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**Contract Database Metadata Elements**

Title: **Marlboro Central School District and Marlboro Central School Operations/Food Service Unit, CSEA Local 1000, AFSCME, AFL-CIO, Ulster County Local 856 (2002)**

Employer Name: **Marlboro Central School District**

Union: **Marlboro Central School Operations/Food Service Unit, CSEA, AFSCME, AFL-CIO**

Local: **Ulster County Local 856, 1000**

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**AGREEMENT**

**by and between the**

**MARLBORO CENTRAL  
SCHOOL DISTRICT**

**and the**

**CIVIL SERVICE  
EMPLOYEES ASSOCIATION, INC.  
Local 1000, AFSCME, AFL-CIO**

**CSEA**

**Marlboro Central School Unit  
Ulster County Local 856**

**July 1, 2002 – June 30, 2007**

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## **PREAMBLE**

This is an Agreement between the Marlboro Central School District, hereinafter called the "District" and the Civil Service Employees' Association, Inc., hereinafter called the "Union," governing the terms and conditions of the capacities described in Article I of this Agreement.

## **ARTICLE I - RECOGNITION**

The District has recognized the Union as the exclusive bargaining agent for the negotiating unit defined as cafeteria, custodial and grounds and maintenance personnel for the following purposes: to negotiate for and enter into a written agreement on behalf of the members of the aforesaid unit concerning the salaries, wages and terms and conditions of employment; and to represent the employees in the adjustment of grievances arising out of the terms of this Agreement. This recognition shall extend for the maximum period allowed by law.

## **ARTICLE II - DUES DEDUCTIONS**

- A. The District agrees to deduct Union dues and premiums for Union sponsored insurance programs from the salaries of members of the negotiating unit who sign a written authorization for such deductions. The Union shall be entitled to exclusive dues deductions.
- B. The District agrees to remit dues monies to the treasurer of the Union within thirty (30) days from the date the deductions are made.
- C. Deduction authorizations shall remain in full force and effect until canceled by the employee unit submitting such authorization. Authorization for deductions shall be made on forms supplied by the business office.

## **ARTICLE III - EMPLOYEE CLASSIFICATIONS**

In the event that an employee works five (5) or more days in any school year in higher classification than the classification to which he or she is ordinarily assigned, he or she shall receive a higher rate of pay, effective the first day, for work done in that classification provided that such work is done during the regular academic year and not during the summer months. If an employee works at a lower classification, he or she shall receive his or her regular rate of pay.

## ARTICLE IV - LEAVES

### A. Leaves of Absence

1. The District may grant employees up to three (3) days personal leave in each school year in addition to accumulated sick leave without financial loss to the employee. Part-time employees shall be entitled to three (3) personal days. Personal leave days may not be accumulated.
2. Such leave shall be granted to any employee for the purpose of handling those affairs which cannot be transacted in non-working hours.
3. The Superintendent of Schools shall delegate to the building principal the authority to grant employees one (1) of the three (3) personal days upon receipt of a written request. Reasons for such leave shall be stated orally. Approval shall be confirmed in writing.
4. Except in unusual circumstances, requests for personal leave shall be made at least three (3) days in advance of the anticipated absence. When this is not possible, the request for such leave shall be set forth in reasons why three (3) days advance notice was not adhered to.
5. No personal leave shall be granted immediately before or immediately after a holiday or vacation day except for unusual conditions and by written approval of the Superintendent of Schools.
6. In all cases, the Superintendent of Schools shall have full authority to grant to other members of the administration the right to approve such leave.
7. Such leave shall be available only when the member of the administration to whom the application is made feels that the matter cannot be arranged other than during school hours. If permission for absence is orally sought because of lack of time or the emergency of the situation, the fact that such leave has been taken must be confirmed by a letter of request submitted on the day the employee returns from leave.

### B. Sick Leave

1. All full-time employees shall be allowed one (1) sick day for each month worked. Unused sick days shall be accumulated to a total of no more than 180 days.

2. Sick leave shall be granted to an employee for personal illness or health examination or emergencies within the immediate family. Except in emergency circumstances, sick leave shall not be granted where the employee seeks such leave for medical services obtainable after school hours.
3. Sick leave shall not mean absence for personal or business reasons.
4. Each employee may be required to secure doctor's certificate of absence which extends beyond the period of three (3) consecutive working days.
5. All sick leave shall be granted subject to the approval of the Superintendent of Schools.
6. Except as provided herein, sick leave shall be granted on a full day basis only. If any employee becomes ill during the morning he or [she] shall be charged with a full day of sick leave. However, if an employee becomes ill in the afternoon, he or she will be charged one-half day sick leave.
7. Each employee shall be credited with one (1) year's sick leave at the beginning of each school year. If, however, an employee leaves before the end of the school year and has used any unearned sick days, the sick leave so credited shall be deducted from his or her final pay.
8. The Board shall make available to each employee a statement of the accumulated sick leave as of October 1<sup>st</sup> of each school year.
9. The Superintendent of Schools may designate another member of the administration to grant sick leave.
10. Part-time employees who work on a regularly scheduled basis with the District shall be entitled to five (5) days sick leave per year upon application to and approval of the Superintendent of Schools.
11. Each member of the bargaining unit electing to join the sick leave bank shall waive, in writing, the right to use, at a minimum, one (1) sick day from accumulated leave. However, unit members may contribute to the sick leave bank without limit. Withdrawal from the bank will be administered by two (2) member[s] selected by the Union and two (2) persons approved by the District. Withdrawal from the bank will be used for disabling illnesses or accidents only. Membership in the bank must be elected by the Union no later than September 30 of any given school year. Members shall be allowed thirty (30) days from the signing of this contract within which to signify their election to join the sick leave bank. New

employees shall likewise be given an opportunity to participate in the sick leave bank. The enrollment period shall be terminated after thirty (30) days from the first day of employment. Upon exhaustion, the bank may be renewed in the same manner with which it was created.

C. Holidays

The District shall grant full-time employees nine (9) paid holidays. Current holiday practice will remain in force. The Superintendent will consult with the Union President each year before finalizing holiday selection.

All hourly employees will be paid for Memorial Day, Thanksgiving, Christmas and New Year's Day.

Holidays which fall on a Saturday will be observed on the preceding Friday. Holidays which fall on a Sunday will be observed on the following Monday.

D. Jury Duty

Employees on jury duty shall be entitled to their full salary for the time spent in jury duty, upon presentation to the District of the monies paid for jury duty, and the District shall be entitled to receive from each employee on jury duty a certificate from the Clerk of the Court stating the date that jury duty began and the date that jury duty ended.

E. Bereavement Leave

Employees who have had at least six (6) months of continuous service will be granted days, not to exceed three (3), without loss of pay because of the death of father, mother, spouse (common law or otherwise), brother, sister, children, mother-in-law, father-in-law, brother-in-law, sister-in-law, grandparents, grandchildren and any other family members who reside in the household.

F. Vacations

1. Employees who have completed one (1) year of employment shall be entitled to two (2) weeks vacation.
2. Employees completing six (6) years of employment shall be entitled to three (3) weeks vacation.
3. Employees completing twelve (12) years of employment shall be entitled to four (4) weeks vacation.

4. Twelve (12) month employees beginning employment after the start of the school year will be granted one day vacation per month limited to ten (10).
5. A summer vacation shutdown occurring between the beginning of the third week of July and the end of the third week of August of no more than two (2) consecutive weeks shall be implemented. The shutdown shall be two (2) consecutive weeks. A skeleton crew shall be made up of volunteers. Where volunteers are not available, the least senior members shall be assigned. The shutdown shall be periodically reviewed.

G. Union Meetings

The second shift employees shall be entitled to one (1) hour leave, subject to make-up, to attend Union meetings. When such time is taken, the employee shall schedule with his or her supervisor the time in which he/she will make up the one (1) hour so taken.

H. Meetings and Training Sessions

Employees required to attend meetings and training sessions at any time other than their normal working hours shall be paid for attending such sessions and reimbursed for all expenses connected with attendance at such meetings and training sessions to which the District assigns them.

I. Required Physicals

In the event a physical is required by the District, such examination shall be at the District's expense. However, if the employee chooses to go to another doctor, the employee shall be reimbursed up to a maximum of \$35.00 by the District.

This provision shall not apply to, nor shall the District have any obligation to pay for, pre-employment physicals.

J. Union Convention

One employee of the unit elected or designated by the Union shall be allowed four (4) days per year with pay to attend State-CSEA conventions.

K. Six Hour Employees

All six (6) hour employees shall receive all benefits under this Article (IV); such benefits to be prorated consistent with the terms of this Article.



## **ARTICLE V - ACTIVITIES**

The administration may appoint such custodial help as is necessary for activities held on Saturdays and Sundays or other times during the school year where the appointment of such personnel is deemed necessary by the administration.

## **ARTICLE VI - JOB OPENINGS**

- A. All job openings and vacancies within the School District shall be posted for at least five (5) working days prior to the filling of such position. The Union President shall also receive a copy of all such job postings at least five (5) working days prior to the filling of such position.
- B. All employees shall be entitled to apply for vacancies on application forms to be developed by the Union and the District. In the event the District determines that additional personnel is necessary or where job openings occur in the ordinary course of the administration's activities, employees who have been employed on a substitute basis in another classification shall receive consideration for such openings. While seniority shall not be a controlling factor in the determining of who shall fill such jobs, it shall be considered by the administration in the filling of any such openings.
- C. Seniority shall also be considered among the items reviewed by the District in promotion.

## **ARTICLE VII - OVERTIME, WORKWEEK AND WORK YEAR**

- A. Overtime compensation shall be paid at the rate of time and one-half beyond the forty (40) hour workweek. In the event that an employee works more than an ordinary eight (8) hour day, he or she shall be entitled to overtime compensation for the amount of time worked in excess of this ordinary eight (8) hour schedule. However, employees who do not work a full forty (40) hours in any given week shall not receive overtime compensation for work done beyond the eight (8) hour day. Nothing contained herein shall be construed by the District to shorten an employee's workweek where he or she has worked overtime on any day.
- B. Employees shall be expected to work on each and everyday of their schedules. They shall return on the first day after any vacation or holiday. Layoffs, if any, will be in reverse order of seniority after thirty (30) days notice. Employees who work overtime in a weekend and fail to report on the following Monday will not be paid at one and one-half (1 ½) unless they have medical proof of illness.

- C. When cafeteria employees are called in for special activities, they shall be compensated by an additional thirty (30) cents per hour added to their hourly rate for any time expended on such activities.
- D. Employees shall work eight (8) hours per day and five (5) consecutive days per week exclusive of Sunday.
- E. All full-time employees shall work a forty (40) hour week, exclusive of their regularly scheduled lunch period.
- F. Available overtime shall be distributed equitably among qualified employees who normally do such work under the supervisor responsible for assigning the overtime involved, unless none of such employees are available.
- G. Paid leave shall be counted as time worked in the computation of overtime.
- H. Cafeteria employees who work thirty (30) hours per week or more shall be granted one ten (10) minute coffee break per day. Part-time cafeteria employees shall be paid for a minimum of one hundred and eighty (180) days each school year provided the employee has not been removed from the District's payroll during the course of the year.
- I. Night shift employees will report to work on snow days for a 10:00 a.m. - 6:30 p.m. shift. During recess periods, the night shift employees shall work day hours at day rates.

#### **ARTICLE VIII - UNIFORMS**

Effective July 1, 2003, the District shall provide each employee with five (5) uniforms at the District's expense, not to exceed the cost of \$150 per employee per year. These uniforms shall be maintained by individual employees. They shall be limited to uniforms for female employees and pants and shirts for male employees. Uniforms will be available by October 31<sup>st</sup> of each year.

#### **ARTICLE IX - PAY SCHEDULE**

See attached Appendix.

- A. The District reserves the right to post extra pay positions as needed.
- B. Salaries shall be paid pursuant to the attached schedules. Effective July 1, 2002, employees eligible for step movement shall be advanced on the step schedule.

- C. Any employees hired after January 30<sup>th</sup> of the given year will not be eligible to move to the next step of the salary schedule in the next year.
- D. Employees who work more than five (5) days as replacement cooks or assistant cooks will be placed on Step 1, effective from the first day.
- E. Longevity shall be paid on the anniversary. After ten (10) years of service with the District, longevity will be paid at five hundred dollars (\$500.00). After fifteen (15) years of service with the District, longevity will be paid at seven hundred and fifty dollars (\$750.00); and after twenty (20) years of service with the District, longevity will be paid at one thousand dollars (\$1,000.00). Payment shall be cumulative and prorated as in the past.

#### **ARTICLE X - FLEXIBLE SPENDING PLAN**

The District shall implement a flexible spending plan in accordance with §125 of the IRS Code.

#### **ARTICLE XI - INSURANCE AND RETIREMENT**

- A. Effective July 1, 1999, all employees hired prior to October 8, 1998 shall contribute five percent (5%) towards the cost of health insurance premiums. Employees hired between October 8, 1998 and June 30, 2004 shall contribute twelve percent (12%) towards the cost of health insurance premiums. Employees hired on or after July 1, 2004 shall contribute twenty percent (20%) towards the cost of health insurance premiums. The District shall also maintain coverage of all unit employees under Section 75-i of the New York State Employees Retirement System.
- B. The District shall provide 41-J of the Civil Service Retirement Act. Unused accumulated sick leave days in excess of 165 and up to that necessary to fund 41-J (day 166 to maximum) shall be paid at \$40 per day on a bona fide retirement.
- C. During the term of this Agreement, the District reserves the right to substitute carriers for health insurance, provided that the plan is of no less benefit value than the plan currently in effect.
- D. In order to receive health benefits, an employee must perform a minimum of Twenty-Five (25) hours per week and earn at least Nine Thousand Five Hundred (\$9,500.00) Dollars per year. Benefits will be given after thirty (30) consecutive working days.
- E. Voluntary Buyout: On or before April 1 of each school year, existing unit members shall inform the District of their desire to opt out of the District's Health Plan effective July 1. In return for opting out, the unit member shall receive a payment of Two

Thousand Dollars (\$2,000) which shall be payable in two equal installments. The first payment shall be made on October 1<sup>st</sup>. The second payment shall be made on April 1<sup>st</sup>. To be entitled to the above-referenced payment, the unit member must produce proof of health insurance coverage from another source at the time of application. Re-entry shall be conditional upon compliance by the unit members with the rules of the health insurance provider governing re-entry and with the unit members repaying on a prorated basis 1/12<sup>th</sup> of \$2,000 for each month for twelve (12) months that the employee seeks coverage. If the employee ceases working before repaying all monies owed, the remaining debt will be subtracted from any monies owed by the District to the employee.

- F. Dual Family Health Insurance Restriction: Any unit member hired on or after October 8, 1998 shall not be eligible for health insurance coverage with the District if that unit member is covered under another health insurance plan.

#### **ARTICLE XII - DISCHARGES AND LAYOFFS**

- A. All employees who are to be discharged shall be entitled to a Section 75 hearing provided they have completed one (1) full year of service.
- B. Layoffs and recalls shall be based on seniority within categories. Downward bumping of less senior employees shall be allowed at downward salaries.

#### **ARTICLE XIII - TOOLS**

The District shall maintain and provide all tools used by maintenance persons and carpenters in the School District.

#### **ARTICLE XIV - WORKERS' COMPENSATION AND TRAVEL TIME**

- A. All members of the unit directed to travel during working hours in their own vehicles shall be compensated at the IRS rate in effect as of July 1 of each fiscal year.
- B. Employees who are injured in the course of their employment and who are adjudged entitled to Workers' Compensation shall return to the District any benefits paid under Workers' Compensation for loss of wages for the time for which the employee received full-time sick pay in exchange for the receipt of full-time sick pay. The District shall not be obligated beyond the accumulated sick leave of the individual employee. Employees shall be entitled to retain any scheduled award received any time and shall also be entitled to retain benefits paid under Workers' Compensation for loss of wages during the time in which sick leave was not granted.

## ARTICLE XV - GRIEVANCE PROCEDURE

Grievances involving the application and interpretation of any of the provisions of this Agreement shall be processed as follows:

- A. Agents and representatives of the union shall have the right to visit facilities of the District for the purpose of assisting employees in the process of grievances and the administration of rights of the Agreement provided that they notify the building principal before visiting.
- B. A grievance may only be filed by the union or by a member of the unit defined in the recognition clause.
- C. All grievances shall be in writing and shall be signed by the party filing the grievance. They shall include the name and position of the aggrieved party and the identity of the provision of this Agreement upon which the grievance is based. They shall also include a statement of the underlying facts, including dates, events, or conditions which constitute the grievance, the identity of the party alleged to be responsible for causing the events or conditions if known to the aggrieved party and a general statement of the nature of the grievance and the redress sought by the aggrieved party.
- D. No written grievance shall be entertained as described below and such grievance shall be deemed waived unless filed at the first step within six (6) calendar days after the occurrence of the condition upon which the grievance is based.
- E. No interference, coercion, restraint, discrimination or reprisal of any kind will be taken by the Board or any member of the administration against a party filing a grievance or by reason of the participation of any employee in a grievance procedure.

### STEP ONE

- A. All grievances must be filed with the employee's immediate supervisor no later than six (6) calendar days after the date upon which the alleged grievance arose. A hearing shall be granted in all cases by the immediate supervisor involved within six (6) calendar days after the date upon which the grievance is filed. All parties named in the grievance shall participate. The failure of any party to participate shall not delay the disposition of the grievance.
- B. The immediate supervisor of the grievance shall act upon each grievance filed within six (6) calendar days after it has been filed and shall advise the grievant of the disposition of the case in

writing within that period of time. Any employee may have the union represent him or her at this step if he or she so desires.

## STEP TWO

- A. In the event that a grievance is not amicably adjusted between the District and the complaining party in Step One, then an appeal may be had to the Superintendent of Schools or his or her designee. Such an appeal must be filed no later than six (6) calendar days after receipt of the Step One disposition by the complaining party. Any appeal to the Superintendent of Schools shall be in writing and shall include the written grievance filed in Step One, the answer thereto and a statement from the appealing party for the reasons for the appeal.
- B. All hearings on each grievance processed to this step shall be granted by the Superintendent of School or his or her designee within six (6) calendar days after filing of an appeal to Step Two. The Superintendent of Schools shall have six (6) calendar days after the grievance has been presented in this oral session within which to act upon grievance. The disposition of the grievance shall be in writing and shall be submitted to the person filing the appeal. In the event that an appeal is filed by an individual grievant, a copy of the Superintendent of Schools or his or her designee's determination shall be forwarded to the Association.

## STEP THREE

- A. Appeals from denial of grievance by the Superintendent in Step Two shall be to the Board of Education. The appeal shall be in writing and shall contain all the papers submitted in Step One, Step Two and the answers thereto.
- B. Any appeal to the Board of Education must be made within fifteen (15) school days after receipt of Step Two determination by the aggrieved party. The appeal shall be filed with the Clerk of the Board within this period. The appeal shall be in writing and shall set forth in detail the reason for appeal.
- C. Within six (6) calendar days after receipt of the appeal, the Board of Education may sit as a committee of the whole or appoint a subcommittee to hear and determine the dispute. The hearings may be held within fifteen (15) school days after receipt of the appeal, but not later than twenty (20) days. The aggrieved party and the designated representative of the Union shall be necessary parties to this hearing. The immediate supervisor of the grievant and the Superintendent of Schools and his or her designee, if one has been appointed, shall be present. All parties named in the grievance shall participate.

- D. In the event that any party fails to appear for this hearing, the committee or subcommittee is empowered to proceed in the party's absence and make a determination without his or her participation.
- E. Within ten (10) school days after the hearings, the Board of Education may render its findings and decision. Copies of this decision shall be submitted to all parties present.
- F. No grievance may be brought to this third step except by the recognized employee representative.
- G. Periods of timeliness pursuant to the grievance procedure shall be exclusive of paid leave.

#### STEP FOUR

- A. In the event that the union is dissatisfied with the Board's determination at Step Three, it may apply for arbitration, in writing within fifteen (15) days of the Board's decision. Arbitration shall be conducted pursuant to the Voluntary Labor Arbitration Rules of the American Arbitration Association. The arbitrator may not add to or in any way change any of the terms and conditions of this agreement or any of the practices adhered to in the past by the District and its employees.
- B. The award of the arbitrator shall be final and binding.
- C. All grievances shall be confidential in nature and no publicity shall be given to any grievance or the use of this process, except by the signed written consent of the grievants, the Union and the District.
- D. All matters not covered in the Agreement shall be discussed and adjusted through the use of the first three steps of the grievance procedure.
- E. In all such cases, the decision reached in Step Three shall be final and binding.

#### **ARTICLE XVI - LEGISLATIVE APPROVAL**

IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFOR, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

**ARTICLE XVII - DURATION OF AGREEMENT AND REOPENING**

This agreement shall be effective as of July 1, 2002 and shall continue in effect through June 30, 2007. The parties agree that all negotiable items have been discussed during the negotiations leading to this agreement, and agree that negotiations will not be reopened on any item, whether contained in this agreement or not, during the life of this agreement. Any district policies unaltered or unchanged by the language of this agreement shall remain in force, and it shall be the prerogative of this district to initiate and announce new policies not affecting or changing matters contained in this agreement.

THE UNION AND THE DISTRICT HAVE RATIFIED THE ABOVE AGREEMENT AND THEIR RATIFICATION IS INDICATED BY THE SIGNATURE APPEARING BELOW.

MARLBORO CENTRAL SCHOOL DISTRICT

MARLBORO CENTRAL SCHOOL  
UNIT - CIVIL SERVICE  
EMPLOYEES ASSOCIATION --  
ULSTER COUNTY

BY: Patricia Russo  
President of Board of Education

BY: Ronald R. Wright  
Unit President

BY: John V. Andro  
Superintendent of Schools

BY: Angela Maelen  
Unit Secretary

DATED: 4-28-05

DATED: 4-28-05

BY: Pamela Baisley  
Pamela Baisley  
Collective Bargaining Specialist



**Marlboro Central School District  
Salary Appendix for the Period of 2001-2002 through 2006-2007**

			3%	3%	3.5%	3.5%	3.5%
	Step	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07
Custodial	1	23,077	23,769	24,482	25,339	26,226	27,144
Custodial	2	24,112	24,835	25,580	26,476	27,402	28,361
Custodial	3	27,357	28,178	29,023	30,039	31,090	32,178
Custodial	4	27,600	28,428	29,281	30,306	31,366	32,464
Custodial	5	27,847	28,682	29,543	30,577	31,647	32,755
Custodial	6	28,092	28,935	29,803	30,846	31,926	33,043
Custodial	7	28,339	29,189	30,065	31,117	32,206	33,333
Custodial	8	28,590	29,448	30,331	31,393	32,491	33,629
Custodial	9	29,937	30,835	31,760	32,872	34,022	35,213
Custodial	10	31,292	32,231	33,198	34,360	35,562	36,807
Grounds	1	24,028	24,749	25,491	26,384	27,307	28,263
Grounds	2	25,063	25,815	26,589	27,520	28,483	29,480
Grounds	3	28,391	29,243	30,120	31,174	32,265	33,395
Grounds	4	28,644	29,503	30,388	31,452	32,553	33,692
Grounds	5	28,898	29,765	30,658	31,731	32,841	33,991
Grounds	6	29,153	30,028	30,928	32,011	33,131	34,291
Grounds	7	29,411	30,293	31,202	32,294	33,425	35,594
Grounds	8	29,669	30,559	31,476	32,577	33,718	34,898
Grounds	9	31,020	31,951	32,909	34,061	35,253	36,487
Grounds	10	32,372	33,343	34,343	35,545	36,790	38,077
Maintenance	1	25,929	26,707	27,508	28,471	29,467	30,499
Maintenance	2	26,964	27,773	28,606	29,607	30,644	31,716
Maintenance	3	30,459	31,373	32,314	33,445	34,616	35,827
Maintenance	4	30,730	31,652	32,601	33,743	34,923	36,146
Maintenance	5	31,004	31,934	32,892	34,043	35,235	36,468
Maintenance	6	31,278	32,216	33,183	34,344	35,546	36,790
Maintenance	7	31,553	32,500	33,475	34,646	35,859	37,114
Maintenance	8	31,831	32,786	33,770	34,951	36,175	37,441
Maintenance	9	33,180	34,175	35,201	36,433	37,708	39,028
Maintenance	10	34,533	35,569	36,636	37,918	39,245	40,619
Food Service	1	9.41	9.69	9.98	10.33	10.69	11.07
Food Service	2	9.50	9.79	10.08	10.43	10.80	11.17
Food Service	3	9.58	9.87	10.16	10.52	10.89	11.27
Food Service	4	9.67	9.96	10.26	10.62	10.99	11.37
Food Service	5	9.75	10.04	10.34	10.71	11.08	11.47
Food Service	6	9.83	10.12	10.43	10.79	11.17	11.56
Food Service	7	10.19	10.50	10.81	11.19	11.58	11.99
Food Service	8	10.59	10.91	11.23	11.63	12.04	12.46
Food Service	9	10.94	11.27	11.61	12.01	12.43	12.87
Food Service	10	11.15	11.48	11.83	12.24	12.67	13.12
Assistant Cook	1	11.99	12.35	12.72	13.17	13.63	14.01
Cook	1	16,566	17,063	17,575	18,190	18,827	19,486
Cook	2	16,713	17,214	17,731	18,351	18,994	19,658
Cook	3	16,862	17,368	17,889	18,515	19,163	19,834
Cook	4	17,011	17,521	18,047	18,679	19,332	20,009
Cook	5	17,161	17,676	18,206	18,843	19,503	20,185
Cook	6	17,312	17,831	18,366	19,009	19,674	20,363
Cook	7	17,829	18,364	18,915	19,577	20,262	20,971
Laundress	1	10.61	10.93	11.26	11.65	12.06	12.48
Courier	1	8.57	8.83	9.09	9.41	9.74	10.08