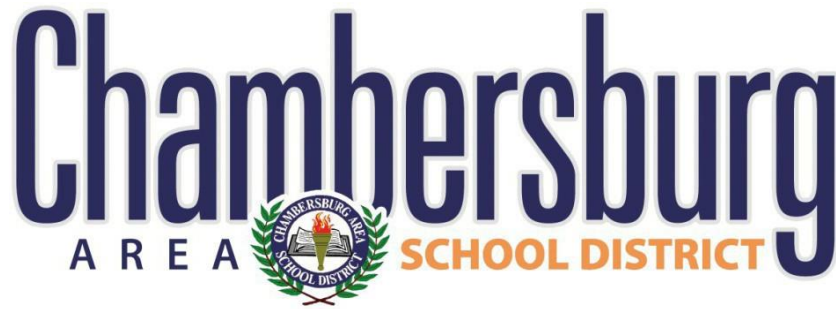




FOOD SERVICE EMPLOYEES BENEFITS & COMPENSATION PLAN

July 1, 2024 through June 30, 2027

FULL-TIME/PART-TIME STATUS

For the purpose of this Agreement, a full-time Food Service employee is a Food Service employee who regularly works six (6) or more hours per day and thirty (30) hours or more per week. A part-time Food Service employee is a Food Service employee who regularly works less than six (6) hours per day and less than thirty (30) hours per week.

PROBATIONARY PERIOD

All newly hired Food Service employees shall be employed initially on a probationary basis for forty-five (45) work days. If the Food Service employee is rated as unsatisfactory during the initial probationary period, the Food Service employee shall be terminated.

Probationary Food Service employment does not apply to temporary Food Service employees such as daily substitutes or long-term substitutes. Full-time probationary Food Service employees shall receive health care benefits only. Leave will be pro-rated and granted upon satisfactory completion of the probationary period.

A Food Service employee awarded a new position within the Department shall serve in a probationary/trial status for a period of ten (10) working days during which time the said Food Service employee may choose to return or be returned to his or her previous position. If the new position requires the performance of increased duties and responsibilities such as a lead position, the probationary period will be for forty-five (45) work days and the right to return will be for the first ten (10) work days of the forty-five (45) day period.

WAGES

Starting Hourly Rates

During the term of this Agreement, the starting hourly rate for Food Service employees, including substitutes and flex staff, will be as follows:

2024-2025: \$15.00
2025-2026: \$15.25
2026-2027: \$15.50

Salary Increases

Employees who are rated as "satisfactory" or above will be eligible for an increase to their annual base salary as follows:

July 1, 2024: \$3.00 per hour
July 1, 2025: 3.0%
July 1, 2026: 3.0%

LONGEVITY

Food Service employees having completed 15, 20, 25, and 30 years of service with the District, as specified herein, shall be entitled to a \$100 longevity increment following completion of the specified number of years of service. All increments shall be inclusive of any previously earned increment(s). The longevity increment(s) are based upon continuous years of service as a Food Service employee for the District.

HEALTH INSURANCE

All full-time Food Service employees who elect insurance coverage for themselves and qualified dependents will be enrolled in a Qualified High Deductible Health Plan (QHDHP) as follows:

- A Health Savings Account (HSA) will be established for all employees, with an annual employer contribution equal to 40% of the deductible.
- The deductible levels in the QHDHP will be as follows for the Agreement:
 - Employee Only: \$1,800.00
 - Employee Plus 1, up to Family: \$3,600.00
- The deductible levels in the QHDHP will increase if the IRS established minimum deductibles for a QHDHP exceeds the District's current deductible levels.

A limited scope dependent care Flexible Spending Account (FSA) will also be available.

If any full-time employee elects to opt out of the District's health insurance coverage for the term of this Agreement, and in lieu of the District's obligation to provide health insurance coverage for said employee and/or his or her eligible dependents, the District shall pay the employee \$2,000 annually as additional compensation during each year of the Agreement. Any employee who chooses to opt out of the District provided health insurance coverage must first provide the District's Human Resources Department with documented proof that said employee has other insurance coverage. It is understood and agreed that an employee who opts out of the District's health insurance plan may re-enroll in said plan in the event that that said employee experiences a qualifying event.

DENTAL/VISION

For each eligible full-time Food Service employee covered by this Agreement, the District shall provide the same Dental/Vision benefits coverage made available to the District's professional employees, as set forth in the professional employee collective bargaining agreement between the School District and CAEA, and according to the same terms and conditions set forth therein.

The School District shall notify eligible Food Service employees of any change in the dental or vision plan(s) or a change in the dental or vision carrier prior to the effective date of such a change.

DEATH BENEFIT

If a Food Service employee should die prior to termination of service, the District shall pay to the Food Service employee's surviving spouse, a death benefit, in the amount of one-half (1/2) of the Food Service employee's annual salary.

RETIREMENT

Food Service employees shall be provided pension benefits as provided by the Pennsylvania Public School Employees Retirement System (PSERS). The District shall make such deductions and contributions as required under the applicable PSERS rules and regulations.

VACATION

All twelve (12)-month Food Service employees shall receive twenty (20) vacation days and may have a maximum of ten (10) days of carryover.

HOLIDAY PAY

Eligible 180-day Food Service employees shall receive five (5) days of hourly pay issued during the December break. This is only available to those actively employed full-time or part-time staff as of December 20th of each school year.

BEREAVEMENT LEAVE

When a Food Service employee is absent from duty because of the death of an immediate family member of said Food Service employee, there shall be no deduction in salary for an absence not in excess of four (4) school days whenever a long work break is not available. An immediate family member shall be defined as a husband, wife, child, step-child, parent, step-parent, brother or sister, grandparents, grandchildren, or parent-in-law of the Food Service employee.

When a Food Service employee is absent from duty because of the death of a near relative, there shall be no deduction in salary for an absence on the actual day of the funeral and one (1) additional day directly prior to or after the day of the funeral. A near relative shall be defined as first cousin, aunt, uncle, niece, nephew, son-in-law, daughter-in-law, brother-in-law, or sister-in-law of the Food Service employee.

CHILDREARING LEAVE

A Food Service employee who is expecting or whose spouse is expecting the birth of a child which the Food Service employee contemplates will reside in his or her household, or who expects to adopt a child, and who wishes to continue employment following a period of absence taken for the purpose of rearing the child, may be granted a leave of absence without pay for such purposes. Such childrearing leave shall be without pay. The maximum length of such leave for each child shall be one (1) full year.

PERSONAL LEAVE

Each twelve (12)-month Food Service employee shall be entitled to four (4) days of personal leave each school year. Such personal leave days may accumulate from year to year up to a maximum of eight (8) days. Less than twelve (12)-month Food Service employees (full-time and part-time) shall be entitled to three (3) days of personal leave each school year and may accumulate from year to year up to a maximum of six (6) days. Personal leave days shall be credited on the first day of the work year.

SICK LEAVE

Each Food Service employee shall be entitled to ten (10) days of sick leave to be credited on July 1 of each work year. A Food Service employee may accumulate unused sick leave from one year to the next without any limit.

Upon retirement or death in service, Food Service employees hired on or before October 1, 1991 shall be paid for all unused sick leave days accumulated since July 1, 1968, at one-half (1/2) of their daily rate of pay.

Those Food Service employees hired after October 1, 1991, shall, upon retirement or death in service, be paid for a maximum of 140 days of unused sick leave at one-half (1/2) of their daily rate of pay.

Those Food Service employees hired on or after July 1, 1993 shall, upon retirement or death in service, be paid for a maximum of 100 days of unused sick leave at \$25.00 per day. An optional three (3) payment plan may be elected by the Food Service employee, but such plan must be completed within two (2) years of retirement.

For the purpose of this Agreement, "retirement" shall mean a qualified retirement under the guidelines of the Pennsylvania Public School Employees' Retirement System. As per School Board policy, School District payment for all leaves that are to be paid upon a qualified retirement will be transferred as a non-elective employer contribution to an approved IRC section 403B/457 account of the Food Service employee's choice.

Any employee who takes off in an uncompensated status may have their hours reduced up to the point of termination.

SICK LEAVE BANK

Food Service employees may participate, at their option, in the Non-Bargaining unit sick leave bank.

PROFESSIONAL DEVELOPMENT

At the discretion of the School District, Food Service employees may be permitted to attend conferences, programs, and other activities such as seminars and courses for the purpose of professional development. Food Service employees shall be reimbursed for pre-approved expenses at such approved professional development activities.

TUITION REIMBURSEMENT

All Food Service employees shall be eligible to receive full tuition reimbursement for pre-approved courses in appropriate areas of study, for personal/professional growth, not to exceed the amount of Shippensburg University's per-credit rate.

Tuition reimbursement is subject to the following conditions:

- Each course must be approved in advance and in writing by the Food Service Director.
- The Food Service employee must verify enrollment, tuition, and the completion of the course with a passing grade.
- A Food Service employee who terminates his/her employment within twelve (12) months of receiving any such reimbursement must repay the amount of the reimbursement received within that 12-month period prorated by the number of months served during that 12-month period.

TRAVEL EXPENSES

Food Service employees shall be reimbursed for approved work-related travel in their own vehicle at the prevailing IRS rate.

ACTIVITY PASS

Activity pass will be the District issued employee ID badge.

EVALUATION

All Food Service employees shall be subject to yearly performance evaluations to be performed by their immediate supervisor using a District developed evaluation instrument.