

**AGREEMENT**  
**BETWEEN**  
**UNITED FOOD AND COMMERCIAL WORKERS**  
**LOCAL 1445**



**AND**  
**THE SCHOOL COMMITTEE**  
**OF**  
**STOUGHTON, MASSACHUSETTS**

**TERM OF THE CONTRACT**  
**JUNE 30, 2022 – JULY 1, 2025**

## **AGREEMENT**

This Agreement **effective June 30, 2022 through July 1, 2025** between the Town of Stoughton School Committee, Stoughton, Massachusetts, hereinafter referred to as the "Committee," "Town" or "Employer" and United Food & Commercial Workers Local 1445 hereinafter referred to as the "Union" or "Bargaining Unit Employees"

This Agreement shall be binding upon the Employer herein and its successors and assigns.

### **Preamble**

It is the intent and purpose of the parties hereto that this agreement shall promote a harmonious relationship between the Employer and the employees, as represented by the Union, and to formulate rules, to define and resolve the proper interest of the employees in their rights of compensation and conditions under which they perform their duties, all with a goal to improve services for the students enrolled in the Stoughton Public Schools and shall set forth herein rates of pay, hours of work and working conditions of employment to be observed between the parties hereto.

The parties acknowledge that the Employer has full authority, except as modified by this Agreement, over the policiess and administration of the schools in which it exercises under law. However, the Union will be notified of any changes outside this agreement that affect its membership.

## **ARTICLE 1** **RECOGNITION**

The Employer recognizes the Union as the sole and exclusive bargaining agent and representative for all full-time and regular part-time school cafeteria workers, including elementary school food service managers and middle and high school food service mangers who have successfully completed their ninety (90) working days probationary period. Specifically excluded from recognition are probationary employees, food service drivers, cafeteria administrative/secretarial staff, food service director and all other employees of the Stoughton Public School system, substitute on-call employees, custodial, legislative, confidential, managerial and casual employees.

The parties agree that a substitute or on-call employee who works 12 or more hours per week for a period of more than one (1) month within a one (1) year period will be considered regular part-time employees and be eligible for membership in the union.

## **ARTICLE 2**

### **NON-DISCRIMINATION**

The Employer and the Union agree that they will not discriminate against any employee because of race, color, religion, age, sex, national origin, disability, sexual orientation or because of membership in the Union.

## **ARTICLE 3**

### **MEMBERSHIP IN THE UNION**

All employees, including newly hired employees who have passed their ninety (90) working days probationary period, as a condition of employment will become members of the Union.

## **ARTICLE 4**

### **CHECK-OFF - UNION DUES / AGENCY FEES**

The Union dues and initiation fee of employees covered by this Agreement will be deducted by the Employer from the wages of each employee covered by this agreement who has signed an authorization form for the deduction of such dues and initiation fee, and an individually authorized deduction in writing on a form acceptable to the Employer, a contribution for political activity and presents it to the Treasurer of the Town in accordance with the provisions of Section 17 A of Chapter 180 of the General Laws as amended. The amount of such dues and initiation fee shall be in accordance with the Constitution of the Union, as certified to the Town Treasurer, the School Finance Director and Superintendent of Schools no later than June first of each year. The Union agrees that no member will be pressured or coerced in any way to sign up for a PAC deduction. The Authorization for Payroll Deduction forms will be made available to the Employer.

In accordance with the provisions of General Law s, Chapter 150E, and Chapter 180, Section 170, the Employer agrees to deduct any agency service fee, as a condition of employment, from the salary of every employee in the bargaining unit who has not executed an authorization for deduction of Union dues as provided in paragraph one of this Article. The amount of such agency fee shall be in accordance with the Constitution of the Union, as certified to the Town Treasurer and Superintendent of Schools no later than June first of each year. The Town Treasurer shall transmit promptly after each pay period to the Union Treasurer the deducted Union dues and agency fees together with list of the employees from whose wages such dues and agency fees shall have been deducted.

The Town Treasurer shall require of the Union Treasurer such bond and in such form as

shall satisfy the Treasurer in accordance with the provisions of Section 17A and 170 of Chapter 180 of the General Laws.

- a. The Union shall indemnify and save the Employer harmless against any claim, demand, suit or other form of liability that may arise out of or by reason of action taken or not taken by the Employer for the purpose of complying with this Article, or in reliance on any assignment furnished to the Employer.

## **ARTICLE 5**

### **UNION VISITATION**

An official representative of the Union who has consented to and passed a CORJ check conducted by the school administration, may be granted reasonable access to school property to meet with the Union membership to conduct normal Union business. Meetings, including grievance meetings will be held outside of working hours unless by mutual agreement. Union Representatives shall have access during the school day for posting notices and other Union business provided that such visitation shall not disrupt the serving of school lunches. Any representative of the Union seeking access to School property shall be subject to the same notification requirements to the School Administration as any other member of the public prior to being allowed access to the School.

## **ARTICLE 6**

### **UNION STEWARDS**

The Union shall have the right to appoint Union Stewards in the schools along with a Chief Steward. The stewards' jobs will be to handle complaints and grievances in conjunction with the official Union Representative from the Local Union, and to conduct normal union business.

Both parties agree that any expenses related to steward training (other than referred to in the next para graph) are not the responsibility of the School Department.

One steward will be allowed one day off per year without loss of pay to attend steward training. The Employer further agrees to make all reasonable efforts to accommodate requests of two additional stewards for one unpaid day off per year to attend steward training

The Steward' s duties shall not interfere with the serving of school lunches nor shall the shop steward be discriminated against for properly disposing his/her duties.

The Union shall furnish the Superintendent of Schools with a written list of its Local Officers and Shop Steward and shall, as soon as possible, notify them in writing of any changes therein.

## **ARTICLE 7**

### **SENIORITY**

A. Employees will acquire seniority after successfully completing a ninety (90) working days probationary period.

1. Seniority within the bargaining unit is defined as the length of continuous employment within the bargaining unit. Seniority within a specified job classification is defined as length of continuous employment within that classification. Probationary employees shall not acquire seniority, however, if retained, their seniority shall be dated back to the first date of their employment. Seniority shall accumulate during the "off school year season., and all authorized leaves of absence. Seniority will be lost by:

- a. Discharge for cause
- b. Voluntary resignation
- c. Failure to return within time allowed from an authorized leave
- d. Elects to take a job outside of the Bargaining Unit

In addition to the foregoing, job classification seniority shall be broken by a permanent change in job classification. The hierarchy of job classifications shall be in the following order (starting with the highest): (1) Secondary managers; (2) Elementary Managers; (3) Assistant Managers; and (4) Part-Time Employees.

2. The date determining a full-time employee's employment date is the date he or she was employed for or assigned to full time work, except that where a full time employee has had prior continuous service as a part time employee before going full time, he/she shall be credited one (1) month for each two (2) months of part time service in establishing his/her seniority date. The date determining a part time employee' s employment date is the date he or she was employed, except that he or she shall be credited one (1) month for each two (2) months of part-time service in establishing his/her seniority date.
3. The Committee shall furnish and supply a current seniority list to the union upon request.
4. When qualifications are equal, (i.e. Job performance, discipline, experience, etc.) the principle of seniority shall apply in determining all promotions, upgrades, job vacancies, and voluntary transfers.
5. The principle of seniority shall apply for involuntary transfers, layoffs due to lack of work or funding, recall from layoffs, and overtime opportunities. Disciplinary actions for incidents occurring prior to September 1, 2007 will not be considered for promotions, upgrades, job vacancies, and voluntary transfers. Nothing in this provision shall require the employer to hire an individual or otherwise promote an employee who is not qualified for or otherwise fit to perform the duties of the position.

6. Every September at the beginning of the school year, the school district will supply the union with a seniority list including current step placement.

## **B. Vacancies**

When a vacancy in the bargaining unit becomes available it will be posted in all schools for a period of five (5) school days. The posting will include the school where the opening occurs, the job status, the qualifications for the job and the rate of pay expected. Employees will have the opportunity to apply for the vacancy prior to it being posted to the general public by submitting their names in writing to the School Superintendent and the Chief Union Steward within the application period. If an employee on authorized leave wishes to receive notice of vacancies, the employee may leave 3 self-addressed envelopes at the Office of the Food Service Director and notice of vacancies will be mailed to such employee.

The employer agrees that all internal candidates from the same and next lower classification will be granted an interview. All applicants not hired will receive written notification that the position has been filled by another candidate. Nothing in this Article shall prevent the employer from also posting a position outside, the bargaining unit.

When an employee receives a promotion or upgrade, the employee will be placed at the lowest step in the new classification that does not result in a pay decrease.

Any disputes arising out of this process are subject to the grievance procedure.

## **C. Layoff and Recall Procedure**

When it becomes necessary to make layoffs due to lack of work or funding, employees shall have the following rights which shall be exercised in the following order:

### **Step 1.**

The least senior employee based upon classification seniority within the affected classification and location may exercise a lateral move within his/her classification and will be eligible to displace the least senior employee within the same classification.

### **Step 2.**

The affected employee may then exercise their bargaining unit seniority and displace the least senior employee in the next lower classification or successive lower classifications. An employee cannot bump into a higher classification.

### **Step 3.**

Once an employee has exhausted the seniority rights above, the employee shall be laid off.

1. Bargaining Unit employees will have recall rights for twelve (12) months following the date of the first layoff on a last in first out basis. Employees recall rights shall be limited to the classification of the position previously held and all lower classifications.

2. New employees, except for substitutes, cannot be hired until all those Laid off have been recalled from layoff, as defined in Section B, or until the twelve (12) month recall period has expired, subject to the above conditions.

If a recall occurs, the employer will notify the laid off employee via certified mail, of the date that they are expected to return to work. The employee will return within ten (10) days of the date mailed or will be considered to have declined re-employment. No on-call or special employee shall be used to do bargaining unit work during a layoff period until all laid off members are first offered the opportunity. The School Administration will be deemed to have satisfied this obligation by calling the laid off members on recall at the contact number given by the employee.

## **ARTICLE 8**

### **DISCIPLINE AND DISCHARGE**

Employees may not be disciplined, suspended or discharged except for just cause. Employees will be notified of any discipline and will be told that they have the right to contact the Union regarding the discipline. The employee, upon request and without delay, will be given a copy of any written disciplinary action.

The parties agree that all new hires are subject to a ninety (90) working days probationary period, during which the probationary employee can be terminated for any legal reason that does not violate federal, state or local law.

Union members will have six (6) months after the ratification of this Agreement to challenge any disciplinary write-ups from 2022 to the date of ratification currently in their personnel file. The member will bring the matter forward to a representative of the Union and the matter will be reviewed by the Superintendent.

Employees must be able to perform all assigned tasks within the daily school lunch program.

## **ARTICLE 9**

### **GRIEVANCE PROCEDURE**

Any grievance or dispute which may arise between the parties concerning the application, meaning or interpretation of this Agreement, including any disciplinary action taken shall be settled in the following manner.

An employee who feels that he / she has a complaint with respect to an alleged violation of the agreement may with or without a union steward, bring the said complaint to his/her immediate supervisor to try and resolve the said complaint informally. If the informal discussion doesn't resolve the issue to the employee's satisfaction, the following steps shall take place;

### **STEP 1**

An employee with a grievance shall with a Union Representative if he/she so desires, presents the grievance in writing to the Food Service Director within five (5) school days of the occurrence or the date when the employee knew or should have known of the occurrence giving rise to the grievance. The Food Service Director will endeavor to meet with the grievant and, if desired, the Union Representative, to discuss the grievance. The Food Service Director shall respond in writing within five (5) school days of receipt of the written grievance. Failure of the Food Service Director to respond in writing within five (5) school days will be considered a denial of the grievance at Step 1.

### **STEP 2**

A grievance that is not satisfactorily resolved at Step 1 it may be appealed in writing to the Superintendent or his/her designee within five (5) school days after the Food Service Director's response is due. The Superintendent will endeavor to meet with the grievant and, if desired, the Union Representative, to discuss the grievance. The Superintendent or his/her designee shall respond in writing within five (5) school days from the receipt of the written grievance. Failure of the Superintendent to respond in writing within five (5) school days will be considered a denial of the grievance at Step 2.

### **STEP 3**

If the grievance is not satisfactorily resolved at Step 2, it may be appealed in writing within five (5) school days after the Superintendent's response is due to the School Committee. The School Committee will endeavor to meet with the grievant and, if desired, the Union Representative to discuss the grievance. The School Committee shall respond in writing within twenty (20) school days from the receipt of the written grievance. Failure of the School Committee to respond in writing within twenty (20) school days will be considered a denial of the grievance at Step 3.

### **ARBITRATION**

Either the Union or the Employer may, within thirty (30) school days following the expiration of the twenty (20) school day period in Step 3, and with notice to the other party submit the matter to the American Arbitration Association (AAA) for a list of arbitrators, and the parties shall select therefrom one agreed upon arbitrator in accordance with the regular AAA procedure.

The fees and expenses assessed by AAA for the arbitration procedure shall be borne equally by the Employer and the Union. All unexpected expenses will be discussed at the time of arbitration.

Aggrieved employees have the right to be present at their grievance meetings.

If the Union prevails at arbitration, one steward and the aggrieved employee will be reimbursed for wages lost for attending the arbitration if such arbitration occurs during work time.



The arbitrator's authority is specifically limited to the enforcement of the terms of this contract and the arbitrator shall not issue any decision that is contrary to law.

The arbitrator shall have no authority to modify, add to, subtract from, alter, or amend the terms of this agreement.

The time limits specified in this article may be waived by mutual written consent at any step by either party and it is understood that when school is not in session time limits will be extended appropriately.

The Union may elect to present any grievance based upon the suspension or discharge of an employee, directly to Step 2 of this procedure within five (5) school days following the suspension or discharge.

## **ARTICLE 10**

### **HOURS OF WORK, OVERTIME AND EXTRA FUNCTIONS**

No full-time employee shall be engaged in employment other than food service work during the hours of 8 AM and 2 PM. Overtime (1.5X hourly rate) shall be paid for all hours actually worked over 32.5 in a week for all employees other than the secondary managers. Secondary managers receive overtime for all hours actually worked over 37.5 in a week. Assistants who substitute for a Manager who is absent will be reimbursed at a proper step on the absent Manager's salary schedule starting the first day of employment. This normally will be the first step on the Manager's salary schedule; however, if the amount is same or similar, then the salary of the next step will be paid.

Any part time employee covering for any existing full-time position will receive the higher full-time rate for the time they are working that position

Meals will not be prepared after work hours. Any request for a meal to be held past one (1) p.m. shall be requested prior to twelve (12) p.m.

When a kitchen is open for any function, a cafeteria employee must be on duty. When only one person works a banquet or function, the manager's rate will apply.

Members will be given first refusal for extra hours at the school they normally work in, by seniority. If no one is available for the requested hours then the hours will be offered to all members in the system by overall seniority.

At non-school affiliated functions, double time will be paid.

Part-time workers will be employees who work less than 20 hours per week unless covering for an emergency.

During the school year any employee covering for a manager will receive manager's pay for all

time worked including sick.

## **ARTICLE 11**

### **BREAKS AND LUNCHES**

The Employer agrees to provide all full-time and part-time employees with one fifteen (15) minute paid break for any shift lasting more than three (3) hours. Breaks and lunches will be agreed upon with the full-time manager on duty.

If any employee is scheduled for an unpaid meal break and the needs of the school require that they not take their break as determined by the Food Service Director, they shall be paid for that break.

Unpaid breaks can be taken, with management approval, at the end of a shift to allow for early departure.

## **ARTICLE 12**

### **BEREAVEMENT**

Employees under the agreement shall be granted paid time off in the event of the loss of a family member (as described herein). These absences will not be deducted from the annual and/or cumulative sick leave. These provisions shall be administered in the light of their purpose, which is to provide opportunity, when needed, to enable an employee to attend the funeral or to attend to family or personal matters arising as a result of the death. Absences due to the death of an immediate/non-immediate family member should be recorded as Bereavement.

- Employees who suffer the loss of an immediate family member are paid for up to five (5) consecutive days of absence. The term "immediate family" means the Employee's spouse, domestic partner, parent, child, brother, sister, grandparent, or grandchild.
- Employees who suffer the loss of a non-immediate family member are paid for up to three (3) consecutive days of absence. The term "non-immediate family" means the father and/or mother of the employee's spouse, domestic partner, or the Employee's son-in-law and/or daughter-in-law.
- Employees under the Agreement will receive one (1) day off with pay, in the event of the death of the employee's, brother-in-law, sister-in-law, uncle, aunt, niece or nephew unless said relative is a non-immediate family member in which event the employee will be entitled to up to five (5) consecutive days of absence.
- If a current member of the bargaining unit passes away, other members of the unit who wish to attend the funeral of the deceased member will be allowed to do so without the loss of pay, provided that they return to work following the service, and provided the buildings are covered at no additional cost to the schools.

The Superintendent shall grant five (5) bereavement days to an Employee based upon if the non-immediate family member lived in the household. Written request including appropriate documentation demonstrating that the person lived at that address shall be submitted to the superintendent. An extension of leave without pay may be granted at the discretion of the superintendent on a non-precedent setting basis and will not be a violation of the contract and not grievable.

Employees should request Bereavement Leave prior to their absence whenever possible, but no later than one hour before the Employee's regular workday commences.

### **ARTICLE 13**

#### **WAGES**

Updated and adjusted Pay Scale is attached as Appendix A. In the first year of this agreement, FY 2023, Elementary Managers (4) and Secondary Managers (2) will advance two steps. All others will advance one step. For the final two years of the contract all eligible Food Service Workers will advance one step in FY 2024 and FY 2025 respectively."

Any employees (non temp) that are currently making less than \$15.00 per hour will advance to \$15.00 per hour as of ratification and school committee approval.

### **ARTICLE 14**

#### **INSURANCE BENEFITS**

All eligible full time and part time employees shall be allowed to participate in the town's (or similar) health, dental, vision and insurance plans to the extent that such plans are offered.

Employees may elect to have their share deducted on a ten 10 month prorated basis in order to avoid having to make a large payment at the end of the school year.

### **ARTICLE 15**

#### **SICK LEAVE AND DISABILITY**

##### **Part Time Employees:**

Part-time members will be given five (5) paid sick days per year.

##### **Full Time Employees:**

Ten sick days a year for personal illness during the first three years of employment will be granted to full-time employees under this agreement. Fifteen sick days a year for personal illness after three years of full-time employment will be granted to full-time employees under

this agreement.

Sick leave will accrue up to a maximum of one hundred and eighty (180) days. The accumulation of sick leave shall begin after the third year of employment, but shall be retroactive to the date of beginning of service.

Absences for periods in excess of four (4) school days duration will be paid only on submission of a doctor's certificate to the Superintendent

An employee using accumulated sick leave must submit a written statement from a physician affirming that personal ill health makes absence necessary when such absence extends beyond ten (10) consecutive school days and every ten (10) consecutive school days thereafter.

For full-time employees, three (3) days of the annual sick leave allowance may be used for personal, legal, business, household or family matters which require absence during working hours. Application for this personal leave must be made at least twenty-four (24) hours before the taking of such leave except in the case of emergency when an emergency personal leave is taken, a statement of the category under which the leave is taken will be submitted within two (2) school days of taking such leave to the Office of the Superintendent. The benefits of this paragraph shall not be utilized to extend a holiday or vacation period. Approval of time off when school is in session for vacation and/or other personal reasons will not be granted other than allowed as above.

Family Sick - up to five (5) accumulated sick days may be used to care for a sick immediate family member. Immediate family member is defined as the employee's spouse, child, father, mother, sister, brother or grandchild.

Extension beyond accumulated sick leave may be given in exceptional circumstances at the discretion of the Superintendent of Schools and the Committee. Such an extension will not be considered as precedent under the Agreement.

The Employer will comply with all Federal and State laws with regard to medical and FMLA leave.

Employees whose services are terminated for any reason shall not be entitled to compensation in lieu of any sick leave not taken except as follows:

(A) An employee, or her estate, who has completed a minimum of ten (10) years of full time service in the Stoughton School System and retires into the state or county retirement systems or dies from the Stoughton School System shall receive the following:

- I. Ten (10) years, but less than twenty (20) years - \$20.00 per day times the number of accumulated sick leave days, up to a maximum of \$2,500. (125 days)

2. Twenty (20) years or more - \$22.00 per day times the number of accumulated sick leave days up to a maximum of \$2,750. (125 days)
- (B) In computing accumulated sick leave, the June 30 period prior to retirement or death should be used as the cutoff date for such accumulated sick leave.
- (C) Personnel who intend to participate in this program will notify the Superintendent of Schools in writing by November 1, and retirement may take effect anytime after the following June 30. This notification will serve for sick leave and payroll calculations.

## **ARTICLE 16**

### **PENSION PLAN**

All employees who are eligible by law shall be entitled to participate in the current retirement system.

## **ARTICLE 17**

### **MISCELLANEOUS**

#### **UNIFORMS**

Employees will be required to wear appropriate food service attire. The School Department will provide uniforms, for all employees. All members will each receive a \$100 shoe allowance per school year

Shoe allowance - Change method to reimbursement and require receipts as per Federal Regulations requiring receipts from district. \* Probationary worker will be eligible for this upon hire date. Shoe allowance is 100.00

UNIFORMS-The school district will provide each employee and substitute with 4 shirts initially, and then 2 new shirts per year.

#### **JURY DUTY:**

The employer agrees to comply with all state and federal laws regarding Jury Duty.

#### **MILITARY ARMED FORCES/NATIONAL GUARD PAY:**

The employer agrees to comply with all state and federal laws regarding military leave.

#### **TRANSPORTATION:**

In instances where workers, other than drivers, are required to transport school food or supplies to other schools such workers will be compensated at the IRS rate of for travel.

**BULLETIN BOARDS:**

The employer will supply a bulletin board in each school expressly for the use of official union business only. A shop card will be posted on each bulletin board listing the Union officials for that location.

**MANDATORY MEETINGS:**

Meetings that the employee is required to attend will be considered work time for the purpose of pay.

**Minimum Ability**

All newly hired employees will be required to be able to lift a minimum of 30 pounds.

**TEMPORARY TRANSFERS:**

Transfers will only be made if no other solution is available and must be approved by the Director of Food Services.

**NO STRIKE:**

The Union and its members, individually and collectively, agree that they will not cause, condone, sanction or take part in any strike, walkout, slowdown or work stoppage. The Union and its members, individually and collectively, agree that if there is a violation of this clause, any or all members violating this clause will, at the discretion of the Employer, be subject to disciplinary action including discharge or suspension and the matter shall not be arbitrable. However, the issue of fact as to whether or not there is a violation of this article shall be arbitrable.

**RIGHTS OF THE COMMITTEE**

In recognition of the fact that the Laws of the Commonwealth of Massachusetts vest responsibility to the people of the Town of Stoughton in the Committee for the quality of education in, and the efficient and economical operation of, the Stoughton School System, it is herein agreed that nothing in this agreement shall be deemed to derogate from or impair any power, right or duty heretofore possessed by the Committee except where such right, power, or duty is specifically limited by the terms of this Agreement.

**School Delayed Opening**

When the Superintendent calls a one or two hour delay for weather, it will be at the discretion of the Director of Food Services to determine when it is safe for Food Service Workers to report to work. On these days cafeteria managers have the option for a cold lunch or manager's choice in consultation with the Director of Food Services.

## **Pandemic Regulations**

The Stoughton Public Schools follows Department of Elementary and Secondary Education (DESE) Regulations.

## **ARTICLE 18 PROFESSIONAL DEVELOPMENT**

### **PROFESSIONAL DEVELOPMENT**

At the cost to the district, each member is expected to participate in the minimum professional development required for their position according to the USDA/DESE standards. (10 hours per year for managers, 6 hours for full-time personnel, 4 hours for part time) \* This will be done during the school year and will include Frontline Development training.

**ARTICLE 19**

**DURATION**

The terms of this Agreement shall become effective on June 30, 2022 and shall remain in effect until July 1, 2025.

IN WITNESS HEREOF, the parties hereto have hereunto set their hands and seals by their duly authorized officers and representatives as the day and year first written above.

FOR THE COMMITTEE

Sandra Croppi

06/30/22  
Date

FOR THE UNION

[Signature]

06/30/2022  
Date



## Appendix A. Salary Scale

MANAGER ONLY	START @ \$ 15 per hour	@1.50%		STAYS SAME 2.5% Between		STAYS SAME 2.5% Between
	ASSISTANT MGR	180 days 5.5 hours per day	ELEM MGR	180 days 6.5 hours per day	SECONDARY MGR	180 day 7 hours per day
	ANNUAL	Hourly	ANNUAL	Hourly	ANNUAL	Hourly
1	14,850	15.00	22,573	19.29	25,303	20.08
2	15,073	15.23	23,137	19.78	25,935	20.58
3	15,299	15.45	23,716	20.27	26,584	21.10
4	15,528	15.69	24,308	20.78	27,248	21.63
5	15,761	15.92	24,917	21.30	27,930	22.17
6	15,998	16.16	25,539	21.83	28,628	22.72
7	16,238	16.40	26,178	22.37	29,344	23.29
8	16,481	16.65	26,828	22.93	30,078	23.87
9	16,728	16.90	27,499	23.50	30,830	24.47
10	16,979	17.15	28,182	24.09	31,600	25.08
11	17,234	17.41	28,887	24.69	32,390	25.71
12	17,493	17.67	29,609	25.31	33,200	26.35
13	17,755	17.93	30,349	25.94	34,030	27.01
14	18,021	18.20	31,110	26.59	34,889	27.69
15	18,292	18.48	31,883	27.25	35,759	28.38

## Part Time Wage Scale 180/19.75 weekly

Step	Annual	Hourly 1% between steps
1	10,665	15.00
2	10,772	15.15
3	10,879	15.30
4	10,988	15.45
5	11,098	15.61
6	11,209	15.77
7	11,321	15.92

Part time employees will follow the 21 or 26 weeks pay schedule as the full-time employees currently follow.