

CONTRACT AGREEMENT

BETWEEN

THE ELLINGTON BOARD OF EDUCATION

and

LOCAL 3127

THE ELLINGTON EDUCATIONAL

SUPPORT STAFF

2024 - 2027

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**ARTICLE 1
RECOGNITION**

- 1.0 The Ellington Board of Education, in accordance with Connecticut General Statutes, Section 7-468, recognizes the Ellington Educational Support Staff as exclusive representatives of a bargaining unit composed of bookkeepers, administrative assistants I and administrative assistants II employed twenty (20) hours or more per week by the Ellington Board of Education.
- 1.1 As used herein, the Ellington Board of Education shall be referred to as "the Board", and the members of the bargaining unit shall be referred to individually as "Employee" and jointly as "Employees". References to "Superintendent" shall refer to the Superintendent of Schools or the Superintendent's designee.
- 1.2 Pursuant to separate petitions filed with the State of Connecticut Department of Labor Board of Labor Relations, the Maintenance and Custodial Employees and the Professional Nurses were removed from this Bargaining Unit as approved by the Board on December 14, 1988 and the health assistants, media center personnel, special education aides, compensatory education program aides, cued speech interpreters and paraprofessionals were removed by agreement between the parties in January of 2014.

**ARTICLE 2
UNION SECURITY**

- 2.0 The Board agrees to deduct from the pay of all its employees who in writing authorize such deductions from their wages, such membership dues as may be fixed by the Union. The Union agrees to provide a list of employees and amounts to be deducted for the aforementioned dues accompanied by supporting authorization statements. Such deduction shall continue for the duration of the Agreement except that any employee may withdraw such authorization in writing by providing the District a written withdrawal of any prior authorization to deduct, provided such withdrawal is consistent with Connecticut General Statutes.

The deductions for any month shall be taken equally over two payroll periods of said month and shall be remitted to the Union together with a list of names of employees, their social security number (if available) and their address from whose wages such deductions have been made, no later than the 5th day of the following month, for which deductions have been made. If an employee does not have enough earnings to take the necessary deductions it will be so noted on the remittance and the Board will not be responsible for recouping any shortage.

The Board's obligations to make such deductions shall terminate automatically upon termination of the employee who signed the authorization, or upon the Employee's transfer to a job not covered by this Agreement. The Union agrees that it will indemnify and save the Board harmless from any and all liability, claim, responsibility, damage or suit which may arise out of any action taken by the Board in accordance with the terms of this Article in an amount not to exceed the sum received by the Union on account of the deductions made from the earnings of such employee or employees.

- 2.1 At least one bulletin board shall be located in a mutually agreeable area in each school for the posting of official Union notices or announcements. Official school system postings will be on the official school bulletin board designated as such by the building administrator.
- 2.2 The Board agrees that there will be no lockout of any employee or employees during the life of this Agreement. The Union agrees that there will be no strike or other form of work stoppage during the life of this Agreement.
- 2.3 The Board shall provide each employee with access to an electronic copy of this Agreement within thirty (30) days after the date of the signing of this Agreement; new employees will be provided with a copy of this Agreement at the time of hire. The Council 4 Staff Representative shall be provided with three (3) signed originals and an electronic version of this Agreement at the time of signing.
- 2.4 A total of no more than three (3) Union members shall be chosen by the Union for contract negotiations. These Union members shall be afforded the necessary amount of time without loss of pay for purpose of attending contract negotiation sessions. The Union may have as many representatives as needed, but only three (3) members will be paid for time spent in negotiations.
- 2.5 All new hires represented by the bargaining unit shall be released from work to attend Union orientation consistent with state statute.

ARTICLE 3 NOTICES - MEETINGS

- 3.0 The Bargaining Unit may call meetings after school, and with the approval of the Superintendent or the Superintendent's designee, may meet in a school building according to the terms and procedures followed by other groups also permitted to hold meetings in a school building. There should be a bulletin board in each building for use by the Bargaining Unit.

ARTICLE 4
GRIEVANCE PROCEDURE

- 4.0 A. The number of days set forth in the processing of grievances shall be the maximum. All time limits may be extended by mutual agreement of the parties.
- B. If an Employee does not file a grievance in writing within twenty (20) days after the Employee knew or should have known of the act or condition upon which the grievance is based, then the grievance shall be considered to have been waived.
- C. Failure to appeal a grievance to the next level within the specified time limits shall be deemed to be an acceptance of the decision rendered at that level.
- D. A "grievance" shall be defined as a claim alleging a violation, misapplication, or misinterpretation of a specific provision(s) of this Agreement or a condition which affects the health and safety of support staff personnel arising from the specific language of this Agreement.
- 4.1 If the Employee or the Bargaining Unit believes there has been a violation of this contract, the following procedure shall be observed in processing any grievance:
- A. The aggrieved Employee or Bargaining Unit shall, within twenty (20) days of the onset of the grievance, present in writing, a statement of the grievance to the Employee's immediate supervisor/principal stating the specific problem, the provision violated, and the action desired. The immediate supervisor/principal will, within ten (10) days following receipt of the grievance, render a decision in writing.
- B. If the aggrieved Employee or Bargaining Unit is not satisfied, the Employee within ten (10) days may submit the grievance in writing to the Superintendent with a copy to the Principal. Within ten (10) days of the receipt of the grievance, a written decision will be rendered to the aggrieved Employee.
- C. If the aggrieved Employee is not satisfied with the decision of the Superintendent, the Employee can then petition the Board for action on the grievance within twenty (20) days from the date the Employee receives the written decision from the Superintendent. The Board, or a committee of the Board, will render a final decision within fifteen (15) days after receipt of the grievance.
- D. If the Bargaining Unit or the Employee is not satisfied with Board's

reply, the Bargaining Unit may, within thirty (30) days of the reply, submit the grievance in writing to arbitration by the State Board of Mediation and Arbitration. The decision of the arbitrator shall be final and binding on both parties. The arbitrator shall only hear one grievance at a time.

ARTICLE 5 CLOSING OF SCHOOLS

- 5.0 In the event schools are closed due to inclement weather, all Employees, except ten-month Employees, are expected to report to work as soon as possible.
- 5.1 Whenever schools have to close early due to severe weather change, Employees may be allowed to leave one-half hour after their respective school closes with the permission of the school principal. Central office Employees may leave one-half hour after the last school has closed with the Superintendent's permission.
- 5.2 When inclement weather causes a delayed opening of school, all Employees are expected to report to work as soon as possible and work their regular number of scheduled hours.

ARTICLE 6 COMPENSATORY TIME/OVERTIME

- 6.0 Overtime pay at the rate of one and one-half (1 1/2) times the regular base rate shall be paid to hourly employees for all hours worked more than forty (40) hours in a work week. Time and one-half (1 1/2) the employee's regular rate of pay shall be paid for all work performed on Saturday or Sunday. Double time plus holiday pay shall be paid for all hours worked on the holidays listed in Section 15.4. Overtime shall not be accrued without administrative authorization. In the event the additional work is not immediately following or immediately before the assigned employee's regular working hours, the employee shall be paid a minimum of three (3) hours at the overtime rate of pay.
- 6.1 Compensatory time shall be granted on an hour for hour basis [or at one and one-half (1 1/2) hours for hours over forty (40) hours in a week] and must be used by the Employee within the time period provided by applicable law or regulation. If unusual circumstances arise which prevent the Employee from using said time within the appropriate period, the Employee shall be compensated for said time in accordance with applicable law or regulation. All compensatory time must be pre-approved by the Employee's immediate supervisor.

**ARTICLE 7
PROBATIONARY PERIOD**

7.0 Newly hired Employees shall be considered probationary and shall attain neither seniority nor other rights under this Agreement until the following probationary timelines have been met: sixty (60) days worked for evaluation purposes and for all other rights under this Agreement excluding insurance benefits. All insurance benefits will begin the first day of the month following the successful completion of twenty (20) days worked. Probationary employees shall be entitled to sick leave pursuant to the Paid Sick Leave Statute.

In the event of a promotion, an Employee shall serve a sixty (60) day probationary period but shall have all of the benefits of this Agreement during that period of time.

The Superintendent may extend the probationary period for up to an additional twenty (20) days worked if deemed necessary. Said extension shall be issued in writing, with reasons for the probationary extension given to the Union and the applicable employee.

Such Employee may be discharged or disciplined at the will of the Board during these probationary periods, and no such discharge by the Board shall be subject to the grievance procedure of this Agreement or other controls by the Bargaining Unit on behalf of the Employee. Once the probationary period has been successfully completed, seniority shall be retroactive to the commencement of the employment.

**ARTICLE 8
PAST PRACTICE**

8.0 All benefits which Employees received from the Board in the past which are not specifically granted in this Agreement shall cease at the time this Agreement becomes effective.

**ARTICLE 9
SAVINGS CLAUSE**

9.0 In the event that any article, section or portion of this Agreement is declared illegal or void, then such special articles, section or portion specified to be illegal, shall be deleted from this Agreement. Unless substantially affected by any such deletion, all other articles, sections or portions shall remain effective.

**ARTICLE 10
MANAGEMENT RIGHTS**

- 10.0 Except where such rights, powers and authority are specifically relinquished, abridged or limited by the provisions of this Agreement, the Board shall have sole and unquestioned rights, responsibilities and prerogatives of management; provided, however, that the Board shall at all times adhere to the standards of good faith and reasonableness in all actions taken.
- 10.1 In the administration of all matters covered by this Agreement, Employees are governed by the provisions of any existing or future laws and regulations including policies adopted by the Board and any other Board regulation which may be applicable. This Agreement shall at all times be applied subject to such laws, regulations and policies.
- 10.2 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 of the rights, powers and authority heretofore had by it and except where such rights, powers and authority are specifically relinquished, abridged or limited by the provisions of this Agreement, it shall have the sole and unquestioned right, responsibility and prerogative of management of the affairs of the Board and direction of the working forces, including but not limited to the following:
- a. To determine the care, maintenance and operation of equipment and property used for and on behalf of the purposes of the Board;
 - b. To establish or continue policies, practices and procedures for the conduct of Board business and, from time to time, to change or abolish such policies, practices or procedures;
 - c. To discontinue processes or operations;
 - d. To select and to determine the number and types of employees required to perform the Board's operations;
 - e. To employ, transfer, promote or demote employees, or to layoff, terminate for just cause or otherwise relieve employees from duty for lack of work or lack of funds;
 - f. To prescribe and enforce reasonable rules and regulations provided such rules and regulations are made known to employees affected by them including but not limited to prescribing rules for the maintenance of discipline and for the performance of work in accordance with the requirements of the Board;

- g. To create job specifications and revise existing job specifications as deemed necessary and to ensure that related duties connected with departmental operations, whether enumerated in job descriptions or not, shall be performed by employees provided that, upon request, the Board agrees to negotiate with the Union regarding any significant impact which any such change may have on employees' wages, hours or other terms of employment;
- h. To take any action which the Board reasonably believes is necessary to comply with any legal requirement regardless of the restrictions imposed by any terms and conditions of this Agreement, provided the Board establishes the legal obligation.

**ARTICLE 11
LAYOFF/RECALL/RESIGNATION**

- 11.0 In the event of a layoff, the Employee who has the least seniority, within a specific job classification, will be laid off first. Seniority shall be defined as an Employee's continuous full-time employment within the Ellington School System. The Superintendent shall notify the bargaining unit as soon as possible should a reduction in force become necessary.
- 11.1 A. If a position within any classification is eliminated, the Employee filling that position on the date the position is eliminated has the following options:
1. Fill any open position in the Employee's classification; or
 2. Fill any open position in the bargaining unit for which the Employee is qualified. It is understood that this option relates only to then-open positions, and not positions open through bumping; or
 3. Accept a one (1) year layoff with recall rights; or
 4. Bump the least Senior Employee in that person's classification and fill that Employee's position if the Employee whose position is eliminated elects to not change the Employee's classification, or if there are no open positions either in or out of the Employee's classification.

If a reduction in force is necessary, the Superintendent shall notify, in writing, the Employee whose position is eliminated and

the co-presidents of the bargaining unit and shall include a listing of open positions within the bargaining unit which are available.

The Employee whose position is eliminated is responsible for informing the Superintendent of the Employee's decision regarding the four above listed options within two (2) weeks of the Superintendent's written notification.

- B. If an Employee whose position has been eliminated:
1. Fills a position within the Employee's classification in accordance with the terms of this Article 11.1, the Employee shall remain at the same step within said classification;
 2. Fills a position which is not within the Employee's classification in accordance with the terms of this Article 11.1, the Employee shall be placed at the step within the Employee's new classification which provides for a rate which is the closest to, but higher than, the then-current rate of the step within the classification in which the Employee was on the date the Employee changed classifications.
- 11.2 A. An Employee who is laid off and who leaves the Employee's name and address with the Superintendent's Office shall have recall rights with respect to the position previously held for a period of one (1) year from the date of layoff. An Employee who declines a recall relinquishes any further recall rights. An Employee who, while on layoff, is offered a position within another classification can reject it without waiving rights to recall within the Employee's original classification.
- B.
1. An Employee who is recalled must respond to that recall notice within fifteen (15) days. The Employee shall return to a position within the classification the Employee was in on the date of layoff, shall return at the same step the Employee was in on the date of layoff, and shall receive the then-current rate for such step;
 2. An Employee who is recalled and returns to a position within a higher classification than the Employee was in on the date of layoff, shall return at the step within the higher classification which provides for a rate which is the closest to, but higher than, the then-current rate of the step within the classification in which the Employee was in on the date of layoff;
 3. An Employee who is recalled and returns to a position within a lower classification than the Employee was in on the date of layoff, shall return at the step within the lower classification

which provides for a rate which is the closest to, but higher than, the then-current rate of the step within the classification in which the Employee was in on the date of layoff;

- C. An Employee who is recalled shall retain credit for all previous years of service for retirement purposes, and shall also retain credit for all other accrued time and benefits and rights existing on the date of layoff.
- 11.3
- A. An Employee shall give two (2) weeks' notice of intent to resign employment in the school system.
 - B. Failure to report to work for three consecutive days without appropriate approval or authorization shall be considered a resignation.
 - C. An Employee hired prior to July 1, 2011, who resigns and then returns within twelve (12) months of the effective date of the Employee's resignation shall retain credit for all previous years of service for retirement purposes and:
 - 1. If the Employee returns to a position within the classification the Employee was in on the effective date of resignation, the Employee shall return at the same step the Employee was in on said date, and shall receive the then-current rate for such step;
 - 2. If the Employee returns to a position within a higher classification than the Employee was in on the effective date of resignation, the Employee shall return at the step within the higher classification which provides for a rate which is closest to, but higher than, the then-current rate of the step within the classification in which the Employee was in on the effective date of the Employee's resignation;
 - 3. If the Employee returns to a position within a lower classification than the Employee was in on the effective date of resignation, the Employee shall return at the step within the lower classification which provides for a rate which is the closest to, but higher than, the then-current rate of the step within the classification in which the Employee was in on the effective date of the Employee's resignation; provided, however, that in no event shall the Employee receive more than the then-current rate of the highest step within said classification.

Employees hired after June 30, 2011 shall not be eligible for the provisions of this Section 11.3.C

**ARTICLE 12
VACANCIES/PROMOTIONS**

- 12.0 Application for appointment to such vacancies must be submitted in writing to the Superintendent of Schools. All vacancies within the Bargaining Unit shall be emailed to all bargaining unit members and remain open for a period of seven (7) working days. Any promotion of an Employee shall be based upon the Employee's qualifications, work history and seniority. Where the qualifications and work histories of applicants are equal, the applicant with the longest seniority shall be given preference. This clause shall not limit the right of the Board to fill positions with applicants from outside the system after qualified applicants from the system have been considered. An Employee promoted to a position within a higher classification shall start at said position in the step which provides for the rate which is closest to but higher than the then-current rate of the step and classification in which the Employee was on the effective date of his/her promotion.
- 12.1 After ten (10) days of working in a temporary reassignment, an Employee shall automatically receive an increase equal to the difference in base rates between the Employee's then-current rate and the then-current rate of the position being filled. This differential will remain in effect until the Employee is returned to his/her regular assignment.

**ARTICLE 13
LEAVES WITHOUT PAY**

- 13.0 Leaves of absence without pay may be granted by the Board. Unless unusual circumstances exist, it is contemplated that such periods shall not exceed one year. Application for such leaves must be made in writing stating the reason for the request and the length of time desired.
- 13.1 Upon the Employee's return from a leave of absence without pay, the employee shall return at the same step the employee was in on the effective date of the leave, and shall receive the then-current rate for such step. In addition, the Employee shall retain credit for all previous years of service for retirement purposes, and shall also retain credit for all other accrued time and benefits and rights existing on the effective date of the leave. With respect to benefits, the Employee shall have the option of maintaining benefits during the leave of absence at no cost to the Board.

**ARTICLE 14
LEAVES WITH PAY**

14.0 SICK LEAVE

- A. All 12-month Employees shall be entitled to fifteen (15) sick days per year to accumulate to two hundred (200).
- B. All 10-month Employees covered under this agreement shall be entitled to twelve (12) sick days per year to accumulate to one hundred seventy (170).
- C. Any Employee who has accumulated the maximum number of sick days within his/her classification shall, at the beginning of each school year (July 1 for 12-month Employees) be entitled to an additional block of sick days. If these additional sick days are not used in the current year, they may not be accumulated.
- D. An Employee who begins after January 1 shall be entitled to one-half the above designated number of sick days for that balance of that contract year.

14.1 OTHER LEAVE

Additional leave with pay, not to exceed six (6) days annually and not cumulative, shall be authorized as follows, unless such request creates a hardship on the system as determined by the Superintendent or designee:

- 1. For religious holidays;
- 2. For legal requirements;
- 3. When a member of the immediate family of the employee is critically ill or disabled, and requires the personal attention of the employee. Immediate family shall mean parent, mother-in-law, father-in-law, sibling, spouse, child, stepparent, grandparent or other person domiciled in such employee's home. The Superintendent may, at his/her discretion, extend this list of individuals.
- 4. Two (2) unspecified days will be allowed and shall not require prior approval.

These unspecified days will not be taken as vacation, and will not be used to extend holiday or vacation time, without the prior approval of

the Superintendent.

5. Emergencies.

14.2 FUNERAL DAYS

All Employees shall be entitled to three (3) funeral days per occurrence for the employee's spouse, children, parents, grandparents, grandchildren, brother, sister, or spouse's parents.

All Employees shall be entitled to one (1) funeral day per occurrence for the employee's brother-in-law, sister-in-law, spouse's grandparent, aunt or uncle or other relative residing in the employee's household.

14.3 VACATION DAYS

Vacations requested, including those during the school year, may be granted at the discretion of the Superintendent or his/her designee. Requests for vacation time for more than four (4) consecutive working days must be submitted by the Employee in writing to the Superintendent or his/her designee at least one month prior to the start of the requested vacation time in order to be considered. When two (2) or more employees request coinciding vacations, preference shall be given based on seniority on a building by building basis.

When a bargaining unit employee moves from a ten (10) month position to a twelve (12) month position, vacation time shall be calculated as follows:

Each year of service as a ten (10) month employee shall be considered as seventy-nine percent (79%) of a year. For all other classifications, each year of service in a ten (10) month position shall be considered as seventy-three (73%) of a year. This shall apply to all current employees who have moved from a ten (10) month position to a twelve (12) month position.

Twelve-month employees shall accrue or be entitled to vacation day(s), allotted on a fiscal year basis, with pay at their regular rate of pay, according to the following schedule:

- A. A newly hired employee shall be entitled to one (1) week after six months of service. Each fiscal year following, employees shall be entitled to two (2) weeks annually.
- B. Employees who will complete five (5) years of service in a given fiscal year shall be entitled to three (3) weeks annually.

- C. Employees who shall complete ten (10) years of service in a given fiscal year shall be entitled to a vacation of four (4) weeks annually.
- D. Notwithstanding paragraphs B. and C., an employee who leaves prior to completing the fifth or tenth year of service, based on the employee's anniversary date, shall not be eligible for payment on such advanced extra time. Any advanced time already taken will be deducted from the employee's final pay or paid back. Severance and retirement payments pursuant to Articles 15 and 16 shall not include such advanced time.
- E. Employees shall be allowed to carry-over, from one (1) year to the next, a maximum of five (5) vacation days if a vacation request was denied during the year.

14.4 HOLIDAYS

12-Month Employees – (14 Paid Holidays)

- | | |
|------------------------|------------------|
| New Year's Day | Labor Day |
| Martin Luther King Day | Columbus Day |
| Presidents' Day | Thanksgiving (2) |
| Good Friday | Christmas (2) |
| Memorial Day | Floating Day |
| Independence Day (2) | |

10-Month Employees – (10 Paid Holidays)

- | | |
|------------------------|------------------|
| New Year's Day | Labor Day |
| Martin Luther King Day | Columbus Day |
| Presidents' Day | Thanksgiving (2) |
| Good Friday | Christmas Day |
| Memorial Day | |

All floating days must be approved in advance by the Superintendent or his/her designee and must not cause a hardship for the school system. The floating holiday may not be taken to extend a school vacation.

14.5 PROFESSIONAL DAYS

All Employees shall be entitled to one (1) professional day per year. The professional day must be used for a job-relevant activity by classification; and must be approved by the Employee's supervisor and the Superintendent of Schools. The Board shall allocate \$100.00 per year per 10-month Employee and

\$200.00 per year per 12-month Employee for mileage and registration fees in connection with professional days.

14.6 MILITARY LEAVE

Military leave will be provided in accordance with state and federal law.

14.7 TRAVEL REIMBURSEMENT

Mileage reimbursement for travel, including conferences and job responsibilities, shall reflect the Internal Revenue Service value allowance as of July 1 of the current contract year. Mileage will be calculated from the building where the employee works to the destination and return.

ARTICLE 15 RETIREMENT

- 15.0 If notification of intent to retire is given to the Superintendent prior to December 1 of a school year, earned vacation time will be paid in the first payroll of the new fiscal year.

Notification of intent to retire given between December 1 and June 30 of a school year will allow the Superintendent the option of requiring vacation time be taken prior to June 30 or denying vacation time and paying vacation pay in January of the year following retirement.

Retirement benefits from the Board shall be granted to those eligible Employees upon verification that an Employee fulfills the requirements of the Municipal Employees Retirement Plan of the State of Connecticut and has filed for retirement benefits under this plan.

- 15.1 Upon retirement from the Board after ten (10) years of consecutive service within the Ellington School System in any capacity (excluding summer vacations for 10-month Employees and subject to the terms of this Agreement regarding layoff, resignation and leave without pay periods), an Employee hired prior to July 1, 2014 shall be paid by the Board, the following:
- A. One hundred seventy-five dollars (\$175.00) per year of consecutive service (subject to the aforesaid provisions); and
 - B. Twenty-five dollars (\$25.00) per unused sick day up to a maximum of two hundred (200) days for 12-month Employees and one hundred seventy (170) days for 10-month Employees.

The Employee shall have the option of receiving these payments in the first payroll check of the next fiscal year immediately following retirement, or in the first payroll check in the month of January immediately following retirement.

ARTICLE 16 SEVERANCE

- 16.0 An Employee hired prior to July 1, 2011, who resigns from a Unit position after a minimum of ten (10) years of consecutive service within the Ellington School System in any capacity (excluding summer vacations for 10-month Employees and subject to the terms of this Agreement regarding layoff, resignation and leave without pay periods) shall be entitled to the following severance benefits:
- A. Fifty dollars (\$50.00) for each year of consecutive service (subject to the aforesaid provisions); and
 - B. Ten dollars (\$10.00) for each unused sick day up to two hundred (200) for 12-month Employees and one hundred and seventy (170) for 10-month Employees.
 - C. The Employee shall have the option of receiving these payments in the first payroll check of the next fiscal year immediately following resignation, or in the first payroll check in the month of January immediately following resignation.
 - D. The employee shall be paid for any vacation time which is due at the date of resignation but which has not been taken, provided that the Employee has satisfied the notice requirement as set forth in Section 11.3 A.

Employees hired after June 30, 2011 shall not be eligible for the provisions of this Article 16.

ARTICLE 17 JURY DUTY

- 17.0 Special leave for and pay while on jury duty will be granted to employees in accordance with state and federal law, with the Board paying the difference between the Employee's regular pay and any compensation the Employee may receive for jury duty. Employees must notify the Superintendent at least three (3) days prior to the commencement of jury duty. Employees who have been tentatively granted jury duty leave and subsequently are released from appearing are expected to report to work.

**ARTICLE 18
INSURANCE BENEFITS**

18.0 The Board agrees to provide to each Employee the following health benefit plans. New 10-month employees hired after July 1, 2011 shall be eligible for Single coverage only, while paying the applicable premium share as indicated below, and may, at their own expense, participate in 2-Person or Family coverage by paying, in addition to the applicable premium share for single coverage, the entire additional cost for the dependent coverage selected.

18.1 A. High Deductible Health Plan with Health Savings Account (HSA)

The Board shall offer HDHP/HSA plan with the following elements:

Deductible: \$2,250/\$4,500 (shared with out-of-network.) After satisfying deductible, all covered services are covered at 100%. Prescription co-pays are the only services that accrue toward out-of-pocket maximum.

Preventative care covered 100% (deductible waived.)

Member's out of pocket max: \$3,250/\$6,500

Out of Network:

Deductible: \$2,250/\$4,500 (shared with in-network)

Member's out of pocket max: \$5,000/\$10,000 (All covered services are covered at 80%, with member paying the remaining 20%, after deductible.)

Lifetime in network: unlimited

Lifetime out of network: \$1,000,000

B. Premium Cost Share

Premium Cost Share percentages for Employees participating in the above Option 1 insurance plan, who were hired prior to July 1, 2011 will be:

Effective upon signing	6.5% of applicable premium
2025-26	7.0% of applicable premium
2026-27	7.5% of applicable premium

Premium Cost Share percentages for Employees participating in the above Option 1 insurance plan, who were hired on or after July 1, 2011 will be:

Effective upon signing	8.5% of applicable premium
2025-26	9.0% of applicable premium
2026-27	9.5% of applicable premium

Ten-month employees hired after July 1, 2011, shall be eligible for Single coverage only, and may, at their own expense, participate in 2-Person or

Family coverage by paying, in addition to the applicable premium share for Single coverage, the entire additional cost for the dependent coverage selected.

Under this contractual option, the Board shall not make a contribution to the employee's Health Savings Account.

- C. The Board may offer a Limited Plan Network option without negotiations.
- D. Rider for Prescription Drugs
Rider (Options 1 and 2) Prescription drugs (managed three-tier formulary) – [includes oral contraceptives]
 - \$5 generic
 - \$25 brand name
 - \$40 non-formulary brand name
 - 2.0 co-pay mail order for up to 90 day supply
- E. Flex Dental Plan
 - \$1,500 calendar year maximum
 - Orthodontics payable at 50%, \$2,000 lifetime maximum (children only to age 19)
- F. Notwithstanding the Premium Cost Share percentages listed above, should policy costs exceed \$10,200 (single) or \$27,500 (family) the parties agree to commence mid-term negotiations, in accordance with the provisions Connecticut General Statutes Section 7-473c, limited only to only discussion and good faith negotiations with respect to Section 18.1 of this Agreement, on or about July 1, 2017 and/or July 1, 2018.
- G. Life insurance equal to two times each Employee's salary, to the nearest \$1,000.

18.2 The Board will also provide to all Employees the benefits provided by Fund B of the Connecticut Municipal Employees' Retirement Fund and pay such employer contributions as are required by the Fund. Employee contributions will be in accordance with the requirements of such Fund.

18.3 Any Employee who retires before the age of 65 may remain in the group insurance plan until the Employee reaches the age of 65 by submitting the monthly premium to payroll.

18.4 Should the Board determine that a new carrier will provide the Employees with a comparable plan including the benefits, coverage and administration in the existing plan, the Board is free to change carriers or plans.

- 18.5 Payroll deductions for insurance premiums paid by Employees will be through an I.R.S. Section 125 pre-tax conversion account. Employees will be allowed to deposit monies into a flexible spending account (“FSA”) under and in accordance with the provisions of Section 125 of the Internal Revenue Code, except as excluded for those participating in the HSA health insurance option. These monies may be expended for medical care and/or dependent care under Section 129 of the Internal Revenue Code.

**ARTICLE 19
WAGES/STEPS/PAY PERIOD OPTIONS**

- 19.0 Wage rates in Appendix A shall increase according to the following General Wage Increases for all employee classifications:

Effective and retroactive to July 1, 2024	2.9%
Effective July 1, 2025	2.9%
Effective July 1, 2026	2.9%

Additionally, retroactive to July 1, 2024:

1. For the 2024-25 school year (July 1 - June 30), employees who have been at the top step for at least one year get an additional \$250 (not added to the salary schedule) on the first payroll in January 2025 and \$250 in the last payroll in June 2025.
2. For the 2025-26 school year (July 1 - June 30), employees who have been at the top step for at least one year get an additional \$250 (not added to the salary schedule) on the first payroll in January 2026 and \$250 in the last payroll in June 2026.
3. For the 2026-27 school year (July 1 - June 30), employees who have been at the top step for at least one year get an additional \$250 (not added to the salary schedule) on the first payroll in January 2027 and \$250 in the last payroll in June 2027.

- 19.1 The wage scales set forth in this Agreement and its appendices shall be effective from July 1, 2024 through June 30, 2027. All Employees will, for the life of this Agreement, be paid in accordance with the provisions of Appendix A of this Agreement.

- 19.2 Retroactive to July 1, 2024 any employee not at top step within their classification shall advance one step annually.

- 19.3 Each Employee’s wages will be based on the hourly rate for the step the Employee is on within his/her classification as is listed in Appendix A, attached hereto and made a part hereof. Effective July 1, 2025, employees will be paid

on an hourly basis and will be required to submit weekly timesheets to effectuate such change.

- 19.4 Any new Employee hired into the Bargaining Unit shall not be placed at a higher Step in any classification, than the lowest current Employee in said classification, unless the newly hired Employee has, in the sole discretion of the Superintendent, more qualifications than the lowest current Employee in that classification.
- 19.5 All Employees shall be paid in accordance with state and federal wage and hour laws and regulations.
- 19.6 Long-term disability insurance, if available, and tax-sheltered annuities will be deducted by the Board for those Employees, who at their expense, choose to enroll in the plans.

**ARTICLE 20
CLASSIFICATIONS**

- 20.0 All Employees shall be classified within one of the following job classifications:
 - A. Bookkeeper;
 - B. Administrative Assistant I;
 - C. Administrative Assistant II;

20.1 TABLE OF EDUCATIONAL SUPPORT STAFF ORGANIZATION

<u>CLASSIFICATION</u>	<u>MONTHS</u>	<u>HRS/DAY</u>
A. Bookkeeper		
1. Accounts Payable	12	8.0/day
2. Insurance/Benefits	12	8.0/day
3. Payroll	12	8.0/day
4. Special Education Administrative Assistant	12	8.0/day
B. Administrative Assistant I		
1. Admin. Asst., Special Services Dept.	12	7.5/day
2. Admin. Asst., Special Services Dept.	12	8.0/day
3. Admin. Asst., Dir of Facilities/Transportation Coordinator	12	8.0/day
4. Admin. Asst., Asst. Superintendent	12	7.5/day
5. Admin. Asst./Receptionist, Central Office	12	7.5/day
6. Admin. Asst., EHS Principal	12	7.5/day
7. Admin. Asst., EHS Asst. Principal	12	7.5/day
8. Admin. Asst., EHS Guidance Office	12	7.5/day

9.	Admin. Asst., EMS Principal	12	8.0/day
10.	Admin. Asst., Center Principal	12	8.0/day
11.	Admin. Asst., Windermere Principal	12	8.0/day
12.	Admin. Asst., Crystal Lake Principal	12	8.0/day

C. Administrative Assistant II

1.	Admin. Asst., EHS Business Office	10	7.5/day
2.	Admin. Asst., EHS Main Office	10	7.5/day
3.	Admin. Asst., EMS Guidance Office	10	7.0/day
4.	Admin. Asst., EMS Main Office	10	7.0/day
5.	Admin. Asst., Windermere Office	10	7.5/day

**ARTICLE 21
JOB DESCRIPTIONS**

21.0 Job descriptions will be finalized with input from the Bargaining Unit within six (6) months of the ratification of this Agreement.

**ARTICLE 22
DISCIPLINE**

22.0 No Employee shall be terminated, reprimanded, suspended, or reduced in rank or compensation without just cause. If an Employee is to receive such action, the Employee shall be entitled, upon written request, to receive either or both of the following: receipt from the supervisor issuing the action a written statement of reason for the action and/or to have a Union representative present at any meeting with the supervisor regarding such action. The Union President shall be notified of any action taken under this section.

**ARTICLE 23
GENERAL**

23.0 All references herein to “days” shall mean calendar days unless otherwise defined in a specific provision of this Agreement.

**ARTICLE 24
DURATION**

24.0 This Agreement shall take effect on July 1, 2024, and remain in full force and effect until June 30, 2027. This Agreement shall remain in full force and effect during the period of negotiations for a successor Agreement.

24.1 If either party wishes to modify this Agreement upon its expiration, such party shall notify the other party in writing at least one hundred twenty (120) days prior to July 1, 2027. Neither party shall be obligated to take part in any such collective bargaining session prior to one hundred and twenty (120) days prior to July 1, 2027.

IN WITNESS WHEREOF, the parties hereto have set their hands this 26th day of February, 2025.

**THE ELLINGTON BOARD
OF EDUCATION**

**LOCAL 3127 THE ELLINGTON
EDUCATIONAL SUPPORT STAFF**

By: 
Jennifer Dzen, Chair

By: 
Susan Kalagher, President

By: 
Kerry Socha, Vice-Chair

By: 
Christin Buxton, Secretary Treasurer

By: 
Julie Warren, Committee Member

By: 
Kimberly Harper, Committee Member

By: 
Tricia Johnson, Council 4

APPENDIX A

Ellington Support Staff Wage Schedules

Year 1 - 2024-25 (2.9%)			
Step	A	B	C
1	\$27.44	\$25.77	\$23.28
2	\$28.14	\$26.41	\$23.87
3	\$28.84	\$27.09	\$24.45
4	\$29.57	\$27.76	\$25.07
5	\$30.31	\$28.46	\$25.68
6	\$31.07	\$29.17	\$26.33
7	\$31.85	\$29.89	\$26.99

Year 2 - 2025-26 (2.9%)			
Step	A	B	C
1	\$28.96	\$27.18	\$24.57
2	\$29.68	\$27.88	\$25.16
3	\$30.43	\$28.57	\$25.79
4	\$31.19	\$29.29	\$26.43
5	\$31.97	\$30.02	\$27.10
6	\$32.77	\$30.76	\$27.77

Year 3 - 2026-27 (2.9%)			
Step	A	B	C
1	\$30.54	\$28.69	\$25.89
2	\$31.31	\$29.40	\$26.54
3	\$32.10	\$30.14	\$27.20
4	\$32.89	\$30.89	\$27.88
5	\$33.72	\$31.65	\$28.58

For Informational Use

Year 1 2024-25					
Step	A	B	B	C	C
	8	8	7.5	7.5	7
1	\$ 24.88	\$ 23.36	\$ 23.36	\$ 21.07	\$ 21.07
2	\$ 25.49	\$ 23.94	\$ 23.94	\$ 21.59	\$ 21.59
3	\$ 26.13	\$ 24.53	\$ 24.53	\$ 22.15	\$ 22.15
4	\$ 26.77	\$ 25.14	\$ 25.14	\$ 22.71	\$ 22.71
5	\$ 27.44	\$ 25.77	\$ 25.77	\$ 23.28	\$ 23.28
6	\$ 28.14	\$ 26.41	\$ 26.41	\$ 23.87	\$ 23.87
7	\$ 28.84	\$ 27.09	\$ 27.09	\$ 24.45	\$ 24.45
8	\$ 29.57	\$ 27.76	\$ 27.76	\$ 25.07	\$ 25.07
9	\$ 30.31	\$ 28.46	\$ 28.46	\$ 25.68	\$ 25.68
10	\$ 31.07	\$ 29.17	\$ 29.17	\$ 26.33	\$ 26.33
11	\$ 31.85	\$ 29.89	\$ 29.89	\$ 26.99	\$ 26.99

Year 2 2025-26					
Step	A	B	B	C	C
	8	8	7.5	7.5	7
1	\$ 25.60	\$ 24.04	\$ 24.04	\$ 21.68	\$ 21.68
2	\$ 26.23	\$ 24.63	\$ 24.63	\$ 22.22	\$ 22.22
3	\$ 26.88	\$ 25.24	\$ 25.24	\$ 22.79	\$ 22.79
4	\$ 27.55	\$ 25.87	\$ 25.87	\$ 23.37	\$ 23.37
5	\$ 28.24	\$ 26.52	\$ 26.52	\$ 23.96	\$ 23.96
6	\$ 28.96	\$ 27.18	\$ 27.18	\$ 24.57	\$ 24.57
7	\$ 29.68	\$ 27.88	\$ 27.88	\$ 25.16	\$ 25.16
8	\$ 30.43	\$ 28.57	\$ 28.57	\$ 25.79	\$ 25.79
9	\$ 31.19	\$ 29.29	\$ 29.29	\$ 26.43	\$ 26.43
10	\$ 31.97	\$ 30.02	\$ 30.02	\$ 27.10	\$ 27.10
11	\$ 32.77	\$ 30.76	\$ 30.76	\$ 27.77	\$ 27.77

Year 3 2026-27					
Step	A	B	B	C	C
	8	8	7.5	7.5	7
1	\$ 26.34	\$ 24.73	\$ 24.73	\$ 22.31	\$ 22.31
2	\$ 26.99	\$ 25.35	\$ 25.35	\$ 22.86	\$ 22.86
3	\$ 27.66	\$ 25.97	\$ 25.97	\$ 23.46	\$ 23.46
4	\$ 28.35	\$ 26.62	\$ 26.62	\$ 24.05	\$ 24.05
5	\$ 29.06	\$ 27.29	\$ 27.29	\$ 24.65	\$ 24.65
6	\$ 29.79	\$ 27.97	\$ 27.97	\$ 25.28	\$ 25.28
7	\$ 30.54	\$ 28.69	\$ 28.69	\$ 25.89	\$ 25.89
8	\$ 31.31	\$ 29.40	\$ 29.40	\$ 26.54	\$ 26.54
9	\$ 32.10	\$ 30.14	\$ 30.14	\$ 27.20	\$ 27.20
10	\$ 32.89	\$ 30.89	\$ 30.89	\$ 27.88	\$ 27.88
11	\$ 33.72	\$ 31.65	\$ 31.65	\$ 28.58	\$ 28.58