

AGREEMENT BETWEEN
RUDYARD AREA SCHOOLS BOARD OF EDUCATION
AND
COOKS AND DISHWASHERS

JULY 1, 2006 THROUGH JUNE 30, 2009

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**COOKS SALARY AND BENEFIT SCHEDULE
2006-2009 School Years**

I. Salary

	2006-07	2007-08	2008-09
COOK			
Start	\$ 8.93	Open negotiations	
After 3 Months	10.23	for wages only.	
2 nd Year	11.53		
3 rd Year	11.53		
HEAD COOK	\$12.77		
SUB COOK	\$ 8.71		

8th Year and above - \$200 Longevity /year

Pay will be distributed in 26 equal payments.

II. HOURS

A full time cook's normal working day will be 8 hours with one half (1/2) hour off for lunch. Part time cooks will receive the hourly rate of a cook and other benefits will be prorated by the ratio of hours worked to an eight (8) hour day.

III. HOLIDAYS

The following days which are not worked will be paid days:

- A. Days that school is not in session due to weather.
- B. Thanksgiving and the Friday following Thanksgiving.
- C. The last day of school prior to Christmas Vacation if there is no hot lunch on that day.
- D. Easter vacation and/or Spring Break
- E. Memorial Day
- F. Labor Day
- G. Christmas Day
- H. New Years Day

III. SICK LEAVE

The Sick Leave Policy shall be as follows

- A. Thirteen (13) days per year – no limit on accumulation
- B. Sick Leave shall include: personal illness which makes it unwise for the employee to be at school; illness in the immediate family; and quarantine. Up to five (5) days of sick leave will be granted for death in the immediate family if taken within two weeks of the bereavement. Immediate family is interpreted to mean: mother, father, spouse, brother, sister, child, grandparent, or a dependent in the immediate household.

- C. Time necessary at the funeral service of a person whose relationship to the employee warrants such attendance.
- D. Three (3) days for the conduct of personal business. Personal business shall be defined as business that cannot be taken care of except during regular workweek. In no instance shall it be used as a vacation day. Employees shall request a personal business day from their supervisor at least two (2) days in advance, except in case of emergency, indicating the reason for the request.
- E. Personal business days can not be taken two (2) days prior to or following school vacations. Personal business days shall not be accumulated from year to year. Days used for personal business shall be charged against the thirteen (13) days sick leave granted per year.

VI. OTHER BENEFITS

- A. Cooks will be paid for two (2) teacher in-service days during the school year for which they will work those days or sixteen (16) hours of documented work above the normal work day during the school year. Cooks will be paid for one (1) day where they will participate in one day's in-service on food services in return for this paid in-service day.
- B. A Cook, who takes over for the Head Cook on a temporary basis, will be paid the Head Cook's rate of pay immediately. When Cook substitutes for the Head Cook, the substitute position will be offered to the Cooks on staff first, starting with Cooks who have the highest seniority.
- C. Head Cooks will be paid \$50.00 per year for doing laundry.
- D. Insurance coverage will be paid by Rudyard Area Schools and will be pro-rated if an employee works less than full time (8 hours/day) and will not be paid for an employee working less than 4 hours per day.
- E. Prescription will be 10 X 30
- F. Cooks, Head Cooks and Dishwashers who elect not to take the health benefits described because they are covered by their spouse's insurance, will receive, or have placed in an annuity in their name, \$3,000 per year. The payment for "in lieu of" health insurance will be pro-rated if an employee works less than full time (8 hours/day) and will not be paid for an employee working less than 4 hours per day. When the husband and wife are both employed by the Board, either may choose to carry health insurance and the other is not eligible for the "in lieu of" monies. If a member of this group was receiving this benefit as of June 30, 2006, they will continue to receive the benefit as long as they remain eligible.
- G. Effective date of this contract is July 1, 2006.
- H. Expiration date of this contract is June 30, 2009.

VII. DISHWASHERS

- A. The dishwasher will work under the direction of the Head Cook with duties as assigned.
- B. Sick Leave- 6.5 days per year- no accumulation.
- C. Salary

	2006-07	2007-08	2008-09
DISHWASHER			
Start	\$6.51	Reopen	negotiations
After 6 Months	\$6.98	for wages only	
1 Year	\$7.97		

BOARD OF EDUCATION

Det. [Signature]

DATE 10-9-06

COOKS

Jenny Wilson

Anna Kooyer

Mary Klem

DATE 10-5-06