

LETTER OF AGREEMENT
Between
FOOD SERVICE EMPLOYEES ASSOCIATION
and
CHARLOTTE PUBLIC SCHOOLS BOARD OF EDUCATION

RE: ARTICLE XVIII –ATTENDANCE INCENTIVE (ENHANCED)

1. This Letter of Agreement is entered into between the Charlotte Public Schools Board of Education (the "District") and the Food Service Employees Association (the "Association").
2. Bargaining unit members actively employed (full-time and part-time) and scheduled to work on a regular daily basis, will receive a monthly off schedule employee attendance incentive payment in the amount of \$300 (Three Hundred Dollars) each month, less normal withholdings. Payment will be on the 15th of the following month if they do not have any absences as outlined in Section 4 below.
3. This payment is in addition to the language referenced in Article XVIII of the collective bargaining agreement.
4. An attendance incentive is available for no loss of time, other than court ordered.
 - a. No absences December 1 – December 31, 2022 = \$300 paid January 15, 2023
 - b. No absences January 1 – January 31, 2023 = \$300 paid February 15, 2023.
 - c. No absences February 1 – February 28, 2023 = \$300 paid March 15, 2023.
 - d. No absences March 1 – March 31, 2023 = \$300 paid April 15, 2023.
 - e. No absences April 1 – April 30, 2023 = \$300 paid May 15, 2023.
 - f. No absences May 1 – May 31, 2023 = \$300 paid June 15, 2023.
5. Nothing in this Letter of Agreement shall constitute a precedent, custom, practice or established working condition for prior circumstances involving the application or interpretation of the current Agreement between the District and the Association or any successor collective bargaining agreement between them.
6. This Letter of Agreement expires on June 1, 2023.

CHARLOTTE FOOD SERVICE
EMPLOYEES ASSOCIATION

By: Debbie Langmaier
Its: Unit Representative

By: _____
Its: Unit Representative

Date: November 14, 2022

CHARLOTTE PUBLIC SCHOOLS
BOARD OF EDUCATION

By: [Signature]
Its: President

By: [Signature]
Its: Superintendent

Date: November 14, 2022