

EXHIBIT A

KSFSA Base Salary and Longevity¹ Schedule Effective September 1, 2020
(for employees not holding a valid School Nutrition Association certification on September 30th)

	Years of Service Completed by September 1, 2019					
	<i>Years 0-1</i>	<i>Years 2-4</i>	<i>Years 5-9</i>	<i>Years 10-14</i>	<i>Years 15-19</i>	<i>Years 20 or more</i>
Level A: Food Service Worker	15.53	15.63	15.93	16.28	16.53	17.03
Level B: Elementary Kitchen Manager Secondary Lead Helper* (by assignment only)	16.63	16.73	17.03	17.38	17.63	18.13
Level B-1 Field Assistant (Level B + 0.50)	17.13	17.23	17.53	17.88	18.13	18.63
Level C: Asst. Cook/Baker Asst. Packaging Line Lead Asst. Salad/Catering Lead Asst. Lead Shipper	17.72	17.82	18.12	18.47	18.72	19.22
Level D: Packing Line Lead Lead Cook/Baker Salad/Catering Lead Secondary Kitchen Manager Lead Shipper	20.48	20.58	20.88	21.23	21.48	21.98
Substitute	13.72					

¹ Employees shall be entitled to longevity steps as follows as of September 1 annually:

2-4 years: Add \$0.10/hr

5-9 years: Add \$0.40/hr

10-14 years: Add \$0.75/hr

15-19 years: Add \$1.00/hr

20+ years: Add \$1.50/hr

The above longevity rates are already reflected in the salary schedule above.

EXHIBIT A-1

KSFSNA SNA Certified² Base Salary and Longevity³ Schedule Effective September 1, 2020
(for employees holding a valid School Nutrition Association certificate on September 30th)

	<i>Years of Service Completed by September 1, 2019</i>					
	<i>Years 0-1</i>	<i>Years 2-4</i>	<i>Years 5-9</i>	<i>Years 10-14</i>	<i>Years 15-19</i>	<i>Years 20 or more</i>
Level A: Food Service Worker	15.83	15.93	16.23	16.58	16.83	17.33
Level B: Elementary Kitchen Manager Secondary Lead Helper* (by assignment only)	16.93	17.03	17.33	17.68	17.93	18.43
Level B-1 Field Assistant (Level B + 0.50)	17.43	17.53	17.83	18.18	18.43	18.93
Level C: Asst. Cook/Baker Asst. Packaging Line Lead Asst. Salad/Catering Lead Asst. Lead Shipper	18.02	18.12	18.42	18.77	19.02	19.52
Level D: Packing Line Lead Lead Cook/Baker Salad/Catering Lead Secondary Kitchen Manager Lead Shipper	20.78	20.88	21.18	21.53	21.78	22.28

² Employees who have a School Nutrition Association certificate on September 30 of each year will receive an additional \$0.30 per compensated hour. The District agrees to pay the annual membership fee for each employee whose name is on the SNA list as of September 30 of each year.

³ Employees shall be entitled to longevity steps as follows as of September 1 annually:

2-4 years: Add \$0.10/hr

5-9 years: Add \$0.40/hr

10-14 years: Add \$0.75/hr

15-19 years: Add \$1.00/hr

20+ years: Add \$1.50/hr

The above longevity rates are already reflected in the salary schedule above.