

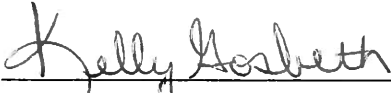
Letter of Agreement

**Extension of the 2022-25 Master Agreement between the Hartland Food Service Association (HFSA)
and the Hartland Consolidated Schools Board of Education (District)**

The HFSA and the District currently have a collective bargaining agreement in place through June 30, 2025. The HFSA and the District agree to modify this collective bargaining agreement as follows:

- Extend the agreement to 2026/27
- The 2022/23 salary schedule shall be increased by 5% in 2023/24, by 5% in 2024/25, by 2% in 2025/26 and by 2% in 2026/27. The 2023/24 salary schedule increase shall be retroactive to July 1, 2023.
- In addition to the salary schedule increases, a \$1/hour off-schedule bonus payment will be provided for hours worked in any year with universal free meals. The off-schedule bonus payment applies to physical hours worked (i.e., not applicable to leave days, holiday, catering, act of God, etc.) and will be paid bi-weekly concurrent with regular hours.


To the extent not altered by this document, the provisions of the 2022-2025 Master Agreement shall remain in effect through June 30, 2027.



For the Association

9/20/23

Date



For the District

9/19/23

Date

2023/24 Salary Schedule (5%)						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Production Manager	-	-	-	-	-	\$ 18.12
Head Cook	-	-	-	-	-	\$ 16.38
HHS Cook Crew Leader	-	-	-	-	\$ 16.35	\$ 16.96
HMS Cook Crew Leader	-	-	-	-	\$ 15.75	\$ 16.38
Farms Cook Crew Leader	-	-	X	\$ 14.87	\$ 15.47	\$ 16.07
Elementary Cook Crew Leader	-	-	X	\$ 14.70	\$ 15.29	\$ 15.89
Cook Assistant	X	X	\$ 13.32	\$ 13.91	\$ 14.52	\$ 15.11

2024/25 Salary Schedule (5%)						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Production Manager	-	-	-	-	-	\$ 19.03
Head Cook	-	-	-	-	-	\$ 17.20
HHS Cook Crew Leader	-	-	-	-	\$ 17.17	\$ 17.81
HMS Cook Crew Leader	-	-	-	-	\$ 16.54	\$ 17.20
Farms Cook Crew Leader	-	-	X	\$ 15.61	\$ 16.24	\$ 16.87
Elementary Cook Crew Leader	-	-	X	\$ 15.44	\$ 16.05	\$ 16.68
Cook Assistant	X	X	\$ 13.99	\$ 14.61	\$ 15.25	\$ 15.87

2025/26 Salary Schedule (2%)						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Production Manager	-	-	-	-	-	\$ 19.41
Head Cook	-	-	-	-	-	\$ 17.54
HHS Cook Crew Leader	-	-	-	-	\$ 17.51	\$ 18.17
HMS Cook Crew Leader	-	-	-	-	\$ 16.87	\$ 17.54
Farms Cook Crew Leader	-	-	X	\$ 15.92	\$ 16.56	\$ 17.21
Elementary Cook Crew Leader	-	-	X	\$ 15.75	\$ 16.37	\$ 17.01
Cook Assistant	X	X	\$ 14.27	\$ 14.90	\$ 15.56	\$ 16.19

2026/27 Salary Schedule (2%)						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Production Manager	-	-	-	-	-	\$ 19.80
Head Cook	-	-	-	-	-	\$ 17.89
HHS Cook Crew Leader	-	-	-	-	\$ 17.86	\$ 18.53
HMS Cook Crew Leader	-	-	-	-	\$ 17.21	\$ 17.89
Farms Cook Crew Leader	-	-	X	\$ 16.24	\$ 16.89	\$ 17.55
Elementary Cook Crew Leader	-	-	X	\$ 16.07	\$ 16.70	\$ 17.35
Cook Assistant	X	X	\$ 14.56	\$ 15.20	\$ 15.87	\$ 16.51