

INDIAN RIVER SCHOOL DISTRICT

Selbyville, Delaware

2020-2023

SCHOOL NUTRITION TECHNICAL ASSISTANTS AND GENERAL WORKERS CONTRACT

The Indian River School District Board of Education has agreed to grant the following for the 2020-2021, 2021-2022, and 2022-2023 school years. This is a three year contract beginning July 1, 2020.

- 2020-2021 = 1% local salary increase.
- 2021-2022 = Local wage re-opener.
- 2022-2023 =- Local wages to be negotiated during 2021-2022 re-opener.

The Indian River School District agrees to grant compensation according to the state salary schedule for school lunch cooks and general workers and pay all state pay raises for the duration of the contract. The technical assistants will be paid the cook/baker scale; general workers will be paid the general worker scale. The Indian River School District agrees to pay these additional supplements:

Those individuals that complete Unit Courses will receive the following additional hourly amount:

- Unit #1 - \$0.10 / hour – total of \$0.10 / hour
Unit #2 - \$0.10 / hour – total of \$0.20 / hour
Unit #3 - \$0.10 / hour – total of \$0.30 / hour
Unit #4 - \$0.45 / hour – total of \$0.75 / hour

SUBSTITUTE CAFETERIA WORKERS

Substitute Cafeteria Workers will be paid the current state rate for general workers with zero years' experience. Substitutes who have worked for the district for more than five years will receive an additional five cents added to their hourly rate. Workers in the summer program who are regular cafeteria workers may be paid their established rate.

PERFECT ATTENDANCE

A perfect attendance bonus for 100% attendance entirely will be offered in the following manner:

- 6 hour workers – \$150.00 per annum;
- 5 hour workers - \$125.00 per annum; and
- 3 hour workers - \$100.00 per annum.

FOOD SAFETY AND SANITATION CERTIFICATES

DHSS now requires the Person in Charge (PIC) of food service establishments to be certified in an approved food safety and sanitation course. Technical Assistants perform the duties of the manager when absent. Therefore:

All IRSD Technical Assistants will be required to obtain and hold valid food safety and sanitation certificates as a condition of employment. Opportunities for this training will be offered at least once per contract year. 6-hour, 5-hour, and 3-hour employees will have the opportunity to also participate in the training if enrollment space permits.

All IRSD Technical Assistants and General Workers who hold valid ServeSafe Manager Certification on the first student day of any given year will receive a \$225.00 stipend. If ServeSafe Manager Certification lapses during the year, employees will be required to pay back the pro-rated amount of the stipend beginning with the first day of non-certification. Additionally, employees who obtain ServeSafe Manager Certification during the school year will receive a pro-rated amount.

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The district shall provide the nutrition service employees with three (3) shirts yearly. Wearing of the uniform is required at work on days school is in session unless otherwise stated by the administration.

PROVISIONS

1. When banquet services are required to be provided, Nutrition Services workers will be polled for volunteers. If volunteers are not available, a rotating system of assignments shall be used.
2. Cafeteria workers shall be paid at a rate of one and one half times their hourly rate when working for district banquets. Also, for work over 40 hours per week, the rate shall be one and a half times their hourly rate.
3. For work at banquets for outside organizations, the actual time and one half rate of the worker may be charged for all hours worked beyond the regular work week.
4. If a cafeteria worker has arrived at work and then school is cancelled, the employee will be compensated a minimum of three hours pay.
5. The school district will follow the State of Delaware Code when granting experience to new nutrition employees.
6. Technical assistants will be paid \$5.00 per hour above their regular hourly rate when they are assigned work in the capacity of the cafeteria manager.
7. If the technical assistant is absent, the worker assigned to do the duties of the technical assistant will receive the state rate of pay at their experience level according to the cook/baker state scale plus their local rates.
8. Cafeteria workers, who work less than thirty hours per week, may participate in the district health care benefits program at their own cost.
9. Cafeteria workers may be required to attend uncompensated in-service training programs beyond normal working hours. These will not exceed eight hours per year.
10. Pay upgrades for course completion will be computed from the date of receipt of unit grades by the central office and will be paid as soon as possible.
11. The district will pay the registration fee and mileage for conferences approved by the Nutrition Services Supervisor.
12. The district will pay the professional dues for the Delaware School Nutrition Association each year for each food service employee.
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14. Cafeteria workers may wear different color pants in addition to the white and black pants outlined in the Nutrition Services Employee Handbook. Jeans may be worn on payday Fridays only and/or with permission of the Nutrition Services Supervisor.
15. Cafeteria workers are entitled to one jacket every three years not to exceed \$75.00 in cost. A committee of workers will be convened to choose the style and color.

SIGNATURE SHEET

In witness whereof, the parties hereto have set their hands and seals the day and year written.

For the Association:

Jude Smith
President

1-27-21
Date

Kathy Lam
Negotiations Chairperson

1-27-21
Date

For the Board:

Rodney L. Smith
President

2/22/21
Date

Class
Negotiations Chairperson

2/22/21
Date