

**AGREEMENT**

**between**

**DANBURY BOARD OF EDUCATION**

**and**

**TEAMSTERS LOCAL UNION NO. 677**

**INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS,**

**WAREHOUSEMEN AND HELPERS OF AMERICA**

**for**

**SCHOOL LUNCH PERSONNEL**

**July 1, 2015 - June 30, 2018**

THIS AGREEMENT IS MADE AND ENTERED INTO by and between the Danbury Board of Education (hereinafter referred to as the "Board") and Teamsters Local Union No. 677, an affiliate of the INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA (hereinafter referred to as the "Union").

## TABLE OF CONTENTS

<u>Article Title</u>	<u>Page</u>	
I	Recognition	1
II	Board's Rights	1
III	Union Rights	1
IV	Conditions of Employment	2
V	Holidays	3
VI	Vacations	4
VII	Authorized Absences	4
VIII	Employment Practices	6
IX	Grievance Procedure	8
X	Health and Welfare Benefits	9
XI	Compensation	11
XII	Pension Plan	12
XIII	Non-Discrimination Clause	12
XIV	Miscellaneous	13
XV	Duration	14
APPENDIX A	Wage Schedule	15

## ARTICLE I

### RECOGNITION

The Board agrees to and does hereby recognize the Union as the exclusive representative of the School Lunch Employees, employed by the Danbury Board of Education, for the purpose of collective bargaining in respect to rates of pay, wages, hours of employment or other conditions of employment.

## ARTICLE II

### BOARD'S RIGHTS

It is recognized that the Board has and will continue to retain, whether exercised or not, the sole and unquestioned right, responsibility and prerogative to direct the operation of the public schools in the City of Danbury in all its aspects, and all of said rights, responsibilities and prerogatives not specifically abridged, delegated or modified by this Agreement are retained by the Board and are not subject to grievance. Said rights, responsibilities and prerogatives shall include, but not be limited to, the following: To maintain public elementary and secondary schools and such other educational activities as in its judgment will best serve the interests of the City of Danbury; to give the children of Danbury as nearly equal advantages as may be practicable; to decide the need for school facilities and to determine the care, maintenance and operation of buildings, lands, apparatus and other property used for school purposes; to select and assign supervisory and administrative personnel; to discipline, hire, fire, suspend, dismiss, transfer, promote or demote any employee; to approve plans for school buildings; to prepare and submit budgets to the appropriate city boards and, in its sole discretion, expend monies appropriated by the city boards and, in its sole discretion, expend monies appropriated by the city for the maintenance of the schools and to make such transfers of funds within the appropriated budget as it shall deem desirable; to terminate its operation of a school lunch program totally or in favor of an independent contractor operating the program under the control of the school board; to employ, evaluate, assign and transfer school lunch personnel; to set rates of pay, wages, hours of employment or other conditions of employment.

## ARTICLE III

### UNION RIGHTS

#### A. Union Security

All present Employees who are members of the Union on the effective date of this agreement shall remain members of the Union in good standing by the payment of their regular monthly dues on or before the last day of each month as a condition of continued employment. All Employees who were excluded in the previous agreement or are hired hereafter for work in the classifications specified herein, shall become and remain members in good standing by payment of the required initiation fees and regular monthly

dues of the Local Union on the thirty-first (31<sup>st</sup>) day following the execution of the Agreement, or the date of employment, whichever is the later, and shall thereafter maintain such good dues standing for the term of this Agreement.

B. Dues Deductions

The Employer agrees to deduct from the pay of Employees covered by this Agreement the regular monthly dues and Initiation fees of the Local Union and agrees to remit to said Local Union all such deductions upon receipt of a written authorization form by the Employee and no deduction shall be made which is prohibited by applicable law, such deductions to be made from the second pay each month.

C. Stewards

1. Union Stewards shall be selected from among the Employees in the bargaining unit. The Union shall furnish the Employer with the names of its Stewards and shall notify the Employer of any and all changes.
2. The Union Steward shall have top seniority for as long as he remains Steward for the layoff purposes only.
3. Stewards will be paid for time spent; (a) in meetings requested by management which occur during the Steward's regular working hours (i.e. no pay will be deducted from the regular work day) and (b) for time spent in meetings requested by management which occur outside his or her working hours, or on days off. This subsection shall not apply to collective bargaining meetings.

D. Access to School Buildings

Authorized Representatives of the Union shall have access to school buildings and any other buildings where Employees subject to the terms of this Agreement are employed, during working hours, for the purpose of adjusting disputes, investigating working conditions and determining whether or not the terms of this Agreement are being adhered to. They shall report to the Principal's Office on arrival.

## ARTICLE IV

### CONDITIONS OF EMPLOYMENT

1. The work day and work week for all full time members of the unit shall be at least six (6) hours a day, and the normal work week shall be five consecutive days (Monday - Friday).
2. The work day for members of the unit not employed on a full time basis shall be determined by the Director of the School Lunch Program, subject to the approval of the Superintendent.

3. Regularly assigned members of the unit shall have a fixed starting and ending time and the time of Employees will not be changed without notice to the Union in advance, except in cases of emergency.
4. All members of the unit shall be entitled to an uninterrupted and unpaid lunch period not to exceed thirty (30) minutes. The thirty minutes are not to be a part of the work day.
5. A regular Employee from this unit shall be assigned whenever there are any outside functions such as lunches or dinners for any private group, except if the outside use of the facility is "school related."
6. Members required to attend classes or meetings for "In-Service Day" shall be compensated at their normal hourly wages.
7. All employees will be guaranteed four (4) hours of work or pay per diem if they report to work and are scheduled to work for four (4) or more hours on that day. If the employee is scheduled to work for fewer than four (4) hours, he/she will be paid for those scheduled hours.

## ARTICLE V

### HOLIDAYS

1. Employee working more than 3.5 hours/day for 5 days/week are authorized to be absent, with pay, for a total of thirteen (13) holidays each year. The Board shall notify the Stewards and the Business Representatives of the Union on or before the first day of the school year of the dates of twelve (12) scheduled holidays for that school year, which dates shall be set by the Board in accordance with the school calendar for students. The Board shall post the holiday schedule. The thirteenth (13) holiday shall be considered a floating holiday, to be used by the employee in his/her discretion during the academic year, provided that notice of such excused absence shall be given no less than 24 hours in advance to the HR Department. If twelve (12) holidays are not scheduled in a particular school year, eligible employees will receive pay equal to the difference between twelve (12) paid holidays and the actual number of scheduled holidays. In the event that the employee does not use the thirteenth (13) floating holiday during the course of the academic year, the employee shall receive pay at his/her regular rate for that day.
2. Part time employees working 3.5 hours/day are authorized to be absent, with pay, for a total of seven (7) holidays each year, which are designated as Christmas, New Years, one (1) additional floating holiday during the December break, Thanksgiving, Memorial Day, Veterans Day, and one additional holiday to be determined by the Superintendent of Schools.
3. All members of the unit shall receive a day's pay at their straight time daily rate of pay for the holidays listed above or the days celebrated as such, regardless of the day of the week upon which the holiday falls.

4. If absent the day before or after a holiday, the member will not be paid for the holiday. Exceptions are for known extended illness or a qualifying reason for personal leave.

ARTICLE VI  
VACATIONS

- A. All Employees who work more than 3.5 hours/day for five days per week, who were in the employ of the Board prior to July 1, 1982, are entitled to paid vacations as follows:
  1. One (1) through five (5) years of service: one (1) week during the December school vacation period.
  2. After five (5) years of service: two (2) weeks - one (1) week during the December school vacation period and the second week during the Spring school recess.
  3. In addition, after six (6) years of service: five (5) days of pay during the month of February.
  4. All vacations must be taken as earned.
- B. All Employees who work more than 3.5 hours/day for five days per week, who were hired after July 1, 1982, are entitled paid vacations as follows:
  1. One (1) through five (5) years of service: one (1) week during the December school vacation period.
  2. After five (5) years of service: two (2) weeks - one (1) week during the December school vacation period and the second week during the Spring school recess.
  3. All vacations must be taken as earned.
  4. To be entitled to vacation under the provisions of B-2 above, the Employee must have passed the fifth anniversary of his or her date before the December 31<sup>st</sup> of the then current school year.
- C. Part time employees who work 3.5 hours/day for five days per week who have completed one (1) thru five (5) years of service will receive three (3) paid vacation days to be used during the December break. Such employees who have completed five (5) years of service shall receive five (5) paid vacation days, with two (2) days to be used during the December break and three (3) days to be used during the spring break.

- D. Pay for vacation will be at current scheduled hours or last year's average hours worked per day for full days worked, whichever is greater. In no case shall an employee who is on vacation be permitted to also work without the specific permission of the Director of Human Resources.

## ARTICLE VII

### AUTHORIZED ABSENCES

#### 1. Leave of Absence

- a. An Employee who has successfully completed the three-month probationary period may be granted a leave of absence if submitted in writing and approved by the Employer without loss of seniority rights. A leave of absence shall be understood to mean absence from work without pay or any other benefits subject to the provisions of the Family and Medical Leave Act (FMLA). A leave requested by an Employee and approved by the Employer will be for an agreed period of time; but in no instance will the leave be for more than one year. During the period of absence, the Employee shall not engage in gainful employment. Upon return the Employee would regain the seniority he/she had prior to the commencement of leave, but approved leave shall not count as accrued time in obtaining longevity as defined in this Agreement.
- b. Upon return from a Leave of Absence, the Employee shall be allotted additional sick time, vacation time, personal days, and other similar benefits in an amount that is pro rated to reflect the number of months of active employment remaining in the year. This provision shall not apply to those employees whose leave is covered by Connecticut's Workers' Compensation statutes.
- c. No later than thirty (30) days prior to the expiration of the approved Leave, the Employee shall provide written notice to the Director of Human Resources of his/her intent to return to active employment at the expiration of the Leave. Failure to provide timely written notice shall constitute a resignation of employment.

#### 2. Sick Leave

- (a) Employees working more than 3.5 hours/day for 5 days/week shall be granted leave for personal illness in the amount of fifteen (15) days per year, cumulative to ninety (90) days, provided however that Employees who accumulated unused sick leave in excess of ninety (90) days prior to the effective date of this agreement will be permitted to use the accumulated leave but may not accumulate additional sick leave.

Employees working 3.5 hours/day or less shall be granted leave for personal illness in the amount of six (6) days per year, cumulative to forty five (45) days.

- (b) Sick leave shall be earned at the rate of one and one-half (1½) days per month.
- (c) Sick leave pay will be based on each Employee's daily rate of pay.
- (d) At the option of the Board or the Superintendent, a physician's excuse may be required of any Employee after four (4) consecutive days of sick leave. The Board also may require an examination of any Employee by a physician hired by the Board.
- (e) In each year of this Agreement, up to three (3) days of sick time may be used for immediate family members who are sick and need care.

### 3. Bereavement Leave

- (a) If explicitly reported, absence of a unit member due to the death of a wife, husband, parent, parent-in-law, child, brother, sister, step-child, grandparent, grandchild, brother-in-law, sister-in-law or member of the immediate household shall be permitted for up to five (5) days without loss of pay or deduction from sick leave or personal leave.
- (b) Subject to the conditions outlined in (A), one (1) day of absence shall be allowed for the death of an uncle, aunt, nephew, niece, and first cousin to attend services.

### 4. Personal Days

An employee who has successfully completed the three-month probationary period shall be entitled to take three (3) days of leave with pay for the conduct of the following matters of personal concern that cannot be conducted during non-school hours, such as:

- a. Absence required for legal matters (e.g. subpoena, house closing, court appearance);
- b. Graduation of a member of the immediate household;
- c. An emergency over which the Employee has no control; and
- d. Observance of a religious holiday.

An employee may use one (1) such personal day without stating a reason (a "no tell day") during each school year. In unusual circumstances, the Superintendent or his designee may waive the limiting provisions of this section.



Except in the case of emergency, such requests shall be made no less than 48 hours in advance and shall state the reason for the leave. A request for personal leave for the day before or after the day immediately following a holiday, vacation, school recess, or professional day when schools are closed to students will be considered only in an emergency. Employees may request to use personal days in full day or half day increments only. Personal days shall not be denied due to staffing issues.

5. Perfect Attendance

For every 180 school days of perfect attendance without the use of a sick day, one personal day will be awarded the employee or one per diem paid to the employee at the employee's option during the next school year.

ARTICLE VIII

EMPLOYMENT PRACTICES

A. Seniority

1. Seniority for Employees governed by this Agreement shall be defined as the period of employment with the Employer in the work covered by this Agreement.
2. System-wide seniority and qualifications shall apply in all cases involving lay-off.
3. Seniority and qualifications within a given school shall apply with regard to any additional work available in that school.
4. All qualifications being equal, seniority shall prevail in any and all promotions. There shall be testing, if desirable, and said testing shall be by mutual agreement.
5. Seniority and qualifications shall apply:
  - (a) to work opportunity in the event of layoff;
  - (b) to recall to work after layoff.
6. Seniority shall be broken only by:
  - (a) discharge;
  - (b) resignation;
  - (c) unauthorized leave of absence for three (3) days or more without valid reason.

B. Vacancies

Any and all job vacancies must be posted immediately and filled as soon as possible. Each Steward will be given a copy of any job posting with a copy provided to the union Business Representative.

C. Transfers

1. Voluntary transfer

- (a) upon application by Employee;
- (b) within the procedures established in this Agreement relating to vacancies and how they shall be filled.

2. Involuntary transfer

- (a) When involuntary transfers are necessary, length of service in the School Lunch Department shall be a factor in determining which person(s) shall be transferred.
- (b) Personnel being involuntarily transferred will be transferred only to comparable positions.
- (c) An involuntary transfer shall be made only after a meeting between the worker involved and the Director of the School Lunch Program, at which time the worker involved shall be notified of the reason for the transfer.
- (d) There shall be no loss of privilege or rights because of an involuntary transfer.
- (e) An involuntary transfer which involves two or more workers being shifted to comparable positions in new school units shall be effected only when necessary for the welfare of the program and only after consultation with the appropriate business representative of the Union.

D. Dismissal

- 1. The Employer may discharge Employees for any offense that the Employer deems of sufficient seriousness to warrant discharge, provided that all such discharges shall be for just cause and in accordance with the principles of progressive discipline.

All notices must be in writing, to Employee and Union.

2. All new Employees shall be hired on a ninety (90) work day trial basis and shall work under the provision of this Agreement. During this time they may be dismissed, without protest by the Union. After the ninety (90) work day trial period, they shall be placed on the seniority list as regular Employees in accordance with the date of active employment. For the purposes of this section, the term "work day" shall mean days actually worked by the Employee.

E. Temporary Assignments

1. Long Term Substitutes. The parties acknowledge that from time to time, it may become necessary for an employee to temporarily cover an absent employee as a "long term substitute" in a higher classification or with a higher rate of pay. The determination of when to designate an employee as a long term substitute shall be made in the sole discretion of the Director of Human Resources, to be done in consultation with the Union. An existing employee who covers for the position at a higher paid rate shall earn this higher rate for the scheduled hours that are actually worked. Sick time, personal days, holiday and vacation pay shall be allotted and paid at the employee's original rates.
2. Temporary Grant Funded Programs. If the District participates in a grant funded special food service program, such as the Fresh Fruit and Vegetable Program, certain employees may be designated to work the additional hours associated with the grant funded program. Those additional hours are temporary in nature, and therefore such hours are not intended to be combined with an employee's regularly scheduled number of hours so as to qualify that employee for additional benefits as outlined in the contract, such as personal days, sick days, holidays or vacation pay. Hours worked in a temporary grant funded program shall be logged on a separate timesheet.

## ARTICLE IX

### GRIEVANCE PROCEDURE

A. Definition

For the purpose of this Agreement a grievance shall be defined as: ". . . any controversy, complaint, misunderstanding, or dispute concerning the interpretation or application of any provision of this Agreement."

B. Procedure

Any grievance arising between the Employer and the Union or an Employee represented by the Union, shall be settled in the following manner:

1. Level One

The aggrieved Employee or Employees must present the grievance in writing to the Steward and to the Employer (specifying the nature of the grievance and the section of the contract claimed to be violated) within five (5) working days of the knowledge of the alleged violation.

If a satisfactory adjustment is not effected with a representative of the Employer within six (6) working days, the Steward and Employee shall submit such written grievance to the Union's Business Representative.

2. Level Two

Within five (5) working days thereafter, the Business Representative will then take the matter up with a representative of the Employer with authority to act on such grievances and a decision therein must be given to the Business Representative within ten (10) working days. Any agreement settling the grievance shall be reduced to writing and signed by the parties.

In the event the Business Representative shall be of the opinion that an Employee's grievance is without merit, the Local Union shall not be required to process the matter any further and the Business Representative shall so inform the employee filing the grievance and the Employer. There shall be no liability imposed thereby upon the Union or the Employer.

3. Level Three

If Steps 1 and 2 hereof have been complied with and a settlement of the grievance has not been effected, only the Employer or the Union may process the grievance to arbitration by submitting it to the American Arbitration Association, with a copy to the other party. The Board shall hear the grievance under its rules and regulations and its decision shall be final and binding upon the Employer, the Employee(s) and the Union.

## ARTICLE X

### HEALTH AND WELFARE BENEFITS

A. Accident and Health

1. Only those employees who are scheduled to work four (4) or more hours/day shall be eligible to receive health coverage for themselves as individuals or for themselves and their families in accordance with the terms of the Plan further described below.
2. Those employees who already have access to another Teamsters Local 677 Health Services and Insurance Plan shall be ineligible to participate in the School Lunch Health and Welfare Benefits Plan. All employees shall be

asked annually to verify that he/she does not have access to another Teamsters Local 677 Health Services and Insurance Plan on a form provided by the Board of Education. The failure to tender such verification annually upon demand by the Superintendent or his designee may render such employee ineligible for participation in the Plan, which decision shall rest in the full discretion of the Superintendent or his designee.

3. Commencing with the first day of September 2015, and for the duration of the current collective bargaining Agreement, the Employer agrees to make payments to the Teamsters Local 677 Health Services & Insurance Plan, 1871 Baldwin St., Waterbury, Conn. 06706, for only those members of the bargaining unit who elect to participate in the Teamsters Local 677 Health Services and Insurance Plan.
4. Commencing September 20, 2015, the Employer shall contribute to the respective Health Services & Insurance Plan the sum of \$9.75 per hour for each hour figured to the nearest quarter hour for each such employee who elects coverage under this Agreement, up to a maximum of forty (40) hours, but not more than three hundred and ninety dollars (\$390.00) per week for any one employee. Coverage under the Plan shall commence for all participating employees on September 1, 2015.
5. Commencing September 1, 2016, and for the duration of this Agreement, the Employer shall contribute to the respective Health Services & Insurance Plan the sum of \$9.95 per hour for each hour figured to the nearest quarter hour for each such employee who elects coverage under this Agreement, up to a maximum of forty (40) hours, but not more than three hundred and ninety eight dollars (\$398.00) per week for any one employee.
6. For the purpose of this Article, each hour paid for or any portion thereof, figured to the nearest quarter hour, as well as hours of paid vacation, paid holidays and other hours for which pay is received by the employee, shall be counted as hours for which contributions are payable.
7. If an employee is absent because of illness or off-the-job injury and notifies the Employer of such absence, the Employer shall continue to make the required contribution of 40 hours for a period of four (8) weeks.
8. If any employee is injured on the job, the Employer shall continue to pay the required contributions until such employee returns to work; however, such contributions of 40 hours shall not be paid for a period of more than twelve (12) months.
9. All contributions shall be made at such time and in such manner as the Trustees require, and the Trustees shall have the authority to have an independent Certified Public Accountant audit the payroll and wage records

of the Employer for the purpose of determining the accuracy of contributions to the Health Services & Insurance Plan.

10. If an Employer fails to make contributions to the Health Services & Insurance Plan within 72 hours after the notice of delinquency has been sent to the Employer in writing, the Local Union shall take whatever steps are necessary to secure compliance with this Article, any provisions of this Agreement to the contrary notwithstanding, and the Employer shall be liable for all costs of collecting the payments due together with attorneys' fees and such penalties which may be assessed by the Trustees. The Employer's liability for payment hereunder shall not be subject to the Grievance Procedure or arbitration as provided under this Agreement.
11. The Employer agrees to and has executed a copy of the Agreement and Declaration of Trust of Teamsters Local 677 Health & Welfare Fund. The Employer and Union which are signatory hereto ratify the designation of the Employer and the Employee Trustees under such Agreement, and ratify all action already taken, or to be taken by such Trustees within the scope of their authority.

B. Life Insurance

1. Employees shall be eligible to receive, without cost, life insurance coverage amounting to \$20,000.

NOTE: At age 70, benefits are reduced by 50%.

C. Workers' Compensation Insurance

Any injury or physical disability due to the Pursuit of his/her occupation shall be compensated in accordance with the Workers' Compensation laws of the State of Connecticut.

- E. If the eligible employee selects not to participate in the health insurance plan, the Employee shall receive an additional monetary compensation payable in full, on the first of October each year.

Compensation shall be \$1,100 per year.

If the Employee becomes deceased between July 1 and October of the fiscal year, the beneficiary shall be entitled to the above compensation. Employees who are eligible to participate in the medical insurance benefits may choose to take the \$1,100 non-participation stipend between April 15<sup>th</sup> and May 15<sup>th</sup> of the work year. If the employee chooses to take the stipend, but is later forced to request medical coverage due to a significant change in their life circumstances, the employee will be allowed to reenroll in the Board's insurance plan. If the employee reenrolls during the fiscal year, he/she will have to reimburse the school lunch program for the full amount of the annual insurance

stipend. New employees who become eligible for insurance after October 1<sup>st</sup> of the work year may take the \$1,100 stipend on a proratable basis for the remainder of the work year.

## ARTICLE XI

### COMPENSATION

#### A. Salaries

All members of the unit shall be paid in accordance with the hourly wage schedule annexed hereto and designated as Appendix A.

#### B. Longevity

Longevity payments will be made in full within the salary payment following the anniversary date of employment to all members of the unit who have been in the full-time service of the Danbury School Lunch Program.

Such payments are as follows:

1. more than 10 years: \$300
2. more than 15 years: \$380 total
3. more than 20 years: \$500 total

#### C. Overtime

1. Work performed on a Holiday if school is in session, as listed in this Agreement, shall be paid for as overtime at one and one-half the Employee's normal rate.
2. Extra work shall be assigned by seniority in rotation within a school unit. Employees refusing extra work will be placed at the bottom of the rotating list.
3. Services for private parties will be paid at the hourly rate of \$18.00.

#### D. Direct Deposit

All employees shall participate in direct deposit.

## ARTICLE XII

### PENSION PLAN

It is recognized by the parties to this Agreement that the City of Danbury maintains a Pension Program and that this program provides for "any person regularly employed by the Employer (Board of Education) on a full-time basis other than policemen, firemen, members of the State Teachers' Retirement System or elected officials."

ARTICLE XIII

NON-DISCRIMINATION CLAUSE

Neither the Employer nor the Union shall discriminate against a bargaining unit member on account of his/her race, religion, ethnic origin, national origin, marital status, age, sex, sexual orientation, past or present physical or mental disability or based upon any other protected class as prescribed by Federal or State Legislation or because of his/her membership or non-membership in the Union.

ARTICLE XIV

MISCELLANEOUS

- A. In the event that an Employee is called for jury service, the Employer shall pay such Employee an amount sufficient to guarantee no loss in income on account of such absence from work.
- B. The Employer agrees to furnish each Employee covered by this Agreement with a copy of such Agreement. If printed commercially, it will bear the Union label.

ARTICLE XV


DURATION


This Agreement shall be effective July 1, 2015, and shall terminate on the 30th day of June, 2018, unless either party shall give written notice to the other party at least thirty (30) days prior to such expiration date of a desire to amend or terminate this Agreement.

Dated at Danbury, Connecticut, this 9<sup>th</sup> day of September 2015

FOR THE BOARD OF EDUCATION

FOR LOCAL UNION NO. 677  
of the International Brotherhood  
of Teamsters, Chauffeurs, Warehousemen  
and Helpers of America

  
Eileen Alberts, Chairperson

  
John Capobianco, Secretary/Treasurer



APPENDIX A

WAGE SCHEDULE

	Yr1	Yr2	Yr3
	2015-16	2016-17	2017-18
	(0%)	(2.5%)	(2.5%)
Program Manager (Single Staff Location Only)	\$16.65	\$17.06	\$17.49
Supper Supervisor	\$16.65	\$17.06	\$17.49
Satellite Kitchen Aide	\$16.48	\$16.89	\$17.31
Cashier	\$16.59	\$17.00	\$17.43
Cook	\$16.86	\$17.28	\$17.71
Cook Manager	\$17.47	\$17.91	\$18.36
Satellite Cashier/Manager	\$16.86	\$17.28	\$17.71
High School Mgr.	\$20.63	\$21.15	\$21.68
Satellite/Rogers Park Mgr.	\$19.54	\$20.03	\$20.53
Coordinator	\$21.78	\$22.32	\$22.88

All employees shall be provided a retroactive wage increase, in accordance with the above wage schedule, within thirty days of the execution of this agreement.

All employees who are currently participating in the insurance benefit shall also be responsible for making retroactive insurance premium contributions, in accordance with Article X, Section E of this Agreement.

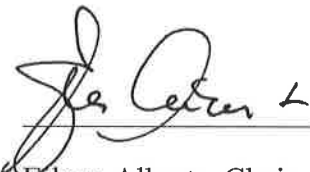
MEMORANDUM OF UNDERSTANDING

The following additional agreement between the Danbury Board of Education and the Teamsters Local Union 677, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (School Lunch) shall be implemented:

Commencing September 1, 2016, and continuing annually through the remainder of this Agreement, all employees participating in the Plan shall contribute to the Board of Education the amount of five dollars (\$5.00) per pay period in the form of co-insurance, in a method to be determined by the Director of Finance.

DANBURY BOARD OF EDUCATION

TEAMSTERS LOCAL 677,  
INTERNATIONAL  
BROTHERHOOD OF TEAMSTERS,  
CHAUFFEURS, WAREHOUSEMEN  
AND HELPERS OF AMERICA  
(SCHOOL LUNCH)



Eileen Alberts, Chair



John Capobianco, Secretary/Treasurer

Date 9-9-15

Date 9 Sept 15