

6/30/90

COOK AGREEMENT

BETWEEN

BOARD OF EDUCATION

OF

SAULT STE. MARIE AREA PUBLIC SCHOOLS

AND

BARGAINING UNIT

OF

UNITED STEEL WORKERS

OF

AMERICA AFL-CIO

Sault Ste. Marie Area Public Schools

Michigan State University
LABOR AND INDUSTRIAL
RELATIONS LIBRARY

July 1, 1986 to June 30, 1990

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SAULT STE. MARIE AREA PUBLIC SCHOOLS
SAULT STE. MARIE, MICHIGAN

SCHOOL LUNCH PERSONNEL AGREEMENT

July 1, 1986 to June 30, 1990

THIS AGREEMENT, effective July 1, 1986, by and between the BOARD OF EDUCATION, Sault Ste. Marie, Michigan, hereinafter called the "EMPLOYER" and the UNITED STEEL WORKERS OF AMERICA, AFL-CIO, on behalf of Local Union 13569, hereinafter called the "UNION".

WITNESSETH: WHEREAS, The parties have reached an agreement for the purpose of facilitating the peaceful adjustment of differences that may arise from time to time and promoting harmony and efficiency to the end that the parties hereto may mutually benefit, the parties hereto covenant and agree as follows:

ARTICLE I

RECOGNITION

SECTION 1. Recognition. The Union shall be and is hereby recognized as the sole and exclusive collective bargaining agency for the purpose of collective bargaining with respect to rates of pay, wages, hours of employment and other conditions of employment for the employees of the Employer as defined in this paragraph. The term Employees, as used in this Agreement, shall mean all school lunch room employees with the exception of supervisors as defined in Act 379 and the school lunch driver.

SECTION 2. Agency Shop. The employer recognizes and will not directly or indirectly interfere with the rights of employees to be members of the Union and will not discriminate against employees on account of Union membership or activity. Neither the Union nor any of its members will intimidate or coerce any employee or interfere with his right to work because of his refusal to participate in Union membership or activity. However, the Employer and Union agree to any agency shop provision whereby all employees presently in the bargaining unit and all new employees upon completion of probation will be required as a condition of employment to remit to the Union monthly the amount of the regular monthly dues and initiation fee.

SECTION 3. Union Dues. Where so authorized or directed by the employee in writing on a mutually agreed upon form, the Employer will deduct on the first payday of each month the sum of the employee's dues, initiation fees and legal assessments, if any, in amounts designated by the Union, and remit the same to the International Treasurer at the address which he authorizes for this purpose. The check shall be accompanied by a list of names showing dues, etc., deducted or the reason for no deduction. A copy of said list shall be furnished to the financial secretary of the local Union.

ARTICLE II

REPRESENTATION AND GRIEVANCE PROCEDURE

SECTION 1. Definition.

- a. A grievance is a written complaint upon an event or condition which is allegedly in violation of this agreement.
- b. The grievant is the person or persons making this claim.
- c. The term days shall mean working days.

SECTION 2. Grievance Committee. For the purpose of effectively representing the employees coming within the jurisdiction of the Union and this Agreement, the Union shall select a grievance committee consisting of three members, all of whom shall be employees of the Employer. The Union shall furnish the Employer with the names of the grievance committee members and the Employer agrees to deal with these representatives of the Union in settling grievances and in bargaining under this Agreement.

SECTION 3. Grievances. Grievances shall be submitted in writing and shall be taken up for adjustment in each case as necessary as follows:

In order to be considered in the grievance procedure, a grievance must be filed not later than twenty (20) days after the event giving rise to the grievance or not later than twenty (20) days after the facts giving rise to the

grievance should have been reasonably known to the employee(s) involved.

Step 1: By the employee(s) involved, a grievance committee member and the employee's immediate supervisor.

Step 2: If the grievance is not settled in Step 1, it may be advanced to this Step provided notice of appeal is given to the Director of Personnel, the Employer representative at this Step, not later than ten (10) days after the last meeting in Step 1.

Step 3: In the event the grievance is not settled in Step 2, it may be appealed to the Board of Education if notice of such appeal is given not later than ten (10) days after receipt of the answer in Step 2.

Step 4: In the event that either party decides that further meetings in Step 3 above will not lead to a settlement of the grievance, either party may submit the grievance to arbitration as hereinafter outlined.

When a grievance is filed in Step 1, a meeting shall be arranged as soon as possible but not later than three (3) days after the grievance is filed.

When a grievance is appealed to Step 2, a meeting will be held not later than ten (10) days after date of appeal notice.

When a grievance is appealed to Step 3, a meeting shall be set as soon as possible but not later than the next scheduled meeting of the Board of Education.

Either party desiring to arbitrate will notify the other party in writing setting forth the matter or matters to be arbitrated. Not later than five (5) days after receipt of a notice of a desire to arbitrate, the parties will meet for the purpose of choosing an arbitrator. In the event the parties are unable to agree on the choice of an arbitrator, the Michigan Employment Relations Commission will be asked to choose one and hearings will commence as soon as they can be arranged.

The decision of the arbitrator will be final and binding on the parties. The arbitrator will have no power to add to, detract from, or modify this Agreement, and the subject of a general wage increase shall not be subject to arbitration.

The expense of the arbitrator will be borne equally by the parties hereto.

A grievance, to be subject to arbitration, must involve the meaning or application of the Agreement or an alleged violation thereof.

Employees attending grievance meetings shall not be paid extra nor lose time while attending such meetings. The Committee shall have the right to call in a Representative of the International Union at any time. The Chairman of the Grievance Committee will be permitted a reasonable amount of time away from his/her work with pay to assist in the adjudication or investigation of grievances or complaints. He shall attempt to perform such duties at such times as will have a minimal effect on his work and will secure the consent of the Supervisor before leaving his job. Such consent shall not be arbitrarily withheld.

ARTICLE III

DISCHARGE AND SUSPENSION

SECTION 1. Discharge and Suspension. An employee discharged or suspended who considers such discharge or suspension without good cause shall present a grievance within three (3) working days of such action as provided in Article II, Section 3.

ARTICLE IV

SENIORITY AND PROMOTIONS

SECTION 1. Seniority and Qualifications. The parties recognize that job opportunity and security should increase in proportion to the ability to perform the work and to the length of service of the employee within the bargaining unit. The parties agree that in all cases of promotion, demotion, transfer,

recall, layoff, and the filling of vacancies, the following factors will be considered:

- a. Ability (qualifications) to perform the available work
- b. Seniority
- c. Physical fitness for the work.

Factor (a.), ability or qualifications, will be determined by the Employer as well as (c.) physical fitness to perform the work. In the event that (a.) and (c.) factors are relatively equal, (b.) seniority will be the determining factor in all cases of promotion, demotion, transfer, recall, layoff, and filling of vacancies. When a tie in seniority occurs, the employee eldest in age will be given seniority preference.

Employees who feel that discrimination has occurred relative to the selection of a person to fill a vacancy on the basis of qualifications will have the right to file a grievance within the framework of the grievance procedure as outlined in Article II.

In the event of a reduction in the force which necessitates the layoff of any employee from the system, the employee(s) with the least seniority in a job classification where the reduction is made will be the first to be laid off, keeping in mind that the remaining employees must be qualified to perform the work.

An employee released under the above who has seniority enough to avoid layoff by displacing another person with less seniority, and who has held a position in a higher classification within the district will be permitted to exercise seniority rights into the classification previously held, provided she/he is qualified to perform the work of the employee she/he seeks to displace.

Any employee placed in a new position in accordance with procedures of Section 1 above shall be afforded a four week qualification and training period.

SECTION 2. New Employees. New employees shall be on probation for a period of sixty (60) scheduled days before they accrue any seniority rights. The right to release such employees during this period shall be vested exclusively in the Employer regardless of other provisions of this Agreement. Probationary employees retained in excess of sixty (60) days shall have seniority from the day of hire.

SECTION 3. Permanent Vacancy. Whenever a permanent vacancy occurs a notice will be mailed to all members of the bargaining unit indicating the vacancy and the rate of pay therefor. The senior employee with the necessary qualifications who bids the job will be awarded the position.

When temporary vacancies occur because of vacations, illness, etc., the qualified senior employee will be advanced to fill the position from the shift or building where it occurs.

SECTION 4. Loss of Seniority. Seniority shall be broken only by discharge, voluntary quit, or layoff for more than one year. In the event of recall, a laid off employee shall be given one week's notice of recall by registered mail to the last known address. In the event the employee fails to make herself/himself available for work at the end of said one (1) week, he shall lose all seniority rights under this Agreement.

SECTION 5. Temporary Workers. The parties recognize that it is necessary to employ temporary workers at times. A temporary worker shall be defined as one who is hired for a specific project not to exceed sixty (60) calendar days without the intent on the part of the employer to reemploy her/him after the temporary job is completed. Such temporary workers shall accrue no seniority, but if later hired permanently, will be given a retroactive seniority date computed by counting back from the permanent hiring date the actual number of days worked as a temporary employee during the year preceding the date of

permanent hire in a capacity of work covered by this Agreement.

SECTION 6. Handicapped. The parties agree that employees handicapped by physical impairment in manner or degree to restrict their ability to perform assigned work should receive special consideration under the seniority provision. An employee asking for such consideration shall produce satisfactory medical evidence as to the disability.

Seniority provisions may be altered or waived with respect to such employees as mutually agreed upon between the Employer and the Union. The provisions hereunder shall not be applicable to employees eligible for retirement.

ARTICLE V

HOURS OF WORK

SECTION 1. Hours of Work. The hours of work are as shown in Appendix "D".

The employees shall have one (1) fifteen (15) minute break for each four (4) hours worked. The Employer will continue to provide a paid thirty (30) minute lunch period for the employees. However, if employees eat meals produced by the school, they will be expected to pay the full adult lunch or breakfast charge for such meals.

ARTICLE VI

WAGES

SECTION 1. Wage Rates. The wage rates for all job classifications covered hereunder are shown on the Wage Schedule attached hereto and made a part hereof as Appendix "C".

The board of Education will pay the employees contribution to the Michigan Public School Retirement Fund.

SECTION 2. Overtime. Time and one-half will be paid for all hours worked in excess of forty (40) hours per week. Employees called back to work shall be entitled to a minimum of two (2) hours of pay either regular or overtime as necessitated by the forty (40) hour week limit. Overtime assignments will be based on seniority in each building.

SECTION 3. Shift Differential. Employees assigned to first shift at the high school will be receiving a shift differential of twenty (20) cents per hour worked until 9:00 a.m. If hours of the first shift are substantially varied, the parties involved will promptly review the shift differential. the twenty (20) cents per hour shift differential applies only to those hours that do not overlay the day shift.

SECTION 4. Temporary Transfers. An employee temporarily transferred to a higher rated position for a temporary period for vacation relief, sick relief, et cetera, herein shall be paid at the higher rate while so employed. An employee temporarily transferred to a lower rated position for the convenience of the Employer shall receive his regular wage.

SECTION 5. Cook managers. Cook Managers will be paid a two (2%) percent factor per employee to be based on the total number of employees assigned to each kitchen unit.

SECTION 6. Inclement Weather. If inclement weather prevents an employee from getting to work after a reasonable attempt to do so, the employee will lose no pay. However, the employee should contact her supervisor to advise her that she will be either unusually late or absent. If the entire system is closed due to inclement weather, employees will be released from duty without loss of pay.

ARTICLE VII

HOLIDAYS AND VACATIONS

SECTION 1. Holidays. Persons classified as Cook I, Cook II, or Cook III will be granted the following holidays off with pay at straight time for the number of hours they are scheduled to work on a normal working day: New Year's Day, Labor Day, Good Friday, Memorial Day, Thanksgiving Day, and Christmas Day, or days celebrated therefor. Should any of the holidays fall on a Saturday or Sunday, the employees will be granted a compensatory day when not scheduled to work.

SECTION 2. Vacation. Cooks I, Cooks II, and Cooks III will be granted vacation days at the rate of one (1) earned day per month worked within a given year. Each employee will earn one (1) additional day of vacation per year worked after five (5) years of service to the Employer. Employees will be granted three (3) additional days of vacation after completing ten (10) years of service. Vacation days shall not be granted for the first or last day of the school year. These days will be taken in the so-called school calendar with the balance applied to the end of the employment period. The vacation day will consist of the number of hours paid for at a regular work day. In the event a paid holiday occurs in the employee's vacation, she/he shall be entitled to an extra day of vacation at the end of the employment period of a fiscal year.

ARTICLE VIII

LEAVE

SECTION 1. Sick Leave. Cooks I, Cooks II, and Cooks III will be granted one (1) day of sick leave for each month of employment for personal illness. Sick leave for these persons is subject to unlimited accumulation.

SECTION 2. Worker Compensation. All lunch room employees are covered under the Michigan Worker Compensation Act.

A Cook I, Cook II, or Cook III suffering disability as a result of employment with the Employer shall be paid wages by the Employer by the amount that the total Worker Compensation plus wages will equal the employee's normal earnings. Such payment shall commence with the day the employee is unable to work and shall continue for the period of disability or until the Employer has paid in an amount equal to the employee's accumulated sick leave, whichever is the lesser. If the employee subsequently received Worker Compensation for time lost during the first week of disability, as provided in the Act, he shall promptly reimburse the Employer for the amount received as compensation for this first week of work. The accumulated sick leave credited to the employee will be reduced by the amount paid hereunder.

SECTION 3. Family Illness. Cooks I, Cooks II, and Cooks III shall be allowed five (5) days for illness in the immediate family, three (3) days are non-accumulative, and two (2) days may be deducted from sick leave. Immediate family shall be interpreted as husband, wife, mother, father, sister, brother, children, grandchildren, father and mother-in-law, and grandparents of member or spouse, this also includes a dependent living in the immediate household. The term household is interpreted as those who dwell under the same roof and comprise a family or domestic establishment.

SECTION 4. Funeral Leave. Cooks I, Cooks II, and Cooks III shall be allowed up to five (5) days, non-accumulative, for each death in the immediate family. Family is interpreted to mean spouse, parent, parent of spouse, brother or sister, brother-in-law, sister-in-law, child or his spouse, grandchild, grandparent of employee or spouse, aunt or uncle of the employee or spouse.

SECTION 5. Jury Duty or Witness. An employee who serves on jury duty or witness will be paid the difference between their pay for jury or witness duty and their regular pay. Employees shall furnish a written statement from the court showing the day and time of jury or witness duty and the amount of fees they were eligible to receive for each day.

SECTION 6. Maternity/Child Care Leave. An employee desiring sick leave for maternity purposes will submit a written request accompanied by a doctor certificate. Up to six (6) weeks of accumulated sick leave will be made available. If additional leave is needed, medical certification will be required.

Child care leave without pay will be granted at a time requested in writing by the employee for a period not more than one (1) year subsequent to the birth/adoption of said child.

SECTION 7. Business Leave. Two days personal business leave (non-accumulative) are available to Cooks I, Cooks II, and Cooks III upon written request to the Director of Personnel not to be taken from earned sick leave accumulation. A reason need not be given.

SECTION 8. Leave of Absence. An employee desiring a leave of absence shall file a written request for such leave with the Director of Personnel outlining the reason for such request and the duration of leave requested and a copy of said request shall be sent the Recording Secretary of the Local Union. The Board of Education may consider a leave of absence without pay for one (1) year with the possibility of one extension for a second year.

During any authorized leave of absence without pay of more than fifteen (15) consecutive calendar days, a member will not accrue sick leave nor be eligible for any fringe benefits paid by the Board including but not limited to hospitalization.

Leaves of absence will only be granted for good cause and no leave will be granted for the purpose of working elsewhere. Any employee working elsewhere during a leave of absence granted hereunder will be terminated immediately.

Leaves of absence will be for a predetermined time period and the employee will either:

- a. Return to work at the expiration of a leave
- b. Request and receive an extension of such leave
- c. Terminate his employment on the date the leave expires.

An employee on leave of absence will forfeit any right to bid on vacancies which may occur during such leave and will have no inherent right to any promotions which occur during such leave upon return to work.

During any leave granted hereunder, the employee shall continue to accumulate seniority. Upon return to work after a short term leave the employee will be returned to the job last held before such leave.

An employee returning from a leave of four months or longer will be placed in the job he formerly held if possible or as an alternative may be placed on another position at equal pay.

No leave of absence hereunder shall be necessary in case of illness or injury to the employees.

SECTION 9. RETIREMENT. Include upon completion of fifteen (15) years consecutive service with the Employer, and employee eligible for Michigan Public Schools Retirement benefits will be entitled to one (1) month's pay at his established rate, upon actual retirement under the retirement plan.

SECTION 10. Unused Sick Leave. Those employees who have accumulated unused sick days in excess of 100 days will receive upon retirement, a one-time payment for the number of unused sick days accumulated during their last five years of employment according to the following procedure:

\$30.00 per day for those employed at least five (5) hours or more per day.

\$25.00 per day for those employed for four (4) hours per day.

\$20.00 per day for those employed for three (3) hours per day.

\$15.00 per day for those employed for two (2) hours per day.

\$10.00 per day for those employed for one (1) hour per day.

ARTICLE IX

INSURANCE

SECTION 1. Insurance. The Board of Education reserves the right to select the insurance carrier, provided the coverage is comparable.

SECTION 2. Health Insurance. The Board of Education will pay up to the full family coverage of Blue Cross-Blue Shield Master Medical insurance, plan MVF1 with rider D45NM-ML-IMB/OB-DCCR/DC. Coverage is available for twelve (12) months to all employees working the full school calendar. Any person whose employment terminates prior to a contractual period will receive prorated benefits for the time worked. In such cases coverage shall be for the months of employment.

SECTION 3. Health Insurance for Part-Time Employees. Employees who work a minimum of twenty (20) hours or more per week shall be pro-rated accordingly with the cost being shared by the Board of Education and the employee.

SECTION 4. Life Insurance. The Employer will provide Life Insurance coverage, including double indemnity for accidental death and dismemberment, in the amount of \$10,000.00 covering each employee during the length of this contract.

SECTION 5. Dental Insurance. The Employer will provide full family subscriber incentive plan dental insurance.

SECTION 6. Prescription Drug Plan. The Board of Education will provide a prescription drug \$2.00 co-pay plan equivalent to Blue Cross-Blue Shield Prescription Drug Group Benefit Certificate PD87 (\$2.00), for all employees eligible for fringe benefits.

ARTICLE X

MISCELLANEOUS

SECTION 1. Safety. The Employer agrees to furnish rubber gloves and hairnets and other necessary devices to provide for the health and safety of the employees while at work.

SECTION 2. Management Rights. It is understood that the Employer shall have the exclusive right to plan the work, direct the work force and hire and discharge employees for cause and the Union agrees not to interfere with the exercise of this right. The Employer agrees not to use this right for the purpose of discrimination and any grievance arising out of the exercise of this right and responsibility shall be subject to the grievance procedure. It is further understood that the Employer shall have the exclusive right to determine qualifications wherever referred to in this Agreement.

SECTION 3. Non-Discrimination. The parties hereto agree that there shall be no discrimination based on race, creed, color, sex, or national origin in the administration of this Agreement or in the hiring of or admission to the Union of any employee.

SECTION 4. Invalidation. In the event that any portion of this Agreement shall become invalid because of a change in any applicable statute, enactment of a new statute, or a decision of any court of competent jurisdiction,

that portion of the Agreement shall be invalid but other portions of the Agreement shall remain in full force and effect. The parties agree to confer for the purpose of replacing the invalid portion, keeping in mind the original intent of the parties.

ARTICLE XI

TENURE

SECTION 1. Effective Date. THIS AGREEMENT shall become effective as of July 1, 1986, and shall continue in effect until June 30, 1990, and for annual periods thereafter unless either party notifies the other in writing not less than one-hundred-twenty (120) days prior to any annual expiration date of a desire to modify or terminate the Agreement.

In the event of such notification, negotiations shall commence as soon as a mutually acceptable date can be arranged.

SECTION 2. Notice of Cancellation. Notice hereunder shall be by Registered Mail and if by the Union shall be sent to the Board of Education at 460 West Spruce Street, Sault Ste. Marie, Michigan 49783 (Attention of the Director of Personnel), and if by the Employer, to the District Office of the Union at 609 Providence Building, Duluth, Minnesota 55802. Either party may, by written notice to the other, change the address to which notice hereunder shall be sent.

IN WITNESS WHEREOF, EACH of the parties has caused this Agreement to be signed by its duly authorized representatives as of the day and year first above written.

SAULT STE. MARIE BOARD OF EDUCATION

UNITED STEELWORKERS OF AMERICA AFL-CIO

BY William F. Hagedorn
Superintendent of Schools

BY Lyman R. Williams
International President

BY Robert C. Dawson
Director of Personnel

BY Edgar L. Ball
International Secretary

BY James D. McEldon
International Treasurer

BY Robert [unclear]
International Vice-President Admin.

BY [unclear]
International Vice-President Hum. Aff

BY Eldon D. Kirsch
District Director

BY Carl L. Miller
Staff Representative

By Local Union 13569 Committee:

Michael Coag President

Audrey Sawyer

Nancy Reno

Dolores Romero

me
PERS2/coag

APPENDIX "A"

COST OF LIVING ALLOWANCE

All employees covered by this Agreement shall be covered by the provisions for a Cost of Living Allowance as set forth in this section:

A. For the purposes of this Section -

1. "Consumer Price Index" refers to the "Consumer Price Index for Urban Wage Earners and Clerical Workers - United States - (All Items - 1967 = 100)" published by the Bureau of Labor Statistics, U. S. Department of Labor.
2. "Consumer Price Index Base" refers to the Consumer Price Index for the month of June, 1986 (published in July, 1986, as 323.4).
3. Adjustment dates October 1, 1986, January 1, 1987, April 1, 1987, and so forth in three month increments.
4. Change in the Consumer Price Index is defined as the difference between (i) the Consumer Price Index base and (ii) the Consumer Price Index base for the second calendar month next preceding the month in which the applicable adjustment date falls.
5. Cost of Living Adjustment will be payable for the three month period as calculated below.

B. Effective on each adjustment date, a cost of living adjustment equal to one (1) cent per hour for each full .4 of a point change in the Consumer Price Index shall become payable for all hours actually worked and for any reporting allowance credited before the next adjustment date.

- C. The Cost of Living adjustment shall be an "add on" and shall not be a part of the employee's wage rate or salary and shall not be used in the calculation of overtime or call-in pay but shall be used in the calculated pay for vacation, sick leave, and other types of pay or benefits.
- D. Should the Consumer Price Index schedule for Urban Wage Earners and Clerical Workers, All Items 1967 = 100, as published by the Bureau of Labor Statistics (BLS), U. S. Department of Labor, become unavailable the parties shall attempt to adjust this Section, or if agreement is not reached, request the Bureau of Labor Statistics to provide the appropriate conversion or adjustment which shall be applicable as to the appropriate adjustment date and thereafter. The purpose of such conversion shall be to produce, as nearly as possible, the same result as would have been achieved using the index in its present form.

APPENDIX "B"

COST OF LIVING SCHEDULE

323.4 = 0 cents	335.0 = 29	346.6 = 58
323.8 = 1	335.4 = 30	347.0 = 59
324.2 = 2	335.8 = 31	347.4 = 60
324.6 = 3	336.2 = 32	347.8 = 61
325.0 = 4	336.6 = 33	348.2 = 62
325.4 = 5	337.0 = 34	348.6 = 63
325.8 = 6	337.4 = 35	349.0 = 64
326.2 = 7	337.8 = 36	349.4 = 65
326.6 = 8	338.2 = 37	349.8 = 66
327.0 = 9	338.6 = 38	350.2 = 67
327.4 = 10	339.0 = 39	350.6 = 68
327.8 = 11	339.4 = 40	351.0 = 69
328.2 = 12	339.8 = 41	351.4 = 70
328.6 = 13	340.2 = 42	351.8 = 71
329.0 = 14	340.6 = 43	352.2 = 72
329.4 = 15	341.0 = 44	352.6 = 73
329.8 = 16	341.4 = 45	353.0 = 74
330.2 = 17	341.8 = 46	353.4 = 75
330.6 = 18	342.2 = 47	353.8 = 76
331.0 = 19	342.6 = 48	354.2 = 77
331.4 = 20	343.0 = 49	354.6 = 78
331.8 = 21	343.4 = 50	355.0 = 79
332.2 = 22	343.8 = 51	355.4 = 80
332.6 = 23	344.2 = 52	355.8 = 81
333.0 = 24	344.6 = 53	356.2 = 82
333.4 = 25	345.0 = 54	356.6 = 83
333.8 = 26	345.4 = 55	357.0 = 84
334.2 = 27	345.8 = 56	357.4 = 85
334.6 = 28	346.2 = 57	357.8 = 86

For the three month period commencing with each adjustment date, the Cost of Living adjustment is determined by the above schedule, using the CPI index for the applicable month as specified in the following list:

ADJUSTMENT DATE

October 1
January 1
April 1
July 1

PERIOD COVERED

July, August, September
October, November, December
January, February, March
April, May, June

APPENDIX "C"
SALARY SCHEDULES

<u>LEVEL</u>	<u>STEP</u>	1985-86 Base	1986-87 + .11 COLA + 4%	<u>1987-88</u>	<u>1988-89</u>	<u>1989-1990</u>
<u>COOK I</u>						
	0	8.009	8.439	Roll in COLA + .320 cents	Roll in COLA + .320 cents	Roll in COLA + .320 cents
	1	8.092	8.526	Roll in COLA + .324 cents	Roll in COLA + .324 cents	Roll in COLA + .324 cents
	2	8.175	8.612	Roll in COLA + .327 cents	Roll in COLA + .327 cents	Roll in COLA + .327 cents
 <u>COOK II</u>						
	0	7.733	8.152	Roll in COLA + .309 cents	Roll in COLA + .309 cents	Roll in COLA + .309 cents
	1	7.843	8.266	Roll in COLA + .313 cents	Roll in COLA + .313 cents	Roll in COLA + .313 cents
	2	7.938	8.365	Roll in COLA + .317 cents	Roll in COLA + .317 cents	Roll in COLA + .317 cents
 <u>COOK III</u>						
	0	7.699	8.117	Roll in COLA + .308 cents	Roll in COLA + .308 cents	Roll in COLA + .308 cents

APPENDIX "D"

HOURS OF WORK

I. HIGH SCHOOL CENTRAL KITCHEN

Hours per week

A. 5:30 a.m. to 1:30 p.m.

Cook Manager	40
Cook I - Dessert & Salad	40
Cook II - Assistant to Manager	40
Cook II - Roving Assistant	40

B. 7:00 a.m. to 2:00 p.m.

Cook I - Breakfast and fast food	40
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C. 11:00 noon to 3:30 p.m.

Cook III	20
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APPENDIX "E"

SCHOOL CALENDAR

1986-87

Teachers Report	Aug. 28
Teachers Work Day -half-day-floating.	Aug. 25-29
Labor Day	Sept. 1
Students Report	Sept. 2
In-Service Day.	Oct. 1
Thanksgiving Break (Noon Dismissal)	Nov.26, 27, 28
Last Day of Classes Before Christmas (full day)	Dec. 23
School Resumes.	Jan. 5
Last Day of Semester for Students	Jan. 22
Teachers Work Day	Jan. 23
Last Day of Classes Before Spring Break (half day)	Apr. 3
Easter.	Apr. 19
School Resumes.	Apr. 20
Memorial Day.	May 25
Last Day of Semester for Students	June 11
Baccalaureate	June 11
Teachers Work Day	June 12
Commencement.	June 14