

**CAFETERIA MANAGERS' COMPENSATION PLAN**

10/10/18

**Part I – Base Salary**

	2018-19	2019-2020	2020-2021
Level 1	19,693	20,087	20,489
Level 2	20,186	20,590	21,002
Level 3	20,689	21,103	21,526
Level 4	21,204	21,629	22,062
Level 5	21,737	22,172	22,616
Level 6	22,280	22,726	23,181
Level 7	22,838	23,295	23,761

**Salary schedule effective with the first pay of September each school year.**

**Payments will be made over 24 pays. Pay dates to be on the tenth and twenty-fifth of each month.**

**All payments will be made by automatic bank deposit (ACH).**

**Part II – Responsibility Factor**

High School (195 days/8 hours per day)	1.25
Middle School (195days/8 hours per day)	1.18
Intermediate School (195 days/8 hours per day)	1.18
Elementary School (195 days/8 hours per day)	1.18
Primary School (195 days/8 hours per day)	1.18

**Part III – Level Placement and Advancement**

Cafeteria Managers will be placed on the level deemed most appropriate by the Superintendent. Cafeteria Managers will only advance levels at the Superintendent's discretion. The Superintendent will consider experience, performance, and individual accomplishments when considering level movement. At no time will managers be reduced in level placement.

**Part IV – Benefits**

The Cafeteria Managers will have the option of enrolling in any of the benefits offered by the district. The District will offer to the employees covered by this agreement the plans offered by the Mercer-Auglaize Benefit Trust ("MABT"). The current PPO Plan will be in effect until discontinued by the MABT at a cost of 15% in 2018-19; 20% in 2019-20 and 20% in 2020-21. The District will also offer the option of an HDHP/HSA Plan offered by MABT at a cost of 7.5% (for all three years).

For the HDHP plan, the Board will contribute \$1225 for a single plan and \$2450 for a family plan to each employee's HSA from January 1, 2019 to December 31, 2019; and from January 1, 2020 to December 31, 2020; and from January 1, 2021 to December 31, 2021, with no match required by the employee.

For each year, half of the contribution will be deposited into the employee's account on the first pay in January and the other half to be provided the earlier of the first pay in July or once the employee has used all of the funds deposited by the Board.

The Cafeteria Managers have the option to opt-out of the medical insurance benefits and receive 15% of annual Alternate PPO premium. The Cafeteria Managers must request this opt-out option during the annual open enrollment period for benefits of each year. Provided that the Cafeteria Managers has remained without the medical benefits, this opt-out payment will be made during October of the following year just prior to the next open enrollment period.

The Cafeteria Managers will be eligible to enroll in a Board provided, \$25,000 life insurance policy. The Cafeteria Managers will have the option to participate in the optical reimbursement program as provided to all other regular employees of the district.

**Part V – Leave Benefits**

Cafeteria Managers are entitled to sick leave, personal leave, and any other leave benefits that apply to all other classified employees.

Hours worked on a calamity day (first five calamity days only) may be counted towards the hours and days required by this contract.

**Part VI – Certification/Professional Growth**

The Board will pay the certification fee and costs associated with dues/workshops of the Ohio Food Service Association.

**Part VII – Evaluation**

Cafeteria Managers will be evaluated annually in accordance with their job description.

**Part VIII – Longevity Credit**

For years of service to the Celina City Schools, the Cafeteria Manager shall be paid longevity on the following schedule:

2 – 9 years of service	\$100.00
10 – 14 years of service	\$200.00
15 – 19 years of service	\$300.00
20 – 24 years of service	\$400.00
25 – 29 years of service	\$500.00
30+ years of service	\$600.00

**Part IX – Holiday Pay**

Cafeteria Managers will be entitled to the following paid holidays:

Labor Day	Martin Luther King Day
Thanksgiving Day	Good Friday
Christmas Day	Memorial Day
New Year’s Day	