

AGREEMENT

between the

EAST HAVEN BOARD OF EDUCATION

And

UNITED PUBLIC SERVICE EMPLOYEES UNION, EAST HAVEN BOARD  
OF EDUCATION PARAPROFESSIONALS and TEACHER AIDES UNIT

July 1, 2017 - June 30, 2020

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## PREAMBLE

This agreement is made and entered into by and between the EAST HAVEN BOARD OF EDUCATION, (hereinafter referred to as the "Board") and the UNITED PUBLIC SERVICE EMPLOYEES UNION, EAST HAVEN PARAPROFESSIONALS and TEACHER AIDES UNIT, (hereinafter referred to as the "Union").

## ARTICLE I - RECOGNITION/DEFINITIONS

1.1 Pursuant to the recognition agreement entered into between the Board and the Union before the Connecticut State Board of Labor Relations, as amended, and for the purposes of bargaining collectively with respect to wages, hours and other conditions of employment within the meaning of Section 7-471(3) of the Municipal Employee Relations Act, the Board hereby recognizes the Union as the exclusive representative of Paraprofessionals and Teacher Aides employed by the Board, as outlined in Case No. ME-30,101 - Decision No. 4635.

1.2 As used in this Agreement, the term "days" shall mean business days, unless otherwise expressly specified in this Agreement.

1.3 As used in this Agreement, the term "Board" shall mean the East Haven Board of Education and/or its designated employees/agents, including, but not limited to, the Superintendent of Schools and/or the Superintendent's designee, unless otherwise expressly specified in this Agreement.

1.4 As used in this Agreement, the term "employees" shall mean only those employees of the Board who are included in the bargaining unit, as described in Section 1.1 above.

1.5 As used in this Agreement, the term "Administrator" shall mean any supervisory employee of the Board who directly or indirectly supervises bargaining unit employees.

## ARTICLE II - AGENCY SHOP

2.1 Each employee shall, as a condition of continued employment, either join the Union and pay the regular monthly dues, uniformly required for Union membership or, if the employee chooses not to join the Union, pay a service fee to the Union not greater than the amount of dues uniformly required of Union members, subject to the limitations and restrictions of applicable law.

2.2 The Board shall, each month, deduct from the pay issued to each active employee the regular monthly dues uniformly required of all Union members, or the service fee required of non-members, whichever is applicable, and forward same to the Union at regular monthly

intervals. Each employee shall, on forms prescribed by the Union, provide written authorization to the Board to make the above referenced payroll deductions.

2.3 The Union shall indemnify and save the Board harmless from any and all claims, demands, suits or other forms of liability that may arise or be alleged against the Board by reason of any action taken by the Board pursuant this article.

### ARTICLE III - SAVINGS CLAUSE

In the event that any provision or portion of this Agreement is invalidated by enactment of statute, or by decision of a court or administrative agency of competent jurisdiction, the balance and remainder of this Agreement will remain in full force and effect.

### ARTICLE IV - TRAVEL REIMBURSEMENT

Employees who are required by the administration to use their personal vehicle for school business shall be reimbursed for mileage at the current IRS rate.

### ARTICLE V - NEW EMPLOYEES

5.1 Information provided to employee. At the time of hire, the Personnel Office shall inform a new employee that he/she is represented by the Union for the purpose of collective bargaining, direct him/her to the job description for his/her assigned position, and provide them with the following information:

- (a) access to an electronic copy of this Agreement;
- (b) health insurance benefits for which they are eligible to apply;

5.2 Information provided to Union. At the time of the hiring of a new employee, the Board shall provide Union and the Union President, or his/her designee, with the employee's job title, date of hire, job classification and rate of pay.

### ARTICLE VI - PROBATIONARY PERIOD

6.1 Newly hired employees shall be subject to an initial probationary period of five (5) months (excluding July and August), during which time the employee shall receive pay for only hours actually worked; there shall be no paid hours for days of absence, for any reason.

6.2 An employee may be disciplined or discharged at any time during the probationary period. Such discipline or discharge is without the right of appeal and the probationary employee shall be notified in writing of the reason(s) for the discipline or discharge. If an employee is disciplined during the probationary period, as indicated by a written notice of discipline in his/her personnel file, the Board may extend the employee's probationary period to ten (10) months (excluding July and August) by written notice to the employee and the Union, following a meeting with the employee and Union representative.

6.3 After completion of the probationary period, any applicable sick, personal or bereavement leave to which the employee may be entitled shall be credited to the employee from the employee's date of hire and may be utilized by the employee in accordance with applicable provisions.

## ARTICLE VII - LEAVE PROVISIONS

7.1 A request for leave form must be completed for leaves except for leaves due to an unanticipated employee illness or injury. In the event that any provision of this Article is more restrictive than any applicable statute concerning family and medical leave, the provisions of the statute shall be controlling.

7.2 Effective upon ratification, paraprofessionals shall be entitled to accrue ten (10) sick days with pay per work year, which days shall be credited annually on September 1. Employees hired during the year will have their sick days prorated.

7.3 The sick leave days may be used for an employee's personal illness or physical incapacity. Employees may use up to four (4) sick days to care for a sick spouse, child, parent or person living in the immediate household. After three (3) consecutive sick days or when an employee's sick day usage leads to a pattern of suspected misuse, an employee may be asked to supply a physician's certificate validating the reason for his/her absence due to sick leave. In an extraordinary circumstance, the Superintendent may allow for more than four (4) sick days to be used for family illness as set forth above.

7.4 Effective upon ratification, employees may accumulate up to thirty-five (35) days of sick leave. Effective July 1, 2018, employees may accumulate forty (40) sick days, and effective July 1, 2019, employees may accumulate forty-five (45) sick days.

7.5 Up to three (3) days may be used for bereavement leave in the event of the death of a member of an employee's immediate family, per occurrence, upon approval of the Superintendent or the Superintendent's designee. For the purposes of this section, "immediate family" is defined as spouse, child, step-child, sister, brother, parent, step-parent or person living in the immediate household. One (1) day exclusive of sick leave may be used to attend the funeral of a sibling, grandparent, grandchild, in-laws, niece, nephew or aunt/uncle. In extraordinary circumstances, upon request the Superintendent may grant additional bereavement

days. The grievance process is not available to employees or the Union upon rejection of any such request.

7.6 Paraprofessionals shall receive two (2) personal day be used for an absence for personal reasons, limited to situations not under the control of the employee which make an absence from work necessary. Prior approval must be given by the Superintendent or the Superintendent's designee. Employees must request such leave in writing on such forms as may be administratively required, stating reasons for the request, at least forty-eight (48) hours in advance, except in emergencies. Personal days may not be accumulated from year to year.

7.7 An employee who is required to serve on a jury during his/her regular work year shall be granted paid leave for this purpose, less the amount the employee receives from the Court for his/her service as a juror.

7.8 Days taken without pay must be approved in advance by the Superintendent or his/her designee.

#### **ARTICLE VIII - LONGEVITY**

Employees shall receive a longevity payment each year on the pay day immediately following the employee's anniversary date of hire, in keeping with the following scheduled:

5 years	\$300
10 years	\$600
15 years	\$800
20 years	\$1,000

Employees hired after August 23, 2016 shall not be eligible to receive this benefit.

#### **ARTICLE IX - INSURANCE BENEFITS**

9.1 The Board shall offer eligible employees a High Deductible Health Plan/Health Savings Account Plan which includes the following components. The HDHP/HSA shall be the Public Sector HDHP with no post-deductible prescription drug co-pays. A copy of the HDHP SPD is attached hereto as Appendix A.

The Board will contribute forty-five percent (45%) of the applicable HSA deductible amount per plan year for each eligible employee who elects individual coverage under the HDHP/HSA plan. Eligible employees are those employees whose positions are assigned, at the beginning of the school year, to thirty (30) or more hours per week. The Board will deposit one hundred percent (100%) of its contribution towards the HSA deductible into an eligible employee's HSA account on September 1, 2016. Thereafter, the Board will deposit one half

(1/2) of its contribution towards the HSA deductible into an eligible employee's HSA account on September 1<sup>st</sup>, with the remainder of the Board's contribution deposit on March 1<sup>st</sup>

The parties acknowledge that the Board's contribution toward the funding of the HSA deductible is not an element of the underlying insurance plan, but rather relates to the manner in which the deductible shall be funded for current employees. The Board shall have no obligation to fund any portion of the HSA deductible for retirees or other individuals upon their separation from employment with the Board. The HDHP/HSA plan year is July 1 through June 30.

Features of the HDHP/HSA plan:

- In-Network \$2000/4000 Annual Deductible
- Out-of-Network \$4000/8000 Annual Deductible
- 100% In-Network after deductible
- Co-insurance 80% Out-of-Network after deductible, subject to co-insurance maximum
- In-Network Preventive Care not subject to deductible, covered at 100%
- Out-of-Network Preventive Care subject to deductible and co-insurance, subject to co-insurance maximum
- Out-of-Network co-insurance maximum \$4000/8000
- Unlimited In-Network and Out-of-Network lifetime maximum
- Prescription drug coverage treated as any other medical expense

9.2 The costs of providing the benefits described above shall be shared by the Board and the employee, with the employee assuming responsibility for the following percentage of premium costs:

2017-18	16%
2018-19	17%
2019-20	18%

Employees who normally work at least twenty (20) hours per week, but less than thirty (30) hours, are eligible to receive individual insurance benefits at the group rate, with the employee assuming responsibility for one hundred percent (100%) of the cost. Eligible employees who normally work thirty (30) or more hours per week may purchase plus one or family coverage at their own expense.

9.3 The Board shall have the right to fully or self-insure for any of the insurance benefits described in this Article and/or to change administrators/carriers/plans for any of the insurance benefits, provided that the overall level of benefits remains substantially equivalent to the overall level of benefits in effect immediately preceding any such change.

Prior to implementation of any change, the Board shall provide UPSEU and the Union's local Unit President with the specific proposed change(s) in administrator, carrier, and/or plan in writing. The Union shall have at least thirty (30) calendar days from the date the new administrator, carrier, and/or plan information is presented to the Union to review the proposed

changes. If the Union does not approve of the proposed changes, it shall submit a written statement detailing the reasons for such disapproval, specifically listing the aspects of the proposed change to which it objects. The Union must submit this written statement within thirty (30) calendar days of the notification period noted above. Failure to submit such statement within the aforementioned day time period shall be deemed approval of the proposed plan and a waiver of any right to arbitrate the issue. Notwithstanding the time periods set forth in this section, the Board shall have the right to modify the proposed change(s) in order to satisfy any concerns articulated by the Union, and offer the Union a proposed plan designed to address those concerns. The offering of such a revised plan shall not restart the timelines set forth in this section.

The Union may resolve any dispute under this section by submitting the issue to arbitration with the American Arbitration Association within ten (10) business days of receipt of the Superintendent's written notice that the Board intends to implement the new administrator, carrier, and/or plan. The arbitrator in the aforementioned dispute shall have experience in insurance matters. Prior to implementing any change(s), (1) the parties must agree on the proposed changes or an agreeable revision thereto, (2) the Board must receive a written decision from the arbitrator, or (3) the time period for filing for arbitration set forth in this section must expire without a filing for arbitration by the Union. The charges for the arbitrator shall be shared fifty (50%) percent by the Union and fifty (50%) percent the Board.

9.4 Life Insurance. The Board shall provide group term life insurance coverage in the amount of twenty-five thousand dollars (\$25,000) for each employee working a schedule of at least twenty (20) hours per week, who has successfully completed their probationary period.

## ARTICLE X - SALARIES

### Wages

FY 2017 - 2018	2.0% GWI (retroactive)
FY 2018 - 2019	2.25% GWI
FY 2019 - 2020	2.50% GWI

In order to receive retroactive payments, paraprofessionals must be employed at the time of the adoption of the contract.

10.1 Paraprofessionals shall be in one of the following three categories.

- Category I - Associate's Degree or Para Pro
- Category II - Bachelor's Degree
- Category III - Certified Teacher

	2013-14	2014-15	2015-16	2016-17
Category I	\$11.56	\$11.79	\$12.05	\$12.32
Category II	\$13.66	\$13.93	\$14.24	\$14.56
Category III	\$15.76	\$16.07	\$16.44	\$16.81

10.2 Paraprofessionals placed in Category III must be certified as a Connecticut teacher. Employees who are in Category III and lose or allow their certification to lapse shall be moved to Category II.

10.3 Paraprofessionals that are assigned to ABA positions shall receive a stipend of \$1.00/hour.

## ARTICLE XI - MANGEMENT RIGHTS

11.1 Except where such rights, powers and authority are specifically relinquished, abridged or limited by the provisions of this Agreement, the Board has and will continue to retain, whether exercised or not, all the rights, powers and authority heretofore had by it, and shall have the sole right, responsibility and prerogative of management of the affairs of the Board of Education and direction of the working forces, including, but not limited to those rights provided by Conn. Gen. Stat. 10-220 and the following:

(a) To maintain public schools and other such educational activities as in its judgment will serve the interests of the students and the town of East Haven.

(b) To establish and continue policies, practices and procedures for the conduct of Board business and, from time to time, to charge or abolish such policies, practices or procedures.

(c) To discontinue processes or operations or to discontinue their performance by employees.

(d) To select and determine the number and types of employees required to perform the Board's operations, and to create, modify and/or eliminate positions accordingly.

(e) To employ, assign, transfer, promote or demote employees, or to lay off, furlough, terminate or otherwise relieve employees from duty for lack of work or other legitimate reasons when it shall be in the best interests of the Board.

(f) To prescribe and enforce reasonable rules and regulations for the maintenance of discipline and for the performance of work in accordance with the requirements of the Board, and to discipline employees as determined to be appropriate by the Board.

(g) To create job specifications

## ARTICLE XII - HOURS OF WORK/WORK SCHEDULE

12.1 Hours of work shall be determined by the Board consistent with operational requirements and the interests of education in the system. Employees shall be notified of any changes in their hours of work five (5) work days in advance of the scheduled change if practicable.

12.2 Work Year: The regular work year for employees shall consist of all days provided in the academic calendar (including, at the discretion of the Board, any professional development days as may be scheduled within the school year, within one (1) week prior to the commencement of the school year and/or within one week after the conclusion of the school year) published by the Board annually. [ Work scheduled during the week prior to the commencement of the school year, and/or the week after the conclusion of the school year on days that are not considered professional development days shall be considered "extra work" and paid in accordance with Article X of this agreement and any applicable state and federal wage and hour law.

12.3 On early release student days, employees may be required, with five (5) days' notice, to remain for professional development activities. Employees will be paid their regular rate for such time.

12.4 Employees are not to report to work on days when school is closed for weather or emergencies. Effective July 1, 2018, if there is a delayed opening or an unscheduled early dismissal of school due to weather conditions, employees shall be paid for their scheduled hours, provided that they report to work.

12.5 An employee's per diem rate will be used to calculate compensation for jury duty, sick, bereavement and personal leave. For purposes of this section, the per diem rate will be calculated by multiplying the employee's regular straight-time hourly rate by the number of hours that the employee would have been assigned to work on the date of the absence.

### **ARTICLE XIII - VACANCIES**

13.1 A job vacancy is defined as an opening or new position within the bargaining unit.

13.2 The decision to fill a vacancy, and the manner of filling vacancies, shall be solely within the discretion and control of the Board, except as otherwise provided by the specific provisions of this Agreement.

13.3 All job vacancies shall be posted in each school and at the office of the Board of Education for a period of at least five (5) days. A copy of this notice shall be sent to the Union President. The Board shall have the right to simultaneously advertise such vacancies outside the bargaining unit. Employees desiring to apply for appointment to a job vacancy shall file a written application with the Superintendent's office within the time limit specified in the posting.

13.4 At the end of the application period, the Board shall have the right to select the applicant (from within or outside the bargaining unit) who in the judgement of the Superintendent or his/her designee is best qualified for the position based upon the criteria and requirements stated in the job description. Should two or more candidates be equal, in the judgment of the Superintendent or his/her designee, preference will be given to a current member of the bargaining unit.

#### **ARTICLE XIV - ASSIGNMENT AND TRANSFER**

14.1 The Board shall not arbitrarily or capriciously reassign or transfer employees within the bargaining unit.

14.2 If the Board determines the reassignment or transfer of an employee is necessary due to student requirements or is in the best interest of the school district, the Board shall have the right to implement a reassignment or transfer upon ten (10) calendar days notification to the employee and the Union.

#### **ARTICLE XV - REDUCTION IN FORCE**

15.1 In the event a reduction in force becomes necessary, the Board shall determine the bargaining unit member(s) in the position(s) to be affected based on the employee's seniority, qualifications, performance and needs of the school district. Probationary employees shall be reduced in force before non-probationary employees, provided the remaining employees are qualified to perform the assignment as set forth in the job description in the judgment of the Superintendent or his/her designee. The Union will be notified of the reduction in force no later than ten (10) calendar days before the effective day of the layoff.

15.2 Any employee relieved of his/her duties because of a reduction in force may apply for and receive an interview for any vacant positions within the bargaining unit.

15.3 Laid off employees shall be placed on a recall list and may be recalled to work based on their qualifications for the available position. In recalling employees, the Board shall rely on the last address furnished to the Board, in writing, by the employee. The laid off employee will remain on the recall list for eighteen (18) calendar months from his/her layoff date.

15.4 An employee will only have recall rights to the department, subject or educational level from which he/she was previously employed.

15.5 In the event that an employee on the recall list declines to return to work; does not report to work within fifteen calendar days after being offered a position; or fails to respond within five (5) calendar days of the date of the mailing of the offer of a position, the employee shall be removed from the recall list.

15.6 In any situation of layoff or recall, where an employee has the option to fill an available position, he or she must be willing to work the schedule and the hours required by the Board for the said position in order to be eligible for the position.

## **ARTICLE XVI - PERFORMANCE EVALUATIONS**

16.1 The Board shall develop and periodically administer a performance evaluation process which shall assess, measure, and evaluate an employee's performance. The results of performance evaluations may not be grieved through the grievance procedure. The signing of a performance evaluation by the employee does not necessarily constitute agreement with the contents of the evaluation, but signifies receipt of the performance evaluation.

## **ARTICLE XVII - COMPLETE AGREEMENT**

17.1 No individual employee in the bargaining unit or representative of the Board may enter into any separate agreement or understanding, apart from what is already contained in and addressed by this Agreement. Any such separate agreement will not be binding upon the parties unless expressly adopted in writing and mutually agreed upon by the Board and the Union.

## **ARTICLE XVIII - GRIEVANCE PROCEDURE**

### 18.1 Definitions:

- (a) "Grievant" is defined as any member of the bargaining unit and may include a group of employees similarly affected by a grievance or the Union.
- (b) "Grievance" shall mean a claim that there has been a violation, misinterpretation or misapplication of a specific provision of this Agreement. A grievance must be in writing and must set forth the specific section(s) of the Agreement alleged to have been violated, misinterpreted or misapplied.
- (c) "Working day" shall mean any day that the East Haven Board of Education is open for regular business.

### 18.2 Time Limits:

- (a) Since it is important that a grievance be processed as rapidly as possible, the number of days indicated at each step shall be considered as a

maximum. The time limits specified, however, may be extended by written agreement of the parties.

- (b) If an aggrieved person does not file a grievance in writing with the appropriate administrator within ten (10) working days after the employee knew or reasonably should have known of the event or condition giving rise to the grievance, then the grievance shall be considered waived.
- (c) Failure at any step of this procedure to communicate a decision within the specified time limits shall be deemed denial of the grievance and shall permit the aggrieved person to proceed immediately to the next step. Failure at any step to appeal within the specified time limits shall be deemed to be acceptance of the last decision rendered and shall constitute a waiver of the right to proceed further with the grievance.

### 18.3 Informal Step

- (a) If an employee feels that he/she may have a grievance, he/she may discuss the matter with his/her supervisor in an effort to resolve the problem informally.

### 18.4 Step One - Supervisor

- (a) If following the Informal Step, the employee wishes to pursue the grievance, he or she shall present the grievance in writing to his/her supervisor within ten (10) working days after the employee knew or reasonably should have known of the event or condition giving rise to the grievance.
- (b) The supervisor shall, within ten (10) working days after the receipt of the written grievance, render his/her decision and the reasons therefore in writing to the grievant.

### 18.5 Step Two - Superintendent of Schools

- (a) If the grievant is not satisfied with the disposition of his/her grievance at Level One, he/she may, within ten (10) working days after receipt of the decision at Level One, file his/her grievance with the Superintendent of Schools.
- (b) The Superintendent, or his/her designee, may, within ten (10) working days after receipt of the grievance, meet with the grievant, witnesses, and representatives of the Union for the purpose of hearing the grievance.
- (c) The Superintendent, or his/her designee, shall, within ten (10) working days after such meeting, or receipt of the grievance if no meeting is held, render his/her decision and the reasons for it in writing to the grievant.

18.6 Step Three - Board of Education

- (a) If the grievant is not satisfied with the disposition of his/her grievance at Step Two, he/she may, within ten (10) working days of receipt of the decision at Step Two, refer the grievance to the Board of Education. The grievant shall forward to the Board copies of the grievance and the Step One and Two responses with the referral.
- (b) Within thirty (30) working days after receipt of the appeal, the Board of Education, or a designated committee of the Board, shall meet with the grievant, a representative of the Union, and the Superintendent for the purposes of resolving the grievance.
- (c) The Board of Education shall render its decision and the reasons therefore in writing to the grievant within fifteen (15) working days following its meeting with the grievant.

18.7 Step Four – Arbitration

- (a) If the Union is dissatisfied with the Step 3 decision, they may request the State Board of Mediation and Arbitration to provide arbitration services, which request for arbitration service shall be made to the State Board of Mediation and Arbitration in writing not more than thirty (30) days after the receipt of the Step 3 decision, with a copy to the Board.
- (b) The Arbitration Panel shall hear and decide only one (1) grievance in each case and shall be bound by and must comply with all the terms of this Agreement. The arbitration panel shall have no power to add to, delete from, or modify in any way of the provisions of this Agreement. The decision of the Arbitration Panel shall be binding upon the Board, the Union, and the employees during the life of this Agreement unless the same is contrary to law.
- (c) If the grievance pertains to discipline consisting of a three (3) day suspension or greater, either party may submit the matter to the American Arbitration Association for binding arbitration pursuant to the AAA Labor Arbitration Rules within the same timeframe as set forth in 18.7(a) above. Any charges by the Arbitration Board shall be shared equally between the parties.
- (d) The parties agree that verbal and written warnings shall not be subject to the fourth step of this grievance procedure.

## ARTICLE XIX - WORKERS' COMPENSATION

Section 19.1 Any employee absent from work due to a compensable injury (i.e., an injury for which the employee has filed for and is eligible to receive Workers' Compensation benefits) shall have his or her unused accumulated sick leave applied on a one-to-one basis to each day of such absence for which the employee receives no workers' compensation income replacement benefits and on a *pro rata* basis for each day of such absence for which the employee does receive workers' compensation income replacement benefits, until the employee returns to work. The amount an employee receives in daily sick leave pay will, when added to the *per diem* benefit the employee receives as a workers' compensation income replacement benefit, equal only that amount necessary to make the employee whole for loss of a regular day's pay (net pay after normal payroll deductions are made) due to the injury. For example, if workers' compensation benefits would account for three-quarter's of the employee's net daily pay prior to the injury, then the employee's unused accumulated sick leave would be charged at the rate of one-quarter sick leave day for each full day of such absence.

## ARTICLE XX - SENIORITY

Section 20.1 For purposes of this Article, seniority shall mean the employee's length of continuous service within this bargaining unit measured from his or her most recent date of hire as a regular full-time Employee or regular part-time Employee regularly assigned to work nineteen (19) or more hours per week in a bargaining unit position. An employee will lose all credit for his or her seniority without recourse if he or she:

- (1) quits;
- (2) is discharged for cause;
- (3) fails to return to work within fifteen (15) regular work days after being notified of recall from layoff by certified mail, return receipt requested, unless such return to work is due to Employee's actual illness or accident or some other similarly compelling reason (the Board may require substantiating proof);
- (4) is on layoff for a period in excess of his or her recall period.

## ARTICLE XXI - DISCIPLINE

21.1 No employee shall be suspended without pay or discharged without just cause.

21.2 All suspensions and discharges shall be given in writing to the employee and shall state the reason for such action. A copy shall be forwarded to the President of the

Union at the time of the suspension or discharge.

**ARTICLE XXII - DURATION**

22.1 This Agreement will remain in full force and effect to and including June 30, 2020.

**EAST HAVEN BOARD OF EDUCATION**

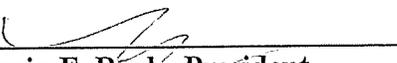
**THE UNITED PUBLIC SERVICE  
EMPLOYEES UNION, EAST HAVEN  
B.O.E. PARAPROFESSIONAL &  
TEACHER ADIES**

  
\_\_\_\_\_  
Chairperson

  
\_\_\_\_\_  
Union Representative

6-26-18  
Date

7/16/18  
Date

  
\_\_\_\_\_  
Kevin E. Boyle, President

7/16/18  
Date

**Appendix A - MEDICAL INSURANCE SPD**

## Appendix B

The following paraprofessionals, at the time of the adoption of this contract, were placed in salary categories that were inconsistent with the qualifications required by the contract for the salary category. The paraprofessionals listed below shall remain at their current salary categories during their current tenure as a paraprofessional employed by the East Haven Board of Education. As a result of their placement in a salary category other than the one called for by the terms of the contract, these paraprofessionals are ineligible to receive the hourly stipend for ABA assignments as set forth in Article 10.3

<u>Name</u>	<u>Category</u>
Kaleigh Ciscone	Category II
Dina DeMaio	Category II
Rosalie DeLucia	Category II
Patty Esposito	Category II
Ana Ferrucci	Category II
Lisa Gargiulo	Category II
Marisol Hanlon	Category II
Judith Tsou	Category III
Catherine Schnieder	Category III
Traci Lizondro	Category III
Carol Rubino-Flowers	Category II
Lina Onofrio	Category II