

MEMORANDUM OF AGREEMENT

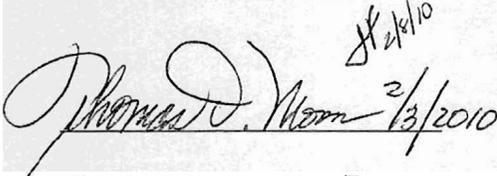
The Agreement between the Manchester Board of School Committee and the Manchester Directors and Coordinators/Teamsters 633 in effect from July 1, 2007 to June 30, 2010 shall continue in full force and effect until June 30, 2013 modified by the following agreements:

1. The salary schedule increase for 2009-2010 shall be 0% for the first 65% of the work year and a 2.5% increase to the salary schedule effective the remaining 35% of the work). Effective with the 9/17/09 payroll the salary will return to the schedule of 10/1/08. Those unit members who are eligible to participate in the City of Manchester Contributory Retirement System and/or the NHRS and give notice to retire or intent to retire by January 1, 2010 shall receive a 2.5% raise effective for the entire year paid in equal amounts in each pay period after the notice has been given. Should a unit member recant and not retire after receiving the 2.5% raise, that unit member will have 1.5% of salary deducted from the last pay check. If there are no remaining pay periods, the member shall repay the 1.5% within 30 days of the end of the school year.
2. The salary schedule in effect on June 30, 2010 shall be increased by 1.5% for the 2010-2011 work year.

Should a unit member retire after the 2009-2010 work year and before the end of the 2010-2011 work year, that member shall be made whole for a raise of 2.5% for 2009-2010 and pro-rated 1.5% for days worked in the 2010-2011 work year.

3. The salary schedule in effect for the 2010-2011 work year shall be increased by 2.5% for the 2011-2012 work year.
4. The salary schedule in effect for the 2011-2012 work year shall be increased by 2.5% for the 2012-2013 work year.
5. Effective September 1, 2009, the District shall pay 87% of the Blue Cross/Blue Shield premium cost. Effective July 1, 2010, the District shall pay 86.5% of the Blue Cross/Blue Shield premium cost. Effective July 1, 2011, the District shall pay 86% of the Blue Cross/Blue Shield premium cost. Effective July 1, 2012, the District shall pay 85.5% of the Blue Cross/Blue Shield premium cost.
6. Effective September 1, 2009, the District shall pay 94.5% of the Matthew Thornton Blue Plan's premium cost. Effective July 1, 2010 94% of the plan's premium cost. Effective July 1, 2011 93.5% of the plan's premium cost and effect July 1, 2012 93% of the plan's premium cost.
7. Effective September 1, 2009, the District shall pay 84.5% of the Northeast Delta Dental monthly premium for the coverage selected by each employee, and each employee shall pay 15.5% of the cost. Effective July 1, 2010 the District shall pay 84% of the monthly

premium and the employee pay 16% of the cost. Effective July 1, 2011, the District shall pay 83.5% of the monthly premium and each employee will pay 16.5% of the cost. Effective July 1, 2012, the District shall pay 83% of the monthly premium and the employee shall pay 17% of the cost.

 ^{H 2/10}
Thomas Noonan 2/3/2010

Thomas Noonan, Date

Business Agent – Teamsters

 Thomas J. Brennan 11 Feb 10

Thomas J. Brennan Date

Superintendent of Schools

