AGREEMENT
BETWEEN

THE SCHOOL DISTRICT OF
PHILADELPHIA

AND THE

SCHOOL CAFETERIA EMPLOYEES
LOCAL NO. 634

HOTEL AND RESTAURANT EMPLOYEES
UNION, AFL-CIO

FOOD SERVICE EMPLOYEES

NOON-TIME AIDES

SEPTEMBER 1, 2003
TO
AUGUST 31, 2003
We are pleased to present you with this collective bargaining agreement as a member of Local 634. This contract is a result of the collective bargaining between the Union and the School District of Philadelphia.

Please familiarize yourself with it and keep it for future reference. As always, if any help is needed, questions are formed or you desire more information about this contract, this is your union. Please do not hesitate to contact us. Contact the Union at:

SCHOOL CAFETERIA EMPLOYEES, LOCAL NO. 634
an affiliate of UNITE HERE
22 South 22nd Street
Philadelphia, PA 19103
Telephone: (215) 629-1173

E-mail: Local634@aol.com
NOW, THEREFORE, be it enacted, that the following provisions be adopted, and the parties hereby mutually agree as follows:

WHEREAS, the School Board of the School District of Philadelphia, and the employees of the School District, as the parties in interest, have in good faith and in consideration of the above-named agreement, entered into an agreement to provide for the carrying out of the provisions of the above-named agreement.

WHEREAS, it is the desire of both parties to the Agreement to enter into an agreement, and as provided by law, to do so.

NOW, THEREFORE, be it enacted, and it is hereby enacted, that the provisions of the Agreement shall be carried out, and a Committee is hereby appointed to carry out the provisions of the Agreement.

WHEREAS, the parties desire to enter into an agreement with the School Board to carry out the provisions of the Agreement.

NOW, THEREFORE, be it enacted, that the provisions of the Agreement shall be carried out, and a Committee is hereby appointed to carry out the provisions of the Agreement.

WHEREAS, the parties desire to enter into an agreement with the School Board to carry out the provisions of the Agreement.

NOW, THEREFORE, be it enacted, that the provisions of the Agreement shall be carried out, and a Committee is hereby appointed to carry out the provisions of the Agreement.

WHEREAS, the parties desire to enter into an agreement with the School Board to carry out the provisions of the Agreement.

NOW, THEREFORE, be it enacted, that the provisions of the Agreement shall be carried out, and a Committee is hereby appointed to carry out the provisions of the Agreement.

WHEREAS, the parties desire to enter into an agreement with the School Board to carry out the provisions of the Agreement.

NOW, THEREFORE, be it enacted, that the provisions of the Agreement shall be carried out, and a Committee is hereby appointed to carry out the provisions of the Agreement.

WHEREAS, the parties desire to enter into an agreement with the School Board to carry out the provisions of the Agreement.

NOW, THEREFORE, be it enacted, that the provisions of the Agreement shall be carried out, and a Committee is hereby appointed to carry out the provisions of the Agreement.

WITNESS:

...
Section 4

The parties agree that all procedures contained under this Agreement will be done in a reasonable manner by consent.

Section 5

Integrity, confidentiality and mutual protection:

Any portion of this Agreement shall be considered as limiting the rights of the School, CEO, or the School Board in exercising any legal remedies under the law of any jurisdiction.

The School recognizes the need to be cooperative in order to maintain and encourage the operation of the School. In the event that any portion of this Agreement is found to be invalid or unenforceable, the other provisions shall remain in full force and effect.

Section 6

Management Rights

ARTICLE I
Section 2. The position will be filled according to Article 12. John Smith is requested to fill the position on a temporary basis pending the appointment of an appropriate employee who is to be appointed within 30 days from the date this position is vacated. If no suitable candidate is appointed, the position will remain vacant.

Section 3. The position will be filled according to Article 12. Jane Doe is requested to fill the position on a temporary basis pending the appointment of an appropriate employee who is to be appointed within 30 days from the date this position is vacated. If no suitable candidate is appointed, the position will remain vacant.

Section 4. The position will be filled according to Article 12. David Lee is requested to fill the position on a temporary basis pending the appointment of an appropriate employee who is to be appointed within 30 days from the date this position is vacated. If no suitable candidate is appointed, the position will remain vacant.

Section 5. The position will be filled according to Article 12. Mary Brown is requested to fill the position on a temporary basis pending the appointment of an appropriate employee who is to be appointed within 30 days from the date this position is vacated. If no suitable candidate is appointed, the position will remain vacant.

Section 6. The position will be filled according to Article 12. Richard Johnson is requested to fill the position on a temporary basis pending the appointment of an appropriate employee who is to be appointed within 30 days from the date this position is vacated. If no suitable candidate is appointed, the position will remain vacant.

Section 7. The position will be filled according to Article 12. Sarah Williams is requested to fill the position on a temporary basis pending the appointment of an appropriate employee who is to be appointed within 30 days from the date this position is vacated. If no suitable candidate is appointed, the position will remain vacant.

Section 8. The position will be filled according to Article 12. Michael Green is requested to fill the position on a temporary basis pending the appointment of an appropriate employee who is to be appointed within 30 days from the date this position is vacated. If no suitable candidate is appointed, the position will remain vacant.

Section 9. The position will be filled according to Article 12. Elizabeth White is requested to fill the position on a temporary basis pending the appointment of an appropriate employee who is to be appointed within 30 days from the date this position is vacated. If no suitable candidate is appointed, the position will remain vacant.

Section 10. The position will be filled according to Article 12. James Brown is requested to fill the position on a temporary basis pending the appointment of an appropriate employee who is to be appointed within 30 days from the date this position is vacated. If no suitable candidate is appointed, the position will remain vacant.

Section 11. The position will be filled according to Article 12. John Doe is requested to fill the position on a temporary basis pending the appointment of an appropriate employee who is to be appointed within 30 days from the date this position is vacated. If no suitable candidate is appointed, the position will remain vacant.

Section 12. The position will be filled according to Article 12. Jane Smith is requested to fill the position on a temporary basis pending the appointment of an appropriate employee who is to be appointed within 30 days from the date this position is vacated. If no suitable candidate is appointed, the position will remain vacant.
If the employee or his representative do not agree with the decision of the Assistant Director of the Office of the Human Resources Division, the employee has the right to appeal the decision to the Human Resources Director. Within 10 days of the receipt of the notice of appeal, the employee may submit a written statement of the reasons why the decision should be reversed. The decision of the Human Resources Director is final. If the employee disagrees with the decision of the Human Resources Director, the employee may appeal the decision to the Commissioner of Education. The decision of the Commissioner is final.

Section 4

Definitions

ARTICLE I

Deprivation of Employment Procedures

Section 1

Deprivation of Employment: A deprivation of employment occurs when an employee is terminated or laid off from his employment without just cause. Such employees shall be entitled to compensation equal to the wages or salary in such employment during the period of termination or layoff. Compensation may be in the form of severance pay, unemployment benefits, or other appropriate compensation. The amount of compensation shall be determined by the Assistant Director of the Office of the Human Resources Division. The employee shall have the right to appeal the decision of the Assistant Director to the Human Resources Director. The decision of the Human Resources Director is final. If the employee disagrees with the decision of the Human Resources Director, the employee may appeal the decision to the Commissioner of Education. The decision of the Commissioner is final.
Fair Practices

Article VI

Section 5. Employees shall be permitted to wear their Union buttons while performing work.

Any discrimination or harassment in the form or color the Union Seal is not prohibited.

The Union Seal is defined as the (1) Regional Seal, (2) Regional Seal, and

A Regional Seal shall be responsible for maintaining and coordinating the
Section 2. Section 4. Section 6.

The provision of control, maintenance, and change, and the format of control and maintenance, as well as control and maintenance, may be affected by the employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.

The employer's own policies.
### Section 2A

**Title:** The School District will meet all so as reasonably and practicable, all of the requirements of the Title II of the Rehabilitation Act of 1973 as amended, and the provisions of Section 504 of the Rehabilitation Act of 1973 as amended.

**Subsection:** The school district will meet all so as reasonably and practicable, all of the requirements of the Title II of the Rehabilitation Act of 1973 as amended, and the provisions of Section 504 of the Rehabilitation Act of 1973 as amended.

**Subsubsection:** The school district will meet all so as reasonably and practicable, all of the requirements of the Title II of the Rehabilitation Act of 1973 as amended, and the provisions of Section 504 of the Rehabilitation Act of 1973 as amended.

**Subparagraph:** The school district will meet all so as reasonably and practicable, all of the requirements of the Title II of the Rehabilitation Act of 1973 as amended, and the provisions of Section 504 of the Rehabilitation Act of 1973 as amended.

**Paragraph:** The school district will meet all so as reasonably and practicable, all of the requirements of the Title II of the Rehabilitation Act of 1973 as amended, and the provisions of Section 504 of the Rehabilitation Act of 1973 as amended.

**Section 2B**

The school district will meet all so as reasonably and practicable, all of the requirements of the Title II of the Rehabilitation Act of 1973 as amended, and the provisions of Section 504 of the Rehabilitation Act of 1973 as amended.

**Section 2C**

The school district will meet all so as reasonably and practicable, all of the requirements of the Title II of the Rehabilitation Act of 1973 as amended, and the provisions of Section 504 of the Rehabilitation Act of 1973 as amended.

**Section 2D**

The school district will meet all so as reasonably and practicable, all of the requirements of the Title II of the Rehabilitation Act of 1973 as amended, and the provisions of Section 504 of the Rehabilitation Act of 1973 as amended.

**Section 2E**

The school district will meet all so as reasonably and practicable, all of the requirements of the Title II of the Rehabilitation Act of 1973 as amended, and the provisions of Section 504 of the Rehabilitation Act of 1973 as amended.

**Section 2F**

The school district will meet all so as reasonably and practicable, all of the requirements of the Title II of the Rehabilitation Act of 1973 as amended, and the provisions of Section 504 of the Rehabilitation Act of 1973 as amended.

**Section 2G**

The school district will meet all so as reasonably and practicable, all of the requirements of the Title II of the Rehabilitation Act of 1973 as amended, and the provisions of Section 504 of the Rehabilitation Act of 1973 as amended.

**Section 2H**

The school district will meet all so as reasonably and practicable, all of the requirements of the Title II of the Rehabilitation Act of 1973 as amended, and the provisions of Section 504 of the Rehabilitation Act of 1973 as amended.

**Section 2I**

The school district will meet all so as reasonably and practicable, all of the requirements of the Title II of the Rehabilitation Act of 1973 as amended, and the provisions of Section 504 of the Rehabilitation Act of 1973 as amended.

**Section 2J**

The school district will meet all so as reasonably and practicable, all of the requirements of the Title II of the Rehabilitation Act of 1973 as amended, and the provisions of Section 504 of the Rehabilitation Act of 1973 as amended.

**Section 2K**

The school district will meet all so as reasonably and practicable, all of the requirements of the Title II of the Rehabilitation Act of 1973 as amended, and the provisions of Section 504 of the Rehabilitation Act of 1973 as amended.

**Section 2L**

The school district will meet all so as reasonably and practicable, all of the requirements of the Title II of the Rehabilitation Act of 1973 as amended, and the provisions of Section 504 of the Rehabilitation Act of 1973 as amended.

**Section 2M**

The school district will meet all so as reasonably and practicable, all of the requirements of the Title II of the Rehabilitation Act of 1973 as amended, and the provisions of Section 504 of the Rehabilitation Act of 1973 as amended.

**Section 2N**

The school district will meet all so as reasonably and practicable, all of the requirements of the Title II of the Rehabilitation Act of 1973 as amended, and the provisions of Section 504 of the Rehabilitation Act of 1973 as amended.

**Section 2O**

The school district will meet all so as reasonably and practicable, all of the requirements of the Title II of the Rehabilitation Act of 1973 as amended, and the provisions of Section 504 of the Rehabilitation Act of 1973 as amended.

**Section 2P**

The school district will meet all so as reasonably and practicable, all of the requirements of the Title II of the Rehabilitation Act of 1973 as amended, and the provisions of Section 504 of the Rehabilitation Act of 1973 as amended.

**Section 2Q**

The school district will meet all so as reasonably and practicable, all of the requirements of the Title II of the Rehabilitation Act of 1973 as amended, and the provisions of Section 504 of the Rehabilitation Act of 1973 as amended.

**Section 2R**

The school district will meet all so as reasonably and practicable, all of the requirements of the Title II of the Rehabilitation Act of 1973 as amended, and the provisions of Section 504 of the Rehabilitation Act of 1973 as amended.

**Section 2S**

The school district will meet all so as reasonably and practicable, all of the requirements of the Title II of the Rehabilitation Act of 1973 as amended, and the provisions of Section 504 of the Rehabilitation Act of 1973 as amended.

**Section 2T**

The school district will meet all so as reasonably and practicable, all of the requirements of the Title II of the Rehabilitation Act of 1973 as amended, and the provisions of Section 504 of the Rehabilitation Act of 1973 as amended.

**Section 2U**

The school district will meet all so as reasonably and practicable, all of the requirements of the Title II of the Rehabilitation Act of 1973 as amended, and the provisions of Section 504 of the Rehabilitation Act of 1973 as amended.

**Section 2V**

The school district will meet all so as reasonably and practicable, all of the requirements of the Title II of the Rehabilitation Act of 1973 as amended, and the provisions of Section 504 of the Rehabilitation Act of 1973 as amended.

**Section 2W**

The school district will meet all so as reasonably and practicable, all of the requirements of the Title II of the Rehabilitation Act of 1973 as amended, and the provisions of Section 504 of the Rehabilitation Act of 1973 as amended.

**Section 2X**

The school district will meet all so as reasonably and practicable, all of the requirements of the Title II of the Rehabilitation Act of 1973 as amended, and the provisions of Section 504 of the Rehabilitation Act of 1973 as amended.

**Section 2Y**

The school district will meet all so as reasonably and practicable, all of the requirements of the Title II of the Rehabilitation Act of 1973 as amended, and the provisions of Section 504 of the Rehabilitation Act of 1973 as amended.

**Section 2Z**

The school district will meet all so as reasonably and practicable, all of the requirements of the Title II of the Rehabilitation Act of 1973 as amended, and the provisions of Section 504 of the Rehabilitation Act of 1973 as amended.
The wage payment plan shall be a wage payment plan as follows:

### Wage Payment Plan

<table>
<thead>
<tr>
<th>Wages Earned</th>
<th>Premium Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>$1,000 - $1,500</td>
<td>10%</td>
</tr>
<tr>
<td>$1,501 - $2,000</td>
<td>12%</td>
</tr>
<tr>
<td>$2,001 - $2,500</td>
<td>14%</td>
</tr>
<tr>
<td>$2,501 - $3,000</td>
<td>16%</td>
</tr>
<tr>
<td>$3,001 - $3,500</td>
<td>18%</td>
</tr>
<tr>
<td>$3,501 - $4,000</td>
<td>20%</td>
</tr>
</tbody>
</table>

### Annual Deduction

<table>
<thead>
<tr>
<th>Wages Earned</th>
<th>Deduction Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>$1,000 - $1,500</td>
<td>10%</td>
</tr>
<tr>
<td>$1,501 - $2,000</td>
<td>12%</td>
</tr>
<tr>
<td>$2,001 - $2,500</td>
<td>14%</td>
</tr>
<tr>
<td>$2,501 - $3,000</td>
<td>16%</td>
</tr>
<tr>
<td>$3,001 - $3,500</td>
<td>18%</td>
</tr>
<tr>
<td>$3,501 - $4,000</td>
<td>20%</td>
</tr>
</tbody>
</table>

### Yearly Deduction

<table>
<thead>
<tr>
<th>Wages Earned</th>
<th>Deduction</th>
</tr>
</thead>
<tbody>
<tr>
<td>$1,000 - $1,500</td>
<td>10%</td>
</tr>
<tr>
<td>$1,501 - $2,000</td>
<td>12%</td>
</tr>
<tr>
<td>$2,001 - $2,500</td>
<td>14%</td>
</tr>
<tr>
<td>$2,501 - $3,000</td>
<td>16%</td>
</tr>
<tr>
<td>$3,001 - $3,500</td>
<td>18%</td>
</tr>
<tr>
<td>$3,501 - $4,000</td>
<td>20%</td>
</tr>
</tbody>
</table>

### FICA Taxes

<table>
<thead>
<tr>
<th>Wages Earned</th>
<th>FICA Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>$1,000 - $1,500</td>
<td>10%</td>
</tr>
<tr>
<td>$1,501 - $2,000</td>
<td>12%</td>
</tr>
<tr>
<td>$2,001 - $2,500</td>
<td>14%</td>
</tr>
<tr>
<td>$2,501 - $3,000</td>
<td>16%</td>
</tr>
<tr>
<td>$3,001 - $3,500</td>
<td>18%</td>
</tr>
<tr>
<td>$3,501 - $4,000</td>
<td>20%</td>
</tr>
</tbody>
</table>

### Health and Welfare Fund

The school district shall make one additional payment on the local 64.4% is the period of the deposit. The eligibility of the deposit shall not be denied for the purposes of the deposit to be paid. The obligation of the deposit to be paid in every one of the plan.

### Section 6

The Board shall provide written notification to all employees of the location of the local 64.4%.

### Section 7

The Board shall provide a written notification of the location of the local 64.4%.

### Section 8

The Board shall provide a written notification of the location of the local 64.4%.
PSIS Concerto

Section 1

This is the first section of the document, which includes the title and some introductory text. The section contains information about the purpose and scope of the document.
Section 1. The School District shall provide all necessary and appropriate opportunities for the development of the students' academic, social, and emotional growth. The school district shall offer a wide range of programs and activities to meet the diverse needs of students. The curriculum is designed to provide a well-rounded education that prepares students for success in higher education and the workforce.

Section 2. The school district shall enforce all necessary and appropriate safety measures to ensure the health and safety of students and staff. The school district shall comply with all state and federal laws and regulations related to school safety.

Section 3. The school district shall ensure that all students have access to a quality education, regardless of their socioeconomic status. The school district shall work with community partners to provide additional support to students in need.

Section 4. The school district shall provide opportunities for students to engage in extracurricular activities, such as sports, clubs, and arts programs. These activities are designed to foster students' interests and develop skills beyond the classroom.

Section 5. The school district shall ensure that all students have access to technology and the internet to support their learning. The school district shall provide adequate resources to ensure that all students can participate in online classes and access digital materials.

Section 6. The school district shall promote a school environment that is safe, inclusive, and supportive. The school district shall address any incidents of bullying, harassment, or discrimination.

Section 7. The school district shall offer opportunities for students to participate in community service projects and volunteer work. These experiences are designed to develop students' civic responsibility and provide real-world learning opportunities.

Section 8. The school district shall encourage students to pursue their interests and passions. The school district shall provide resources and support to help students explore their career options and pursue post-secondary education or training.

Section 9. The school district shall work with parents and the community to support student success. The school district shall organize parent-teacher conferences and other events to foster communication and collaboration.

Section 10. The school district shall ensure that all students have access to a quality education, regardless of their socioeconomic status. The school district shall work with community partners to provide additional support to students in need.
Section 3. In the event that school staffs receive any report of an incident involving children, they shall promptly report it to the Division of Child Protection and Development. These reports shall be documented in accordance with Section 4 of the Food Services Division's Policy.

Section 4. The Food Services Division shall receive and process all reports of incidents involving children. These reports shall be documented in accordance with Section 5 of the Food Services Division's Policy.

Section 5. The Food Services Division shall maintain a database of all reports of incidents involving children. This database shall be updated on a regular basis in accordance with Section 6 of the Food Services Division's Policy.

Section 6. The Food Services Division shall provide training to all staff members on the identification and reporting of incidents involving children. This training shall be provided on a regular basis.

Section 7. The Food Services Division shall ensure that all staff members are aware of the procedures for reporting incidents involving children. This awareness shall be maintained through ongoing training and supervision.

Section 8. The Food Services Division shall ensure that all reports of incidents involving children are promptly investigated and appropriate actions are taken. This investigation shall be conducted confidentially and in accordance with the laws and regulations governing the protection of children.

Section 9. The Food Services Division shall ensure that all staff members are aware of the procedures for reporting incidents involving children. This awareness shall be maintained through ongoing training and supervision.

Section 10. The Food Services Division shall ensure that all reports of incidents involving children are promptly investigated and appropriate actions are taken. This investigation shall be conducted confidentially and in accordance with the laws and regulations governing the protection of children.

Section 11. The Food Services Division shall ensure that all staff members are aware of the procedures for reporting incidents involving children. This awareness shall be maintained through ongoing training and supervision.

Section 12. The Food Services Division shall ensure that all reports of incidents involving children are promptly investigated and appropriate actions are taken. This investigation shall be conducted confidentially and in accordance with the laws and regulations governing the protection of children.

Section 13. The Food Services Division shall ensure that all staff members are aware of the procedures for reporting incidents involving children. This awareness shall be maintained through ongoing training and supervision.

Section 14. The Food Services Division shall ensure that all reports of incidents involving children are promptly investigated and appropriate actions are taken. This investigation shall be conducted confidentially and in accordance with the laws and regulations governing the protection of children.

Section 15. The Food Services Division shall ensure that all staff members are aware of the procedures for reporting incidents involving children. This awareness shall be maintained through ongoing training and supervision.

Section 16. The Food Services Division shall ensure that all reports of incidents involving children are promptly investigated and appropriate actions are taken. This investigation shall be conducted confidentially and in accordance with the laws and regulations governing the protection of children.

Section 17. The Food Services Division shall ensure that all staff members are aware of the procedures for reporting incidents involving children. This awareness shall be maintained through ongoing training and supervision.

Section 18. The Food Services Division shall ensure that all reports of incidents involving children are promptly investigated and appropriate actions are taken. This investigation shall be conducted confidentially and in accordance with the laws and regulations governing the protection of children.

Section 19. The Food Services Division shall ensure that all staff members are aware of the procedures for reporting incidents involving children. This awareness shall be maintained through ongoing training and supervision.

Section 20. The Food Services Division shall ensure that all reports of incidents involving children are promptly investigated and appropriate actions are taken. This investigation shall be conducted confidentially and in accordance with the laws and regulations governing the protection of children.

Section 21. The Food Services Division shall ensure that all staff members are aware of the procedures for reporting incidents involving children. This awareness shall be maintained through ongoing training and supervision.

Section 22. The Food Services Division shall ensure that all reports of incidents involving children are promptly investigated and appropriate actions are taken. This investigation shall be conducted confidentially and in accordance with the laws and regulations governing the protection of children.

Section 23. The Food Services Division shall ensure that all staff members are aware of the procedures for reporting incidents involving children. This awareness shall be maintained through ongoing training and supervision.

Section 24. The Food Services Division shall ensure that all reports of incidents involving children are promptly investigated and appropriate actions are taken. This investigation shall be conducted confidentially and in accordance with the laws and regulations governing the protection of children.

Section 25. The Food Services Division shall ensure that all staff members are aware of the procedures for reporting incidents involving children. This awareness shall be maintained through ongoing training and supervision.

Section 26. The Food Services Division shall ensure that all reports of incidents involving children are promptly investigated and appropriate actions are taken. This investigation shall be conducted confidentially and in accordance with the laws and regulations governing the protection of children.

Section 27. The Food Services Division shall ensure that all staff members are aware of the procedures for reporting incidents involving children. This awareness shall be maintained through ongoing training and supervision.

Section 28. The Food Services Division shall ensure that all reports of incidents involving children are promptly investigated and appropriate actions are taken. This investigation shall be conducted confidentially and in accordance with the laws and regulations governing the protection of children.

Section 29. The Food Services Division shall ensure that all staff members are aware of the procedures for reporting incidents involving children. This awareness shall be maintained through ongoing training and supervision.

Section 30. The Food Services Division shall ensure that all reports of incidents involving children are promptly investigated and appropriate actions are taken. This investigation shall be conducted confidentially and in accordance with the laws and regulations governing the protection of children.

Section 31. The Food Services Division shall ensure that all staff members are aware of the procedures for reporting incidents involving children. This awareness shall be maintained through ongoing training and supervision.

Section 32. The Food Services Division shall ensure that all reports of incidents involving children are promptly investigated and appropriate actions are taken. This investigation shall be conducted confidentially and in accordance with the laws and regulations governing the protection of children.

Section 33. The Food Services Division shall ensure that all staff members are aware of the procedures for reporting incidents involving children. This awareness shall be maintained through ongoing training and supervision.

Section 34. The Food Services Division shall ensure that all reports of incidents involving children are promptly investigated and appropriate actions are taken. This investigation shall be conducted confidentially and in accordance with the laws and regulations governing the protection of children.

Section 35. The Food Services Division shall ensure that all staff members are aware of the procedures for reporting incidents involving children. This awareness shall be maintained through ongoing training and supervision.

Section 36. The Food Services Division shall ensure that all reports of incidents involving children are promptly investigated and appropriate actions are taken. This investigation shall be conducted confidentially and in accordance with the laws and regulations governing the protection of children.

Section 37. The Food Services Division shall ensure that all staff members are aware of the procedures for reporting incidents involving children. This awareness shall be maintained through ongoing training and supervision.

Section 38. The Food Services Division shall ensure that all reports of incidents involving children are promptly investigated and appropriate actions are taken. This investigation shall be conducted confidentially and in accordance with the laws and regulations governing the protection of children.

Section 39. The Food Services Division shall ensure that all staff members are aware of the procedures for reporting incidents involving children. This awareness shall be maintained through ongoing training and supervision.

Section 40. The Food Services Division shall ensure that all reports of incidents involving children are promptly investigated and appropriate actions are taken. This investigation shall be conducted confidentially and in accordance with the laws and regulations governing the protection of children.
DISCIPLINE

ARTICLE XV

Absence Procedure

Section I. An employee who is absent from work without prior notification may be

Section 2. The absence time must be documented in the employee's personnel record and may be

Section 3. Absence without正当理由 must be reported to the immediate supervisor.

Section 4. Any employee who violates any disciplinary provision of this Agreement may be

ARTICLE XVI

SAVINGS CLAUSE

Section I. If any provision of this Agreement is held by any court to be invalid, then

Section 2. Without prejudice to the employee's right to appeal, the employee shall be

Section 3. The provisions of this Agreement shall be interpreted and enforced in accordance

Section 4. Employees will be subject to disciplinary action in accordance with local and

Section 5. An employee may be subject to disciplinary action for cause or for good

Section 6. In the event of a dispute or other administrative duties, a decision in accordance

Section 7. Any employee who violates any disciplinary provision of this Agreement may be
NOTE: Hourly rate for CAF, WSR, and WTR may vary daily as stated in the applicable Local Collective Bargaining Agreement. Page 77