

CAFETERIA MANAGERS' COMPENSATION PLAN

2/1/2017

Part I – Base Salary

	2015-2016	2016-2017	2017-2018
Level 1	18,513	19,068	19,259
Level 2	18,976	19,545	19,741
Level 3	19,449	20,032	20,233
Level 4	19,933	20,531	20,737
Level 5	20,434	21,047	21,258
Level 6	20,945	21,573	21,789
Level 7	21,469	22,113	22,335

**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
East School (195 days/8 hours per day)	1.18
West 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 Cafeteria Manager will be required to contribute 7.5% of the premium towards the purchase of any benefits selected during the 2015-16, 2016-17 and the 2017-18 school years. The medical benefit is for the Alternate PPO medical plan. If the Cafeteria Manager elects a medical plan other than the Alternate PPO, she will be required to pay the difference in the premiums plus the percentage required for the Alternate PPO.

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 (November) 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:

- 10 – 14 years of service \$100.00
- 15 – 19 years of service \$150.00
- 20 – 24 years of service \$200.00
- 25 – 29 years of service \$250.00
- 30+ years of service \$300.00

Part IX – Holiday Pay

Cafeteria Managers will be entitled to the following paid holidays:

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