

**IDA PUBLIC SCHOOLS  
CONTRACT AGREEMENT  
with the  
FOOD SERVICE EMPLOYEES  
AUGUST 13, 2024 – JUNE 30, 2027**

The following summarizes the agreement reached between the Ida Public Schools Board of Education and the Food Service employees for the 2024-2027 school years.

**I. HOURS OF EMPLOYMENT**

The Board of Education, and its administrative representatives, retain the privilege of determining the number of hours worked weekly; may be adjusted during the course of the contract period.

**II. WAGES**

The Food Service employees agreed to the following hour rates for:

	2024-2025	2025-2026	2026-2027
Cooks / Catering ISD	\$18.75	\$19.31	\$19.89
Line Servers/Preparation/ Cashiers/Dishwashers	\$16.07	\$16.55	\$17.05
Substitutes	\$13.92	\$14.34	\$14.77

**III. OTHER CONTRACTUAL AGREEMENTS**

**A. Health Insurance**

The cooks will receive the same health insurance package options the other non-teaching staff and administrative groups receive. The cooks also receive dental, vision, and long-term disability coverage. The District will offer single coverage for the employee only, but the employee will have the option to purchase full-family coverage at their expense. Upon application, the cooks will receive medical, dental, vision care and long-term disability protection as outlined in Appendix A.

As a result of the enactment of Public Act 152 of 2011 and Public Act 270 of 2013, the Board shall contribute up to the legislated caps for medical insurance costs during the benefit plan years, as amended annually by the State Treasurer and defined in MCL 15.562 and 15.563.

If the District plans to change insurance policies then the cooks will have representation in achieving mutually cooperative selection of any new policy, plan or program generally comparable to current benefits defined in Appendix A.

The cooks will receive the same cash in lieu of insurance options the teacher's bargaining unit receives. Should any cook elect not to receive medical insurance

coverage, the employee must provide documentation of separate group healthcare medical plan coverage in order to receive the in-lieu of coverage payments.

#### B. Sick Leave Days

Members of the unit will receive ten (10) sick leave days per year, on a pro-rated basis per hours worked, accumulative to 100 days.

Sick leave may be used for the serious illness of a member in the immediate family which requires the presence of the employee. The number of sick days which may be used for this purpose shall not exceed a total of ten (10) days per year for the employee's spouse, children, parent (defined as foster, natural, or adoptive), mother-in-law, father-in-law, or others residing in the household. The Board may require a doctor's statement to verify that the family member's condition is serious and that the presence of the employee is required.

1. Members who fail to report to school the day preceding or following a sick time off may be required to provide proof of illness. Members abusing the use of yearly sick days or accumulated days may be required to be examined by a doctor selected by the Board. Further, the member may be required to provide the written statement(s) of his/her own physician.
2. The District will permit the use of four sick days for the non-work/unpaid days due to Spring Break and Christmas Break. Employees may use a maximum of 2 days for each Break. The use of sick hours will be equivalent to current worked hours.

#### C. Personal Leave Days

Each member will receive two (2) Personal Leave Days per year, which will be based upon administrative approval. These days will be subtracted from the employee's accumulated sick leave days and will be based upon the pro-rata description appearing above.

#### D. Funeral Leave

A maximum of three (3) days with pay not chargeable against the employee's sick leave shall be granted for death in the immediate family (defined as spouse, siblings, children, parent-fraternal, foster or adoptive, grandparents, grandchildren, in-laws or others residing in the household). Additional days charged against sick leave may be granted by the Superintendent of Schools.

#### E. Inclement Weather

In the event that school is dismissed on a scheduled school session day due to inclement weather or other emergencies, the employees covered by this agreement shall not be required to report to work on any "grace days/hours" allowed by state law, and the employees will be paid their normal day's pay for such "grace days/hours", even though no work is performed on all such days. Any days canceled beyond the

“grace days/hours” shall result in employees not receiving pay for such days and employees will be required to work the rescheduled days for pay. When the Cooks have already reported on canceled days beyond the “grace days/hours” mentioned above, the Cooks will receive a minimum of three (3) hours pay although they may leave their workstation before the expiration of the three (3) hours. Of course, if the Cooks choose to work beyond this three (3) hour time period, they will be paid accordingly.

When other Food Service staff show up for work at their scheduled time in a 2-hour delay situation, and school has not yet been canceled, but subsequently is, they will be compensated for three (3) hours wages or their regular scheduled hours, whichever is less.

F. Severance Pay

1. Cooks leaving after a minimum of ten (10) full years of service to Ida Public Schools will be provided \$8.00 compensation for each unused sick leave days.
2. Cooks retiring after a minimum of ten (10) full years of service to Ida Public Schools will be provided \$16.00 compensation for each unused sick leave days.
3. All other categories leaving after a minimum of ten (10) full years of service to Ida Public Schools will be provided \$4.00 compensation for each unused sick leave days.
4. All other categories retiring after a minimum of ten (10) full years of service to Ida Public Schools will be provided \$8.00 compensation for each unused sick leave days.

G. Length of Work Year

The Cooks may work up to three (3) days after school is over. The Cooks may work up to five (5) days prior to school opening. Any additional days may be approved by the Superintendent.

Other kitchen staff may work additional days if approved by the Superintendent.

H. Longevity

The Board of Education agrees to make the following longevity payments:

- After 5 years of continuous service - \$200.00
- After 7 years of continuous service - \$350.00
- After 10 years of continuous service - \$450.00
- After 15 years of continuous service - \$550.00
- After 20 years of continuous service - \$750.00
- After 25 years of continuous service - \$1000.00

- I. Clothing Allowance: Each employee will receive a \$50 payment on the first payroll date in December.
- J. The Board will pay the normal day's pay for the following nine (9) holidays, even though no work is performed by the employee:
  - 1. Thanksgiving Day
  - 2. Friday after Thanksgiving Day
  - 3. Christmas Eve
  - 4. Christmas Day
  - 5. New Year's Eve
  - 6. New Year's Day
  - 7. Good Friday
  - 8. Memorial Day
  - 9. Monday after Easter\*

\*If students are not in session.

#### **IV. MISCELLANEOUS PROVISIONS**

- A. All employees will receive their pay by direct deposit.
- B. An Emergency Manager appointed by law may reject, modify or terminate this agreement as provided by law.
- C. If the Ida Public Schools' fund equity level is less than 5% of gross revenue then, at that time, the food service employees agree to renegotiate the compensation package.
- D. All time under this contract for sick leave, holidays, jury duty, funeral leave and lost time due to work connected injury shall be counted as time worked for the purpose of computing overtime.
- E. Any person working in a job with a higher rate of pay, will receive the higher rate of pay for the time worked.
- F. If any person moves to the Cook position for a month or longer, their sick time accrual will be for their hours worked in that position.
- G. This contract constitutes the sole and entire existing Agreement between the parties in respect to rates of pay, wages, hours of employment or other conditions of employment which shall prevail during the term of the contract. It supersedes and cancels all prior practices, whether oral or written, and expresses all obligations of, and restrictions imposed upon, the District and the Food Service Employees. All matters or subjects not herein covered have been satisfactorily adjusted or waived by the parties of the life of this Agreement. This contract is subject to amendment, alterations, or additions only by a subsequent written agreement.

IDA PUBLIC SCHOOLS  
FOOD SERVICE EMPLOYEES

IDA PUBLIC SCHOOLS

Ronda Augustino 8/22/2024 [Signature] 8-22-24  
Food Service Representative Date Superintendent Date

[Signature] 8/22/24 Pam Oberst 8/22/24  
Food Service Representative Date Food Service Director Date

## APPENDIX A

### Medical Benefits

West Michigan Insurance Group

Flexible Blue 3, RX7

Deductible: \$2,000/\$4,000

H.S.A 4, RX72

Deductible: \$2,000/\$4,000

20% Coinsurance

### Dental Benefits

DELTA DENTAL

Class I: 80%

Class II: 80%

Class III: 80%

Annual Max: \$1,000

Lifetime Max: \$0

Riders: 2 Cleanings

### Vision Benefits

VSP-2

### Long-Term Disability Benefit

The Long-Term Disability Insurance will include:

- 60% of Max Eligibility Salary
- Maximum Monthly Benefit - \$5,000
- Max Eligible Monthly Salary - \$8,333
- 90 Calendar Days Modified Fill Elimination Period
- No COLA
- Mental/Nervous Same as Illness
- Alcohol/Drug Same as Illness
- 5% Maximum Payout
- Pre-existing Conditions Waived
- Family Social Security Offset
- No Survivor Income
- Freeze on Offsets
- No Educational Supplement
- 2-Year Own Occupation