

# COLLECTIVE BARGAINING AGREEMENT

*By and Between*

**TRUMBULL BOARD OF EDUCATION**

*and the*



**UNITED PUBLIC SERVICE EMPLOYEES UNION  
LOCAL 424 – UNIT 76  
SCHOOL LUNCH PROGRAM EMPLOYEES**

**July 1, 2024 to June 30, 2028**

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## **AGREEMENT**

This Agreement is between the Board of Education, Town of Trumbull, hereinafter referred to as the “Board” and Local 424, Unit 76, UNITED PUBLIC SERVICE EMPLOYEES UNION, hereinafter referred to as the “Union.”

### **ARTICLE 1.0 MANAGEMENT RIGHTS**

1.1 There are no provisions in this Agreement that shall be deemed to limit or curtail the Board in any way in the exercise of the rights, power, and authority which the Board had prior to the effective date of this Agreement unless and only to the extent that such provisions of this Agreement specifically curtail or limit such rights, powers and authority including but not limited to, the right to manage its operation, direct, select, decrease and increase the work force, including hiring, promotion, demotion, transfer, suspension, discharge or layoff; the right to make all plans and decisions on all matters involving its operations, the extent of which the facilities of any department thereof shall be operated, additions thereto, replacements, purchase of products or services, the scheduling of operations, means and processes of operations, the materials to be used, and the right to introduce new and improved methods and facilities and to change existing methods and facilities; to maintain, discipline and efficiency of employees and to prescribe rules to that effect; to establish and change production standards and quality standards, determine the qualifications of employees; regulate quality and quantity of production and to run the Department efficiently.

1.2 The Union therefore agrees that it and the employees will wholeheartedly cooperate with the Board to assure that each employee performs a fair day’s work.

1.3 Consistent with past practice, employees work for the Trumbull School Lunch Program and can be transferred between schools by the school lunch director, if it is deemed in the best interest of the lunch program. The employee being transferred will maintain the same hours and the same hourly pay as her/his former position.

### **ARTICLE 2.0 RECOGNITION**

2.1 The Board hereby recognizes the Union as the sole and exclusive representative for all permanent employees in the Trumbull Board of Education school lunch program regularly scheduled to work 15 or more hours per week, but excluding the Director of the School Lunch Program and the Secretary to the Director, for bargaining with respect to rates of pay, hours of work and conditions of work (as specified in SBLR “Certification of Representative” Case No. ME-30.733, Decision No. 4710, dated March 17, 2014).

\*Except for those employees who have been grandfathered in at the 12 hours per week schedule.

**ARTICLE 3.0**  
**DUES CHECK-OFF**

3.1 The Board shall deduct for employees who execute in writing, a deduction authorization for the limited purpose of authorizing the Board to deduct from their wages dues and initiation fees fixed and certified in writing by the Union. The Union shall save the Board harmless from any and all claims, demands, suits or judgment arising from the implementation of this Section.

3.2 The Employer agrees to deduct monthly dues, weekly, as certified by UPSEU, from the wages of all employees covered by this Agreement. The Union shall save the Board harmless from any and all claims, demands, suits or judgments arising from the implementation of this section.

3.3 The dues and fees deduction for each month will be remitted to the Union office along with an itemized list of employees showing the amount of dues deducted, addresses and social security numbers of said employees.

**ARTICLE 4.0**  
**SENIORITY**

4.1 Seniority is defined as an employee's most recent period of continuous service with the Board within the certified unit.

4.2 Any employee's seniority will be broken and cease when he/she:

- a. quits;
- b. retires;
- c. is discharged for just cause;
- d. obtains a leave of absence by false or misleading statements;
- e. utilizes a leave of absence for any other purpose than for which it was granted;
- f. is absent from work three (3) consecutive working days without acceptable reason or without giving notice to his/her supervisor; except in the case of an emergency prohibiting the employee from notifying the employer as soon possible;
- g. exceeds a leave of absence without a satisfactory explanation to the Board;
- h. fails to respond to notice of recall within five (5) working days;
- i. fails to report to work within ten (10) working days after notice of recall;
- j. accepts employment elsewhere while on leave of absence; or

- k. is laid off for a consecutive period equal to his/her seniority at the time of such lay-off but in no event to exceed twenty four (24) months.

4.3 The Board shall prepare a list of permanent employees within the bargaining unit showing their seniority in time of service with the Board and deliver the same to the Union each year on July 1.

4.4 When a vacancy for a position in the bargaining unit exists, or when the hours of a bargaining unit position are increased from less than 30 to 30 or more, the Board shall post such position for five (5) working days. At the conclusion of this period the procedure for selecting an applicant shall be based upon required qualifications, satisfactory performance, an interview with the prospective supervisor, and seniority. The employees selected to fill such vacancy shall be on trial period in his/her new job for a period sixty (60) working days, but shall not be considered a probationary employee within the meaning of Article 5.0. If after sixty (60) days the new position is deemed unsuitable, the employee shall return to their former position.

4.5 When a reduction of the work force is implemented, it shall be in reverse order of seniority by classification, i.e., the last employee hired shall be the first laid off. Such laid off employee may, at his/her option, prior to the last day of work displace the least senior employee in the bargaining unit in a lower classification, providing that such employee has the ability and qualifications to immediately perform the work and has greater seniority. The employee laid off shall have a recall period of 24 months from the date of layoff.

## **ARTICLE 5.0 PROBATIONARY EMPLOYEES**

5.1 An employee shall be considered a probationary employee for sixty (60) working days following his/her first day of work for the Board of Education during which period such employee may be laid off or terminated without regard to this Agreement.

5.2 The sixty (60) day probationary period set forth above shall be counted as part of the employee's seniority after the employee is considered permanent.

5.3 The probationary employee shall not be eligible for any benefits during the sixty (60) days of his/her probationary period. Upon completion of the sixty (60) day probationary period, the employee shall become eligible for benefits.

## **ARTICLE 6.0 HOURS OF WORK**

6.1 a. The normal hours of employment for all employees in the bargaining unit shall range from fifteen (15) to thirty (30) hours per week, Monday through Friday, excluding the Cook Manager at Trumbull High School who will normally work thirty-six and one-quarter (36.25) hours per week.

b. The work year for all employees shall be as set by the school calendar not later than August 1<sup>st</sup> of each year.

c. The Board shall notify employees by August 1<sup>st</sup> of any professional development which will be offered by the Board.

6.2 Hours worked by such employee in excess of eight (8) hours per day or forty (40) hours per week shall be paid at the rate of time and one-half (1-1/2) of the employee's regular straight time hourly rate.

6.3 a. Hours worked on Saturday shall be paid at the rate of time and one-half.

b. Hours worked by such employees on Sundays and holidays (or days celebrated as such) shall be paid at the rate of double the employee's regular straight time hourly rate.

c. Hours worked for a special function, after scheduled lunch serving day, are paid at the rate of time and one-half of normal hourly pay. Time and one-half begins when the employee is scheduled to report to work any time after his or her normal quitting time. Hours worked on a non-scheduled lunch serving day (such as half days) or hours worked during a normal Monday through Friday school lunch hours, shall be paid at straight time.

d. Any extra hours to be worked for a special function shall first be offered, on a rotational basis, to qualified employees who work at the school where the special function is scheduled. If no employee at the school wishes to work the extra hours, the hours shall be offered district-wide, based on seniority.

6.4 There shall be no duplication or pyramiding of overtime.

6.5 Nothing herein shall be construed as a guarantee by the Board as to the number of hours in a given work week.

6.6 Any employee called back to work after his/her regularly scheduled work day shall receive a guarantee of two (2) hours work, such two (2) hours shall be paid at the rate of time and one-half or double time when appropriate.

6.7 Overtime shall be divided equitably among the employees within the bargaining unit during the school year.

6.8 a. In the event of a school cancellation or delayed opening, employees will be paid a minimum of one (1) hour pay at the appropriate rate, if they arrive at work within one hour after their normal reporting time. Employees will be paid for all hours worked.

b. In the event of early dismissal, employees are required to clean the kitchen and close out all business for the day before they leave. If all duties have been completed and he/she has permission from the Director of Food Services to leave before their regular time for the day, he/she will be paid for the entire scheduled shift.

c. Notwithstanding the above, the school administration will strive to publicly announce any cancellation or delay of the opening of classes no later than sixty-thirty (6:30 a.m.).

**ARTICLE 7.0  
HOLIDAYS**

7.1 For purposes of this Agreement the following shall be recognized as paid holidays:

New Year's Day	Memorial Day	Thanksgiving Day
Martin Luther King Day	Presidents' Day	Day After Thanksgiving
Christmas Day	Good Friday	Columbus Day
Labor Day (if school is in session)		

7.2 Should any of the above holidays fall on a Saturday, the Friday before shall be considered and paid as the holiday. Should any of the above holidays fall on a Sunday, the Monday after shall be considered and paid as a holiday.

7.3 If any employee is required to work any holiday listed in this Agreement, the employee shall be paid at the rate of two times his/her hourly rate.

7.4 An employee must work the last workday before and the next workday after the holiday in order to be eligible for holiday pay, unless they are absent due to illness or injury and provide a doctor's note.

**ARTICLE 8.0  
LEAVE PROVISIONS**

8.1 Sick Leave

a. Employees shall be granted paid sick leave on the basis of ten (10) days per school year. Employees hired after July 1, 1998 shall be granted sick leave of eight (8) days per school year.

b. Such sick leave may be accumulated to a maximum of one hundred (100) days.

c. A medical certificate satisfactory to the School Lunch Director shall also be required for frequent or habitual absences from duties and when in the judgment of the School Lunch Director there is a reasonable cause for requiring such a certificate or for any period of absence consisting of more than three (3) consecutive working days.

It is understood and agreed that prior to the time that an employee returns to work from sick leave, the Board has the right to require such employee to submit to a physical examination by a doctor of the Board's choosing. Such examination is to be at the Board's expense.

8.2 FMLA Leave

a. Employees who qualify shall be entitled to FMLA leave. Any leave provided for in this Agreement, which would also qualify for leave under the FMLA, shall be counted towards eligibility for FMLA leave.

- b. An employee on unpaid personal leave for any period resulting in their absence from the payroll for an actual calendar month, shall reimburse the Board monthly for the cost of group insurance or pension costs, if applicable, if the employee is eligible to participate and elects to maintain coverage during his/her leave of absence.
- c. Employees shall not accumulate seniority nor receive any benefits while on personal leave.

### 8.3 Funeral Leave

- a. If death occurs in an employee's immediate family, he/she shall be allowed up to five (5) days (excluding Saturday and Sunday) for time lost from his/her regular work week at his/her straight time hourly rate. Funeral pay shall be paid only for the days which an employee is scheduled to work. For purposes of this section, the immediate family is defined as spouse, child, mother, father.
- b. If death occurs to an employee's sister, brother, current mother-in-law or father-in-law, grandparent and/or grandchild, he/she shall be allowed up to three (3) days (excluding Saturday and Sunday) for time lost from his/her regular work week at his/her straight time hourly rate. Funeral pay shall be paid only for the days which an employee is scheduled to work.
- c. If death occurs to an employee's, niece, nephew, aunt or uncle, the employee shall be allowed one (1) day (excluding Saturday and Sunday) for time lost from his/her regular work week due to attendance at the funeral, or other memorial service, at his/her regular straight time hourly rate. Funeral pay shall be paid only for days which employee is scheduled to work.
- d. Such funeral leave is not to be subtracted from sick leave.

### 8.4 Jury and Military Leave

- a. Absence for jury duty during the school year, shall be granted when an employee is required to serve. Such employee will be compensated the difference between the amount he/she receives for jury duty and the amount he/she would normally earn for a regular work day, excluding overtime. Employees must notify the Manager of Food Services immediately on receipt of jury notices.
- b. A military leave of absence will be granted for a maximum of two (2) weeks whenever an employee who is a member of a Reserve or National Guard unit is required to report for short term training, during the school year. He/she will be paid the difference between the total military pay received and his/her regular straight time earnings had he/she worked for the period of time governing the tour of duty. This section shall comply with the Uniformed Services Employment and Reemployment Act.

### 8.5 Personal Days

- a. Employees shall be entitled to two (2) days per year personal leave with pay to conduct personal business. Personal leave shall be subject to the Food Service Director's prior written



approval. Requests shall be not be submitted less than eighteen (18) business hours in advance, except in the case of an emergency situation. Requests shall be responded to at least six (6) business hours of the request. Such days shall not be cumulative from year to year. Personal days cannot be taken consecutively.

b. Employees shall be able to use personal leave days on snow days where employees have to be home or cannot make the trip into work.

## **ARTICLE 9.0 WAGES**

9.0 See attached Appendix A-1 effective July 1, 2024

See attached Appendix A-2 effective July 1, 2025

See attached Appendix A-3 effective July 1, 2026

See attached Appendix A-4 effective July 1, 2027

The payment of wages are encouraged to be made by direct deposit.

9.1 Employees not at the maximum rate for their position shall advance one step annually.

9.2 New employees shall be paid at ninety-five percent (95%) of the Step C rate for their respective classification. At the completion of the probationary period they shall be paid the full rate for Step C.

9.3 Longevity Pay - In each fiscal year, in addition to the wages which each employee receives, each employee hired prior to July 1, 2014, working six hours per day or more who has completed ten (10) or more years of service shall receive a longevity payment on the first pay day in December of each fiscal year according to the following schedule:

	<u>Six Hours</u>	<u>Four Hours</u>	<u>Under Four Hours</u>
After 10 years of service	\$200	\$150	\$100
After 11 years of service	\$210	\$160	\$110
After 12 years of service	\$220	\$170	\$120
After 13 years of service	\$230	\$180	\$130
After 14 years of service	\$240	\$190	\$140
After 15 years of service	\$260	\$210	\$160
After 20 years of service	\$275	\$225	\$175

9.4 It shall be a condition of employment for all managers to have a ServSafe certification. All other employees who obtain and maintain the ServSafe certification will receive a \$200 annual stipend, prorated for any partial years.

**ARTICLE 10.0**  
**GROUP INSURANCE**

10.1 As used in this Agreement, the term “group insurance” shall include coverage as follows, or the equivalent provided by another carrier selected by the Board.

10.2 HEALTH INSURANCE PLAN. Any employee who works thirty (30) hours or more per week, including their eligible spouses and dependents, shall be provided with health insurance benefits under the State of Connecticut Partnership 2.0 Plan. In the event of: (1) a material change in the co-payment and/or deductible in the Partnership 2.0 Plan; (2) the State assess any material surcharge or similar fee on top of the premiums charge for the Partnership Plan; or (3) the Partnership 2.0 Plan shall be terminated, the Parties agree to enter into mid-term bargaining for a plan that is equal to or better, on an overall basis, than the health plan in effect on June 30, 2017.

**B. EMPLOYEE COST SHARE**

Employee cost shares for the Partnership 2.0 Plan shall be as follows:

- 7/1/24 – 17.0%
- 7/1/25 – 17.5%
- 7/1/26 – 18.0%
- 7/1/27 – 18.5%

The Board shall implement an Internal Revenue Code §125(a) plan as to employee contributions.

10.3 (a) Any employee working at least twenty (20) but less than thirty (30) hours will receive individual coverage, subject to the contribution rates referred to in Section 10.2.

(b) Effective October 9, 2018, new hires who work under thirty (30) hours per week will no longer be eligible for single coverage. This provision shall not be used solely for the purposes of reducing the number of positions receiving benefits.

10.4 Co-pay Dental Plan or its benefit equivalent, on a family basis for those thirty hour employees eligible for family coverage, under the Partnership 2.0 “Unlimited Maximum Plan” option (currently provided through CIGNA).

10.5 Participation in the group health insurance plans described in this Article shall be voluntary. Employees who do not signify their desire to participate in said plans on forms provided by the Board shall not be eligible for benefits under said plans.

10.6 Eligibility for and amount of benefits to be paid pursuant to any of the policies purchased in accordance with the provisions of this Article shall be determined by the terms of the particular policies. Disputes concerning eligibility for or the amount of benefits payable pursuant to said policies shall not be subject to the Grievance and Arbitration Procedure contained in this Agreement.

10.7 The Board shall notify a Food Service employee of any change in said employee's insurance coverage, or status when the Board receives such notice from the insurance carrier as the case may be. Food Service employees shall promptly notify the Board of any change in their personal status which has an effect upon their status or coverage under the insurance plans provided by the Board pursuant to this article.

10.8 In the event the Board decides to change carriers during the term of this Agreement or to self-insure in whole or in part, the Board will provide the same coverages described above or their equivalent and will give the Union notice of its decision at least thirty (30) days in advance of its implementation.

10.9 Any employee hired after July 1, 1993, who works less than twenty hours on a weekly basis, shall not be eligible for the group health benefits contained in the bargaining agreement.

10.10 Life insurance shall be in the amount of \$15,000. Employee can purchase additional amount of life insurance provided the Board's insurer allows, and subject to the insurer's terms and conditions.

10.11 So long as the health insurance plan is the Partnership 2.0 Plan, employees who opt out, i.e. waive health insurance coverage, shall be entitled to the following payments:

Single	\$600
Two Person	\$875
Family	\$1,250

#### **ARTICLE 11.0 WORK FLEXIBILITY**

11.1 When an employee is required to perform the duties of a classification higher than his/her own, for a period of three consecutive days, he/she shall receive the higher rate of pay for all hours worked retroactively to the first day of said assignment.

11.2 The above section notwithstanding, in the absence of the Cook Manager, an employee shall be designated to perform the functions of a Lead Person and shall receive an additional one dollar and twenty five-cents (\$1.25) per hour for all hours worked for the first three (3) consecutive days worked. Commencing on the fourth day, the employee shall be paid at step one of the cook manager's classification.

#### **ARTICLE 12.0 SUPERSENIORITY**

12.1 In the event of a lay-off, Officers and Stewards shall have superseniority in his/her same or lower classification provided that he/she is qualified to perform the remaining available work. The Union will give the name of the Officers and Stewards in writing, to the Board.

#### **ARTICLE 13.0 GRIEVANCE PROCEDURE**

13.1 A grievance is defined as a dispute as to the interpretation or application of the specific provisions of this Agreement. The employee, the Union, and the Board have the right to file a grievance. Grievances as defined herein shall be settled promptly in the manner as hereinafter set forth:

Step 1 - Employee to Immediate Supervisor

The employee and/or his/her steward, shall present to the employee's supervisor or his/her alternate all facts available pertaining to the problem or incident within seven (7) working days after the event giving rise to the grievance. The supervisor or his/her alternate shall meet with the grievant and union representative to adjust the problem and notify the employee and/or his/her representatives of his/her decision within three (3) working days after receipt of the grievance.

Step 2 - Superintendent

If either party still feels further review is necessary, it must submit the grievance in writing and request a hearing from the Superintendent of Schools or his/her alternate within fifteen (15) days after receipt of the above response. The Superintendent of Schools or his/her alternate, in this step shall conduct as soon as practicable but not later than fifteen (15) working days after receipt of the request for hearing, a hearing at which all parties concerned shall have the right to be present and to present their evidence. After hearing all evidence, the Superintendent of Schools or his/her alternate shall render his/her decision in writing as soon as practicable but not later than ten (10) working days after the close of the hearing.

Step 3 - Arbitration

In the event that either the Union or the Board feels that further review is justified, such party must submit the matter to arbitration within twenty (20) days from the date of the written decision of the Superintendent of Schools under the Voluntary Labor Arbitration Rules of the American Arbitration Association. The arbitrator shall be empowered only to hear and determine the issues by interpreting the provisions of this Agreement, and shall not have the power to add to, subtract from, alter, modify or amend any provision of this Agreement. In the event that back pay or any other money damages are an issue, the arbitrator may not award any such back pay or any money damages prior to the date that the grievance is first reduced to writing and presented to the other party. The decision of the arbitrator shall be final and binding on the parties.

**ARTICLE 14.0  
PRIOR PRACTICE**

14.1 No Agreement alteration, understanding, variation, waiver or modification of any of the terms, conditions or covenants contained herein shall be made by any employee or group of employees with the Board and in no case shall it be binding upon the parties hereto unless such agreement is made and executed in writing between the parties hereto and same has been ratified by the Union.

The waiver of any breach or condition of this Agreement by either party shall not constitute a precedent in the future enforcement of all terms and conditions herein.

14.2 Those terms and conditions of employment currently existing between the parties and not specifically superseded by this Agreement shall remain in full force and effect for the term of this Agreement.

#### **ARTICLE 15.0 NO STRIKE - NO LOCK OUTS**

15.1 During the life of this Agreement, there shall be no strike, slowdown or stoppage or curtailment of work or other type of interference by employees or employee, nor shall there be any lockout by the Board in any part of the Board's operation.

15.2 Participation by any employee in an act violating this Article in any way will be cause for discipline.

#### **ARTICLE 16.0 MISCELLANEOUS**

16.1 In the event that any provision or portion of this Agreement is ultimately ruled invalid for any reason by an authority of established and competed legal jurisdiction, the balance and remainder of this Agreement shall remain in full force and effect.

16.2 Under no circumstances shall any Town official or Board official or their agents be held personally liable for a violation of any term or provision of this Agreement.

16.3 The Board shall provide employees with three (3) shirts and one (1) apron annually. In addition, the Board shall provide one (1) pair of non-slip shoes annually to each employee, via a shoe truck, with a maximum value of \$125, within thirty (30) days of the beginning of the school year.

16.4 Any employee required to use his/her own automobile in traveling between schools as work requires shall be reimbursed for the use of his/her automobile at the rate set by the Internal Revenue Service for business mileage deductions.

#### **ARTICLE 17.0 SAFETY AND HEALTH**

17.1 The Town and the Board of Education agree to continue to make every effort to provide safe and healthful conditions of work for its employees. The employees are responsible to adhere to safety rules, regulations, and reasonable procedures as prescribed by the Town and the Board of Education and/or any other applicable regulatory agency.

17.2 A video presentation regarding sanitation and food handling will be provided to new hires prior to commencing work.

**ARTICLE 18.0  
NON-DISCRIMINATION**

18.1 Neither party to this Agreement shall discriminate against any employee for reason of his/her race, color, creed, sex, national origin, age, marital status, membership or non-membership in the Union.

**ARTICLE 19.0  
PENSION PLAN**

19.1 Defined Benefit Plan -

- (a) Employees hired prior to July 1, 2014 may enter the present Town of Trumbull Pension Plan after one (1) years of Board service as provided in the Plan.
- (b) Benefits of said Plan shall be as determined in a separate collective bargaining agreement between the Town and UPSEU.
- (c) Eligible employees shall contribute 5.50% towards the cost of the pension plan.

19.2 Defined Contribution Plan - Employees hired on or after July 1, 2014, shall be eligible to participate in the Board Defined Contribution Plan which shall be matched by the Board up to 5.00%.

**ARTICLE 20.0  
DISCIPLINE**

20.1 No permanent employee shall be fired, suspended or otherwise disciplined except for just cause.

20.2 All disciplinary actions shall be applied in a fair and just manner and shall not be inconsistent with the infraction for which the disciplinary action is being applied.

**ARTICLE 21.0  
DURATION**

This Agreement shall remaining force from July 1, 2024 through June 30, 2028.

Negotiations for a successor Agreement shall commence on or about January 15, 2028.

IN WITNESS WHEREOF, the parties have hereto caused this instrument to be signed and executed by its mutually authorized officers and representatives on this \_\_\_\_ day of May, 2024.

BOARD OF EDUCATION  
TOWN OF TRUMBULL  
COUNTY OF FAIRFIELD

LOCAL 424, UNIT 76

UNITED PUBLIC SERVICE EMPLOYEES  
UNION

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Lucinda Timpanelli  
Board Chairman

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President,  
UPSEU Local 424, Unit 76

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Dr. Martin Semmel  
Superintendent

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Kevin Boyle  
President, UPSEU

**APPENDIX A-1  
2024-25 WAGES**

Wages - Effective July 1, 2024, employees will be paid in accordance with the following wage schedule:

<u>COOK MANAGER III (HIGH SCHOOL)</u>		<u>2024-25</u>
Step 1		\$26.65
Step 2		\$27.71
Step 3		\$28.76
<u>COOK MANAGER II (MIDDLE SCHOOLS)</u>		
Step 1		\$24.93
Step 2		\$25.87
Step 3		\$27.12
<u>COOK MANAGER I (ELEMENTARY SCHOOLS)</u>		
Step 1		\$22.96
Step 2		\$23.87
Step 3		\$24.63
<u>GENERAL WORKERS</u>		
Step 1		\$16.31
Step 2		\$16.96
Step 3		\$17.64
<u>BAKERS &amp; COOKS</u>		
Step 1		\$18.42
Step 2		\$19.09
Step 3		\$19.78
<u>COOK I (TRUMBULL HIGH SCHOOL)</u>		
Step 1		\$19.41
Step 2		\$20.08
Step 3		\$20.89

Any employee filling in for a Cook Manager shall be paid in accordance with Article 11, Section 2.



**APPENDIX A-2**  
**2025-26 WAGES**  
(2.75% Increase)

Wages - Effective July 1, 2025, employees will be paid in accordance with the following wage schedule:

<u>COOK MANAGER III (HIGH SCHOOL)</u>	<u>2025-26</u>
Step 1	\$27.38
Step 2	\$28.47
Step 3	\$29.55
<u>COOK MANAGER II (MIDDLE SCHOOLS)</u>	
Step 1	\$25.62
Step 2	\$26.58
Step 3	\$27.87
<u>COOK MANAGER I (ELEMENTARY SCHOOLS)</u>	
Step 1	\$23.59
Step 2	\$24.53
Step 3	\$25.31
<u>GENERAL WORKERS</u>	
Step 1	\$16.76
Step 2	\$17.43
Step 3	\$18.13
<u>BAKERS &amp; COOKS</u>	
Step 1	\$18.93
Step 2	\$19.61
Step 3	\$20.32
<u>COOK I (TRUMBULL HIGH SCHOOL)</u>	
Step 1	\$19.94
Step 2	\$20.63
Step 3	\$21.46

Any employee filling in for a Cook Manager shall be paid in accordance with Article 11, Section 2.

**APPENDIX A-3**  
**2026-27 WAGES**  
(2.75% Increase)

Wages - Effective July 1, 2026, employees will be paid in accordance with the following wage schedule:

<u>COOK MANAGER III (HIGH SCHOOL)</u>	<u>2026-27</u>
Step 1	\$28.14
Step 2	\$29.26
Step 3	\$30.36
<u>COOK MANAGER II (MIDDLE SCHOOLS)</u>	
Step 1	\$26.32
Step 2	\$27.31
Step 3	\$28.63
<u>COOK MANAGER I (ELEMENTARY SCHOOLS)</u>	
Step 1	\$24.24
Step 2	\$25.20
Step 3	\$26.00
<u>GENERAL WORKERS</u>	
Step 1	\$17.22
Step 2	\$17.91
Step 3	\$18.62
<u>BAKERS &amp; COOKS</u>	
Step 1	\$19.45
Step 2	\$20.15
Step 3	\$20.88
<u>COOK I (TRUMBULL HIGH SCHOOL)</u>	
Step 1	\$20.49
Step 2	\$21.20
Step 3	\$22.05

Any employee filling in for a Cook Manager shall be paid in accordance with Article 11, Section 2.

**APPENDIX A-4**  
**2027-28 WAGES**  
(2.75% Increase)

Wages - Effective July 1, 2027, employees will be paid in accordance with the following wage schedule:

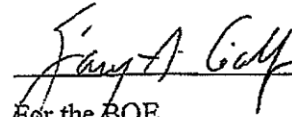
<u>COOK MANAGER III (HIGH SCHOOL)</u>	<u>2027-28</u>
Step 1	\$28.91
Step 2	\$30.06
Step 3	\$31.20
<u>COOK MANAGER II (MIDDLE SCHOOLS)</u>	
Step 1	\$27.04
Step 2	\$28.06
Step 3	\$29.42
<u>COOK MANAGER I (ELEMENTARY SCHOOLS)</u>	
Step 1	\$24.91
Step 2	\$25.89
Step 3	\$26.72
<u>GENERAL WORKERS</u>	
Step 1	\$17.69
Step 2	\$18.40
Step 3	\$19.14
<u>BAKERS &amp; COOKS</u>	
Step 1	\$19.98
Step 2	\$20.71
Step 3	\$21.46
<u>COOK I (TRUMBULL HIGH SCHOOL)</u>	
Step 1	\$21.06
Step 2	\$21.78
Step 3	\$22.66

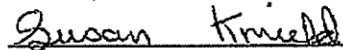
Any employee filling in for a Cook Manager shall be paid in accordance with Article 11, Section 2.

MEMORANDUM OF UNDERSTANDING

The Trumbull BOE and the Trumbull BOE School Lunch Employees Bargaining Unit 76 agree to the following Memorandum of Understanding regarding establishing the position of Chef/Lead Person within the existing bargaining unit.

1. Upon full execution of this agreement, the BOE will establish and post within the existing bargaining unit the position of Chef/Lead Person with an annual salary of \$750.00 to be paid once in January and once in June for a total of \$1500.00 with duties requiring two-three hrs. weekly visitation of district schools. Should the Board find no qualified internal candidates, the position will be posted outside of the bargaining unit.
2. All relevant clauses of the CBA remain in place including the right of the Board to create and illuminate this position should budgetary or programmatic changes cause such action to be necessary.
3. This agreement represents the full understanding of the parties related to the newly created bargaining unit position of Chef/Lead Person.

  
\_\_\_\_\_  
For the BOE  
Date: 10-9-18

  
\_\_\_\_\_  
Unit 76 President  
Date: 10-9-18