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2029

AGREEMENT

Between

HIGH POINT REGIONAL BOARD OF EDUCATION

and

HIGH POINT REGIONAL CAFETERIA STAFF

JULY 1, 1991 - JUNE 30, 1994

FRINGE BENEFITS FOR CAFETERIA PERSONNEL

1991-92, 1992-93 AND 1993-94

1. Health Insurance Plan (As Outlined in this booklet)
2. Five Personal Days
3. Twelve Sick Days
4. Uniform Allowance - \$150 each year
5. Longevity:

Longevity shall be paid as follows after completion of the below listed years of service within the High Point Regional School District:

12 years	\$700 Per Year
17 years	\$700 Per Year
21 years	\$700 Per Year
25 years	\$700 Per Year

6. Pay For Accumulated Sick Leave
 - a. Cafeteria Personnel must have ten (10) years of service with the High Point Regional School District.
 - b. Actual retirement rather than vesting or any other separation from the school district.
 - c. Compensation at the time of retirement shall be as follows: \$50 per day to a maximum of 130 compensable days for retirements effective July 1, 1992; \$50 per day to a maximum of 140 compensable days for retirements effective July 1, 1993 and \$50 per day to a maximum of 150 compensable days for retirements effective July 1, 1994.

SICK DAYS

Cafeteria workers shall be entitled to twelve (12) accumulative sick days per year.

PERSONAL DAYS

Cafeteria workers shall be entitled to personal leave up to a total of five (5) days. This absence is not chargeable to sick leave nor is it accumulative.

Personal leave may be granted for the following reasons:

1. Death in the immediate family. (Immediate family to include: mother, father, husband, wife, sister, brother, son or daughter, father in law, mother in law, sister in law, brother in law, son in law or daughter in law.)

2. Serious illness in the immediate family. Leave will be granted for serious illness within the immediate family. Supportive testimony by a physician may be required by the administration.

3. Court Subpoena

4. Personal business which cannot be handled outside of school hours.

5. Time necessary for persons called into temporary active duty of any unit of United States Reserve or State National Guard. A cafeteria worker shall be paid his/her regular pay in addition to any pay which he/she receives from the State or Federal Government, provided such obligations cannot be fulfilled on days when school is not in session.

INSURANCE

- A. 1. The Board of Education shall provide a hospitalization plan for the employees on a single coverage basis. The Board shall also provide one hundred (100%) percent for the PAGEplan, in accordance with the limitations contained in the Memorandum of Understanding dated October 28, 1980.
- 2. Effective July 1, 1983, the health care package be improved to include spin-off and laboratory x-ray services at Board expense accordance with the limited contained in the Memorandum of Understanding dated June 30, 1982.
- B. The insurance carrier shall be determined by the Board of Education. Any new carrier chosen by the Board shall provide benefits equal to or better than those provided by the previous carrier.
- C. The Board of Education shall pay one hundred (100%) percent of the premium for the existing dental insurance plan,
- D. The Board of Education shall pay one hundred (100%) percent of the premium for the existing prescription drug program. Employees shall be required to pay a \$3.00 co-pay charge for all prescription drugs.
- E. Any employee on an extended medical leave (including disability for child birth) shall remain in the insurance

programs at the Board's expense for ninety (90) days after his/her sick leave expires.

- F. The maximum amount claimable under the major medical coverage shall be increased to an unlimited amount.
- G. The insurance carrier may require a staff member to obtain a second medical opinion prior to surgery.

GRIEVANCE PROCEDURE

Any employee who has suffered a loss due to an alleged misinterpretation, misapplication or violation of the terms of this Agreement, or Board policies and administrative decisions which involve terms and conditions of employment shall have a right to file a grievance, in writing, with their immediate supervisor within twenty (20) working days of the alleged occurrence. Any grievance so filed shall be on a form containing a statement of the contract or the policy provision alleged to have been violated, the nature of the loss to the employee and a statement of the remedy being sought. After an investigation of the alleged grievance, the immediate Supervisor shall provide a response to the grievance in writing within seven (7) days.

If the Grievant is dissatisfied with the decision of the immediate Supervisor, he/she may proceed with the grievance by filing it in writing to the School Business Administrator, if the School Business Administrator was not the immediate Supervisor in the first step, within seven (7) days of the response by the immediate Supervisor. The School Business Administrator shall then investigate the grievance and respond to the grievant in writing within seven (7) days.

If the grievant is not satisfied with the decision of the School Business Administrator, then within (7) days of the decision of the School Business Administrator, the grievant may appeal to the Superintendent of Schools. The Superintendent of Schools shall investigate the grievance and respond to the grievant

Grievance Procedure

in writing within fourteen (14) days. If the grievant is not satisfied with the decision of the Superintendent of Schools, then within ten (10) days of the decision of the Superintendent of Schools, the grievant may appeal this matter to the Board of Education.

Any grievance which is not pursued within the prescribed time limits, shall be deemed waived and a decision at the prior level shall be final. Any failure to respond to a grievance within the prescribed time limits shall automatically move the grievance to the next level.

**CAFETERIA GUIDE
1991-92**

STEP	ASST. MANAGER	COOKS	HEAD WORKER BAKER, CASHIER	WORKER
1	11,500	11,000	9,000	8,400
2	11,775	11,225	9,200	8,800
3	12,050	11,325	9,500	9,100
4	12,325	11,425	9,800	9,200
5	12,600	11,525	10,100	9,300
6	12,875	11,625	10,400	9,400
7	13,150	11,725	10,700	9,500
8	13,375	11,825	11,025	9,600
9	13,600	11,925	11,150	9,700
10	13,825	12,025	11,275	9,800
11	14,050	12,125	11,400	10,000
12	14,275	12,250	11,550	10,500
13	14,500	12,375	12,000	11,000
14	14,725	12,525	12,150	11,500
15	15,000	14,100	13,575	12,000

CAFETERIA GUIDE
1992-93

<u>STEP</u>	<u>ASST. MANAGER</u>	<u>COOKS</u>	<u>HEAD WORKER BAKER CASHIER</u>	<u>WORKER</u>
1	12,000	11,205	9,200	8,800
2	12,300	11,625	9,675	9,125
3	12,600	12,050	9,875	9,450
4	12,900	12,165	10,200	9,775
5	13,200	12,280	10,525	9,875
6	13,500	12,395	10,850	10,160
7	13,800	12,510	11,175	10,445
8	14,100	12,625	11,500	10,730
9	14,300	12,740	11,825	11,015
10	14,500	12,855	11,975	11,300
11	14,700	12,970	12,125	11,585
12	14,900	13,085	12,275	11,870
13	15,150	13,200	12,385	12,155
14	15,400	13,315	12,900	12,440
15	15,625	13,425	13,050	12,725
16	16,000	15,100	14,575	13,000

**CAFETERIA GUIDE
1993-94**

<u>STEP</u>	<u>ASST. MANAGER</u>	<u>COOKS</u>	<u>HEAD WORKER CASHIER BAKER</u>	<u>WORKER</u>
1	12,500	11,600	9,700	9,100
2	12,800	12,050	10,000	9,450
3	13,100	12,500	10,300	9,800
4	13,400	12,950	10,625	10,150
5	13,700	13,075	10,975	10,500
6	14,000	13,200	11,325	10,625
7	14,300	13,325	11,675	10,925
8	14,600	13,450	12,025	11,225
9	15,155	13,575	12,375	11,525
10	15,305	13,700	12,710	11,825
11	15,455	13,825	12,860	12,125
12	15,605	13,950	13,010	12,425
13	15,755	14,075	13,160	12,750
14	15,905	14,200	13,310	13,075
15	16,055	14,325	13,800	13,400
16	16,205	14,425	14,300	13,725
17	16,500	16,800	15,675	14,000