

AGREEMENT BETWEEN
THE STONINGTON BOARD OF EDUCATION
AND
THE STONINGTON PARAEDUCATORS
LOCAL 1996 OF COUNCIL 4,
AFSCME, AFL-CIO

JULY 1, 2021 THROUGH JUNE 30, 2024

TABLE OF CONTENTS

Article I	PREAMBLE.....	1
Article II	RECOGNITION AND UNIT DESCRIPTION	1
Article III	NON-DISCRIMINATION.....	1
Article IV	UNION SECURITY.....	2
Article V	CHECK-OFF.....	2-3
Article VI	UNION RIGHTS.....	3
Article VII	SENIORITY	3-4
Article VIII	FILLING OF VACANCIES	4-5
Article IX	LAYOFF AND RECALL	5
Article X	HOURS OF WORK, SCHEDULES, AND	
	OVERTIME	6-7
Article XI	DISCIPLINE AND DISCHARGE.....	7-8
Article XII	GRIEVANCE PROCEDURE	8-9
Article XIII	HOLIDAYS.....	9-10
Article XIV	SICK LEAVE.....	10
Article XV	LEAVES OF ABSENCE	11
Article XVI	BEREAVEMENT	11
Article XVII	PERSONAL LEAVE	11-12
Article XVIII	JURY DUTY	12
Article XIX	MILITARY LEAVE	12
Article XX	WAGES.....	12
Article XXI	INSURANCE	13-16
Article XXII	PENSION	16-17
Article XXIII	PROFESSIONAL DEVELOPMENT	17
Article XXIV	NO STRIKE/NO LOCKOUT	17
Article XXV	SAVINGS CLAUSE	18
Article XXVI	MANAGEMENT RIGHTS.....	18
Article XXVII	LABOR MANAGEMENT MEETINGS	18
Article XXVIII	MISCELLANEOUS.....	19
Article XXIX	DURATION OF THE AGREEMENT.....	19
Appendix A	WAGE SCHEDULE	20
Appendix B	HEALTH INSURANCE	21-24
Appendix C	PROFESSIONAL GROWTH PROGRAM	25-27

ARTICLE I
PREAMBLE

Section 1

This Agreement is made and entered into by and between the Stonington Board of Education and/or its successor, hereinafter referred to as the "Board" or "Employer," and Local 1996 of Council 4, AFSCME, AFL-CIO, and/or its successor, hereinafter referred to as the "Union." The word "employee" as used herein refers to bargaining unit members.

ARTICLE II
RECOGNITION AND UNIT DESCRIPTION

Section 1

The Board hereby recognizes and certifies the Union as the exclusive bargaining representative on all matters of wages, hours of employment and other conditions of employment, for all full-time and regularly scheduled part-time employees working twenty (20) hours per week or more, including classroom teacher paraeducators, special education paraeducators, health paraeducators, music paraeducators, library paraeducators, transportation paraeducators and monitors, employed by the Board but excluding child care assistants, cafeteria work of any kind whether performed by the above described employees or regular cafeteria employees and all other exclusions defined in the Municipal Employee Relations Act.

Section 2

For purpose of this contract, all covered employees as defined in Article II, Section 1 shall be referred to as "paraeducators."

ARTICLE III
NON-DISCRIMINATION

Section 1

The Union and the Board agree that there shall be no unlawful discrimination against any employee because of race, creed, color, national origin, sex, sexual orientation, disability, or religious beliefs. The Union and the Board further agree that there will be no unlawful discrimination against any employee on the basis of age, marital status, or membership or non-membership in the Union. Any reference herein to a particular gender shall apply equally to all persons regardless of gender.

An alleged violation of this provision of the Agreement shall not be subject to grievance and arbitration under Article XII.

ARTICLE IV
UNION SECURITY

Section 1

Upon receipt of an employee's signed authorization to deduct membership dues or voluntary agency fees, the Board agrees to deduct from the pay of the employee an amount established and periodically adjusted by the Union.

Such deductions shall continue unless the Board is notified in writing by Council 4 that the employee is no longer a member (or the employee no longer desires to pay an agency fee). Council 4 reserves the right to modify and/or replace any such authorization form.

ARTICLE V
CHECK-OFF

Section 1

Upon receipt of a signed authorization form, the Employer shall deduct from the employee's earned wages once monthly for ten (10) months such dues or service charges as the Union shall determine.

Section 2

The amount to be deducted will be specified in writing by the responsible Union official and may be increased or decreased at any time with a sixty (60) day written notice by said Union official to the Employer.

Section 3

Deductions as provided above shall be remitted to the Council #4 office of the Union not later than thirty (30) days after such deductions have been made, along with an initial list of the employees from whom the deductions have been made.

Section 4

The Union agrees to indemnify and to hold the Board harmless against any and all claims, demands, suits, or other forms of liability that shall or may arise out of or by reason of action taken by the Board for the purpose of complying with the provisions of this Article.

Section 5

The Board agrees to deduct from the wages of any employee who is a member of the Union a PEOPLE deduction as provided for in a written authorization. Such authorization must be executed by the employee and may be revoked by the employee at any time by giving written notice to both the Board and the Union. The Board agrees to remit any