

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

**REGIONAL SCHOOL DISTRICT NO. 4
BOARD OF EDUCATION**

and

**LOCAL 1303-419 OF COUNCIL 4
AMERICAN FEDERATION OF STATE, COUNTY,
AND
MUNICIPAL EMPLOYEES, AFL-CIO**

JULY 1, 2017 THROUGH JUNE 30, 2020

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**WORKING AGREEMENT
BETWEEN
BOARD OF EDUCATION REGIONAL SCHOOL DISTRICT 4
LOCAL 1303-419 OF COUNCIL 4
AFSCME, AFL-CIO**

This AGREEMENT is entered into by and between the Board of Education Regional School District #4, hereinafter referred to as the “Employer” or the “Board” and Local 1303-419 of Connecticut Council 4, AFSCME, hereinafter referred to as “Union”.

**ARTICLE I
RECOGNITION**

The Board recognizes the Union as the sole and exclusive representative for the purpose of collective bargaining with respect to matters concerning wages, hours, and other conditions of employment for all full-time employees working twenty (20) or more hours a week performing secretarial, clerical and bookkeeping work and also the school nurse.

**ARTICLE II
UNION SECURITY**

Section 2.0

All employees in the bargaining unit as defined in Article I above shall, thirty (30) days from the date of this Agreement, or from the date of their employment by the employer, either: (1) become and remain members of the Union in good standing in accordance with the Constitution and By-Laws of the Union, during the term of this Agreement or extensions thereof, as a condition of employment, or (2) authorize, in writing, a payroll deduction from their salaries each pay period, a sum not to exceed the same amount deducted for Union members, which sum shall be paid to the Union.

Section 2.1

Upon receipt of a signed authorization form from the employee involved, a copy of which is attached to this Agreement as Appendix B, the Employer shall deduct from the employee’s pay, the first payroll of each month, such initiation fees and/or dues as the Union shall determine. The Union agrees to hold the Employer harmless from all costs, liabilities and damages arising from application and enforcement of this Article, including the making of such deductions.

Section 2.2

The amount will be certified by a responsible Union officer in writing and may be raised or lowered by the Union at any time upon notification by said officer to the Employer.

Section 2.3

Deductions as heretofore provided shall be remitted to the AFSCME Council 4 Office no later than thirty (30) days after such deductions have been made along with a list of employees, including addresses from whom the deductions have been made.

Section 2.4

New employees shall sign a payroll deduction card at their time of hire, effective the first payroll following their completion of thirty (30) days of employment.

ARTICLE III
SENIORITY

Section 3.0

Seniority is defined as the total length of service an employee has worked for the Employer unbroken by voluntary termination, lay off for a period in excess of twenty-four (24) months, or discharge for cause.

Section 3.1

Newly hired employees shall serve a probationary period of ninety (90) days during which time they shall receive no seniority rights.

Section 3.2

The Board, at its discretion, shall have the right to discharge an employee at any time during the ninety (90) working day probationary period and the employee shall have no right of appeal through the grievance procedure.

Section 3.3

Upon completion of the ninety (90) working day period, the employee's probationary period shall be considered completed and his/her seniority will then be dated back to his/her date of hire.

Section 3.4

No part-time or new employees will be hired while any bargaining unit employees remain on layoff who are qualified to fill an available position.

Section 3.5

- (a) In the event of a layoff, the Board shall notify the affected employee in writing, with a copy to the Union President, as soon as practicable, but in any case no less than two (2) weeks in advance.
- (b) If a bargaining unit position is eliminated, the following procedures will apply:
 - (i) If there is a vacancy of the employee in the positions which is eliminated, the affected employee shall be offered the opportunity to fill the vacant position.
 - (ii) If there is no vacancy the employee in the position which is eliminated, the affected employee shall be offered the opportunity to fill a position held by a probationary employee.
 - (iii) If there is no vacancy or position filled by a probationary, the affected employee shall be allowed to displace the least senior employee.
- (c) Employees who choose to fill vacancies or displace other bargaining unit employees under the procedure noted above in subsection (b) must be qualified to perform the work of the position into which the employee moves; and shall serve a probationary period of ninety (90) days. If, during the ninety (90) day probationary period, the Superintendent determines that the employee is not qualified to perform the work of the new position, the employee may be removed from the new position. After such a removal, the employee may elect to displace the least senior employee within the affected employee's grade or a lower grade.
- (d) Laid off employees shall be placed on a recall list for fifteen (15) months and recalled in inverse order of layoff with the most senior employee(s) on layoff

recalled to work first. The employer shall not be obligated to recall laid off employees if more than one year has elapsed since the layoff of said employee or if an employee has refused a prior offer of recall. Employees recalled to a position must respond to the recall notice within two (2) weeks from the date of notice of recall, or forfeit any right to recall under this Agreement. Recalled employees shall have up to one month from the date of the recall notice to return to work.

ARTICLE IV **PROMOTIONS AND VACANCIES**

Section 4.0

All promotional opportunities and job vacancies shall be posted for a period of ten (10) working days, within each school and the central office.

Section 4.1

- (a) New positions and/or job vacancies shall be posted as provided in 4.0 to give employees the first opportunity for these openings.
- (b) Any new employee hired to fill a vacated position prior to the completion of the posting period shall be placed in the final position remaining vacant upon completion of the selection process.

Section 4.2

- (a) Applicants shall be selected on the basis of qualifications, training, experience, references and interview.
- (b) An applicant will be placed on the appropriate salary step in accordance with his/her previous relevant experience in relation to the job classification.

ARTICLE V **HOURS OF WORK**

Section 5.0

The work week for school nurse, secretarial and clerical employees, unless otherwise specified herein, shall be:

- (a) Five (5) days per week, Monday through Friday, eight (8) hours per day inclusive of one-half (1/2) hour paid lunch period.

- (b) Time and one-half shall be paid for all hours actually worked beyond forty (40) hours in any one (1) week.
- (c) Double time shall be paid for all hours actually worked on Sundays and holidays.
- (d) Time and one-half shall be paid to employees for any time worked on Saturdays.
- (e) The school nurse shall have a workday consisting of eight (8) hours which will include one-half hour duty-free lunch period to be taken at any time during the day at the nurse's discretion depending on his/her work responsibilities.

Nurses requested to work special assignments shall be paid \$275.00 per additional day worked.

Section 5.1

- (a) Employees working in positions requiring less than eight (8) hours of work per day shall retain their present hours unless changed by mutual agreement between the Union and the Superintendent.
- (b) All new employees shall be hired to work ten (10) or twelve (12) months at the discretion of the Superintendent.

**ARTICLE VI
HOLIDAYS**

Section 6.0

All employees within the bargaining unit while working shall receive the following holidays with full pay provided school is not in session:

New Year's Eve Day	Memorial Day	Christmas Day and either the last work day before Christmas or the first work day after Christmas depending on whether or not school is in session.
New Year's Day	Fourth of July	
Martin Luther King Day	Labor Day	
President's Day	Columbus Day	
Good Friday	Thanksgiving Day	
Veterans Day	Day after Thanksgiving	

Section 6.1

- A. Holidays falling on Saturday shall be celebrated on the preceding Friday. If school is in session on the Friday preceding the holiday, said holiday shall be celebrated on a date designated on the school calendar at the discretion of the Superintendent or his/her designee.
- B. Holidays falling on Sunday shall be celebrated on the following Monday. If school is in session on the Monday following the holiday, said holiday shall be celebrated at a date designated on the school calendar at the discretion of the Superintendent or his/her designee.
- C. New Year's Eve Day shall be celebrated on Thursday when New Year's Day falls on Saturday. New Year's Eve Day shall be celebrated on Friday when New Year's Day falls on a Sunday.
- D. In the event that work is scheduled to take place on a day designated as a holiday in this Section, employees shall receive a floating Holiday on a date determined by the Superintendent of Schools when setting the school calendar.

ARTICLE VII LEAVE

Section 7.0

All employees within the bargaining unit shall be entitled to one and one-quarter (1-1/4) days of paid sick leave per month accumulative to two hundred (200) days. All employees hired on or after July 1, 2010 within the bargaining unit shall be entitled to one and one-quarter (1-1/4) days of paid sick leave per month accumulative to one hundred and fifty (150) days.

Sick leave may be used in the following cases:

- a) Personal illness or physical incapacity due to illness or disability.
- b) Enforced quarantine of the employee in accordance with community health regulations.
- c) Ability to utilize sick leave for scheduled medical treatment for which arrangements cannot be made outside of working hours.

Section 7.1

For any absence or illness for more than two (2) work days, a doctor's certificate shall be submitted to the Superintendent upon the employee's return at the request of the Superintendent when and if abuse is indicated of the provisions of Article VII.

Section 7.2

By July 31st of each year, each employee shall receive a statement of accumulated sick leave days.

Section 7.3

Upon the death or retirement of an employee after 10 years of service, the employee shall receive compensation of \$20.00 per sick day over and above 95 accumulated sick days up to a total maximum compensation of \$1,500.00.

Section 7.4 – Personal Leave

- (a) Each unit member shall be permitted a maximum of five (5) days in a contract year without loss of salary when absence from work is necessary and unavoidable for any of the following reasons:
1. Death in the immediate family of the employee or the employee's spouse (parent, child, aunt, uncle, grandchild, brother, sister) or any other person who is domiciled in the employee's household.
 2. Illness in the immediate family of the employee or the employee's spouse (spouse, parent, child or any relative of the employee or the employee's spouse) or any other person domiciled in the employee's household.
 3. Formal religious observance of a holy day.
 4. A legal transaction requiring employee's presence.
 5. To attend the marriage of an immediate family member.
 6. Personal days may be granted for matters or pressing personal reasons which cannot be attended to outside of the working day. Such personal days shall be approved by the Superintendent in advance and

will require a notification to the Superintendent of the reason for personal leave.

- (b) Personal leave days shall not accumulate from contract year to contract year.
- (c) Employees shall use the Electronic Notification System when taking a personal day.
- (d) A newly-employed unit member shall not become eligible for personal leave benefits under this Article until he/she has worked ninety (90) work days.
- (e) Personal days may be taken in one (1) hour increments.

Section 7.5

Pregnant employees shall receive maternity leave in conformity with state and federal legislation.

Section 7.6

Application for leave as provided above shall be made to the immediate supervisor at least five (5) days before taking such leave except in emergencies.

Section 7.7

Injury leave, as distinguished from sick leave, shall mean paid leave given to an employee due to absence from duty caused by accident or injury that occurred while the employee was engaged in the performance of his duties. Any employee absent due to an injury that incurred in the performance of his/her duties shall be paid his/her regular weekly wage until such time as he or she receives worker's compensation checks, at which time he/she shall then receive only the difference between the amount of compensation check and the compensation he/she received from the employer on the date of the injury. The employee shall reimburse the employer for any sum paid up to that date by virtue of the worker's compensation checks. Such differential and full weekly payment shall be made for a period not to exceed nine (9) months from the date of the accident.

Section 7.8

The Union President or another employee designated by the Union shall be entitled to three (3) days leave annually, with pay, to attend workshops, seminars and other Union meetings.

Section 7.9

Any employee required to report for jury duty shall receive the difference between his/her full pay and what he/she is paid for said jury duty during the period of time of service.

Section 7.10

Three Union Officers, as the Union may designate, shall be allowed such reasonable time as required for negotiations without loss of pay if such negotiations take place during their regularly scheduled working hours.

Section 7.11

Special leave of one (1) day with full pay may be granted at the discretion of the Superintendent for each occasion for one (1) employee to attend the funeral of a co-employee or retired employee.

Section 7.12

Leave without pay may be granted at the sole discretion of the Superintendent of Schools for employees who have exhausted vacation accrual.

ARTICLE VIII
INSURANCE COVERAGE

Section 8.0

A. Health Insurance

The Board agrees to pay the amounts set forth in this section for individual, two-person or family coverage under one of the two health insurance options set forth below, and for the dental insurance described below.

Century Preferred Plan

For the 2018-2019 and 2019-2020 plan years, employees shall have the option of electing to participate in the Century Preferred PPO plan offered. Effective July 1, 2018, employees shall pay a premium contribution equal to the difference between the PPO annual premium and the cost to the Board of the HSA annual premium (including the Board's cost toward the funding of the HSA annual deductible). The Century Preferred PPO plan shall include the following components:

Office Visit Co-payment	\$25 (\$0 for preventive)
Urgent Care Co-payment	\$75
Emergency Room Co-payment	\$125
Hospitalization Co-payment	\$250
Outpatient Co-payment	\$250
Specialist co-payment	\$30
<i>Prescription Coverage:</i>	
Retail	\$5/25/40 (for 30-day supply) (Public Sector Option 2)
Mail Order	2X retail co-payment for 90-day supply
Annual Maximum	\$2,000
Out of Network Deductible	\$250/500/750
Out of Network Coinsurance	80% co-insurance after deductible, subject to co-insurance maximum
Out of Network Coinsurance Maximum	\$700/1400/2100
Out of Network Out of Pocket Maximum	\$950/1900/2850
Out of Network Lifetime Maximum	\$1,000,000

The Century Preferred PPO plan will include the unmarried dependent child rider to age 26.

The Board agrees to pay 83.5% and the employee agrees to pay 16.5% of the cost of coverage under the Century Preferred PPO plan.

HSA Plan

Effective as soon as practicable upon ratification, the Board shall implement a HSA plan, or a high deductible health care plan with a health savings account feature, including the following components:

	In-Network	Out-of-Network
Annual Deductible (individual/aggregate family)	\$2000/4000	
Co-insurance	100% co-insurance after deductible, subject to co- insurance maximum	80% co-insurance after deductible, subject to co- insurance maximum
Co-insurance Maximum (individual/aggregate family)	\$2000/4000	

Cost Share Maximum (individual/aggregate family)	\$4000/8000	
Lifetime Maximum	Unlimited	\$1,000,000
Preventive Care	Deductible not applicable 100% Co-insurance	80% Co-insurance after deductible, subject to co- insurance maximum
Prescription Drug Coverage	Treated as any other medical expense. Effective July 1, 2018, treated as any other medical expense, until deductible is met, and then \$0/\$25/\$40 deductible shall be applied.	

The Board will contribute fifty percent (50%) of the applicable HSA deductible amount in two (2) payments, in July, 2017 and January 2018. Effective July 1, 2018, the Boards will contribute fifty percent (50%) of the applicable HSA deductible in three (3) payments made annually on the Boards' payroll dates as follows: July (50%), September (25%), and January (25%). The parties acknowledge that the Board's fifty percent (50%) contribution toward the funding of the HSA plan is not an element of the underlying insurance plan, but rather relates to the manner in which the deductible shall be funded for actively employed employees.

The following premium cost sharing provisions shall apply to employees electing the HSA plan during the term of this Agreement:

Effective July 1, 2018 the Board agrees to pay 85% and the employee agrees to pay 15% of the cost of coverage under the HSA plan. Effective July 1, 2019 the Board agrees to pay 84% and the employee agrees to pay 16% of the cost of coverage under the HSA plan.

Employees enrolled in the HDHP but not eligible to participate in the HSA due to Medicare enrollment or those actively receiving military medical services may continue in the HDHP without any Board contribution into the HSA. However, the HDHP employee premium cost share shall be reduced by the dollar value of what the Board would otherwise have contributed into the HSA. The employees premium cost share contribution will not be reduced below \$0.

B. Dental Insurance

Subject to the employee contribution rates applicable to the above-referenced HSA plan, the Board shall make available the Full Dental Plan with Rider A (Advanced Basic Benefits).

C. Vision Rider

Subject to the employee contribution rates applicable to the above-referenced HSA plan, the Board shall make available the Vision Rider.

D. Section 125 Plan (FLEXIBLE SPENDING ACCOUNT)

The Board will make available a Section 125 Plan for payment of the following qualified expenses on a pre-tax basis, to the extent permitted by law:

- a. Insurance premium contribution;
- b. Dependent care assistance (\$5,000 maximum); and
- c. Supplemental medical expense reimbursement (\$2,500 maximum).

E. Life Insurance

Subject to the employee contribution rates applicable to the above-referenced Century Preferred PPO plan, the Board shall make available life insurance in the amount of fifty thousand dollars (\$50,000).

Section 8.1

- a. Each employee shall be a member of the Municipal Employees Retirement Fund Plan B.
- b. Social Security Program for all employees (employee pays employee's share; Board pays Board share).

Employees may elect to carry insurance upon retirement at group rates at their own expense provided the carrier permits.

**ARTICLE IX
WAGES AND LONGEVITY**

Section 9.0

All wage rates effective during the term of this Agreement shall be listed in Appendix A.

All employees eligible for step advancement shall receive step advancements for the duration of this agreement.

Effective and retroactive to 7/1/17: 2.00%;
Effective 7/1/18: 2.25%;

Effective 7/1/15: 2.50%;

Section 9.1

- (a) All employees shall be paid by check bi-weekly.
- (b) If a pay period falls during a holiday or vacation, ten-month employees shall be paid on the regular school day prior to the commencement of the holiday or vacation.

Section 9.2

- (a) The Employer shall provide each employee with a copy of the contract within thirty (30) days after the signing of this Agreement. New employees will be provided a copy of this Agreement at the time of hire.
- (b) The Employer will provide AFSCME Council 4 with six (6) signed contracts at the time it is signed by both parties.

Section 9.3

- (a) Employees shall be paid an annual longevity payment on the first pay period in December of each year, in accordance with the following schedule:

After 10 years of full employment	-	\$475.00
After 15 years of full employment	-	\$550.00
After 20 years of full employment	-	\$600.00

- (b) All employees not on the highest step of the salary schedule will advance one step as of July 1, each year.
- (c) Secretaries working as the Principal's Secretary at the High School and Middle School shall be paid a yearly stipend \$1,100. Effective July 1, 2017 shall be paid a yearly stipend of \$ 1,150. Effective July 1, 2018 shall be paid a yearly stipend of \$ 1,200. Effective July 1, 2019 shall be paid a yearly stipend of \$ 1,250. The stipend shall be paid in two equal payments, in the first pay period of January and June.

ARTICLE X
VACATION

Section 10.0

Employees shall be given vacation at their base rate on the following basis:

- (a) A twelve-month employee who has completed one (1) year of service shall be entitled to a vacation of ten (10) working days annually, five (5) days of which may be taken after but not before six (6) months of service.
- (b) A twelve-month employee who has completed five (5) years of service shall be entitled to a vacation of three (3) weeks annually.
- (c) Starting with the eleventh year, twelve-month employees will be entitled to one additional vacation day per year to a maximum of 20.
- (d) A twelve-month employee who has completed fifteen (15) years of service shall be entitled to a vacation of four (4) weeks annually.
- (e) Twelve month employees who have completed twenty (20) years of employment shall be entitled to one (1) additional vacation day per year to a maximum of twenty-five (25) days.
- (f) A ten-month employee who has completed fifteen (15) years of service shall be entitled to a vacation of seven (7) days annually. No ten-month employee hired after July 1, 1999, shall be entitled to receive this benefit.
- (g) The fiscal year will be used to determine the amount of vacation time. Vacation time shall not accumulate from year to year. Under certain circumstances, the Superintendent may, upon written request from an employee, decide whether to grant permission for an employee to carry over no more than five (5) days of vacation time into the following fiscal year. Written requests for such proposed carry over must be made at least one (1) week in advance. Permission, if granted, must also be in writing.
- (h) In order to be approved for vacation leave of greater than two (2) consecutive days, an employee must request vacation leave in writing, at least two (2) weeks in advance. In order to be approved for vacation leave of two (2) days or less, an employee may request vacation leave in writing at least two (2) days in advance.

Section 10.1

Upon voluntary separation of employment, employees are entitled to a lump sum payment prorated for any earned vacation time.

ARTICLE XI
GRIEVANCE PROCEDURE

Section 11.0

For the purpose of this Agreement, the term “grievance” means a complaint by an employee that there has been a violation, misinterpretation or misapplication of a specific provision of this Agreement.

Section 11.1

Any such grievance shall be settled in accordance with the following grievance procedure:

- (a) **Step 1** – The aggrieved employee and/or his/her steward or representative shall within fifteen (15) working days of the occurrence take up the grievance matter with the School Principal in an effort to get the grievance resolved immediately.
- (b) **Step 2** – If the grievance is not settled in the first step, the grievance will be reduced to writing within (10) working days of the conference with the School Principal and submitted to the Superintendent of Schools. The Superintendent will adjust the grievance at once or give an answer to the Union in writing within ten (10) working days of receipt of the grievance.
- (c) **Step 3** – If the aggrieved party or the Union is not satisfied with the answer given by the Superintendent of Schools, they may elect to submit the grievance to the Board of Education within seven (7) working days of the conference with the Superintendent of Schools. The Board of Education will arrange a hearing with the grieving party and the Union within fifteen (15) working days after receiving the grievance in an attempt to resolve the issue. If the grievance is not resolved by the Board at the hearing, an answer will be submitted to the Union and the aggrieved in writing within fifteen (15) working days after the above hearing has been held.
- (d) **Step 4** – If the Union or the aggrieved is not satisfied with the answer given by the Board of Education, only the Union may, within fifteen (15) working days of the answer from the Board of Education, elect to submit the grievance to the State Board of Mediation and Arbitration to be resolved. In the event arbitration takes place, the answer shall be final and binding. Any cost arising from arbitration shall be borne equally by both parties. The arbitrator shall have no authority to make any decision that adds, to, subtracts from, modifies, or amends in any way the terms of this Agreement.

Section 11.2

Nothing herein shall be construed as prohibiting an aggrieved party from handling his/her own grievance if she so desires, but no agreement shall be made that is contrary to any of the terms of this Agreement. The Union shall be notified of any final adjustment of an individually processed grievance, no later than two (2) business days after the final adjustment.

Section 11.3

The Employer shall allow the aggrieved employee(s) and a Union officer or steward the necessary time off without loss of pay to resolve any such grievance(s) in accordance with those procedures as set forth in Section 11.1 steps a through d.

Section 11.4

Copies of all decisions rendered in each level of the grievance procedure shall be provided to the Union President and the grievant.

ARTICLE XII
DISCIPLINARY ACTIONS

Section 12.0

No employee shall be discharged or otherwise disciplined without just cause.

Section 12.1

Disciplinary actions shall normally follow this order:

- (a) Verbal warning
- (b) Written warning
- (c) Suspension
- (d) Discharge

Certain infractions may require immediate suspension or discharge.

Section 12.2

All disciplinary actions above may be subject to the grievance procedure.

Section 12.3

All verbal warnings, or any other type of action deemed to be minor by the Employers shall be removed from the Employee's record, and placed in a separate file, one (1) year after the said minor violation has occurred, however, such disciplinary actions may be used for the purpose of progressive discipline for up to two (2) years after the minor violation has occurred.

ARTICLE XIII **MISCELLANEOUS**

Section 13.0

Prior approval in writing for overtime shall be given by the Superintendent of Schools for all hours worked over forty (40) hours.

Section 13.1

A new staff member must, at the Board's expense, submit a physician's certificate stating the applicant is physically and mentally fit to perform the duties prior to appointment.

Section 13.2

Transportation Allowance – Any employee required to use their own personal vehicle for school business shall be paid a transportation allowance of the current IRS rate per mile for each mile driven for such school business.

Section 13.3

All twelve (12) month employees may in an emergency early closing, or in the event schools are cancelled for any reason (snow, sleet, etc.) be released without the loss of pay by the Superintendent.

Section 13.4

Twelve (12) month employees will be released without loss of pay at 3:00 p.m. from the day school closes in June until the first teacher's work day each year, upon approval of their immediate supervisor.

Section 13.5

A joint safety committee will be formed by the employer and two members of the Union, said committee shall meet on a regular basis to review and recommend safety and health consideration in all schools.

ARTICLE XIV
SCOPE OF AGREEMENT

Section 14.0

It is understood by the parties to this Agreement that this Agreement is intended as an expression of policies and procedures which the parties consider will improve relations between the Board and employees who are within the scope of this Agreement; this understanding being expressed, without intending in any way to limit or restrict the Board or bind the Superintendent of Schools or any duly authorized representative of the Board in the discharge of duties and responsibilities as prescribed by the Regional School District No. 4 and by the statutes of the State of Connecticut, Revised.

ARTICLE XV
MANAGEMENT RIGHTS

Section 15.0

The management and conduct of the business of the schools and the direction of the working force are the right of the Employer. The Employer shall have the right, subject to the terms herein contained, to hire and layoff employees, to classify, reassign, transfer, and promote them, to discipline or discharge them for cause, and in general to maintain discipline, order and efficiency in the schools. The Employer reserves the right to publish reasonable rules and regulations from time to time as it may deem necessary and proper for the conduct of the schools, provided the same are not inconsistent with the terms of this Agreement. Such rules may include, but not be limited to, matters such as efficiency, productivity, evaluation, and assignments.

ARTICLE XVI
NEGOTIATIONS

Section 16.0

Negotiations for a successor collective bargaining agreement shall be conducted in accordance with the Municipal Employee's Relations Act.

Section 16.1

Any additional agreement reached shall be reduced to writing, shall be signed by the Chairman of the Board and the President of the Union, and shall be an addendum to this Agreement.

ARTICLE XVII
DURATION

Section 17.0

The provisions of this Agreement shall be effective for a period of three (3) years from July 1, 2017 to June 30, 2020.

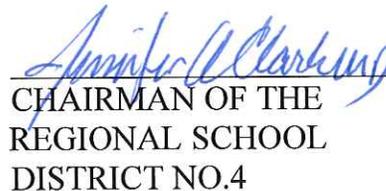
Section 17.1

Future negotiations under provisions of the Municipal Employees Relations Act shall be subject to any revisions or addenda to the Act occurring as a result of legislative action.

IN WITNESS WHEREOF, the undersigned parties have hereunto set their hands and seals this 26th day of March, 2018.



AFSCME Local 1303-419



CHAIRMAN OF THE
REGIONAL SCHOOL
DISTRICT NO.4



COUNCIL 4 STAFF REPRESENTATIVE

APPENDIX A
SALARY SCHEDULE

Effective and Retroactive to July 1, 2017: 2.00%increase

Step	Secretary	Nurse
1	21.85	41,183
2	22.34	43,293
3	22.83	45,391
4	23.31	47,509
5	23.82	49,610
6	24.36	
7	24.75	
8	25.15	
9	25.59	

Effective July 1, 2018: 2.25% increase

Step	Secretary	Nurse
1	22.34	42,110
2	22.84	44,267
3	23.34	46,412
4	23.83	48,578
5	24.36	50,726
6	24.91	
7	25.31	
8	25.72	
9	26.17	

Effective July 1, 2019: 2.5% increase

Step	Secretary	Nurse
1	22.90	43,163
2	23.41	45,374
3	23.92	47,572
4	24.43	49,792
5	24.97	51,994
6	25.53	
7	25.94	
8	26.36	
9	26.82	

APPENDIX B

**CONNECTICUT COUNCIL NO. 4
AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL
EMPLOYEES, AFL-CIO
AUTHORIZATION OF PAYROLL DUES**

By: _____

(Please Print) Last Name First Name Middle Initial

To: _____

Name of Employer

Effective _____, I hereby authorize you do deduct from my earnings a sufficient amount to provide for the regular payment of the current rate of monthly union dues or service fees, as certified by the union. This authorization shall remain in effect in accordance with the working agreement or upon termination of my employment.

Dues to AFSCME are not tax deductible as charitable contributions for Federal Income Tax purposes. However, they may be tax deductible as ordinary and necessary business expenses.

Signature (Do Not Print)

Social Security No.

Street Address (Print)

Phone No.

City and State (Print)

Zip code