

AMITY REGIONAL SCHOOL DISTRICT NO. 5

AND

**LOCAL 1303-221 OF CONNECTICUT COUNCIL 4
AFSCME, AFL-CIO**

SCHOOL PARAEDUCATORS

JULY 1, 2024 - JUNE 30, 2027

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ARTICLE I
RECOGNITION AND CHECKOFF

Section 1.1

The Amity Regional School District No. 5 Board of Education (hereinafter referred to as the "Board") Recognizes Local 1303-221 of Connecticut Council 4, AFSCME, American Federation of State, County and Municipal Employees, AFL-CIO (hereinafter referred to as the "Union") as the exclusive bargaining representative for employees who work twenty (20) hours or more per week as paraeducators in the Amity Regional Schools.

Section 1.2

All employees will be offered an opportunity to join the Union. Employees who elect to join the Union shall sign and deliver to the Union an authorization for the payroll deduction of membership dues/fees of the Union. The signed authorization will be delivered to the Board by the Union. Upon receipt of a signed authorization, the Board agrees to deduct from the wages of the employee Union dues/fees monthly, with an itemized report consisting of the names of the employees and the amount of dues deducted from each employee. The Board shall transmit these monies to the Council 4 office of the Union no later than the last pay period of the month following the month in which the dues and/or fees have been deducted, together with a list of employees from whose wages the deductions have been made. The deductions shall continue in effect until revoked by the employee by written notice to the Union and the Union has notified the Board by written notice that the employee no longer desires to be a member of the Union.

Section 1.3

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.

ARTICLE II
RIGHTS OF THE BOARD OF EDUCATION

Section 2.1

Unless expressly limited by a specific section of this Agreement, the rights, powers and authority held by the Board under any agreements regarding regionalization, general or special act of the legislature, or other type of lawful provision, over matters involving the Amity Regional School District, including but not limited to full control over the policies, practices, procedures and regulations with respect to employees of the Board covered by this Agreement at all its schools, shall remain vested solely and exclusively in the Board.

ARTICLE III **APPOINTMENT**

Section 3.1

The Board of Education shall employ all employees for the schools and offices. The Union President shall be notified of all new hires.

Section 3.2

Each new hire shall serve a ninety (90) working day probationary period. "Working day" shall be defined as days that the employee actually attends work. Prior to or at the end of the probationary period, the Director of Pupil Services or his/her designee will make a recommendation to the Superintendent of Schools or his/her designee to either retain or terminate the employee. Employees subject to a recommendation to terminate shall be informed, with rationale, of the decision by the Superintendent of Schools or his/her designee and copied to the Union President. During the probationary period, employees are at-will employees and are not entitled to access Article XII of this Agreement in cases of discipline, including suspension and termination. The probationary period may be extended upon mutual written agreement between the Union and the Superintendent of Schools or his/her designee.

Section 3.3

Except in cases of emergency as determined by the Superintendent of Schools or his/her designee, all openings that the Board intends to fill shall be publicized in each school at least ten (10) calendar days in advance of the intended date of filling the vacancy.

Notwithstanding the foregoing, the posting period may be reduced to five (5) calendar days by mutual agreement between the Union and the Superintendent of Schools or his/her designee.

Employees shall be notified by email of any opening that occur during the summer vacation.

Section 3.4

If, in the determination of the Superintendent of Schools or his/her designee, applicants for a posted vacant position have substantially equal qualifications, skills, knowledge and ability, preference shall be given to the most senior qualified bargaining unit personnel employed by the Board, provided such employee has at least one (1) year employment with the Board.

Section 3.5

Notwithstanding the foregoing, positions may be filled on a temporary basis without following the foregoing procedure whenever the timing or the urgency of the situation makes the above procedure impractical. Said temporary basis shall be for no longer than forty-five (45) workdays, except for situations requiring a temporary employee of a longer duration due to circumstances such as FMLA, Maternity Leave and Workers' Compensation. The Board or their designee will first ask for volunteers to fill all temporary positions. In such cases, the Board may employ a temporary employee for more than forty-five (45) workdays. The Union President

shall be notified in writing of any such filling of jobs by the District prior to the event taking place.

ARTICLE IV **ATTENDANCE**

Section 4.1

Work schedules shall be determined by the Superintendent of Schools or his/her designee. An employee shall not leave the school to which assigned, during working hours, without the knowledge and approval of the building principal.

Section 4.2

If school is cancelled employees are not expected to report to work on that day. No employee shall, however, receive pay for said cancelled days.

Section 4.3

When school is dismissed early, paraeducators may be allowed, at the discretion of the Superintendent of Schools or his/her designee, to leave once students are dismissed, with no loss of pay. When school is delayed in opening, paraeducators may report for work at the delayed opening time with no loss of pay.

Section 4.4

All employees are required to attend professional development days.

An employee will be paid his/her hourly rate for the time he/she attends professional development days.

Employees may be excused, in writing, from attendance at the discretion of the Superintendent or his/her designee.

Section 4.5

An employee unable to report to work shall notify a person designated by the District no later than 6:30 a.m. on the morning of such absence (if the employee performs bus duties, the employee must notify the designated person by 5:45 a.m.). Additionally, the employee shall record such absence on the employee attendance system within twenty-six (26) hours of his/her scheduled start time on the day that she is absent.

ARTICLE V
LEAVE PROVISIONS

Section 5.1

Part-time employees regularly scheduled to work between twenty (20) and thirty (30) hours per week shall accrue leave time under Article V on a pro-rated basis. In addition, all leave accruals for employees who begin employment after the start of the school year shall be pro-rated.

Paid sick leave shall be granted to employees when they are incapacitated from performance of their own duties by illness, injury or quarantine by public health authorities, up to the employee's maximum accumulated total.

New employees shall earn sick leave at the rate of one (1) day for each calendar month worked, not to exceed twelve (12) working days per contract year. After one (1) year of continuous employment, the employee shall be entitled to the annual sick leave benefit of twelve (12) days per contract year. Unused sick leave is cumulative, for full-time employees, to one hundred (100) days.

Sick leave may be used for the employee's illness or illness to a member of the employee's immediate family (defined as the employee's spouse or child as set forth under Connecticut General Statutes Section 31-57r; the Connecticut Paid Sick Leave Law). Sick leave use for an immediate family member shall be no greater than forty (40) hours in a contract year (including concurrent use under the federal FMLA).

Section 5.2

Sick leave shall commence on the date and at the time of specific notification on the employee attendance system by the employee. Failure of the employee to provide such appropriate notification shall mean the forfeiture of pay for the claimed period.

Section 5.3

For absences in excess of three (3) working days for which sick leave is claimed, the Superintendent of Schools or his/her designee may require evidence in the form of a note from the physician treating the employee for the illness that caused the sick leave. Such note shall state the nature of the illness or injury and the expected duration.

A note from the physician treating the employee for the illness that caused the absence(s) may be requested if a review of the employee's record demonstrates an excessive use of sick leave, an abuse of sick leave and/or a pattern of absenteeism.

Further, a pattern of absenteeism, an abuse of sick leave or an excessive use of sick leave may be the basis for discipline or other appropriate action.

A pattern of absenteeism shall be defined as repeated:

- (a) absences prior to or after weekends (or prior to or after the employee's regularly scheduled last day of work during a calendar week);

- (b) absences prior to or after scheduled days off;
- (c) absences prior to or after holidays;
- (d) the use of sick time intermittently in conjunction with other forms of paid time off;
- (e) absences on the same day every week or month; and
- (f) consistently taking sick days (full day increments or partial day increments) over a period of time (provided, in the event that an employee provides the Board with a note in advance of anticipated medical or dental treatment, such absence shall not be counted).

Additionally, an employee out of work for greater than one (1) month shall be required to submit updated status reports from the physician treating the employee for the illness that is causing the absence(s) setting forth updates on the employee's condition and an anticipated return to work date. Such status reports shall be submitted on a monthly basis commencing thirty (30) days after the employee's first day of absence.

Section 5.4

After one (1) full calendar year of employment with the Board in a position covered by this Agreement, a full-time employee shall be accorded three (3) personal or business leave days per contract year for personal or business requirements that cannot be transacted outside the regular workday. Such days shall be credited to the employee on or about the first day of the school year annually. In an employee's first year of employment in a bargaining unit position covered by this Agreement through June 30th, said days shall be prorated from the date of hire. Personal leave may not be used on consecutive workdays unless approved, in advance, by the Superintendent or his designee.

Under normal circumstances, employees shall give twenty-four (24) hours' notice for requested personal leave through the employee electronic time keeping attendance system. Personal leave must be approved in advance by the Superintendent of Schools or his/her designee. Personal leave may not, however, be used the last workday before or the first workday after a vacation or holiday period without the written approval, at the sole discretion, of the Superintendent of Schools or his/her designee.

Personal days shall not accumulate from year to year.

Section 5.5

Employees will be accorded a maximum leave of five (5) days with pay during a fiscal year for the death of each immediate family member; immediate family member is defined as including a parent, spouse, sibling, child, grandchild, and the employee's "domestic partner" as defined below.

A maximum leave of three (3) days per fiscal year with pay shall be accorded for each death of a grandparent, father-in-law, mother-in-law, brother-in-law and sister-in-law.

One (1) day per fiscal year with pay shall be accorded for each death of an aunt or uncle.

Said leave shall not be deducted from sick leave.

A domestic partner shall be defined as two adults of the same or opposite sex who are not related by blood, who have lived together continuously for at least five (5) years and plan to do so indefinitely, who reside at the same address, who are mutually responsible for their common welfare, basic living expenses and financial obligations to third parties (and are otherwise financially interdependent) and who maintain no other domestic partnerships, marriage and are not legally separated from anyone else. Funeral leave shall only extend to the death of the domestic partner, not the domestic partner's family members.

Section 5.6

An employee who is officially summoned for jury duty shall be paid the difference between the employee's regular daily wages and the compensation received for jury duty. This principle shall apply only for those days when the employee is actually serving as a juror. Whenever the employee is on leave from jury duty, he/she is expected to report to his/her regular work assignment.

If an employee is advised prior to the day he/she is scheduled to report for jury duty that he/she is not required to report for jury duty, he/she is expected to report to work. If the employee does not report to work, a different form of paid leave that can be used for an absence from work under the terms of this Agreement may be used by the employee for the day.

Upon receipt of a juror questionnaire, its receipt is to be reported by the employee within seven (7) calendar days of the date of receipt to the building Principal or supervisor. In order to receive the pay differential, an employee must provide verification to his or her supervisor that he or she actually performed jury duty.

Section 5.7

Upon retirement under the Social Security Act, or death, an employee or his/her estate, shall be paid for one-half (½) of all accumulated unused sick days for up to one hundred (100) accumulated unused sick days. To be eligible for such payment, the employee must have been in the continuous service of the Board in a bargaining unit position covered by this Agreement for at least ten (10) full school years. Payment for unused sick leave shall be provided at the per diem rate of the employee on August 30, 2011. Employees hired on or after July 1, 2008 shall not be eligible for sick leave payout under the provisions of Section 5.7 of the Agreement.

Section 5.8

If any illness or injury results in a disability that has prevented the employee from performing the essential functions of the position (with or without a reasonable accommodation) for a period of twelve (12) months or longer, the Board shall have the right to discharge the employee.

ARTICLE VI
UNAUTHORIZED ABSENCE

Section 6.1

Any unauthorized absence and (regardless of the duration of such time off) may be grounds for discipline, up to and including dismissal.

ARTICLE VII
WORK HOURS AND SCHOOL OFFICE COVERAGE

Section 7.1

The work year shall normally be a minimum of one-hundred eighty-three (183) days, which shall include the student school year, designated professional development days, and any additional days assigned by the Superintendent of Schools.

Section 7.2

Full-time employees shall mean employees who are regularly scheduled at least thirty (30) hours per week. Such hours shall be divided over five (5) days, Monday - Friday, with a duty-free lunch period equal to the student lunch period in the school the paraeducator is assigned to work. Full-time employees shall not be required to have any other unpaid periods of time from the start of the workday to the end of the workday.

The Board shall retain the right to set starting and ending hours based on its analysis of the needs of the school district.

The number of work hours during a normal school day shall be as follows:

6 hours and 30 minutes of paid time with an unpaid lunch break equal to the student lunch period.

In the event that the schedule changes in any contract year, the Union will be notified in advance of the change and the impact, if any, on the employees' workday.

Section 7.3

Employee work schedules shall be set by the Superintendent of Schools or his/her designee. Notice will be provided by August 1st, where possible.

Section 7.4

If, during the life of this Agreement, the Board seeks an alternative work schedule that would include Saturdays as a normal scheduled day, the Board shall first seek volunteers for the new schedule. If there are no volunteers, then the Board may assign bargaining unit members in inverse order of seniority for said schedule.

Section 7.5

Summer school paraeducator positions shall be posted and assigned among bargaining unit members that apply for such positions. The assignment of summer school paraeducator positions shall be determined by the Administration. If either no paraeducator applies for the position or not enough paraeducators apply for the open positions, the Superintendent or their designee may appoint a non-bargaining unit employee to fill the position(s).

ARTICLE VIII
WAGES

Section 8.1

Effective July 1, 2024 the salary schedule set forth in Appendix A shall apply to bargaining unit employees.

Effective July 1, 2025 the salary schedule set forth in Appendix A shall apply to bargaining unit employees.

Effective July 1, 2026 the salary schedule set forth in Appendix A shall apply to bargaining unit employees.

Section 8.2

The Superintendent of Schools will consider previous experience when placing a new hire on the salary schedule and said decision will not be arbitrary and capricious.

Section 8.3

Paraeducators who are directed to either cover a class temporarily with no teacher present or a period(s) during a workday shall be paid nineteen dollars (\$19.00) if the coverage is for an entire class period (and an additional nineteen dollars (\$19.00) for each additional entire class period).

Section 8.4

In order to address remuneration for a para educator either assigned to an overnight field trip or who volunteers (at the request of the Board) to attend an overnight field trip, the following shall be used:

- The para educator shall receive his/her regular hourly wage rate for the day the field trip leaves Amity through the end of his/her regular workday;
- For the overnight of the field trip, the para educator shall receive a stipend of ninety dollars (\$90.00);

- For field trips with multiple overnight stays, the para educator shall receive his/her regular hourly wage rate for each day of the field trip based on his/her regular workday schedule and a stipend of ninety dollars (\$90.00) for each overnight stay;
- On the day the field trip returns to Amity, the para educator shall receive his/her regular hourly wage rate through the time he/she arrives in Amity from the field trip. Accordingly, if the field trip returns to Amity prior to the end of the para educator's workday, he/she will receive his/her hourly wage rate through the time the field trip arrives in Amity and no additional remuneration.
- If the field trip returns to Amity after the end of the para educator's regular workday, he/she shall receive his/her regular hourly rate of pay for such additional hours (or overtime, if applicable), provided, if the field trip returns to Amity after midnight, the para educator shall also be eligible for the stipend of ninety dollars (\$90.00).
- In the event that no bargaining unit employee volunteers for the overnight field trip, the Board may, at its' discretion, use a non-bargaining unit member to attend the field trip.

Section 8.5

Paraeducators will receive their regular hourly rate of pay if they volunteer for Unified Sports, detention, to be a PDEC committee member, or other after school activities where volunteers are needed for coverage, and they are authorized by the Superintendent of Schools or their designee to volunteer for the activities.

Section 8.6

Paraeducators will receive their regular hourly rate of pay if they are selected to fill a vacancy for a posted after school assignment.

Section 8.7

Paraeducators will receive a stipend of two thousand dollars (\$2,000.00) per school year (prorated if the paraeducator performs the duties for less than the full school year) in addition to their regular hourly rate of pay if they are assigned by the Director of Pupil Services or their designee to perform any of the following duties on a regular basis:

- a. diapering or direct physical assistance to students that require a pre-established toileting protocol or for students with significant needs who require direct support with activities of daily living (bodily fluids) that are not developmentally appropriate; or
- b. the implementation of special feeding techniques.

The stipend for ESY shall be one hundred thirty-five dollars (\$135.00) annually based on a five (5) day program (prorated if the paraeducator works less than a five (5) day program or works less than the full program).

ARTICLE IX
GENERAL PROVISIONS

Section 9.1

If any section, sentence, clause or phrase of this Agreement shall be held for any reason to be inoperative, void or invalid, the validity of the remaining portions of this Agreement shall not be affected thereby, it being the intention of the parties in adopting this Agreement that no portion thereof or provision therein, shall become inoperative or fail, by reason of the invalidity of any other portion or provision, and the parties do hereby declare that they would have severally approved of the adopted provisions contained therein and apart from the other. If any portion of this Agreement is ruled invalid for any reason, the remainder of the Agreement shall remain in full force and effect.

Section 9.2

The Union and the individual employee agree that they shall not organize, participate in, condone or endorse any strike, slowdown or other work stoppage by employees during the term of this Agreement. The Board agrees that it shall not lock out the employees during the term of this Agreement.

Section 9.3

Bargaining unit employees who, on a regular basis, work more than twenty (20) hours per week during an academic year, shall be eligible for the following 401A Plan:

- On a calendar year basis, the Board will contribute the equivalent of five percent (5%) of the employee's base straight time hourly rate of pay (excluding overtime and any insurance waiver) toward a 401(A) Plan established by the Board.

Such contribution will be made in each pay cycle.

- Employees may contribute up to the maximum allowed by the IRS toward such 401(A) Plan.
- In addition to the Board's five percent (5%) contribution, the Board will match the employee's post-tax contribution up to an additional two percent (2%) of earnings each pay period toward the defined contribution plan, which the Board will match.

No loans from the 401(A) Plan are permitted.

An employee who is eligible for retirement benefits from any other State of Connecticut Retirement Plan (i.e. – TRB, MERS) shall not be eligible for the 401(A) Plan.

Vesting for purposes of the Board's contributions shall be five (5) years from the employee's date of hire. In the event that an employee leaves the Board's employment prior to being vesting, the employee shall receive his/her contributions (plus interest).

Employees may make withdrawals from the 401(A) Plan at age 59½.

Section 9.4

All bargaining unit employees shall be paid via direct deposit. Accordingly, all bargaining unit employees shall provide the Board with the necessary information for such direct deposit.

Additionally, all employees shall receive pay stubs, W-2, 1095 and federal and state wage reporting forms and information issued by the Board electronically.

ARTICLE X NONDISCRIMINATION

Section 10.1

There shall be no unlawful discrimination against any employee by either the Board or the Union in accordance with applicable state and federal laws.

An alleged violation of this provision shall not be subject to the grievance and arbitration process.

ARTICLE XI STAFF REDUCTIONS

Section 11.1

When a reduction in personnel occurs, the least senior employee shall be laid off first, provided the remaining employees are, in the opinion of the Superintendent of Schools or his/her designee, qualified and able to perform the work.

Section 11.2

Seniority for the purpose of vying for positions for reasons of layoff, reduction and/or abolishment of position(s), is defined as the total number of years of continuous full-time service in the employ of the Board in a bargaining unit position covered by this Agreement. Seniority for continuous part-time service shall be granted on a pro rata basis.

Section 11.3

An employee who has been laid off shall have recall rights, in order of seniority, to vacancies in the job classification from which the employee was laid off for a period of twelve (12) months from the date of layoff. Months shall be defined as months when school is in session. An employee shall forfeit any recall rights if he/she has refused an offer of re-employment by the Board within such layoff period or has failed to respond within seven (7) workdays of the mailing (by certified mail, at the employee's last known address) of an offer of re-employment.

ARTICLE XII
GRIEVANCE AND ARBITRATION PROCEDURE

Section 12.1

The purpose of this procedure is to secure, at the lowest possible administrative level, equitable solutions to the problems that may arise with respect to wages and other conditions of employment expressly provided for in this Agreement. Both parties agree that these proceedings shall be kept as informal and confidential as may be appropriate at any level of the procedure, subject to the provisions of applicable law.

Nothing contained herein shall be construed to prevent discussion by any bargaining unit member with his/her immediate supervisor, building principal, the Director of Pupil Services, and/or the Superintendent of Schools of a complaint, problem or issue.

Section 12.2

A "grievance" shall be defined as a misapplication or misinterpretation of a specific term of this Agreement. All grievances shall be in writing and must be filed at Level One, with a copy to the Superintendent of Schools or his/her designee, within ten (10) days of the act or omission, which is the basis of the complaint. The written grievance shall specifically state the facts of the complaint, the specific term of the Agreement alleged to have been misapplied or misinterpreted and the relief requested.

Section 12.3

Level One

The written grievance shall be taken up by the employee and/or his/her representative and the Director of Pupil Services at a meeting within five (5) workdays of the submission of the grievance to the Director of Pupil Services. The Director of Pupil Services shall answer the grievance within five (5) workdays of that meeting.

Level Two

If the grievance is not resolved, the Union, within five (5) workdays of the receipt of the Director of Pupil Services answer, or within five (5) workdays of the deadline for such answer if no such answer is received, may file a written appeal with the Superintendent of Schools or his/her designee. The Superintendent of Schools or his/her designee shall hold a meeting within ten (10) workdays of the receipt of the written appeal and shall issue an answer in writing within ten (10) workdays of the meeting.

Level Three

If the grievance remains unresolved, the Union may, within five (5) workdays of receipt of the Superintendent of School's answer, or within five (5) workdays of the deadline for such answer if no such answer is received, file a written appeal with the Board. The Board (or a committee designated by the Board) shall, at the next regularly scheduled Board meeting subsequent to the

filing of the grievance, meet to review the written appeal and shall answer it in writing within fifteen (15) workdays of the meeting.

Section 12.4

It is agreed that time is of the essence in the grievance procedure. All time limits, however, may be extended by written agreement between the parties on a case-by-case basis, except for the original filing of the grievance.

Section 12.5

Failure by the grievant or Union to appeal the grievance to the next level within the specified time period shall be deemed an acceptance of the answer at that level. Failure of the Board or administration to answer within the time limits specified above shall allow the grievant or the Union to proceed to the next level.

Section 12.6

Any unresolved grievance may be submitted to arbitration if requested by the Union within ten (10) calendar days of receipt of the decision of the Board.

Section 12.7

The request for arbitration shall be in writing and shall be submitted to the Superintendent of Schools or his/her designee within the required time period.

Section 12.8

Arbitration shall be conducted by a mutually agreed upon arbitrator or arbitration panel. If the parties cannot reach agreement on the forum for the arbitration hearing, the Union shall file the grievance with the State Board of Mediation and Arbitration. The hearing shall be conducted under the rules and regulations in effect at the time of said filing.

The arbitrator shall be bound by and must comply with all of the terms of this agreement. The arbitrator shall not have the power to add to, delete from, or modify in any way any of the provisions of this Agreement.

Section 12.9

The cost of arbitration shall be shared equally by the Board and the Union.

ARTICLE XIII
DISCIPLINE

Section 13.1

Any disciplinary action that results in a loss of pay for the employee being disciplined (e.g., suspension, demotion or dismissal) shall be for just cause.

Section 13.2

Should any employee need to be questioned about matters that may result in disciplinary action being taken, he/she shall have the right, upon request, to Union representation before questioning begins.

Section 13.3

Written notice of disciplinary action shall be sent to the employee electronically or provided in person. A copy of the notice shall be provided to the Union President within twenty-four (24) hours of the notice to the employee.

ARTICLE XIV
INSURANCE

Section 14.1

A. The Board agrees to pay the amounts set forth in this section for full-time employees for single coverage under the health insurance plan (including vision coverage) set forth below with the employee paying the remaining costs for any additional coverage via a method agreed to between the Board and the employee.

The Board also agrees to pay, for full-time employees, the percentages set forth below for single coverage under the dental plan, with the employee paying the remaining costs for any additional coverage via a method agreed to between the Board and the employee.

Participation in the insurance plans described in this Article shall be subject to any and all eligibility requirements of the carrier and/or plan administrator.

The Board shall have the right to 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 comparable to the overall level of benefits in effect immediately preceding any such change.

Eligible employees may participate in the following plans:

The High Deductible Health Plan ("HDHP") (that includes vision coverage) described below shall be the insurance plan.

The Board agrees to pay for single coverage with the employee paying the remaining costs for any additional coverage by payroll deduction for an eligible employee in the first year of his/her employment with the Board who is scheduled to commence work at the beginning of the school year.

An eligible employee in his/her first year of employment with the Board who is scheduled to commence work after March 31st shall be eligible for the HDHP with a Health Reimbursement Account (“HRA”) in lieu of a Health Savings Account (“HSA”) through December 31st of his/her first year of employment with the Board.

The premium cost and a comparable funding amount to the HSA deposit from the Board for those enrolled in the HRA for the HDHP shall be in accordance with Article XIV, Section 14.1 for the applicable contract year.

Effective January 1st of such employee’s first year of employment, he/she shall be offered the HDHP.

HDHP

Effective in each contract year, the HDHP shall include the following components:

	In-Network	Out-of-Network
Annual Deductible (individual/aggregate family)	\$2,000/\$4,000	
Co-insurance	90%/10% after deductible up to cost share maximum	70%/30% after deductible up to cost share maximum
Cost Share Maximum (individual/aggregate family)	\$2,750/\$5,500 (in network) \$4,000/\$8,000 (out of network)	
Lifetime Maximum	Unlimited	\$1,000,000
Preventive Care (as defined by the medical plan administrator)	Deductible and co-insurance not applicable	30% co-insurance after deductible, subject to co-insurance limits
Prescription Drug Coverage	Subject to co-insurance of 90%/10%	

In the event that an employee is ineligible for a health savings account, he/she shall be offered a health reimbursement account.

An employee shall receive a prorated contribution toward his/her HSA (single coverage), if the employee: (a) is hired by the Board after the commencement of the applicable plan year; or (b) he/she elects health insurance after the commencement of the plan year due to a change in status. The prorated amount of the contribution shall be based on the first day that the employee is covered under the plan through June 30th of the applicable contract year.

The Board will fund the following percentages of the individual HSA deductible amount (on a calendar year basis).

2024	50%
2025	50%
2026	50%

The Board’s contribution toward the HSA deductible will be deposited into the HSA accounts on a quarterly basis on or about September 1st, December 1st, March 1st and June 1st on an annual basis. The parties acknowledge that the Board’s 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 paraeducators. The Board shall have no obligation to fund any portion of the HSA deductible for retirees or other individuals upon their separation from employment.

The following premium cost sharing provisions shall apply to employees electing the HDHP plan (single coverage) during the term of this Agreement (on a contract year basis):

	<u>Board</u>	<u>Employee</u>
July 1, 2024 - June 30, 2025	91%	9%
July 1, 2025 - June 30, 2026	91%	9%
July 1, 2026 - June 30, 2027	91%	9%

The premium share contribution for individual coverage for dental benefits shall be:

	<u>Board</u>	<u>Employee</u>
July 1, 2024 - June 30, 2025	84%	16%
July 1, 2025 - June 30, 2026	84%	16%
July 1, 2026 - June 30, 2027	84%	16%

On an annual basis, in the event that a paraeducator on the Board’s health insurance plan completes a health risk assessment, his/her premium share for the ensuing contract year shall be reduced by one percent (1%).

Accordingly, by way of example, in the event that a paraeducator completes a health risk assessment during a contract year, the paraeducator will receive a one percent (1%) reduction in his/her premium share contribution for the subsequent contract year.

On July 1st of the subsequent contract year, the premium share set forth herein shall be in effect for the paraeducator. Accordingly, the reduction in the premium share by one percent (1%) shall be based on the then current premium share negotiated by the parties for the contract year in question, as set forth herein.

The information included on the assessment will not be provided to the Board. The only information provided by the carrier to the Board is whether the assessment was completed.

The health risk assessment shall be comprised of:

- An annual physical; and
- An annual dental examination.

Section 14.2

The employee may elect to waive all health and dental insurance benefits and, in lieu thereof, be remunerated in the amount of twenty-five percent (25%) of the premium saved by the Board at the time of the waiver because of said waiver to a maximum annual cost to the Board of two thousand two hundred fifty dollars (\$2,250.00). Such remuneration shall be paid twice per year, on or about December 1st and June 1st. In order to receive such waiver, the employee must waive both health and dental benefits. Additionally, in order to receive the waiver, the employee must be employed by the Board on December 1st (for ½ of the waiver) and June 1st (for the remaining ½ of the waiver).

The waiver will be prorated if an employee who elects the waiver commences work during a contract year and is therefore eligible for health benefits for less than a contract year. Employees who choose this option may re-enroll in the Board's insurance plan only during an open enrollment period, except as otherwise required by law.

In the event that an employee re-enrolls for health insurance benefits, he/she must reimburse the Board a pro-rated amount of the waiver he/she received for such plan year. The reimbursement shall be deducted from the employee's pay over a number of pay periods agreed to by the Board and the employee. Under such circumstances, the employee shall submit the necessary authorization for the deduction. If the Board and the employee cannot agree to a period of time for the reimbursement, the employee shall submit the reimbursement to the Board within two (2) weeks of the date he/she re-enrolled. Upon receipt of the revocation of waiver, coverage by the insurer shall be subject to any regulations of the carrier, including waiting periods and proof in insurability, which may then be in effect. Waivers under this section are subject to the approval of the applicable insurance carrier.

Section 14.3

If, upon notification by the District to the employees, there are not at least nine (9) positions that would qualify employees for the aforementioned medical coverage as full-time employees, employees shall be allowed to bump to these positions based on their seniority in accordance with Article XI, Section 11.2 of the collective bargaining agreement.

Section 14.4

Upon retirement under social security, an employee shall have the option of continuing in the group insurance programs described in this Article at his/her own expense up until age 65.

**ARTICLE XV
HOLIDAYS**

Section 15.1

Effective upon the execution of this Agreement, full-time employees shall be eligible for the following paid holidays:

Labor Day	New Year's Day
Columbus Day/Indigenous People's Day	Martin Luther King Day
Thanksgiving Day	President's Day
Day after Thanksgiving	Memorial Day
Christmas Day	

Holidays shall be observed in accordance with the annual school calendar.

Section 15.2

In order to qualify for holiday leave, an employee shall have worked on the last regularly scheduled workday prior to and the next regularly scheduled workday following the holiday, unless the employee is on previously approved paid leave, as authorized, in writing, by the Superintendent of Schools or out on either bereavement leave (as set forth under Article V, Section 5.5) or jury duty (as set forth under Article V, Section 5.6).

If school is in session on any of the holidays set forth under Article XVI, Section 15.1 and the Board requires the employee to work on such day, the employee will receive: (1) his/her regular hourly rate of pay for all work performed on such holiday; and (2) a floating holiday to be used by the end of the school year.

**ARTICLE XVI
PARAEDUCATOR SUPERVISORY POLICY**

Section 16.1

Employees shall be evaluated by the Director of Pupil Services or his/her designee.

ARTICLE XVII
DURATION

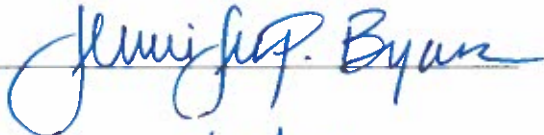
Section 17.1

The provisions of this Agreement shall be effective upon execution, except where otherwise noted, and shall continue and remain in full force and effect to and including June 30, 2027.

IN WITNESS WHEREOF, the parties hereunto have caused these presents to be executed by their proper officers, hereunto duly authorized and their seals affixed hereto, as of the date and year indicated.

**AMITY REGIONAL SCHOOL
DISTRICT NO. 5 BOARD OF
EDUCATION**

**SCHOOL PARAEDUCATORS,
LOCAL 1303-221 OF CONNECTICUT
COUNCIL 4, AFSCME, AFL-CIO**



Date: 5/21/24



Date: 5/28/24

APPENDIX A

DEGREE STATUS

CONTRACT YEAR	PARAEDUCATOR I	ASSOCIATES	BA/BS	MASTERS OR BA/BS + TEACHING CERTIFICATION	EXCEPTION
2024-2025 (2.5%)	\$20.40	\$20.85	\$21.27	\$21.68	\$27.32
2025-2026 (2.5%)	\$20.91	\$21.37	\$21.80	\$22.22	\$28.00
2026-2027 (2.5%)	\$21.43	\$21.90	\$22.35	\$22.78	\$28.70

- Except as set forth below, effective July 1, 2021, all bargaining unit employees employed by the Board in a bargaining unit position covered by this Agreement shall be moved to the column applicable to him/her based on degree status.
 - Employees on exception B as of June 30, 2021 remain in the Exception column regardless of degree status.
 - Employees on exception C as of June 30, 2021 are placed on the Masters or BA/BS + Teaching Certification column regardless of degree status.
 - Employees on exception D as of June 30, 2021 are placed on the Associates column regardless of degree status.
- Movement from one degree column to a different degree column is contingent upon presentation of a transcript confirming degree status.
- A change in degree status and the applicable movement from one degree column to a different degree column is effective at the beginning of a contract year in accordance with the following:
 - To become effective at the beginning of a contract year, the change is based on course work completed prior to August 31st and the transcript is presented on or before October 1st of that contract year.
 - For change of degree status to become effective on February 1st, the change is based on course work completed by January 1st and presented before February 1st.
 - Transcripts presented on or after February 1st of a contract year will be used in determining column placement for the subsequent contract year.

Additionally, the Superintendent has the discretion to place an individual in any column regardless of degree status to recognize a particular skill set that the District requires.