

AGREEMENT TO MODIFY COLLECTIVE BARGAINING AGREEMENT
BETWEEN BRANDON SCHOOL DISTRICT AND TEAMSTERS LOCAL 214 –
MAINTENANCE AND CUSTODIAL

The Brandon School District and the Teamsters State, County and Municipal Workers, Local 214, Maintenance & Custodial, agree to extend their existing agreement beginning effective July 1, 2011 through June 30, 2013, except as follows:

- ARTICLE 39, INSURANCE

A. **Effective October 1, 2011**, the Board agrees to provide without cost to each full-time employee the benefits listed below....

A. 1. MESSA CHOICES II, \$500/\$1000 in network deductible, \$10 Office Visit and \$10/\$40 RX Saver.

For each employee who gets Health Insurance, a one-time payment as follows shall be made to the employee no later than September 30, 2011:

- Two Person Coverage: \$ 800
- Family Coverage: \$1,000

A second payment, as described above shall be made to each employee taking the two (2) person or family no later than September 30, 2012.

The Eighty Dollar (\$80.00) monthly payment shall end and each employee will pay ten percent (10%) of their monthly health care premium each pay pre-taxed, over twenty (20) pays starting each school year (October to June) for the 2011/2012 and 2012/2013 school years.

Each employee taking single health care coverage shall have their Eighty Dollar (\$80) monthly contribution reduced to an amount equal to ten percent (10%) of the monthly premium for single coverage, pre-taxed, over twenty (20) pays starting each school year (October to June) for the 2011/2012 and 2012/2013 school years.

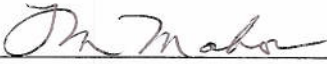
- APPENDIX A, SALARY SCHEDULE

If the audited fund balance for 2010/2011 fiscal year exceeds 7% of the 2010/2011 audited operating expenditures, then 7% of ½ of the excess amount shall be allocated to this bargaining unit as an off schedule stipend, paid by September 30, 2011.

If the audited fund balance for 2011/2012 fiscal year exceeds seven percent (7%) of the 2011/2012 audited operating expenditures, then six percent (6%) of one-half (1/2) of the excess amount shall be allocated to this bargaining unit as an off-schedule stipend, paid by September 30, 2012.

- In all other respects, the prior collective bargaining agreement between these parties shall remain in full force and effect.

BRANDON SCHOOL DISTRICT



Lorraine McMahon, Superintendent

10-4-11
Date


TEAMSTERS LOCAL 214



Les Barrett, Business Representative



Kurt Allen, Steward



Randy Carpenter, Steward

9.24-11
Date