

AGREEMENT AMONG

Martha's Vineyard Educators Association

Martha's Vineyard Superintendency Union #19 School Committee

Martha's Vineyard Regional High School District Committee

Up-Island Regional School District Committee

The School Committees Of Edgartown, Oak Bluffs, And Tisbury

JULY 1, 2025- JUNE 30, 2028

MARTHA'S
VINEYARD
ALL COMBINED CONTRACTS

FOOD SERVICE WORKERS

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ARTICLE I: RECOGNITION

Pursuant to the provisions of Chapter 150E of the General Laws of Massachusetts, this Agreement is made by the School Committees of Martha's Vineyard, the Up- Island Regional School District Committee, and the Martha's Vineyard Educators Association. The Union Committee, the Martha's Vineyard Regional High School District Committee, the Up-Island Regional School District Committee, and the School Committees of the various towns (hereinafter referred to as the Committee) recognize the Association for the purpose of collective bargaining as the exclusive representative of a unit consisting of all regular full-time and part-time Food Service Workers employed by said Committees, but excluding all managerial and confidential employees and all other employees of the Committees.

The Committee agrees not to negotiate with any organization other than the above- named Association as the exclusive bargaining agent pursuant to M.G.L. Chapter 150E.

ARTICLE II: MANAGEMENT RIGHTS

The Committee is a public body established under and with powers provided by the Statutes of the Commonwealth of Massachusetts, and nothing in this Agreement shall be deemed to derogate from, or impair any power, right, or duty conferred upon the Committee by statute or by any rule or regulation of any agency of the Commonwealth.

Subject only to the terms set forth herein, and as to every matter not specifically mentioned or provided for in this Agreement, the Committee retains all powers, rights, and duties that it has by law and may exercise the same at its discretion without any such exercise being made the subject of a grievance and/or arbitration procedure hereunder.

ARTICLE III: JUST CAUSE

No non-probationary employee will be discharged, suspended or reduced in rank or compensation without just cause.

Each employee hired to fill a bargaining unit position shall serve a ninety(90) day probationary period. During such probationary period, the probationary employee may be discharged without such action being subject to grievance or arbitration. During the probationary period an employee shall/may accrue, and use sick leave on an earned, pro-rata basis.

The Association recognizes the authority and responsibility of the Committee and the administration to discipline and reprimand an employee for delinquency in professional performance. An employee may request to schedule a conference, accompanied by an Association representative, to refute the disciplinary or reprimand action taken by the administration above the level of the immediate supervisor.

ARTICLE IV: GRIEVANCE PROCEDURE

The term "grievance" shall mean a complaint that there has been a violation or misinterpretation of any of the provisions of this Contract as applied to an employee or a group of employees. Failure to institute a grievance within the time limits set forth in this Article shall be conclusively deemed a waiver of all rights under this Article.

Level One – Principal:

An employee with a grievance shall present it in writing to the principal within ten (10) school days of the event on which the grievance is based. Within ten (10) school days of receipt of the grievance, the Principal will meet with the employee and with representatives of the Association in an effort to settle the grievance. When a group of employees allege a grievance, a class action may be brought at the Principal's level.

Level Two - Superintendent of Schools:

When and where appropriate, the matter may be brought to the attention of the Superintendent of Schools within five (5) school days of an adverse decision at Level One. Within ten (10) school days of receiving grievance, the superintendent will meet with the employee, the principal or immediate supervisor, and a representative of the Association in an effort to settle the grievance.

Level Three - School Committee:

Should the matter remain unresolved at Level Two, the written grievance may be brought to the attention of the appropriate School Committee within five (5) school days of an adverse decision by the Superintendent of Schools. The School Committee will, within thirty (30) school days of receipt of the written statement of grievance, meet with the employee, principal, superintendent, and a representative of the Association in an effort to settle the grievance.

Level Four – Arbitration:

If the grievance has not been resolved by the School Committee to the satisfaction of the Association, the Association may advance the grievance to arbitration by giving written notice to the School Committee and by filing, within fifteen (15) school days after receipt of the School Committee decision, a demand for arbitration to the American Arbitration Association, for disposition in accordance with their rules. The request shall contain a statement of the grievance which shall be substantively similar to the written statement of the grievance filed with the Committee. The Arbitrator's decision will be final and binding and in writing and will set forth their findings of fact, reasoning, and conclusion on the issues as

submitted by the parties. The arbitrator is without authority to render a decision which requires the commission of an act prohibited by law or violation of the terms of this Agreement.

All costs for the services of the arbitrator shall be borne equally by the parties.

The arbitrator shall be without power or authority to render a decision which would alter, add to, detract from or modify the terms of this Agreement or which involves any matter which by law or under the terms of this Agreement is within the exclusive authority or direction of the School Committee.

No arbitrator shall have the power or authority to make any award retroactive beyond thirty (30) calendar days prior to the date of the initial filing of the grievance.

Savings Clause

If any provision of this Agreement is found by a court of competent jurisdiction to be contrary to law, then that provision is deemed invalid except to the extent permitted by law, but all other provisions continue in full force and effect.

ARTICLE V: NON-DISCRIMINATION

This Agreement shall be administered impartially and without regard to age, race, creed, color, religion, nationality, marital status, sex, sexual preference, ancestry, or handicap, unless based upon bona fide occupational qualifications.

ARTICLE VI: WORK YEAR

There are two (2) categories of Food Service Workers: Food Service Workers who work a 192-day year, and Food Service Workers who work a 182-day year. Two of these days in each category will be used for Professional Development.

ARTICLE VII: JOB ASSIGNMENT AND HOURS

The School Committee reserves the right to determine the number, schedule, and assignment of all Food Service Workers. Food Service Workers will be assigned by the administration of each school to such duties as the administration deems necessary.

Individual work assignments, hours, and workload will be determined by the administration of each school. Such assignments, hours, and workload as determined, prior to commencement of each school year, will not be reduced during the school year unless a reason is given.

If the Head or Assistant Cook is unable to perform their duties, the person assuming those responsibilities for one or more days will be paid at their present step, but on the appropriate level (e.g. Assistant Cook on Step 3 would receive pay as Head Cook Step 3).

A substitute Food Service Worker, although not a member of the bargaining unit, will be placed on the day helper salary schedule for pay purposes for the remainder of their service based upon experience at the discretion of the building supervisor.

Employees who work four (4) or more hours, but less than six (6) hours, will receive one 15 minute break included in their workday. Employees whose workday is six (6) hours or more, but less than seven (7) hours will receive one 15 minute break and a 30 minute lunch included in their work day. Employees whose workday is seven (7) or more hours will receive two 15 minute breaks and a 30 minute lunch. Members shall request their time for breaks through their immediate supervisor.

ARTICLE VIII: PAID LEAVES

Sick Leave

Full time Food Service Workers will receive eighteen (18) days of sick leave each year, 6 of which may be taken as personal, for absences resulting from illness or accident to the Food Service Worker. Such sick leave may accumulate to the extent it is not used, up to two hundred (200) days. Part- time Food Service Workers will have sick leave pro-rated on the basis of their assignment hours and will be allowed to accumulate sick leave up to two hundred

(200) days. Upon retirement, staff will have the opportunity to buy back accumulated unused sick leave at the rate of thirty dollars (\$30.00) after thirteen (13) years of service days.

A Food Service Worker's personal sick leave days may be used in the event of serious family illness (i.e., mother, father, spouse, or children). An employee's sick leave days

may be used in the event of a death in the immediate family (i.e., mother, mother-in-law, father, father-in-law, spouse, brother, sister or child).

The Superintendent may, at their discretion, request a doctor's certification of any illness which is the basis for use of sick leave. The sick leave allowable for any year shall be available in full at the commencement of the year.

The days used for personal days shall be deducted from sick leave.

Sick Bank

A Joint Sick Leave Bank consisting of ESPs, Custodians, ASPs and Food Service Workers is available for use by eligible members covered by this Agreement who have exhausted their own sick leave and who have a serious illness or whose child under the age of 21 has a serious illness. The Bank shall be maintained at a minimum of one (1) day per staff member and a maximum of two (2) days per staff member. First-year members in the Martha's Vineyard School System shall contribute two (2) days to the Sick Leave Bank.

The initial grant of sick leave by the Sick Leave Bank Committee to an eligible employee shall not exceed thirty (30) days. Upon completion of the thirty (30) day period, the period of entitlement may be extended by the Sick Leave Bank Committee upon demonstration of need by the applicant. The Sick Leave Bank shall be administered by a Sick Leave Bank Committee consisting of six (6) members. Three (3) members shall be designated by the Committee to serve at its discretion, and three (3) members shall be designated by the Association. The Sick Leave Bank Committee shall determine the eligibility for the use of the Bank and the amount of leave to be granted. In the case of a tie vote, the matter shall be resolved in favor of the applicant. The following criteria shall be used by the Committee in administering the Bank and in determining eligibility and amount of leave.

1. Adequate medical evidence of serious illness.
2. Prior utilization of all eligible sick-leave.
3. Length of service in any of the school systems.
4. Propriety of use of previous sick leave.

If the Joint Sick Leave Bank is exhausted, it shall be renewed by the contribution of one additional day of sick leave by each member of the professional staff covered by this Agreement who has accrued ten (10)

or more sick days. The Sick Leave Bank Committee shall determine the time when it becomes necessary to replenish the Bank. The decision of the Sick Leave Bank Committee, with respect to eligibility and entitlement, shall be final and binding and not subject to appeal.

Bereavement Leave

Up to five (5) days of leave with pay will be granted each time there is a death of a member's immediate family or a more distant relative residing in said member's household. The Superintendent may authorize two (2) additional days leave when deemed advisable by the existing circumstances. The immediate family shall be defined as parents, spouse, spousal equivalent, children, brother, sister, grandparents, parents-in-law, stepfamily, grandchildren, foster children and individuals residing in the member's household.

The superintendent may grant up to 5 days per school year in the event of the death of a person of significance.

Jury Duty

If an employee is required to serve as a grand or trial juror in a federal or state court during the school year, the Committee shall grant the employee a leave of absence with pay on the days on which the employee serves as a juror, on the condition that the employee turn over to the District any compensation they receive from the court for that service (exclusive of any travel allowance). If the employee is notified they are not needed for jury duty or is released from jury service prior to 11:00 a.m., they shall report for work and be compensated for the day.

Reserve Duty

The Committee shall grant to each employee who is a member of a reserve component of the armed forces of the United States a leave of absence during the time of the employee's annual tour of duty, not to exceed seventeen (17) days. Pay for such leave shall be at the Superintendent's discretion. The Superintendent may, at their option, request the commanding officer of any employee who applies for leave of absence for reserve duty to defer the employee's reserve duty until the completion of the school year.

Personal Days

Of the 15 Sick Days, as stipulated in Section A, each employee shall be allowed up to six (6) days of personal leave with full pay during each school year for the purpose of transacting or attending to personal, legal, business, household, religious, or family matters which require absence during regular school hours. It is the intention of the parties that leave under this article shall be available only for reasons of hardship or other pressing need and not merely for personal convenience.

Except in the case of emergencies or other unusual circumstances, the employee taking leave shall give their appropriate supervisor written notice including the reason

of their intention to take such leave at least three (3) school days in advance of the day they propose to be absent.

Personal days shall not be used to extend legal holidays or vacations. However, upon notification to and approval of the building Principal, a Food Service Worker may use personal days for valid reasons as set forth above on the day before or after a holiday or a vacation without pay.

ARTICLE IX: FAMILY LEAVE

The employer will pay an employee one hundred percent (100%) of their base wages within one year of birth/placement for ten (10) work days in year 1 of the contract, fifteen (15) work days in year 2 of the contract and twenty (20) work days in year three of the contract of parental leave for 1) The purpose of giving birth and/or bonding with a newborn child or 2) The placement of a child under the age of 18, or under the age of 23 if the child is mentally or physically disabled, for one foster placement, adoption with the employee who is adopting or intending to adopt a child. If both parents are eligible, this time shall not be taken simultaneously.

ARTICLE X: EVALUATION

- A. All evaluation monitoring or observation of a Food Service Worker's job performance shall be conducted openly.
- B. Each Food Service Worker shall be given a copy of any formal evaluation and will have the right to discuss such evaluation with their supervisor. Formal evaluations shall include suggestions for improvement.
- C. When material derogatory to an employee's conduct, service, character, or personality is placed in the employee's personnel file, the employee will receive notice of such fact and will have the right to review such material and will have the right to submit a written answer to such material and their answer shall be reviewed by the Superintendent and attached to the file copy.

D. When and if guidelines for evaluation are developed, they shall be made available to employees at the beginning of each year.

ARTICLE XI ASSOCIATION DUES AND DEDUCTIONS

Any employee may sign and deliver to the Committees an authorization (on a form to be approved by the Committee) for the payroll deductions of Association membership dues. That authorization is required only during the first year of employment and continues in force until sixty (60) days following the date on which the Town Treasurer receives written notice of withdrawal of authorization from the employee. Upon receipt of a notice of withdrawal of authorization, the Town Treasurer shall furnish a copy of the notice of the Association.

The Association Treasurer shall certify to the Town Treasurers no later than September 15 of each year, the specific amount of Association dues for the current year.

The Town Treasurers shall deduct from the salary of each employee authorizing the deduction the amount of the dues and transmit the sum so deducted to the Association within fourteen (14) days of the deduction, provided the Town Treasurer is satisfied that the Association Treasurer has given a bond to the Association, in a form approved by the Massachusetts Commissioner of Revenue, for the faithful performance of their duties, in a sum and with such surety or sureties as are satisfactory to the Town Treasurer.

The School Committee shall comply in accordance with M.G.L. Ch.66 10B and Ch. 150E 5A law and any dispute concerning the above shall be resolved under statutory procedures.

Other Deductions

Payroll deductions will also be available to employees on a mutually agreed upon basis for one credit union designated by the Association, for premiums for annuities (subject to G L. Chapter 71, Section 37B), and for payment of insurance premiums.

The Association shall indemnify and save the Committee and/or Town harmless against all claims, demands, suits, or other forms of liability which may arise by reason of any action taken pursuant to this article.

ARTICLE XII: INSURANCE

Food Service Workers employed by separate town School Committees who work twenty (20) hours or more per week will be eligible for insurance coverage consistent with the vote of the respective town. Premiums will be deducted from the paychecks of eligible and participating employees.

ARTICLE XIII: WORKERS' COMPENSATION

The Committee shall pay an employee who receives injuries arising out of, and in the course of, their employment the compensation provided by Massachusetts General Laws Chapter 152, Section 69. This compensation equals the difference between the amount paid under Workers' Compensation and the employee's normal pay; this payment is taken from the employee's accumulated sick leave time on a pro-rata basis. In no case will this combined payment exceed the employee's regular pay. Compensation from the Committee will continue only until sick leave time is exhausted.

ARTICLE XIV: RETIREMENT

Food Service Workers who are eligible for participation in the Dukes County Retirement System because of the total number of hours worked or total wages during one year must participate in the County Retirement System.

ARTICLE XV: NEGOTIATION PROCEDURE

The Committee and the Association agree to enter into negotiations over a successor agreement no later than December 15 of the year preceding the expiration of this Contract.

ARTICLE XVI: NO STRIKE CLAUSE

The Association, on its own behalf and on behalf of each employee in this unit, agrees that during the term of this Agreement it will not authorize, approve, participate in, or in any way encourage any illegal strike, illegal work stoppage, illegal slowdown, or the illegal withholding of services. The Association further agrees that it will not unlawfully interfere with or restrain any person from seeking employment

with the School Committee during the term of this Agreement. The Association further agrees that any employee covered by this Agreement who violates this provision, or any part thereof, subjects themselves to disciplinary action.

ARTICLE XVII: PROTECTION/ASSAULT

Employees shall report all cases of assault upon employees acting in the line of duty to their immediate supervisor and or principal. The immediate supervisor and/or principal and the employee shall conduct an investigation of each incident of alleged assault upon an employee acting in the line of duty. The Superintendent shall comply with any reasonable request from an employee for relevant information in the Committee's possession, not privileged under law, concerning the person or persons allegedly involved in an assault upon the employee.

ARTICLE XVIII: SMOKING POLICY

Smoking shall not be permitted in school buildings or on school grounds.

ARTICLE XIX: TRANSPORTATION

Employees are not required to transport students in employees' vehicles.

ARTICLE XX: SUB-CONTRACTING

School Committees not participating in the satellite lunch program agree not to sub- contract bargaining work where such sub-contract has the effect of laying off Food Service Workers covered by this agreement on its effective date. No member of the Food Service Workers bargaining unit employed in Edgartown, Tisbury, or Oak Bluffs schools on or before July 1, 2010 shall have their salary or benefits reduced during the term of this contract.

ARTICLE XXI: REPRODUCTION OF CONTRACT

The Committee and the Association shall share equally the cost of producing copies of this Agreement. The Association shall distribute copies of this Agreement to each employee presently employed (within

thirty [30] days after the signing of this agreement or by its effective date, whichever is later) and to each new employee hired during the term of this Agreement.

ARTICLE XXII: SCOPE OF AGREEMENT

This Agreement constitutes the sole and entire Agreement between the Committee and the Association arrived at as the result of collective bargaining negotiations, except such amendments hereto as shall be reduced to writing and signed by the parties.

The Parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands 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 Committee and the Association, for the life of this Agreement, voluntarily and unqualifiedly waive the right to bargain collectively and agree that the other shall not be obligated to bargain collectively with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subjects or matters may not have been in the knowledge or contemplation of either or both parties at the time this Agreement was signed.

ARTICLE XXIII: DURATION

This Contract shall become effective the First Day of July 2025 and shall continue in effect up to and including the Thirtieth Day of June 2028.

ARTICLE XXIV: SAFETY

The Parties agree that safety is an ongoing concern and that from time to time safety policies will be established as conditions of employment which will be set forth and promulgated in the Island-Wide Policy Manual.

ARTICLE XXV: TRANSFER FROM OTHER ISLAND DISTRICTS

An employee who transfers from one Island School District to another Island School District without a break in service will be allowed to carry over to the new school district their accumulated sick days and

longevity and will be placed on the same step of the salary schedule as they enjoyed in the former school district.

ARTICLE XXVI: DENTAL INSURANCE

Effective July 1, 1999, in the elementary school systems, fifty (50%) percent of the premium cost will be paid by the Employer for those employees who voluntarily enroll in a Town or Regional dental insurance plan, if available. Proof of enrollment must be provided to the Employer.

ARTICLE XXVII: LONGEVITY

Longevity shall be defined as years of continuous service to the districts of the Martha's Vineyard Public Schools. To get a full year's credit, an employee must be at least a .5 FTE and be a member of the Dukes County Retirement System. Employees that work less than .5 FTE will receive a prorated credit.

All employees will be provided longevity payments as follows:

After completing ten (10) years of continuous service	–	\$2,100.00
After completing fifteen (15) years of continuous service	–	\$2,800.00
After completing twenty (20) years of continuous service	–	\$3,450.00
After completing twenty-five (25) years of continuous service	–	\$4,000.00
After completing thirty (30) years of continuous service	–	\$4,750.00

ARTICLE XXVIII: HEALTH INSURANCE

- A. Seventy-five (75) percent of the cost of a Regional High School or Up-Island Regional School health insurance plan will be paid by the employer. The percentage of premiums in the elementary systems will be consistent with the vote of the respective Towns.
- B. The employer shall have the option to offer health insurance plans in addition to those specified herein so long as doing so is consistent with the requirements and limitations of Mass. G.L. c. 32B.

- C. The Towns will share in the cost of term life insurance.
- D. Insurance annuities shall, upon the request of the employee involved, be deducted from their salary over a period of time.
- E. Food Service retirees are entitled to the same percentage contribution and the same plan provided by the Town(s) to its/their retired employees, and as provided by the Region(s) to its/their employees.

ARTICLE XXIX: PAPERWORK

The Committees propose to seek ways to reduce the impact of paperwork on the food service staff, based upon the local situation in each district.

Paperwork duties are determined on a per-building basis, to be outlined by each buildings' respective head cook and building principal(s) and added to this contract via a Letter of Agreement prior to the end of the first year of this agreement.

ARTICLE XXX: VACATION

- A. All Food Service Workers shall receive the following paid vacation benefits:
 - After completing one (1) year - one (1) day
 - After completing two (2) years - two (2) days
 - After completing five (5) years - three (3) days
 - After completing ten (10) years - four (4) days
 - After completing twenty (20) years - five (5) days
- B. Vacation accrual will be computed on a pro-rata basis from the date of hire to the next July 1. Also, when an employee leaves employment, it will be computed on a pro-rata basis from July 1 to the date of severance.
- C. No two (2) Food Service Workers within a school building will be allowed to take the same week's vacation unless approved in advance.
- D. Seniority will be used in developing a vacation schedule.

- E. In each building, vacation schedules will require advance administrative approval.
- F. Vacations cannot be taken in blocks longer than two (2) weeks unless receiving prior approval from the Superintendent.
- G. Vacation shall accrue from date of hire at the rate of one day per month on the first day of each month from the date of hire through June 30. Up to five vacation days carried over automatically, any unused vacation beyond will be changed into accrued sick leave days.

**ARTICLE XXXI: CONTINUING EDUCATION, COURSE/WORKSHOP REIMBURSEMENT
and ASSOCIATED COSTS**

- A. The Committee shall reimburse employees for tuition for courses taken by them to improve their ability to perform the duties of their positions at school, subject to the following conditions:
- B. The maximum reimbursement by the Committee for any employee is one hundred and fifty dollars (\$150.00) each school year.
- C. Courses taken to meet state certification or approval requirements for the position in which the employee is employed do not qualify for tuition reimbursement.
- D. To qualify for tuition reimbursement, courses must be conducted by accredited colleges or universities or by accredited professional training schools approved by the Committee.
- E. To qualify for tuition reimbursement, courses outside must be approved in writing in advance by the Superintendent.
- F. The Committee shall make reimbursement after the employee submits evidence of satisfactory completion of each course. To be eligible for reimbursement, the employee must still be employed by the Committee when they submit evidence of course completion.
- G. Course reimbursements are not available to employees who are on leave of absence without pay.

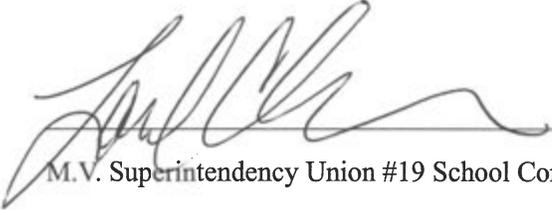
Signed and sealed as of the 1 day of July, 2025.

For the Association

For the School Committee



Martha's Vineyard Educators Association



M.V. Superintendency Union #19 School Committee

APPENDIX A

Salary Schedule 2025/2026 (FY25 +3.50%)

Class/Step	1	2	3	4	5	6	7	8	9	10
Head Cook	\$31.24	\$32.79	\$34.42	\$36.14	\$37.95	\$39.85	\$41.85	\$43.95	\$46.14	\$47.95
Assistant Cook	\$25.06	\$26.31	\$27.61	\$29.00	\$30.46	\$31.98	\$33.58	\$35.25	\$37.01	\$38.82
192 Day Helper	\$23.86	\$25.05	\$26.29	\$27.60	\$28.99	\$30.44	\$31.95	\$33.55	\$35.23	\$37.04
182 Day Helper	\$23.86	\$25.05	\$26.29	\$27.60	\$28.99	\$30.44	\$31.95	\$33.55	\$35.23	\$37.04

Salary Schedule 2026/2027 (FY26 +3.50%)

Class/Step	1	2	3	4	5	6	7	8	9	10
Head Cook	\$32.33	\$33.94	\$35.62	\$37.40	\$39.28	\$41.24	\$43.31	\$45.49	\$47.75	\$49.63
Assistant Cook	\$25.94	\$27.23	\$28.58	\$30.02	\$31.53	\$33.10	\$34.76	\$36.48	\$38.31	\$40.18
192 Day Helper	\$24.70	\$25.93	\$27.21	\$28.57	\$30.00	\$31.51	\$33.07	\$34.72	\$36.46	\$38.34
182 Day Helper	\$24.70	\$25.93	\$27.21	\$28.57	\$30.00	\$31.51	\$33.07	\$34.72	\$36.46	\$38.34

Salary Schedule 2027/2028 (FY27 +3.50%)

Class/Step	1	2	3	4	5	6	7	8	9	10
Head Cook	\$33.46	\$35.13	\$36.87	\$38.71	\$40.65	\$42.68	\$44.83	\$47.08	\$49.42	\$51.37
Assistant Cook	\$26.85	\$28.18	\$29.58	\$31.07	\$32.63	\$34.26	\$35.98	\$37.76	\$39.65	\$41.59
192 Day Helper	\$25.56	\$26.84	\$28.16	\$29.57	\$31.05	\$32.61	\$34.23	\$35.94	\$37.74	\$39.68
182 Day Helper	\$25.56	\$26.84	\$28.16	\$29.57	\$31.05	\$32.61	\$34.23	\$35.94	\$37.74	\$39.68

WAGE OPTIONS

Wages shall be paid in accordance with the following options. Employees will notify the Superintendent's Office of their chosen option for the year prior to the opening of school.

APPENDIX B

In the first year of the agreement (2022), all Food Service Workers will receive a one-time payment of \$1,000. In the second year of the agreement (2023), all Food Service Workers will receive a one-time payment of \$1,500. In the third year of the agreement (2024), all Food Service Workers will receive a one-time payment of \$1,500.