article 12: Legal Assistance

The Board shall cooperate with and render assistance to School Food and Nutrition Professionals who find themselves involved in civil and criminal legal difficulties in accordance with the provisions of Sections 3023 and 3028 of the Education Law of the State of New York.

Article 13: Professional Development

The Board and Association endorse the concept that School Food and Nutrition Professionals be informed on current trends regarding the quality and safety of food service.

All School Food and Nutrition Professionals will attend Nassau County Department of Health Food Service Managers Training Course. Attendance at the training (10 hours) shall be with pay with the Food & Nutrition Department bearing the cost of the course. In order to remain employed, all members must successfully complete the course as evidenced by passing the course exam and providing the District with a copy of the Certificate of Completion. Any member that is unsuccessful in completing the course, will need to pass the exam on their own time and expense within the school year in order to be reappointed. Additionally, all members must complete the annual USDA professional training standards for school nutrition program employees which consists of 10 CEU hours for cook managers and 4-6 CEU hours for all other staff members (as defined by USDA).

Article 14: Reimbursements

- A. Members of the Association will be reimbursed for a one-time annual submission of up to \$100 for prescription eyeglasses, contacts or exam (does not include prescription sunglasses), provided receipts are submitted by June 30 of each school year.
- B. Members of the Association will be reimbursed for a one-time annual submission of up to \$100 for approved work shoes, provided receipts are submitted by June 30 of each school year. In order to be reimbursed, all shoe purchases must be pre-approved by the school lunch manager to ensure compliance with safety rules.
- C. Personal property such as glasses and hearing aids that are damaged on the job through no fault of the School Food and Nutrition Professional shall be reimbursed to the School Food and Nutrition Professional up to \$75 per incident, within a fund of \$500 available to unit members during a school year, provided the School Food and Nutrition Professional submits proof of the:
 - (1) value of the item damaged, and
 - (2) the fact that the item was damaged on the job, as witnessed by another School Food and Nutrition Professional.

Article 15: Duration of Agreement

- A. This agreement shall be binding and in full force effective July 1, 2019 and extending through June 30, 2023 and shall be automatically renewable for successive one-year periods unless either the Board or the Association notifies the other party in writing no later than 120 days prior to the closing of the school year of its desire to reopen negotiations on one or more matters covered by the agreement. This agreement may be altered, changed, added to or modified only through the voluntary mutual consent of the Board of Education and the Great Neck School Food and Nutrition Professional Association.
- B. 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 therefor, shall not become effective until the appropriate legislative body has given approval.
- C. The Association agrees to the creation of an assistant school lunch manager position. This position would be a member of the Association. The District agrees that the position will not be filled until it returns to a normal scheduled school year.

GREAT NECK BOARD OF EDUCATION
Barbara Berkowitz, President

GREAT NECK SCHOOL FOOD AND NUTRITION
PROFESSIONAL ASSOCIATION
Judith Cianciaruso, President

Appendix A1: 2019-2020 Salary Schedule

SEPTEMBER 1, 2019 - JUNE 30, 2020					
HIRED PRIOR TO JULY 1, 2017					
STEP	COOK MANAGER II	COOK MANAGER III	COOK	ASSISTANT COOK	FOOD SERVICES HELPERS
1	27.48	21.51	20.49	19.43	16.51
2	28.36	22.42	21.40	20.29	17.41
3	29.23	23.26	22.24	21.18	18.29
4	29.97	24.01	23.00	21.98	19.04
5	30.69	24.72	23.70	22.68	19.77
6	31.41	25.46	24.44	23.37	20.52
7	32.15	26.15	25.13	24.14	21.20
8	32.87	26.90	25.89	24.87	21.98
9	33.59	27.64	26.62	25.60	22.68
10	34.32	28.36	27.34	26.40	23.36
15	35.40	29.21	28.19	27.20	24.05

Unit members who join the unit on or after July 1, 2017 will be paid a flat hourly rate with no steps as follows:

September 1, 2019 - June 30, 2020				
HIRED ON OR AFTER TO JULY 1, 2017				
COOK MANAGER II	COOK MANAGER III	COOK	ASSISTANT COOK	FOOD SERVICES HELPERS
27.48	21.51	20.49	19.43	16.51

Appendix A2: 2020-2021 Salary Schedule

SEPTEMBER 1, 2020 - JUNE 30, 2021					
HIRED PRIOR TO JULY 1, 2017					
STEP	COOK MANAGER II	COOK MANAGER III	COOK	ASSISTANT COOK	FOOD SERVICES HELPERS
1	27.96	21.89	20.85	19.77	16.80
2	28.85	22.81	21.77	20.64	17.71
3	29.74	23.67	22.63	21.56	18.61
4	30.49	24.43	23.40	22.36	19.37
5	31.22	25.15	24.11	23.08	20.12
6	31.96	25.90	24.87	23.78	20.88
7	32.72	26.61	25.57	24.56	21.58
8	33.44	27.37	26.34	25.30	22.36
9	34.18	28.12	27.08	26.05	23.08
10	34.92	28.85	27.82	26.87	23.77
15	36.02	29.72	28.69	27.67	24.47

Unit members who join the unit on or after July 1, 2017 will be paid a flat hourly rate with no steps as follows:

September 1, 2020- June 30, 2021				
HIRED ON OR AFTER TO JULY 1, 2017				
COOK MANAGER II	COOK MANAGER III	COOK	ASSISTANT COOK	FOOD SERVICES HELPERS
27.96	21.89	20.85	19.77	16.80

Appendix A3: 2021-2022 Salary Schedule

SEPTEMBER 1, 2021 - JUNE 30, 2022					
HIRED PRIOR TO JULY 1, 2017					
STEP	COOK MANAGER II	COOK MANAGER III	COOK	ASSISTANT COOK	FOOD SERVICES HELPERS
1	28.45	22.27	21.22	20.12	17.10
2	29.36	23.21	22.15	21.01	18.02
3	30.26	24.08	23.03	21.93	18.94
4	31.02	24.86	23.81	22.75	19.71
5	31.77	25.59	24.53	23.48	20.47
6	32.52	26.36	25.30	24.20	21.25
7	33.29	27.07	26.02	24.99	21.95
8	34.03	27.85	26.80	25.75	22.75
9	34.77	28.61	27.56	26.50	23.48
10	35.53	29.36	28.31	27.34	24.19
15	36.65	30.24	29.19	28.16	24.90

Unit members who join the unit on or after July 1, 2017 will be paid a flat hourly rate with no steps as follows:

September 1, 2021 - June 30, 2022				
HIRED ON OR AFTER TO JULY 1, 2017				
COOK MANAGER II	COOK MANAGER III	COOK	ASSISTANT COOK	FOOD SERVICES HELPERS
28.45	22.27	21.22	20.12	17.10

Appendix A4: 2022-2023 Salary Schedule

SEPTEMBER 1, 2022 - JUNE 30, 2023					
HIRED PRIOR TO JULY 1, 2017					
STEP	COOK MANAGER II	COOK MANAGER III	COOK	ASSISTANT COOK	FOOD SERVICES HELPERS
1	28.95	22.66	21.59	20.47	17.40
2	29.87	23.61	22.54	21.37	18.34
3	30.79	24.50	23.43	22.32	19.27
4	31.57	25.30	24.22	23.15	20.05
5	32.33	26.04	24.96	23.89	20.83
6	33.09	26.82	25.75	24.62	21.62
7	33.87	27.55	26.47	25.42	22.34
8	34.62	28.34	27.27	26.20	23.15
9	35.38	29.11	28.04	26.97	23.89
10	36.15	29.87	28.80	27.81	24.61
15	37.29	30.77	29.70	28.65	25.34

Unit members who join the unit on or after July 1, 2017 will be paid a flat hourly rate with no steps as follows:

September 1, 2022 - June 30, 2023				
HIRED ON OR AFTER TO JULY 1, 2017				
COOK MANAGER II	COOK MANAGER III	COOK	ASSISTANT COOK	FOOD SERVICES HELPERS
28.95	22.66	21.59	20.47	17.40

Appendix B: Longevity Stipend

Full-Time Personnel (7.5 or more hours)				
# of Years	2019-2020	2020-2021	2021-2022	2022-2023
10	\$ 201	\$ 205	\$ 209	\$ 213
15	\$ 339	\$ 345	\$ 352	\$ 359
20	\$ 423	\$ 432	\$ 440	\$ 449
25	\$ 503	\$ 513	\$ 523	\$ 534
30	\$ 627	\$ 640	\$ 653	\$ 666

Part-Time Personnel (5.5-7 hours)				
# of Years	2019-2020	2020-2021	2021-2022	2022-2023
10	\$ 123	\$ 126	\$ 128	\$ 131
15	\$ 213	\$ 217	\$ 222	\$ 226
20	\$ 257	\$ 262	\$ 267	\$ 273
25	\$ 307	\$ 313	\$ 319	\$ 326
30	\$ 380	\$ 388	\$ 396	\$ 404

Part-Time Personnel (3-5 hours)				
# of Years	2019-2020	2020-2021	2021-2022	2022-2023
10	\$ 107	\$ 109	\$ 111	\$ 114
15	\$ 172	\$ 176	\$ 179	\$ 183
20	\$ 213	\$ 217	\$ 222	\$ 226
25	\$ 255	\$ 260	\$ 265	\$ 271
30	\$ 299	\$ 305	\$ 311	\$ 317