

8865

6/30/88

MASTER AGREEMENT

between the

WEST BLOOMFIELD BOARD OF EDUCATION

and the

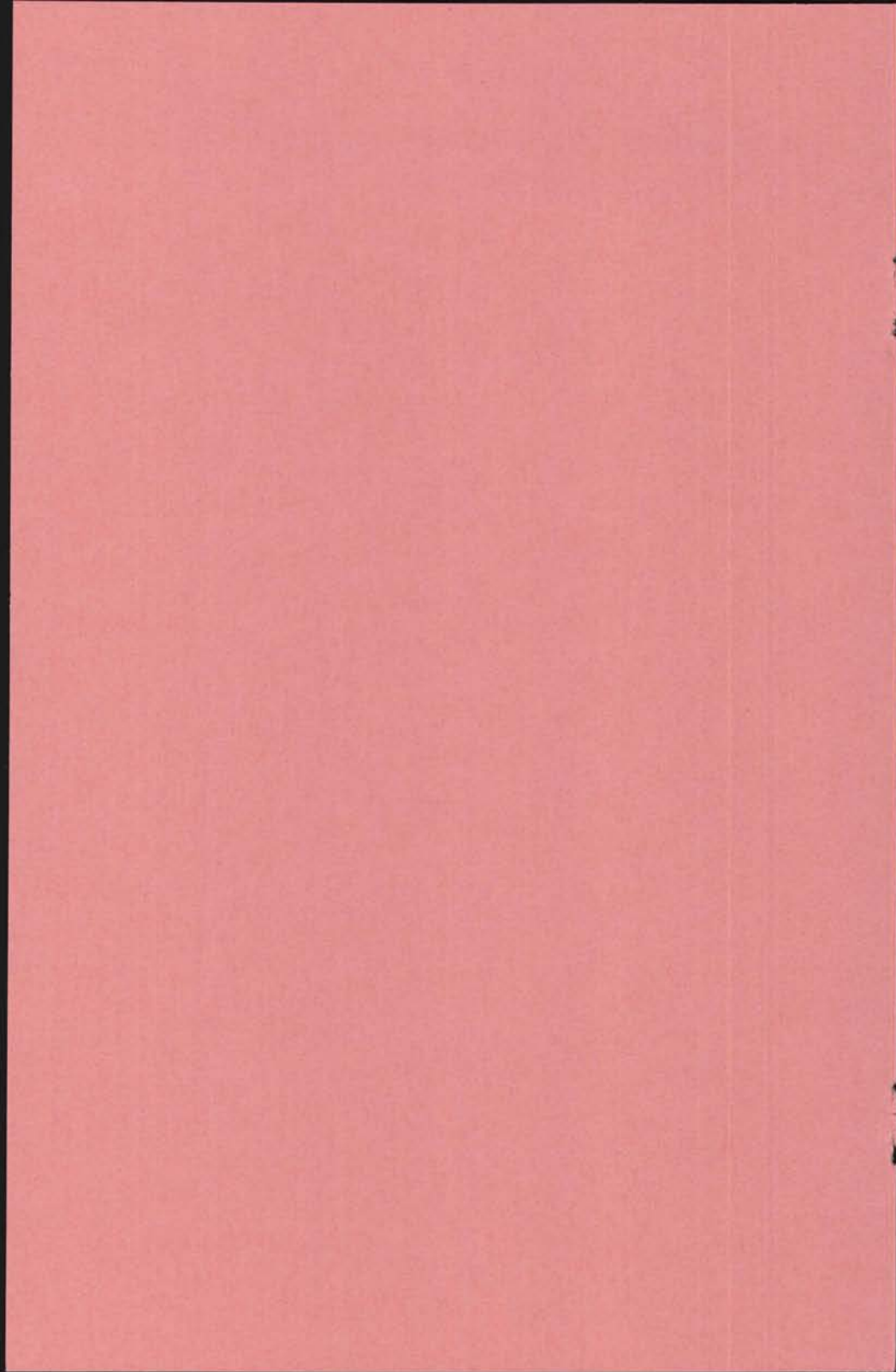
WEST BLOOMFIELD CAFETERIA EMPLOYEES
ASSOCIATION

Michigan State University
LABOR AND INDUSTRIAL
RELATIONS LIBRARY

1985 - 1988

West Bloomfield Schools
West Bloomfield, Michigan 48033

West Bloomfield Schools



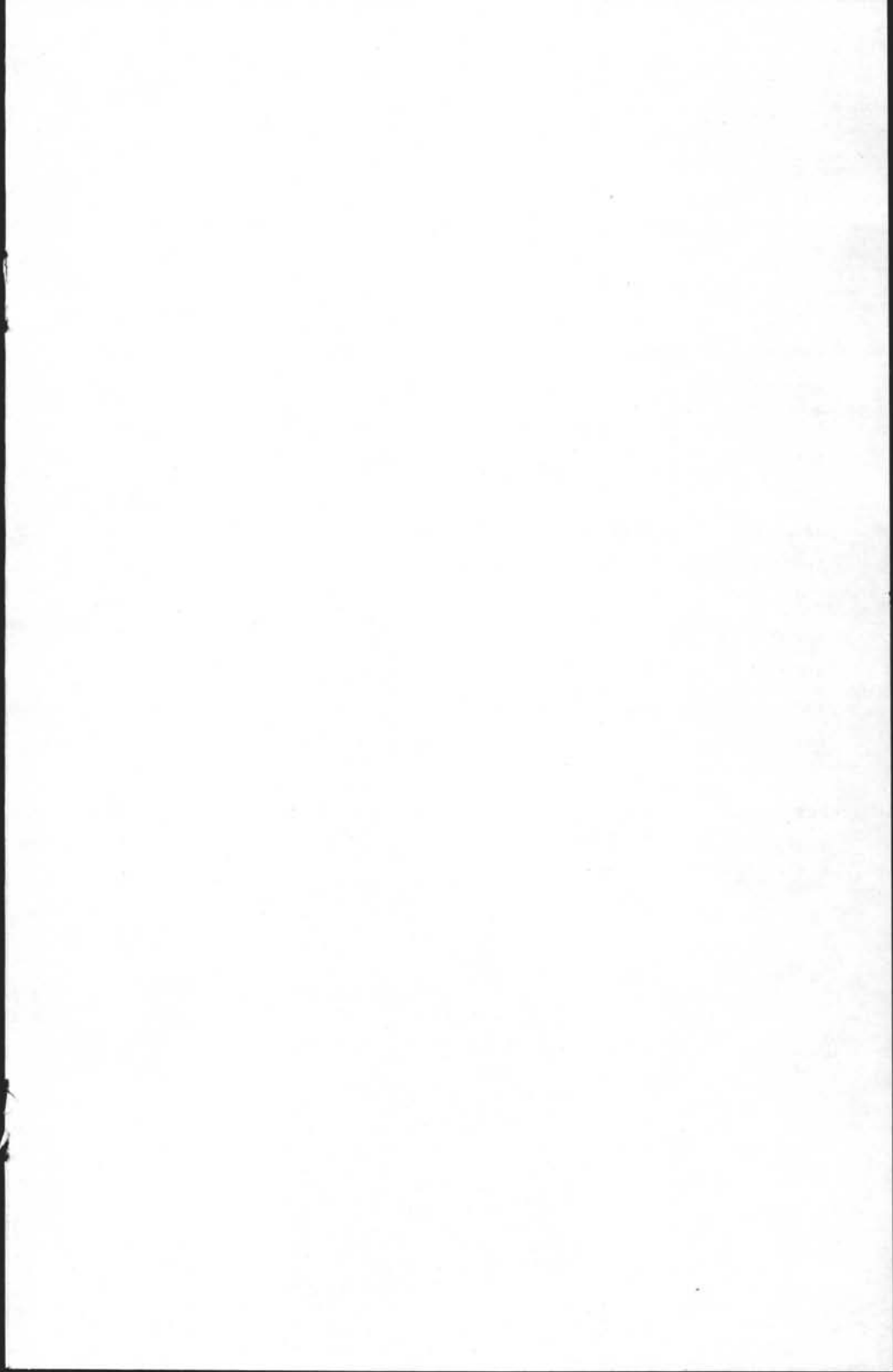


TABLE OF CONTENTS

	Agreement	1
ARTICLE I	Recognition	1
ARTICLE II	Cafeteria Employees' Rights	3
ARTICLE III	Union Security and Check-Off Dues	4
ARTICLE IV	Cafeteria Employee Working Conditions	6
ARTICLE V	Assignments, Transfers and Promotions	6
ARTICLE VI	Probationary Employees	7
ARTICLE VII	Negotiation Procedures	8
ARTICLE VIII	Layoff Procedure	9
ARTICLE IX	Leaves of Absence	10
ARTICLE X	Grievance Procedure	12
ARTICLE XI	Insurance Benefits	14
ARTICLE XII	Holidays and Vacations	15
ARTICLE XIII	Retirement	16
ARTICLE XIV	Conformity to Law	16
ARTICLE XV	Miscellaneous	16
ARTICLE XVI	Duration	18
SCHEDULE A	Cafeteria Classifications and Wage Schedule . . Wage Schedules	19

AGREEMENT

This Agreement entered into this 7th day of October, 1985, by and between the West Bloomfield Board of Education, West Bloomfield, Michigan, hereinafter called the Board, and the West Bloomfield Cafeteria Employees Association, hereinafter called the Association,

WITNESSETH

WHEREAS, the Board and Association, following extended and deliberate negotiations, have reached certain agreement with respect to wages, hours and other terms and conditions of employment, it is hereby agreed as follows:

ARTICLE I
RECOGNITION

- A. The Board hereby recognizes the Association as the sole and exclusive bargaining representative for all cafeteria personnel, with the exception of cafeteria supervisor, student help, and substitutes, to the extent required by Act 379 of the Public Acts of 1965 for purposes of collective bargaining in respect to wages, hours of employment, and other terms and conditions of employment. The term "employee," when used hereinafter in this Agreement, shall refer to all personnel represented by the Association in the bargaining or negotiating unit as above defined, and references to female personnel shall include male personnel.

- B. It is expressly agreed that all rights which ordinarily vest in and have been exercised by the Board, except those which are clearly and expressly relinquished herein by the Board, shall continue to vest exclusively in and be exercised exclusively by the Board without prior negotiations with the Association either as to the taking of action under such rights or with respect to the consequence of such action during the term of this Agreement. Such rights shall include, by the way of illustration and not by way of limitation, the right to:
 - 1. Manage and control its business, its equipment, and its operations and to direct the working forces and affairs of the school district.
 - 2. Continue its rights, policies, and practices of assignment and direction of its personnel, determine the number of personnel and scheduling of all the foregoing, but not in conflict with the specific provisions of this Agreement, and

the right to establish, modify or change any work or business or school hours or days.

3. The right to direct the working forces, including the rights to hire, promote, suspend and discharge employees, assign work or duties to employees, determine the size of the work force and to lay off employees, but not conflict with the provisions of this Agreement.
4. Determine the services, supplies, and equipment necessary to continue its operation and to determine all methods and means of distributing, disseminating, and/or selling its services, methods, and process of carrying on the work including automation or contracting thereof or changes therein, the institution of new and/or improved methods of changes therein.
5. Adopt reasonable rules and regulations.
6. Determine the number and location or relocation of its facilities including the establishment or relocations of new schools, buildings, departments, divisions or subdivisions thereof and the relocation or closing of offices, departments, divisions or subdivisions, buildings or other facilities.
7. Determine the qualifications of employees, including physical conditions.
8. Determine the placement of operations, production service, maintenance or distribution of work, and the source of materials and supplies.
9. Determine the financial policies, including all accounting procedures and all matters pertaining to public relations.
10. Determine the size of the management organization, its functions, authority, amount of supervisions and table of organizations, provided that the Board shall not abridge any rights from employees as specifically provided for in this Agreement.
11. Determine the policy affecting the selection, testing or training of employees providing that such selection shall be based upon lawful criteria.

The above are not to be interpreted as abridging or conflicting with any specific provision in this Agreement.

- C. The matters contained in this Agreement and/or the exercise of any such rights of the Board are not subject to further negotiations between the parties during the term of this Agreement.
- D. Qualifications for employment:
1. Shall be mentally and physically able.
 2. Shall have good moral habits.
 3. Shall be literate and able to follow instructions.
 4. Shall be suitable to work around children.
 5. Shall be able to get along with fellow workers.
- E. Sanitation and personal hygiene:
1. Wash hands with soap and water before going on duty, after using the toilet, after using handkerchief, after touching hair or face, and after breaks.
 2. Hair must be confined by a hair net.
 3. Clean and appropriate clothing must be worn. This includes undergarments and low, comfortable, sturdy, closed-toe shoes.
 4. Fingernails must be clean and free of nail polish.
 5. Jewelry may not be worn. This includes all earrings, bracelets, hair ornaments, necklaces, watches or rings except wedding bands and hair restraints (i.e. bobby pins).
 6. No person shall use tobacco in any form in any area in which food is prepared.
 7. Hands and arms must be free from cuts and sores.
 8. All persons shall be hygienic in their personal habits and shall not act in any manner detrimental to the cleanliness and sanitation of the kitchen and dining area.

ARTICLE II
CAFETERIA EMPLOYEES' RIGHTS

- A. The Association shall have the privilege of using school building facilities at all reasonable hours for meetings, without charge, provided such meeting shall not interfere with other regularly scheduled activities and provided the principal shall designate the location of said meeting within the building.

- B. The Board shall make available to the Association, upon its reasonable requests, such statistics or financial information in the possession of the Board as are reasonably necessary for negotiation of collective bargaining agreement succeeding this Agreement. It is understood that the foregoing shall not be construed to require the Board to compile information or statistics not already compiled.

Original records of the foregoing specified information are to be examined only at the office of the Board. The Association agrees to reimburse the Board for actual extra expense incurred in furnishing information or making records available. Requests must be for specific data.

ARTICLE III
UNION SECURITY AND CHECK-OFF DUES

A. Union Security

1. Each employee who, on the effective date of this Agreement, is a member of the Association and has authorized dues deductions shall do so with the understanding the deductions shall continue for the length of this Agreement.
2. Employees who are not members of the Association at the effective date of this Agreement, shall join the Association within thirty (30) days or at the end of their probationary period, whichever is later.
3. Newly hired, transferred, or rehired employees shall join the Association at the end of their probationary period.
4. Any employee who is not an Association member and does not make application for membership, shall pay to the Association each year a service charge as a contribution toward the administration of this Agreement in an amount equal to the regular annual dues, assessments, and initiation fee. Employees who fail to comply with this requirement shall be subject to disciplinary action by the Board. Such disciplinary action is not subject to the grievance procedure.
5. Employees shall be deemed to be members of the Association within the meaning of this section if they are members in good standing and not more than sixty (60) days in arrears in payment of membership.

ARTICLE IV
CAFETERIA EMPLOYEE WORKING CONDITIONS

- A. Sufficient copies of the new Agreement shall be given to the Association for distribution to all employees in the unit, including new hires.
- B. The classifications and salaries of cafeteria personnel covered by the Agreement are set forth in Schedule A which is attached to and incorporated in this Agreement.
- C. The regular hours of work each day shall be hours determined by the cafeteria manager and the supervisor. The total number of labor hours per day required shall be determined by the supervisor.
- D. The minimum pay for call-in time shall be two (2) hours pay.
- E. All employees shall be entitled to a duty-free, uninterrupted lunch period of thirty (30) minutes.
- F. Full-time employees (at least 30 hours per week), who start work by 8:00 a.m., will be provided a fifteen (15) minute relief in the morning. In any event, any persons working continuously for four (4) hours or more shall be entitled to one fifteen (15) minute relief period.
- G. In case of banquets, approved by the Superintendent, in the evening or Saturdays, time and one-half will be paid.
- H. Approved overtime will be paid at the rate of time and one-half of the employees' regular pay.

ARTICLE V
ASSIGNMENTS, TRANSFERS AND PROMOTIONS

- A. Cafeteria employees may express in writing their preferences of:
 - 1. Middle School
 - 2. High School
 - 3. Satellite Program

Such requests shall be kept on file for one (1) year. These requests shall be given consideration as vacancies occur in the building, or on the school system. Requests which were not acted upon must be re-filed each July to remain active. An employee

whose request was not acted upon may ask for an explanation. A notice regarding promotional vacancies, with qualifications required, will be made available to an Association representative for distribution to all buildings.

- B. Any employee may apply for any vacancy. In filling such vacancy, the Board agrees to give due weight to the seniority background and attainments of all applicants and to other relevant factors. The Board declares its support of a policy of filling vacancies with applicants, including applicants from within the bargaining unit, whom in the judgement of the Board are best qualified to fill such vacancies.
- C. The administration shall advise each employee as early as possible of her assignment for the following year, if there is to be a change.
- D. Cafeteria personnel assigned to two (2) or more buildings where transportation is required between buildings will be reimbursed at a rate equal to teaching personnel in the district.
- E. When an employee is unable to be in school on any given day, she shall call her immediate supervisor as early as possible.
- F. Cafeteria personnel may receive an evaluation at their request or at the supervisor's request. The employee shall review and sign the written evaluation before the copy is placed in the personnel file located in the Personnel Office. Employees shall be given copies of their evaluations.
- G. Any case of assault upon a cafeteria employee in the course of her employment shall be promptly reported by the employee to the Board or its designated representative. The Board shall provide legal counsel to advise the employee of her rights and obligations with respect to such assault, although not to render and further legal services.

ARTICLE VI
PROBATIONARY EMPLOYEES

- A. New employees shall be given an orientation to their duties. New employees hired in the unit shall be considered as probationary employees for the first ninety (90) working days of their employment.

- B. During the probationary period, the new employee shall demonstrate unmistakable evidence of ability to do her job and readiness to make any necessary adjustments involved in working in a public school situation. This is a period of evaluation directed toward helping the employee to succeed in her appointment. The decision of the Superintendent is final and not subject to the grievance procedure.
- C. The Board may terminate the employment of any employee who has not completed her probationary period and such termination shall not be subject to the grievance procedure.
- D. The ninety (90) working day probationary period may be extended upon the recommendation of the immediate supervisor in the event that evaluation at this time is inconclusive. Such extension shall be for no more than twelve (12) working days. Said probationary period shall be without seniority, sick leave or other benefits. If the employee is continued in employment beyond the probationary period, the employee shall acquire the status of a regular employee and her seniority shall be established from the first day worked as a probationary employee. She shall also be credited with sick leave benefits from the first day worked as probationary employee.
- E. An employee who quits his work with the Board and is rehired must start a new period of probation. A waiver may be granted by the Superintendent under unusual circumstances, upon request.

ARTICLE VII
NEGOTIATION PROCEDURES

- A. The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Board and the Association, for the life of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain any matter specifically referred to or covered by this Agreement, even though such subject or matter may not have been within the knowledge or contemplation of either or both of the parties at the time that they negotiated or signed this Agreement.

- B. In any negotiations of a new agreement, neither party shall have any control over the selection of the negotiating bargaining representatives of the other party and each party may select its representatives from within or outside the school district. It is recognized that no final agreement between the parties may be executed without ratification by a majority of the Board of Education and by a majority of the membership of the Association, but the parties mutually pledge that representatives selected by each shall be clothed with all necessary power and authority to make proposals, consider proposals and make concessions in the course of negotiations or bargaining, subject only to such ultimate ratification.
- C. The Association fully recognizes that the statutes of the State of Michigan confer upon public employees and their organizations not only certain rights and privileges, but also certain duties and responsibilities, the latter including particularly the duty to maintain and continue the functions of government, in this case the operation of public schools, without interruption or interference due to strikes. Accordingly, the Association agrees, provisions of the Public Employment Relations Act (Act 336 of 1947, as amended) will be faithfully observed at all times.

ARTICLE VIII
LAYOFF PROCEDURE

- A. An employee shall report to work at the beginning of the school year unless otherwise notified in writing by August 15. In the event of a layoff, layoff shall be by seniority within classification. Within ten (10) days of notification of layoff, an employee may bump another employee who is in a lower classification with less seniority in the district. A laid-off employee shall be placed on the preferred substitute list for a period of one (1) calendar year. Accumulated sick leave days will be held in her bank but cannot be used. An employee on lay-off will be considered terminated if she refuses a job opening when offered, or at the end of one year.
- B. Reinstated employees - If an employee is reinstated within one (1) year, she shall receive the following:
1. Accumulated sick leave days previously held.
 2. Seniority date previously held.
 3. Rate on the wage schedule previously held.
- C. Non-reinstated employees - If an employee is not reinstated within one (1) year, she shall be paid for any accumulated sick leave days at the authorized rate.

- D. The President of the West Bloomfield Cafeteria Employees Association is not, and shall not be during the time she remains in office, subject to layoff.

ARTICLE IX
LEAVES OF ABSENCE

A. Sick Leave

1. Sick leave shall accumulate at the rate of .48 days per bi-weekly pay period on active employment, which equals 10.08 days per year, with a maximum of 120 days. The 120 day accumulation is in addition to days earned for the current year.
2. Upon separation from the school district, \$9.00 per day will be paid for unused sick leave time up to a maximum of 120 accumulated days for those having completed at least three (3) years of service.
3. Sick leave will be granted for:
 - a. Personal illness or quarantine.
 - b. Serious illness in the immediate family (father, mother, husband, wife, sister, brother, father-in-law, mother-in-law, or person living in the same household).
 - c. Funeral in immediate family (father, mother, child, husband, wife, sister, brother, father-in-law, mother-in-law, or person living in the same household). Up to three (3) days annually shall be granted without deduction from the employee's sick leave bank.
4. The Superintendent or Principal, at his discretion, may request a doctor's certificate stating that the employee is able to return to work.
5. The Association may create a sick leave bank to be administered by the Association. Sick leave days in the bank shall not exceed the total accumulated unused sick days of cafeteria employees. The Association shall advise the Board in writing of loans to be made and against whom such loans are to be charged. Loans will be available to employees who have exhausted their sick leave and, because of personal illness, are unable to return to school. Days loaned shall not exceed 110 days per employee.

B. Personal Business

Annually, two (2) of the sick leave days, accumulated above, may be used for personal business. Absence must be approved by the operations manager. Except in unusual circumstances, approval must be secured in advance. Ordinarily, personal business days will not be approved for the day before or the day after a vacation.

C. Maternity Leave

A maternity leave for a maximum of one (1) year shall be granted without pay commencing no later than the sixth month of pregnancy. Also, an employee may use accumulated sick leave for child-bearing purposes, but must return to work as soon as certified as able by her physician. A doctor's statement that the employee is ready and able to return to work may be required. An effort will be made to return the employee to the same position or a similar position. Up to three (3) days annually shall be granted without deduction from the employee's sick leave bank.

D. Personal or Professional Leave

1. Leave of absence, without pay, for good cause shown, may be granted for a period of one (1) year, for personal or professional reasons. Neither experience nor salary credit will be granted for the leave, but accumulated sick leave days at the time of leaving will be maintained.
2. Personal leave of absence, for any purpose, may be granted up to six (6) weeks once a school term, without pay. All other benefits will remain in force. Absence must be approved by the Deputy Superintendent for Personnel.

E. Workmen's Compensation Leave

Any employee on leave by reason of disability compensable under the Michigan Workmen's Compensation Act will be paid as follows:

1. If the employee is absent by reason of such disability for less than two (2) weeks, the Board will pay the employee's regular salary during the first week, not chargeable to the employee's accumulated sick leave and during the second week will pay the difference between the amount paid or payable pursuant to the Michigan Workmen's Compensation Act and the employee's regular salary, chargeable to the employee's accumulated sick leave.

2. If the employee is absent by reason of such disability for two (2) weeks or more, the Board will pay the difference between the amount paid or payable pursuant to the Michigan Workmen's Compensation Act and the employee's regular salary, chargeable to the employee's accumulated sick leave.
3. The combined payments received by an employee hereunder shall not exceed the employee's regular salary for the period of disability and any amounts paid chargeable to sick leave shall not exceed the employee's accumulated sick leave pay including loans, if any, from the sick leave bank.

ARTICLE X
GRIEVANCE PROCEDURE

- A. A grievance is a complaint by a bargaining unit employee concerning (1) any alleged violation of this agreement; (2) any alleged violation of the written conditions of employment established by the Board from time to time.
- B. All grievances shall be handled by the following procedure:
 - STEP 1. The employee shall first promptly discuss the grievance with the immediate supervisor in an attempt to resolve the grievance informally.
 - STEP 2. If the grievance is not resolved at Step 1, it shall be reduced to writing, clearly stating the claimed basis for the grievance and shall be signed by the employee and presented to the immediate supervisor within five (5) school days following the act or condition which is the basis of the grievance. The written grievance may be presented to and discussed with the immediate supervisor either (a) by the employee alone, or (b) by the employee accompanied by an Association representative, or (c) upon the employee's written request by an Association representative on behalf of the employee.

Within five (5) school days after receiving the written grievance, the immediate supervisor shall communicate his decision in writing to the person or persons who presented the grievance.
 - STEP 3. Within five (5) school days after delivery of the immediate supervisor's decision, the grievance may be appealed to the Deputy Superintendent for Personnel by the person or persons who presented the grievance at Step 2. The

appeal shall be in writing and shall be accompanied by a copy of the decision at Step 2.

Within five (5) school days after delivery of the appeal, the Deputy Superintendent for Personnel shall investigate the grievance and shall communicate his decision in writing, together with the supporting reasons, to the person or persons who lodged the grievance and to the immediate supervisor. As part of his investigation, the Deputy Superintendent for Personnel shall give the person or persons who presented the grievance at Step 2 an opportunity to be heard.

- STEP 4. Within five (5) school days after delivery of the Deputy Superintendent's decision, the grievance may be appealed to the Superintendent by the person or persons who presented the grievance at Step 3. The appeal shall be in writing and shall set forth specifically the act or condition and the grounds on which the grievance is based and shall be accompanied by copies of previous decisions.

Within five (5) days after delivery of the appeal, the Superintendent or the Deputy Superintendent for Personnel shall investigate the grievance and shall communicate his decision in writing, together with the supporting reasons, to the person or persons who presented the grievance at Step 3, and to the immediate supervisor. As part of his investigation, the Superintendent or the Deputy Superintendent for Personnel shall give the aggrieved employee an opportunity to be heard and also, if the grievance was originally presented under Item (b) or (c) of Step 2, to the President of the Association.

- STEP 5. Within five (5) school days after delivery of the Superintendent's or the Deputy Superintendent's decision, the grievance may be appealed to the Board of Education by the person or persons who presented the grievance at Step 4. The appeal shall be in writing and shall set forth specifically the act or condition and the grounds on which the grievance is based and shall be accompanied by copies of previous decisions.

Within fifteen (15) school days after delivery of the appeal, the Board shall give an opportunity to be heard to the aggrieved employee and also, if the grievance was originally presented under Item (b) or (c) of Step 2, to the Association. The Board shall render its decision in writing, together with the supporting reasons, within five (5) school days after the hearing.

It is understood that following the decision of the Board of Education at Step 5, the Association reserves its right to utilize the procedures of the Michigan Labor Mediation Board as provided by statute.

- C. Failure at any step of the grievance procedure to communicate the decision on a grievance within the specified time limits shall permit lodging an appeal at the next step of the procedure within the time which would have been allotted had the decision been given. Failure to file a written grievance within the time specified in Step 2 shall bar the grievance. Failure to appeal a decision within the specified time limits shall be deemed an acceptance of the decision and shall bar further appeal. Time limits may be extended by mutual agreement in writing.

ARTICLE XI
INSURANCE BENEFITS

A. Life Insurance

The employer will provide, for permanent employees working at least fifteen (15) hours per week, upon selection of the employee, without cost to the employee, group life and accidental dismemberment insurance, including a double indemnity provision, in the amount of \$20,000.

B. Hospital and Medical Insurance

- 1. The employer will pay on behalf of the employee, upon selection of the employee, a maximum cost of the full family Blue Cross/Blue Shield Insurance MVF-1 semi-private with Master Medical Option III and Riders ML, PSR, D45NM and PDR with \$2.00 co-pay or its equivalent, when not otherwise covered. A full-time employee is defined for the purposes of this paragraph as an employee who regularly works at least six (6) hours per day, five (5) days per week and at least ten (10) months per year.

Coverage shall be no less than that provided unionized secretaries in the district.

- 2. The employer will pay on behalf of the employee, upon selection of the employee, a maximum cost of the premium for participation in full family Blue Cross/Blue Shield Insurance MVF-1 semi-private with Master Medical Option III and Riders ML, PSR, D45NM and PDR with \$2.00 co-pay or its equivalent, for one-half of full family coverage or the total premium for

individual coverage, for all employees who work at least nineteen (19) hours per week and at least ten (10) months per year who are not otherwise covered.

3. The employer will not participate in Blue Cross/Blue Shield for any other employee.
- C. The provisions of group insurance policies purchased by the employer and the rules and regulations of the carrier will govern as to the commencement and duration of benefits and all other aspects of coverage.
- D. Employees must notify the Personnel Office of any personal hospitalization insurance coverage, either through personal coverage or coverage from spouse's or family insurance plan. If the employee is covered by any other hospitalization insurance, the Board's obligation under this provision for said employee shall be waived.
- E. To be eligible for hospitalization and life insurance coverage, the employee must be working. Employees on leaves of absence in excess of three (3) weeks, shall be required to pay for the insurance or else it will be terminated.

ARTICLE XII
HOLIDAYS AND VACATIONS

- A. Cafeteria employees shall be entitled to nine (9) paid holidays per year, if a regular employee:

Labor Day*
Thanksgiving Day
Friday after Thanksgiving
Christmas Eve
Christmas Day
New Year's Eve
New Year's Day
Good Friday
Memorial Day

* paid holiday, provided employee is required to begin work before Labor Day.

- B. Holiday pay will be based on the employee's hourly rate and regular work day (not exceeding eight hours) immediately prior to the holiday. Holiday pay will be granted to all employees provided the employee (1) works her scheduled hours on the working days previous to the holiday or, (2) is absent on sick leave,

which must be substantiated or, (3) any other exception granted by the Superintendent.

- C. Regular cafeteria employees shall be entitled to five (5) paid vacation days if employed prior to October 1. After the completion of ten (10) years of continuous service, an employee shall be entitled to one additional paid vacation day, making a total of six (6) paid vacation days per year.
- D. Vacation pay will be based on the employee's hourly rate and regular work day (not exceeding eight hours) and shall be paid at the end of the school year.

ARTICLE XIII
RETIREMENT

- A. Mandatory retirement date for all cafeteria employees shall be June 30th of the year in which the employee reaches her 70th birthday.

ARTICLE XIV
CONFORMITY TO LAW

This Agreement is subject in all respects to the laws of the State of Michigan with respect to powers, rights, duties and obligations of the employer, the Association and employees in the bargaining unit, and in the event that any provisions of this Agreement shall at any time be held to be contrary to law by a court of competent jurisdiction from whose final judgement of decree no appeal has been taken within the time provided for doing so, such provision shall be void and inoperative; however, all other provisions of this Agreement shall continue in effect.

ARTICLE XV
MISCELLANEOUS

- A. The charge for lunches for cafeteria employees shall be the actual cost of food less any labor costs.
- B. If an employee substitutes for an employee in a higher classification, she shall be paid the rate for the higher classification after the fifth day of uninterrupted service in the higher classification.
- C. Scheduled days of work that are cancelled because of conditions not within the control of school authorities, such as severe

storms, fires, epidemics, or health conditions as defined by the city, county, township or state health authorities, shall be rescheduled by the school district.

Cafeteria employees shall not report on these days and shall not be paid after the first cancelled day. If the law requires that the days be made up, cafeteria workers will be expected to work and will be paid for such make-up days.

If the law is changed so as not to require make-up, cafeteria employees will be paid for days when school is closed due to the above reasons.

- D. If required in-service for the members of the bargaining unit takes place at a time when the employees are not normally working, they will be paid for a minimum call-in of two (2) hours.
- E. Employees shall receive an allowance of sixty dollars (\$60.00) per year for uniforms and shoes. Said allowance shall be paid at the end of the school year. Employees must complete the school year in order to be eligible for the allowance.

ARTICLE XVI

DURATION

This Agreement shall be effective as of July 1, 1985, and shall continue in full force and effect until 11:59 p.m., June 30, 1988. At any time subsequent to April 1, 1985, either party may give written notice to the other of its desire to negotiate a new agreement for the following year, and meetings between the parties for that purpose shall begin no later than twenty (20) days after delivery of such written notification; provided, however, that nothing in this paragraph or elsewhere in this Agreement shall be construed to require the Board to commit an unfair labor practice or otherwise violate the law by any improper recognition of or support or assistance to the Union.

In witness whereof, the parties have executed this document by their duly authorized representatives the day and year first written above.

BY: *J. Robert Ferrin*
Chief Negotiator
West Bloomfield Board of Education

BY: *Therese L. Roegner*
Spokesperson
West Bloomfield Cafeteria
Employees Association

BY: *Ann E. Benulis*
President
West Bloomfield Board of Education

BY: *My M. Litzman*
President
West Bloomfield Cafeteria
Employees Association

SCHEDULE A
CAFETERIA CLASSIFICATIONS AND WAGE SCHEDULE

CLASSIFICATION I	Helpers
CLASSIFICATION II	Cooks and Bakers *
CLASSIFICATION III	Middle School Manager
CLASSIFICATION IV	Assistant Manager Elementary School Sattelite Program
CLASSIFICATION V	High School Manager

* Cooks and Bakers shall be classified as such by the Deputy Superintendent for Personnel or his designee.

In order to move to a higher step on the salary schedule, an employee must be regularly employed by February 1 of the previous school year. Schedules are effective at the beginning of the pay period following July 1 of each year.

1985-1986
WAGE SCHEDULE

STEP OR YEAR OF SERVICE	(21)	(22)	(23)	(24)	(25)
	I	II	III	IV	V
Starting	5.00		8.67	9.20	9.73
(Completion of 90 work days prob.)	5.25				
1 (Beginning of year after completion of probation)	5.58	6.18			
2	5.78	6.40			
3	6.00	6.62			
4	6.19	6.83			
5	6.40	7.06			
Longevity (Beginning of 10th year)	6.76	7.26	8.72	9.25	9.78

1986-1987
WAGE SCHEDULE

STEP OR YEAR OF SERVICE	(21)	(22)	(23)	(24)	(25)
	I	II	III	IV	V
Starting	5.28		9.15	9.71	10.27
(Completion of 90 work days prob.)	5.54				
1 (Beginning of year after completion of probation)	5.89	6.52			
2	6.10	6.75			
3	6.33	6.98			
4	6.53	7.21			
5	6.75	7.45			
Longevity (Beginning of 10th year)	7.13	7.66	9.20	9.76	10.32

1987-1988
WAGE SCHEDULE

STEP OR YEAR OF SERVICE	(21)	(22)	(23)	(24)	(25)
	I	II	III	IV	V
Starting	5.54		9.61	10.20	10.78
(Completion of 90 work days prob.)	5.82				
1 (Beginning of year after completion of probation)	6.18	6.85			
2	6.41	7.09			
3	6.65	7.33			
4	6.86	7.57			
5	7.09	7.82			
Longevity (Beginning of 10th year)	7.49	8.04	9.66	10.25	10.83

