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UNITED STATES DISTRICT COURT

DISTRICT OF CONNECTICUT

LEA DICKSON,
BARBARA A. HALL, and
STRATFORD EDUCATION
ASSOCIATION,

PLAINTIFFS,

VS.

BOARD OF EDUCATION OF
STRATFORD, Connecticut

and

ROBERT CROATTI in his
own capacity and as
Chair of the Stratford
Board of Education,

and

WILLIAM J. CARROLL in his
own capacity and as
Chairman of the Negotiations
Committee, Stratford Board of
Education,

and

JOHN OHLA in his own capacity
and as Superintendent of
Schools, Stratford, Connecticut,

and

RAY NEEDHAM in his own
capacity and as Director of
Athletics, Stratford Public
Schools,

DEFENDANTS.

CIVIL ACTION NO.

COMPLAINT

1. The plaintiffs bring this action for declaratory and injunctive relief and for damages to redress injury done to Plaintiffs Dickson and Hall by Defendants' pattern and practice of discrimination in employment on the basis of sex. Plaintiffs allege that the Defendants, individually and collectively, have discriminated against female coaches of girls' athletics in the compensation, terms, and conditions of their employment solely on the basis of their sex and have refused to negotiate or otherwise take steps to ensure that Plaintiff female coaches are treated equally with men performing work requiring substantially the same skill, effort, and responsibility. These acts violate rights secured to Plaintiffs by Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. 2000e et - and the Fair Labor Standards Act of 1938, 29 U.S.C. 201 et -, as amended by the Equal Pay Act of 1963, 29 U.S.C. 206(d).
2. The jurisdiction of this court is invoked pursuant to 42 U.S.C. 2000e-5(f)(3) and 29 U.S.C. 216(b).
3. The unlawful employment practices alleged herein were and are being committed within the District of Connecticut.

PARTIES

4. Plaintiff Lea E. Dickson is a female citizen of the United States who resides in Stamford, Connecticut. She has been employed by the Stratford Board of Education since September, 1973 as a girls' varsity basketball coach.

Plaintiff Dickson is now and has been a member of the collective bargaining unit represented by the Stratford Education Association.

- 5, Plaintiff Barbara A. Hall is a female citizen of the United States who resides in Stratford, Connecticut. She has been employed by the Stratford Board of Education since September, 1973, as a girls' varsity basketball coach. Plaintiff Hall is now and has been a member of the collective bargaining unit represented by the Stratford Education Association.
6. Plaintiff Stratford Education Association is an employee association which negotiates, on behalf of employees, with employers concerning terms and conditions of employment, including, but not limited to, wages, working conditions, tenure, grievances, and labor disputes. The Stratford Education Association's membership continuously has been and is now in excess of 25 persons. Since at least 1972, the Stratford Education Association has been a labor organization engaged in an industry affecting commerce within the meaning of 42 U.S.C. 2000(d) and (e) and 29 U.S.C. 203 et seq.
- 7, Defendant Stratford Board of Education (hereinafter, the Board) has been and is now a governmental agency in Stratford, Connecticut, which is engaged in financing and offering a program of education to the children of the town of Stratford. The Board has continuously and does now employ more than 15 persons for each working day in each of twenty or more calendar weeks in each year material to this

action. Since at least 1972 the Board continuously has been and is now an employer engaged in an industry affecting commerce within the meaning of 42 U.S.C. 2000e (b), (g), and (h) and 29 U.S.C. 203 et seq.

8. Defendant Robert Croatti is a duly elected member and Chairman of the Board and by virtue of his position, approves wage and salary scales and working conditions for the Defendant Board.
9. Defendant William J. Carroll is a duly elected member and Chairman of the Negotiations Committee of the Board; by virtue of his position, negotiates wage and salary schedules; and working conditions for the Defendant Board.
10. Defendant John Ohla is the Superintendent of Schools for Stratford and by virtue of that position recommends and implements the policies and directives of the Defendant Board.
11. Defendant Ray Needham is Director of Athletics for the Stratford Schools and by virtue of that capacity recommends and implements policy and directives of the Board and the Superintendent with regard to athletic personnel and programs.

ADMINISTRATIVE PROCEDURE

12. On or about November 7, 1975, Plaintiffs Dickson and Hall filed timely charges of continuing sex-based discrimination in employment with the United States Equal Employment Opportunities Commission (EEOC). The Stratford Education Association joined these charges as co-complainant by amendments filed June 15, 1976.

- 13. The EEOC assumed jurisdiction over Plaintiffs' charges on January 14, 1976, after having deferred the charges to the Connecticut Commission on Human Rights and Opportunities for sixty days pursuant to 42 U.S.C. 2000e-5(c) .
- 14. Plaintiffs received a "Notice of Right to Sue" on ----- 1976 from the Boston District Office of the EEOC, entitling them to institute a civil action in the appropriate Federal District Court within ninety (90) days of the receipt of said notice.

FIRST CAUSE OF ACTION

- 15. Since September, 1973, Plaintiffs Dickson and Hall have been employed by Defendant Board as girls' varsity basketball coaches. They have been performing work of equal skill, effort and responsibility as the male coaches of boys varsity basketball teams, but have not been paid on a basis equal to these male coaches.
- 16. The Defendants failure and refusal to pay females on an equal basis with males for substantially equal work is in violation of the Equal Pay Act of 1963, as amended.

SECOND CAUSE OF ACTION

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- 17. Plaintiffs repeat and reallege the allegation of Paragraph 11 of this complaint as if fully set forth herein.
- 18. Defendants maintain policies and practices with respect to, but not limited to, wages, job assignments and other terms and conditions of employment which unlawfully operate to, deny equal opportunities to females because of their sex.
- 19. Defendants have instituted an unequal system of remuneration based on sex by establishing a "point system" for determining the pay of female coaches which is not applied to male coaches. This is a discriminatory practice.

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against women by awarding a higher number of points to activities which are afforded only to the boys' teams.

20. Defendants have maintained discriminatory terms and conditions of employment by failing to hire assistant coaches for girls' junior varsity basketball teams. As a consequence of this failure, Plaintiffs Dickson and all have borne the responsibility for coaching girls' junior varsity basketball while the boys' junior varsity teams are provided with assistant coaches.

21. Defendants have failed and refused to negotiate contract with Plaintiff Stratford Education Association in order to eliminate the unfair policies and practices set forth in paragraphs 11, 17, 18, 19 and 20.

22. These policies and practices constitute discrimination on the basis of sex in violation of 42 U.S.C. 2000e-2.

PRAYER FOR RELIEF

WHEREFORE, Plaintiffs respectfully pray that this Honorable Court:

1. Assume jurisdiction of this cause;
2. Issue a declaratory judgment holding that the policies and actions of the Defendants against the Plaintiff/s, as set forth in the complaint, violate Plaintiffs' rights as secured by Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. 2000e et - and the Equal Pay Act of 1963, 29 U.S.C. 206(d) and 216(b);
3. Issue a preliminary and permanent injunction pursuant to Rule 65 of the Federal Rules of Civil Procedure enjoining the Defendant, their agents and employees and

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all persons acting in concern with them from discriminating against Plaintiffs in salary, job qualifications, job assignments, contract negotiations and other terms and conditions of employment in the Stratford, Connecticut school system;

4. Order Defendants to institute immediately an affirmative action program designed to eliminate the discriminatory practices in salary, job assignment, contract negotiation, and educational program complained of herein;
5. Order Defendants to make whole the Plaintiffs adversely affected by the policies and practices described herein by providing appropriate back pay and reimbursement for lost pension, Social Security, and other benefits in an amount to be shown at trial;
6. Award back pay and a additional sum equal to back pay as liquidated damages to Plaintiffs Dickson and Hall, who have been denied their rights under the Equal Pay Act of 1963, 29 U.S.C. 206(d) as provided by 29 U.S.C. 216(b);
7. Allow Plaintiffs their costs herein, including reasonable attorneys' fees;
8. Grant Plaintiffs such additional or alternative relief as this Court deems just, proper, and equitable.

Respectfully submitted,

BY
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ATTORNEY FOR PLAINTIFF
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