

AGREEMENT BETWEEN
THE SCHOOL COMMITTEE
OF THE TOWN OF NORTH READING

AND

THE NORTH READING
FOOD SERVICE WORKERS

AFSCME, COUNCIL 93, LOCAL 1703, AFL-CIO

JULY 1, 2022 – JUNE 30, 2025

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PREAMBLE

This Agreement entered into by North Reading Public Schools hereinafter referred to as the EMPLOYER and the American Federation of State, County and Municipal Employees, AFL-CIO State Council 93, Local 1703, hereinafter referred to as the UNION has its purpose the promotion of harmonious relations between the EMPLOYER and the UNION; and the establishment of rates of pay, hours of work, and other conditions of employment.

ARTICLE I RECOGNITION

Section 1

The Committee recognizes the Union as the sole and exclusive bargaining agent for the purpose of establishing wages, salaries and other conditions of employment for all permanent food service employees employed by the Town of North Reading.

Section 2

The Committee hereby accepts the provision of Section 17C of Chapter 180 of the General Laws of Massachusetts and, in accordance therewith, shall certify to the Town Treasurer all payroll deductions for the payment of dues to the Union duly authorized by employees covered by this Agreement.

Section 3

The Employer and the Union recognizes the right of any employee to become or not to become a member of the Union and will not discourage, discriminate or in any other way interfere with the employee in the exercise of these rights.

Section 4

The Committee agrees to require as a condition of employment that all employees covered by this agreement pay an agency service fee, which shall be commensurate with the cost of collective bargaining, and contract administration which amount shall be certified annually to the Committee by the Union. The agency fee shall be deducted from the wages of any employee who signs authorization to that effect and such fees shall be transmitted to the Treasurer of the Union as provided in Section

17G of Chapter 180 of the General Laws. The Union will indemnify the Committee for any liability arising from the operation of this provision.

ARTICLE II COMMITTEE RIGHTS

There shall be no limit to the right of the Committee and its designated representatives to exercise its regular and customary functions. Such functions shall include but not be limited to the management of the food service operation and the direction of its work-force; including the right to hire, to discipline, to terminate, to transfer, to train, to increase or decrease the work-force, to increase or decrease hours, to determine the products to be produced or distributed, and to determine the schedule of hours of production and service including catering and special functions. Every effort shall be made to provide adequate notice to affected employees of change in working hours. The Committee reserves the right to discipline or dismiss any employee for any valid cause. Such dismissal will be based upon the recommendation of the Food Service Director and must be approved by the Superintendent of Schools.

ARTICLE III WAGES

Section 1 - Salary Schedule

See attached Salary Schedule establishing rates. Employees who hold current ServSafe Certification from the National Restaurant Association will receive an additional .25/hour as shown on the Salary Schedule. Those employees that do not will receive .25/hour less as shown on the Salary Schedule. Employees will be paid on a bi-weekly schedule, 21 pay periods throughout the school year. The parties agree to general wages increases of the following:

3% effective July 1, 2022 (FY 23)

3% effective July 1, 2023 (FY 24)

2% effective July 1, 2024 (FY 25)

Function pay will be paid at the function rate listed in Appendix C or the worker's hourly rate, whichever is greater.

Section 2 - Probation Period

All new employees will be on probation for the first 90 days of their employment. During the probationary period the Food Service Director with the approval of the

Director of Finance and Operations shall determine whether or not an employee is qualified to continue within its employ and the District may discharge such employee without appeal by the union or employee. The probationary employee shall receive an hourly wage .25 less than the permanent scale.

Section 3 - Longevity

Longevity stipend payments has been rolled into the base hourly rate salary schedule at an amount equal to \$0.50 per hour effective July 1, 2022.

Section 4 -No School Days

One paid snow day has been rolled into the base hourly rate schedule at an amount equal to \$0.10 per hour effective July 1, 2022.

Section 5- Work Year

The work year for employees will include a base school year of (176) days, which includes 173 serving days, as well as the following three days: one day prior to the start of the school year, one professional development day devoted to professional growth, and one clean-up day at the end of the school year; Any additional hours or days worked will be billed via a time-sheet to the Payroll Office. The District will work with representatives of the Food Service Worker's group to confirm the school calendar base working days prior to each school year. This is necessary in case operational conditions beyond the District's control change during the course of this agreement which either adds or removes serving days. The amount of agreed upon work days will represent the amount used to determine the base annualized converted salary calculation for payroll purposes.

Section 6- Working Additional Hours

Any additional hours worked beyond the Food Service Worker's regular approved schedule will be paid at the employee's hourly rate and must be submitted on weekly time sheets to the payroll office to be compensated on the bi-weekly pay schedule. Persons working in excess of 40 hours per week shall be eligible for an overtime rate of time-and-a-half.

ARTICLE IV JOB CLASSIFICATIONS

There are three job classifications: Food Service Worker, Food Service Worker-Lead, Cook Manager – Middle School/High School. Differentiation of lead positions are based on Menu Selection Variety and preparation and amount of staff supervised.

ARTICLE V BENEFITS

Section 1 - Paid Holidays

The following list of paid holidays has been rolled into the base hourly rate schedule at an amount equal to \$0.25 per hour effective July 1, 2022.

Columbus Day, Veterans' Day, Afternoon before Thanksgiving, Thanksgiving, Day after Thanksgiving, Day before Christmas, Christmas, New Year's Day, Martin Luther King Day, President's Day, Patriots' Day, Memorial Day.

Section 2 - Vacation

Vacation time has been rolled into the base hourly rate schedule at an amount equal to \$0.90 per hour effective July 1, 2022. For employees hired prior to July 1, 2011 with 16 vacation days, shall be compensated an additional five days at their per diem rate annually for the remainder of their employment in the bargaining unit. This amount will be added into their annualized pay calculation.

Section 3 - Sick Leave

Twelve (12) days per year with unlimited accumulation. Employees may use up to 5 days per year for the purposes of caring for a sick child, spouse or parent.

Sick leave on Friday, Monday or day before or after a holiday or school vacation may require written proof of said illness, said proof being necessary to qualify for sick pay for the day in question.

Upon formal retirement, 33% per diem salary for all unused sick leave. There shall be a cap of 150 days that can be accrued for the use of buyback. Permanent employees hired on or after July 1, 2011 will be subject to a 20% per diem salary payment with a 150 day maximum. See Appendix I for information on the sick leave bank.

Section 4 - Attendance Incentive

In July of each year an Attendance Incentive will be provided to employees who have not taken sick or personal days for the prior fiscal year according to the below schedule:

<u>Days Taken as of June 30</u>	<u>Bonus Pay</u>
0 days	5 day's pay
1 day	4 day's pay
2 days	3 day's pay
3 days	2 day's pay
4 days	1 day's pay

Employees should not report to work if they are sick. If an employee reports to work ill, the employee will be told to leave and will be charged a sick day.

Section 5 - Personal Leave

All regular full time employees may take two (2) days with pay each year in order to transact personal business. It is understood that the employees will make every effort to attend to their personal business on "non-working" days and that requests for personal leave will be submitted only when reasonable efforts are made to schedule personal business so as not to interfere with the work commitment.

Advance written notification of the need of such leave shall be made to the Superintendent or designated representative as far as possible in advance of the date the employee wishes such leave to begin but in no event less than seventy two (72) hours in advance of the commencement of such leave. Personal days are not permitted on the Friday before or Monday after a school vacation week or long weekend. In the case of emergency exceptions will be granted to employees at the discretion of the Superintendent or his designee.

Section 6 - Bereavement Leave

Employees suffering a personal bereavement due to a death in his/her immediate family may receive up to 3 days pay for time lost from work. Employees may request

such leave to be granted at a time coinciding with the funeral and necessary procedures related to said funeral. For the purpose of this article, “Immediate family” shall include employees parent, parent in law, brother, sister, grandchild, and grandparent. An employee may receive up to 5 days pay for the loss of a spouse, child, or parent.

Section 7 - Insurance

Health Insurance – Town pays percentage of base plan. Currently the Town pays 70% and employee pays remainder. Participation is optional.

Life Insurance – Town pays percentage of policy. Currently the Town pays 50% and employee pays remainder. Participation is optional.

Insurance benefits are only available to employees who average over 20 hours per week during the school year.

Section 8 - Worker’s Compensation

100% paid by Town to cover accidents that occur on the job.

Section 9 - Contributory Retirement

5% withheld if hired before January 1, 1975

7% withheld if hired between January 1, 1975 and December 31, 1983

8% withheld if hired between January 1, 1984 and June 30, 1996

9% withheld if hired on or after July 1, 1996

Participation required for permanent employees working 20 hours or more weekly.

Section 10 - Allowances

Allowances have been rolled into the base hourly rate schedule at the amount equal to \$0.25 per hour effective July 1, 2022. The School District will provide each permanent employee with an official uniform (seven polo shirts) and aprons (five aprons) that will be required to be worn daily by each employee. The School District will replace the uniform on an as needed basis going forward. All employees must wear black pants, slip resistant footwear and the district issued jersey, apron and a name badge.

Section 11 - Professional Development

The Committee encourages all employees to earn their Food Safety Training certification. The Committee shall pay for tuition and books for the initial certification

and the tuition costs for recertification. The Committee shall provide workshops and/or additional food service training opportunities in subject/topic areas applicable to their job functions during the full professional development day in November and whenever possible during the half day professional development days throughout the school year.

ARTICLE VI SENIORITY

If an employee leaves the district and returns within a year to a position covered by this agreement, the employee shall recover his/her seniority in the cafe unit, although the employee shall not earn seniority during the period of non-employment. System wide seniority, experience and qualifications shall all be considered within the bargaining unit in the event of promotion, transfer or decrease of the work force but needs of the system shall take precedent in all decision-making.

ARTICLE VII FAMILY MEDICAL LEAVE ACT (FMLA)

An employee with at least twelve (12) months of employment or 1,250 hours of service within a year and who has a qualifying personal or family illness or other qualifying circumstance may apply for an unpaid leave under the Family Medical Leave Act ("FMLA") by notifying the Superintendent in writing. The Superintendent will respond in writing with notice of applicable requirements, such as a physician's certification. The leave year is on a twelve (12) month basis, which will be calculated forward from the starting date of the FMLA Leave. The unpaid leave is up to a maximum of twelve (12) weeks within a twelve (12) month period, with an exception of possible eligibility for an extended leave to care for a seriously ill or injured armed service member, or for other specific qualifying family circumstances related to military deployment.

An employee may request to apply available paid sick leave for that part of an unpaid FMLA leave where a paid leave is allowed under a specific provision of this Agreement. Under this Section of this Agreement, an employee may request to apply up to a maximum of five (5) paid sick days during an unpaid FMLA leave for the care of a seriously ill or disabled immediate family member conditioned upon submission of a physician's certification. Under this Section of this Agreement, an employee may

request to apply up to a maximum of ten (10) consecutive paid sick days beginning immediately following the birth of a child, or the adoption/foster care placement during an unpaid FMLA leave.

Any leave taken under another provision of this Agreement under circumstances which would qualify for leave under the FMLA, will be counted toward the twelve (12) weeks of leave available under the FMLA.

Nothing in this section of this Agreement is intended to limit an employee's benefits under the Family Medical Leave Act, nor is intended to expand benefits under the FMLA, except as stated in this Section or under another provision of this Agreement.

ARTICLE VIII MASSACHUSETTS MATERNITY LEAVE ACT (MMLA)

An employee who does not have sufficient time of service to be eligible for a Family and Medical Leave may apply in writing to the Superintendent for an unpaid leave under the Massachusetts Maternity Leave Act ("MMLA") as long as she has been employed for at least ninety consecutive (90) calendar days. She may take a leave for the period close in time to preparing for and giving birth; or caring for a newborn or a newly-adopted/or foster child under 18 or a child under 23 with mental or physical disabilities. Under this Section of this Agreement, the unpaid MMLA leave is up to a maximum of twelve (12) weeks. An employee who has sufficient time of service for an FMLA Leave may nonetheless apply in writing to the Superintendent under this Section and the leave will be counted toward the twelve (12) weeks of maximum available leave under the FMLA. Under this Section of this Agreement, an employee may request to apply up to ten (10) consecutive days of available paid sick leave beginning immediately following the birth of a child or the adoption/foster placement during an unpaid MMLA leave. An employee applying for leave under this Section may also request to apply available paid sick leave for any period during this leave of her own disability, and her medical or related physical needs related to childbirth. The Superintendent will respond in writing with notice of applicable requirements, such as a physician's certification.

Nothing in this Section of this Agreement is intended to restrict an employee's benefits under the Massachusetts Maternity Leave Act, nor is intended to expand the

benefits under the MMLA, except as stated in this Section of this Agreement or under another provision of this Agreement.

ARTICLE IX JOB POSTINGS

Whenever a vacancy occurs the Food Service Director, in conjunction with the Director of Finance and Operations shall determine whether that position will be filled. If a position is to be refilled, the following procedures shall be followed:

- Job vacancies will be posted for a minimum of five days in a conspicuous place in all five schools.
- Before the closing date listed on the posting employees, wishing to apply for the vacancy shall submit their names in writing to the Director of Finance and Operations.
- Within 10 working days from the initial posting of vacancy the Food Service Director or Director of Finance and Operations shall award the vacancy to the most senior qualified applicant.

Notice of vacancy shall include classification, hours of vacancy, rate of pay and final date for filing application.

When a vacancy occurs, the Director of Food Service will review the needs of the food service department. In most cases, the vacant position shall be at the same job classification as the departing employee.

If no qualified candidate from within the bargaining unit applies for such vacancy, the Food Service Director may hire a candidate from outside the bargaining unit.

With all qualifications being equal, seniority shall be one of the determining factors in promotions, and increase/decrease of work-force. The Food Service Director or designated representative shall determine qualifications.

ARTICLE X FUNCTIONS

A function is considered to be a catered lunch, breakfast or dinner that Food Service Workers provide to teachers, parents, corporate staff and/or students. These functions can be during school hours as well as before or after school hours.

Food that is prepared cooked or served for these events are considered functions regardless of the time of day. These events may also be during the normal work hours for the food service staff. However, if preparation for these events is done during normal school hours function pay should be applied accordingly.

A Food Service Worker will only be allowed function pay during normal school hours if they spend more than one hour preparing for that function.

Functions will be offered to every Food Service Worker based on a rotating schedule. If a Food Service Worker declines a function, their name will be placed at the bottom of the function list and the next name will be offered the function.

If a Food Service Worker requires training on a function or additional help is needed, the Food Service Director will assign a second person. It may be another Food Service Worker or the Food Service Director.

The Food Service Director will provide a monthly function schedule to all Food Service Workers.

Function pay will be paid at the function rate listed in Appendix C or the worker's hourly rate, whichever is greater.

ARTICLE XI GRIEVANCE & ARBITRATION PROCEDURE

Any grievance or dispute, which may arise between parties including the application, meaning or interpretation of this Agreement, shall be settled in the following manner:

Informal Step:

The employee alleging violation will take the grievance up orally with his/her immediate supervisor.

Step 1:

If the grievance is not settled in the oral discussion, it may be reduced to writing, stating the provision of the Agreement allegedly violated, and signed by the aggrieved employee and Union Representative and submitted to the immediate supervisor. A

grievance must be filed in writing with the immediate supervisor within five (5) calendar days, not including Saturdays, Sundays and Holidays, after the first occurrence of the event-giving rise to the grievance or after the employee first knows -- or in the exercise of reasonable care should know -- of its occurrence. The Director of Finance and Operations or designee shall attempt to adjust or settle the matter within five (5) working days in writing.

Step 2:

If the grievance is not resolved by Step 1, the aggrieved employee of the Union shall contact the Chairperson of the Union and, if approved by the Executive Board, the aggrieved employee of the Union may appeal by forwarding the grievance, in writing, to the Superintendent of Schools within five (5) business days after he/she has received the Step 1 decision. The appeal shall include:

- (a) Name and position of grievant
- (b) A statement of the grievance and the facts involved
- (c) The corrective action requested
- (d) Name of Union Representative at Step 1, if any
- (e) Signature(s) of grievant(s) and Union representative.

The Superintendent of Schools will arrange for a meeting with the aggrieved employee and their Union representative. The aggrieved employee shall be present at the conference, except that he/she need not attend where it is mutually agreed that no facts are in dispute and that the sole question before the Superintendent of Schools is one of interpretation of a provision of this agreement. The Superintendent of Schools shall issue his decision on the grievance as soon as possible, but not later than ten (10) business days after receipt of the appeal.

Step 3:

If the grievance is not resolved by Step 2, the aggrieved employee or the Union shall contact the Chairperson of the Union and, if approved by the majority vote of the Executive Board, the aggrieved employee or the Union may appeal by forwarding the grievance, in writing, to the School Committee within five (5) business days after the employee has received the Step 2 decision. The School Committee shall issue a decision on the grievance as soon as possible, but no later than thirty (30) business days after the receipt of the appeal or by the next regularly scheduled meeting, whichever is later.

Step 4 – Arbitration

A grievance, which has been processed through but not resolved by the grievance procedure detailed in this Article, may be appealed to arbitration by written notice given by the party seeking to arbitrate. Such notice must be given to the other party within seven (7) calendar days after receipt of the answer to the third step of the grievance procedure. Within thirty (30) calendar days after the written notice, the party seeking arbitration shall submit the matter to the American Arbitration Association (AAA). The normal procedures of the AAA at the time of filing shall govern procedures for the arbitration. The arbitrator shall have no right to amend, modify, nullify, ignore, or add to the provisions of this Agreement.

The arbitrator shall consider and decide only the particular issue(s) presented to him in writing by the Committee and the Union and his decision and award shall be based solely upon his interpretation of the meaning or application of the terms of this Agreement to the facts of the grievance presented. The award of the arbitrator shall be final and binding on the Committee, the Union, and the employee or employees involved. The parties shall share the expenses of arbitration, including the arbitrator's fee, equally.

ARTICLE XII OTHER

Section 1 – Substitute Employees

Substitute employees are not bound by agreement.

Section 2 –Labor Day

Food Service Workers may be asked to work before the Labor Day holiday for Teacher Luncheon or preparing their school for opening day. Food Service Workers will be paid accordingly, however Labor Day is not a paid holiday. Food Service Workers are expected to work these days regardless of the holiday. However, if a Food Service Worker cannot work, they may request the day off with or without pay. They will not be required to use personal or vacation time. If the Teacher Luncheon and the opening of school fall on the same day, Food Service Workers will be paid 2.5 hours of function pay as well as regular pay.

Any duties carried out by union stewards shall not interfere with daily operational duties.

Section 3 – Floater Stipend

A floater stipend of \$300.00 will be awarded for up to two Food Service Workers working at the Middle/High School Campus annually for employees that would be willing to travel on an as needed basis to the elementary schools if and when coverage is needed in an emergency situation. These stipended positions will be an annual appointment. Appointments will be based on qualifications, experience and seniority. In the case where qualifications and experience are considered equal, seniority will be the determining factor in the annual appointment. Payments will be part of the weekly payroll schedule. The District is committed to continuing to maintain a pool of qualified substitutes.

ARTICLE XIII EVALUATION

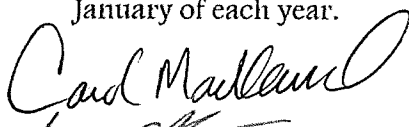
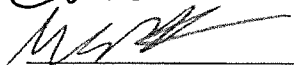
A formal, written evaluation will be completed annually by the primary evaluator (Food Service Director with input from the building/district administrator(s)). The evaluation form is included in the collective bargaining agreement as Appendix B. The purpose of the evaluation process is to allow for continued professional growth and improvement.

It is understood that the primary evaluator may obtain feedback about job performance from other administrators who have direct knowledge of the Food Service Worker's work. In those cases where feedback is obtained from other than the primary evaluator, such feedback will be so noted.

The final written evaluation will be completed by the primary evaluator using the Food Service Worker Evaluation Form (Appendix B). All Food Service Workers will be evaluated annually and receive a written evaluation by March 31st. The primary evaluator will meet with each Food Service Worker to review the final evaluation. The evaluation will be signed by both the primary evaluator and the Food Service Worker. The Food Service Worker's signature does not mean he/she agrees with the content of the evaluation. The Food Service Worker may, at his/her discretion, attach a written statement within ten (10) days of receipt of the evaluation.

ARTICLE XIII
DURATION

This AGREEMENT shall commence as of July 1, 2022, and extend to June 30, 2025, and shall be automatically renewed each year thereafter unless either party notifies the other party in writing not later than the 15th day of January of each year.

 Carol Maclean
 North Shore
Coordinator

Staff Representative
AFSCME, AFL-CIO, COUNCIL 93

4/12/22
Date



Chair
North Reading School Committee

4/12/22
Date

APPENDIX A SICK BANK

- a. A sick bank will be established.
- b. Membership in the sick bank is voluntary. Membership will be open to new members who signify their intention in writing to join before October 1 of each year. Once an employee joins the sick bank they will remain in the sick bank unless they withdraw in writing. If an employee commences employment after October 1st they may join the sick bank by notifying the Superintendent in writing within 10 business days of their first day of employment.
- c. Food Service employees may deposit sick days into the sick bank. All deposits shall be made in writing no later than October 1 of each year. To begin the sick bank all employees wishing to participate shall deposit two days. Thereafter, employees will deposit one sick day per year as long as the balance is under 50 days.
- d. Employees who have a protracted illness and who have used up the sick leave to which they are entitled may apply to draw upon the bank.
- e. A Sick Leave Committee shall be established, composed of two members of the food service staff and two members of the school administration. All decisions shall be made by majority rule and shall be binding on all parties and the decision will be made in good faith and shall not be subject to appeal of any kind or arbitration.
- f. Only those employees who deposit in the bank by October 1 will be allowed to withdraw from the bank. It will not be possible to join the sick bank after October 1 for any reason.
- g. All requests for withdrawal from the bank will be put in writing and must be approved by the Sick Bank Committee.
- h. NO days will be withdrawn from the bank for use for any reason other than serious illness.
- i. Employees who receive time from the bank will be paid while receiving days from the bank.
- j. Whenever the balance of sick days is over 50 there will be no need to annually assess member's additional days. Members will automatically be assessed an additional day when the balance falls below 50 days every year on October 1.
- k. Any employee who does not join the sick bank may not expect to receive any extended sick leave benefits if their accrued sick days have been exhausted.

APPENDIX B
FOOD SERVICE WORKER EVALUATION FORM
North Reading Public School District

Employee Performance Review

Employee Information

Name	Employee ID
Job Title	Date
Department	Manager
Review Period	

Ratings

	1 = Poor	2 = Fair	3 = Satisfactory	4 = Good	5 = Excellent
Job Knowledge	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Comments</i>					
Work Quality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Comments</i>					
Attendance/Punctuality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Comments</i>					
Initiative	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Comments</i>					
Communication/Listening Skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Comments</i>					
Dependability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Comments</i>					

Overall Rating (average the rating numbers above)

Evaluation

ADDITIONAL
COMMENTS

GOALS
(as agreed upon by
employee and manager)

Verification of Review

By signing this form, you confirm that you have discussed this review in detail with your supervisor. Signing this form does not necessarily indicate that you agree with this evaluation.

Employee Signature
Primary Evaluator
Signature

Date
Date

**APPENDIX C
SALARY SCHEDULE**

Food Service Staff

Salary Schedule

July 1, 2022 - June 30, 2025

Food Service Worker Hourly Rates	Certified Personnel			
		3.0% FY23	3.0% FY24	2.0% FY25
	7/1/2021	7/1/2022	7/1/2023	7/1/2024
Step 1 Probation	16.79	17.29	17.81	18.17
Step 2	17.11	17.62	18.15	18.52
Step 3	17.68	18.21	18.76	19.13
Step 4	18.23	18.78	19.34	19.73
Step 5	18.73	19.29	19.87	20.27
Step 6	19.43	20.01	20.61	21.03
Step 7	19.73	20.32	20.93	21.35
Step 8	19.97	20.57	21.19	21.61
Step 9	20.20	20.81	21.43	21.86

*Non-Certified Personnel paid \$0.25 less

Food Service Worker- Lead Hourly Rates	Certified Personnel			
		3.0%	3.0%	2.0%
	7/1/2021	7/1/2022	7/1/2023	7/1/2024
Step 1 Probation	18.38	18.93	19.50	19.89
Step 2	18.70	19.26	19.84	20.24
Step 3	19.19	19.77	20.36	20.77
Step 4	19.83	20.42	21.04	21.46
Step 5	20.28	20.89	21.52	21.95
Step 6	20.99	21.62	22.27	22.71
Step 7	21.23	21.87	22.52	22.97
Step 8	21.48	22.12	22.79	23.24
Step 9	21.74	22.39	23.06	23.53

*Non-Certified Personnel paid \$0.25 less

Cook Manager-Middle / High School Hourly Rates	Certified Personnel			
		3.0%	3.0%	2.0%
	7/1/2021	7/1/2022	7/1/2023	7/1/2024
Step 1 Probation	19.52	20.11	20.71	21.12
Step 2	19.83	20.42	21.04	21.46
Step 3	20.49	21.10	21.74	22.17
Step 4	21.11	21.74	22.40	22.84
Step 5	21.54	22.19	22.85	23.31
Step 6	22.31	22.98	23.67	24.14
Step 7	22.60	23.28	23.98	24.46
Step 8	22.88	23.57	24.27	24.76
Step 9	23.14	23.83	24.55	25.04

*Non-Certified Personnel paid \$0.25 less

Functions		FY 23	FY24	FY 25
Hourly Rates		3.0%	3.0%	2.0%
	7/1/2021	7/1/2022	7/1/2023	7/1/2024
no steps	21.12	22.00	22.66	23.11