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1985-(1987-88)  
Wage and Benefit  
Statement

COLDWATER COMMUNITY SCHOOLS

CAFETERIA WORKING SUPERVISORS' WAGE AND BENEFIT STATEMENT

YEAR	MIDDLE SCHOOL SUPERVISOR	HIGH SCHOOL SUPERVISOR
1985-86	\$ 7.24	\$ 7.24
1986-87	\$ 7.74	\$ 7.54
1987-88	\$ 8.04	\$ 7.84

- A. 1. For 1985-86, the starting wage for the Middle School Working Supervisor will be effective from the first day of work for the school year. The High School Supervisor's wage rate shall be retro-active from the first day of employment as a supervisor for 1985-86.
- 2. Wage rates for 1986-87 and 1987-88 shall be effective from the first day of work for the school year.
- B. The employee shall work during the school year of thirty-eight (38) instructional weeks. The workweek shall consist of normally scheduled hours as determined by the Assistant Superintendent. Overtime work will be paid at the rate of time and one-half for over forty (40) hours in one workweek. Overtime work must have the approval of the Assistant Superintendent.
- C. 1. Those employees who work at least thirty-eight (38) weeks and at least twenty (20) or more hours per week as their usual work assignment are eligible for the current hospitalization policy (Group No. 66398-001). The Board shall pay to the insurance company an amount not to exceed the cost of full family health insurance coverage and not less than the cost of one or two-person coverage if so requested by eligible employees. In addition to the above coverage, the School shall provide the same dental health rider currently provided for other non-certified groups.
- 2. The employee who works at least twenty (20) hours per week shall receive \$9,500 term life insurance for the school years 1985-86 through 1987-88.
- D. 1. The employee shall receive one day per month sick leave, maximum of ten (10) days for personal and family illness with unlimited accumulation.
- 2. The employee shall be entitled to a maximum of three (3) days for personal business. Business must be judged as not being able to be conducted outside of working hours. Administrative approval is necessary.
- 3. The employee shall be granted a maximum of five (5) days leave with pay when they are responsible for making funeral arrangements for a child, parent, spouse, brother, sister, grandparent, grandchild, mother-in-law, father-in-law, brother-in-law, or sister-in-law. Up to three (3) days may

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be granted by the administration, in its judgment, at the normal daily rate of pay in the event of the death of the above relatives when the employee is not responsible for said funeral arrangements.

Personal leave days may be used to attend funerals of relatives or friends who do not meet the above requirements providing such days are not previously used during a given year for other matters.

4. All approved absence reports and conference reports must be submitted to the Assistant Superintendent in order to be eligible for pay.
- E.
1. The employee shall receive the following paid holidays when they fall on a work day: July 4th, Labor Day, Thanksgiving, day after Thanksgiving, Christmas, New Years, Good Friday, and Memorial Day if school is not in session. If the holiday falls on Saturday or Sunday, the employee shall receive Friday or Monday as a paid holiday if school is not in session.
  2. Employees who have been employed ten (10) full consecutive years shall be entitled to five (5) days pay for Christmas vacation payable the second pay of December.
- F.
1. For the 1985-86 school year, the employee shall be paid for days school is not in session when caused by conditions beyond the control of school authorities. Employees are not expected to be at their work stations. With the approval of the Assistant Superintendent, the employee shall be paid for days school is not in session when caused by acts of God if the employee is at an assigned work area when the decision to close school is reached.
  2. Starting in the school years 1986-87 and 1987-88, employees need not report for work on days when school is closed when caused by conditions of inclement weather or other acts of God. In addition, employees shall not be paid for said days. They shall be paid for only time worked on make-up days as scheduled by the School and required by law.
  3. In the event an employee's work schedule is early in the morning before school closing announcements can be made, the School shall pay a minimum of two (2) hours of work if said employee reports for work. If employees are at their work station when school is closed, they shall be paid for their time worked with a minimum of two (2) hours pay being afforded to those who work two (2) hours or more.
- G. All new employees shall be on probation for sixty-five (65) workdays.
- H. The school district shall pay for physical examinations, x-rays, food cards, and approved conferences when required by the school district.