

# LETTER OF AGREEMENT

Between Richmond Community Schools Board of Education and Food Service Employees

Board  
approved  
11/14/2022

## ARTICLE 24 – COMPENSATION

The salary schedule shall be as follows:

	2020-21	2020-21*	2021-22	2022-23	2023-24
Classification	2.5%		3%	3%	3%
Head Cook	\$13.45	\$13.51	\$13.92	<del>\$14.34</del> <b>\$16.50**</b>	<del>\$14.77</del> <b>\$17.00</b>
Assistant Cook	\$11.74	\$11.79	\$12.14	<del>\$12.50</del> <b>\$15.00**</b>	<del>\$12.88</del> <b>\$15.45</b>

\* After ratification of the contract by Food Service employees and the Board of Education, the increase in hourly rate shall take effect on the first day of the payroll period following ratification.

**\*\* The rate of pay increase shall begin on November 26, 2022, pending Food Service membership and Board of Education approval on or before November 14, 2022.**

For the 2021-22 school year only, a \$250 "Loyalty Stipend" shall be paid to employees employed by the District on September 10, 2021 and who were employed by the District during the 2020-21 school year. The *Loyalty Stipend* shall be paid in the September 10, 2021.

In a school year, if the State of Michigan receives a state-wide waiver from the Federal government allowing universal free breakfast and lunch for all students, bargaining unit members employed prior to November 1<sup>st</sup> and through the end of the school year shall be paid a \$200 *Universal Free Meal Stipend*. The *Universal Free Meal Stipend* shall be paid in the June 25<sup>th</sup> payroll.

Longevity:

The longevity pay schedule shall be as follows:

At the end of five (5) years of seniority, eighty dollars (\$80.00) shall be paid. This is to continue through the tenth (10th) years.

At the end ten (10) years of seniority, seventy dollars (\$70.00) additional to the above shall be paid (total \$150.00). This is to continue through the 15th year.

At the end of fifteen (15) years of seniority, seventy dollars (\$70.00) additional to the above shall be paid (total \$220.00). This is to continue through the 20th year.

At the end of twenty (20) years of seniority, seventy dollars (\$70.00) additional to the above shall be paid (total \$290.00). This is to continue through the 25th year.

At the end of twenty-five (25) years of seniority, seventy dollars (\$70.00) additional to the

above shall be paid (total \$360.00). This three hundred and sixty dollars (\$360.00) maximum is to continue to be paid each year thereafter.

Longevity will be paid to each employee on the first paycheck in July of each year.

Payment will be paid for the service completed in the previous school year. Leaves of absence, including layoff, shall not be included in calculating longevity. However, layoff by Board action up to one (1) year maximum shall be included for purposes of calculating longevity.

Employees hired by Richmond Community Schools after July 1, 2014 shall not be eligible for Longevity Pay.

### Section 3. Terminal Pay:

A participating terminal pay program shall be initiated as follows:

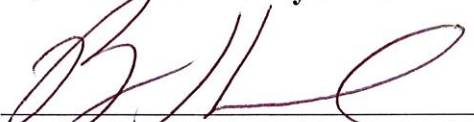
Employees, upon termination of employment, will receive a terminal leave payment of sixty dollars (\$60.00) per year of accumulated seniority. An employee must have a minimum of ten (10) years of seniority to qualify.

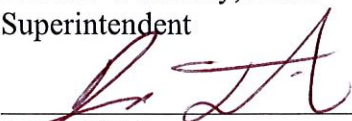
In lieu of the above, an employee may choose to participate in the terminal pay program:

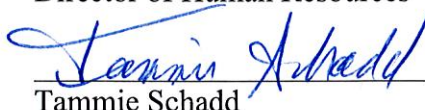
1. The employee, upon termination of employment, will receive a terminal leave payment of sixty dollars (\$60.00) per year of accrued seniority for the first ten (10) continuous years.
2. After ten (10) years of seniority, the Board will match up to a maximum of sixty dollars (\$60.00) per fiscal year deductions for tax sheltered annuities.
3. After twenty (20) years of seniority, the Board will match up to a maximum of one hundred and twenty dollars (\$120.00) per fiscal year deductions for tax-sheltered annuities.

Persons hired after September 1, 2011 will no longer be eligible for terminal pay.

#### Richmond Community Schools


  
Brian J. Walmsley, Ed.S.  
Superintendent

  
Jamie Thiel  
Director of Human Resources

  
Tammie Schadd  
Director of Business & Management Services

#### Richmond Food Service

  
Michelle Girard

  
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