

Nurses Section

AGREEMENT

between

TORRINGTON BOARD OF EDUCATION

and

LOCAL 1579 OF COUNCIL #4

AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES

AFL-CIO

**(CUSTODIAN and MAINTENANCE, CAFETERIA, PARAPROFESSIONAL, NON-
TEACHING REGISTERED NURSES, AND SECRETARIAL EMPLOYEES
OF THE TORRINGTON PUBLIC SCHOOL SYSTEM)**

Effective July 1, 2024- June 30, 2027

**AGREEMENT BETWEEN THE TORRINGTON BOARD OF EDUCATION
and
LOCAL 1579 OF CONNECTICUT COUNCIL #4 AMERICAN FEDERATION OF
STATE, COUNTY AND MUNICIPAL EMPLOYEES
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TABLE OF CONTENTS - Nurses

	Preamble	1
Article		
	I. Recognition	1
	II. Union Security	2
	III. Seniority	3
	IV. Vacancies and Transfers	4
	V. Hours of Work	6
	VI. Leaves of Absence	6
	VII. Safety and Health	10
	VIII. Medical/Disability Coverage	10
	IX. Life Insurance	14
	X. Retirement and Disability Benefit	14
	XI. Prior Practice	15
	XII. Bulletin Boards	15
	XIII. Rates of Pay	15
	XIV. Disciplinary Procedure	16
	XV. Grievance Procedure	17
	XVI. No Strike Clause	19
	XVII. Board Prerogatives	19
	XVIII. Tuition Reimbursement	20
	XIX. Miscellaneous	20
	XX. Duration	22

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PREAMBLE

The following Agreement is designed to set forth in writing the agreement reached between the Board of Education and such of its employees as may be covered by this contract with respect to wages, hours of employment and other conditions of employment.

NURSES SECTION

**ARTICLE I
RECOGNITION**

The Torrington Board of Education hereinafter referred to as the “Employer” hereby recognizes Local 1579 of Council #4, American Federation of State, County and Municipal Employees, AFL-CIO as the sole and exclusive representative of all Custodial and Maintenance employees of the Employer, excluding supervisory employees as set forth in Connecticut State Board of Labor Relations Decision and Certification of Representation Case Number ME-6328 including all Cafeteria Employees as set forth in Connecticut State Board of Labor Relations Decision and Certification of Representative, Case No. ME-12,229, Decision and Expansion of Unit, Decision No. 2886, dated February 14, 1991; all Paraprofessionals as set forth in Connecticut State Board of Labor Relations Decision and Certification of Representation Case Number ME-12,873, dated July 9, 1990 (and affiliation with Local 1579 as of February 10, 1994); all Secretaries as set forth in Connecticut State Board of Labor Relations Decision and Modification of Unit Case Number ME-15,998 dated March 22, 1994, all Non-Teaching Registered Nurses as set forth in Connecticut State Board of Labor Relations Decision and Modification of Unit Case Number ME-16,075 dated March 28, 1994, hereinafter referred to as the “Union”, and that said Union is the exclusive representative of all such employees for the purposes of collective bargaining with respect to wages, hours of employment and other conditions of employment.

CODING USED IN THIS AGREEMENT DENOTING EMPLOYEES REFERENCED:

C and M	=	Custodial and Maintenance Employees
CE	=	Cafeteria Employees
N		Nurses
P	=	Paraprofessionals
S	=	Secretaries

ARTICLE II **UNION SECURITY**

Section 2.1 - N

All employees will be offered an opportunity to join the Union. Employees who voluntarily elect to join the Union shall sign and deliver to the Union an authorization form for the payroll deduction of Union membership dues or other voluntary fees. Upon the submission of a voluntary written authorization signed by an employee, the Board agrees to deduct from the employee an amount equal to the Union membership dues or other voluntary fees by means of payroll deductions. Such deductions shall continue until the employee rescinds such authority by written notice to the Union and the Board. The Union reserves the right to modify and/or replace any such authorization form.

Section 2.2 - N

Deductions shall be made biweekly. The total amount deducted each week in accordance with the provisions of this Agreement will be remitted by the Employer, together with a list of the employees from whose wages such deductions have been made, to such individual and at such address as shall be specified by the Treasurer of the Union. Such remittance shall be made by the last day of the month in which deductions are made. The Employer will provide an up-to-date list of bargaining unit employees with names and addresses of all such employees, mailed to the Treasurer of the Union not later than December first of each year.

Section 2.3- N

The Employer shall provide each present employee and each new employee, when hired, with a copy of this Agreement. A copy of this Agreement may be provided electronically.

Section 2.4- N

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

ARTICLE III

SENIORITY

Section 3.1 - N

Employees shall be designated under one of the following bargaining unit department: Nurse.

Section 3.1.2 - N

Departmental seniority shall mean the term of service beginning on the date the employee begins employment within the nurses bargaining unit department. In the event a member transfers departments within Local 1579 (e.g., an employee moves from the nurses' unit to the secretarial unit), he/she forfeits all vacation and departmental seniority rights, however, he/she will retain the sick leave accumulation he/she earned under his/her previous department. Under no circumstances, however, shall an employee become eligible for a sick leave or a longevity payment upon severance of employment by transferring from one Local 1579 department to another, (e.g., a nurse hired prior to the 2007-2010 contract will not be eligible for terminal leave or a sick leave payout if he/she transfers into the secretarial unit). Transfers and promotions shall be governed by departmental seniority.

Section 3.1.3 - N

Bargaining unit seniority shall mean an employee's term of uninterrupted service beginning with the date of hire with the Board of Education, irrespective of his/her department.

Section 3.2 - N

The Employer shall prepare an annual list of all employees covered by this Agreement which shall set forth each employee's hiring date, classification seniority and rate of pay. A copy of such listing shall be furnished to the Union at the beginning of each school year and upon reasonable request. New employees shall be added to this list.

Section 3.3- N

The Employer shall provide written notice to the Union President and Department Vice President of all personnel changes, including layoff, recall, transfer, promotion, discipline, discharge, voluntary quit, and new hires when such changes occur, and retirement where applicable.

Section 3.4 - N

The Employer shall place the name of any laid off employee on an appropriate recall list and arranged in the order of layoff. The employee's name shall remain on the list for one (1) year unless he/she is re-employed during such time. An employee who accepts a position in a lower classification in lieu of layoff shall be placed on a recall list for his/her former classification for a period of one (1) year.

Section 3.5 - N

The employer shall first recall in the order of seniority any employee on the recall list who was previously laid off, provided he/she is qualified for the position at issue, before any new employee is hired.

Section 3.6 - N

- A. In case of layoff or job elimination part-time nurses shall be laid off first and in order of departmental seniority, as that term is defined in Section 3.1.2 above, among part-timers, before any full time nurses are laid off.
- B. If additional layoffs or job eliminations are necessary full time nurses shall be laid off in inverse order of departmental seniority, as that term is defined in Section 3.1.2 above.
- C. Part-time employees shall be offered their former positions after full time employees on the recall list have been offered the opportunity to exercise their right to accept the position.

Section 3.7- N

Any approved leave of absence without pay shall not void an employee's seniority, except that a period of absence for more than 180 school days shall not be counted as part of his/her accumulated service for seniority purposes.

Section 3.8- N

- A. Union Officers (President, Vice-President, Secretary and Treasurer), Department Vice President, Departmental Chief Shop Steward shall have top seniority in the Department in the event of layoff.
- B. For Union Officers only, in the event of job elimination, after exercising the above rights, the employee with top seniority may then bump into any department in the bargaining unit in the same pay category or lower provided they can perform the work.

In the event there is a dispute between the parties the Board agrees it shall not act in an arbitrary, unreasonable or capricious manner.

- C. The Union will notify the Board annually in January of those employees who have top seniority.

Section 3.9 - N

Seniority shall not accrue during layoff but, if rehired from the recall list, shall be continued from the date of rehire.

ARTICLE IV **VACANCIES AND TRANSFERS**

Section 4.1 - N

When a vacancy exists in a department, the employee with the most seniority in that department and classification shall be given the first opportunity to fill such vacancy.

Whenever an employee is promoted or fills a posted vacancy in any position, a trial period of ninety (90) calendar days shall be served. Any employee found to be unsuitable during such

trial period, shall be returned to a position within his/her classification and department. Employees may not apply for a change in position during their trial period.

Section 4.1.2 - N

Notice of a vacancy or new position shall be posted for five (5) working days before being filled. Employees regularly scheduled to work less than twelve (12) months shall be provided notice electronically (i.e., email) of any openings for Nurse positions which occur during the summer vacation and shall have five (5) days from such notice to respond.

Section 4.1.3 - N

- A. Any vacancy remaining open after employees have exercised their right to bid within classification shall then be opened to the employee, if qualified, with the most seniority in that department who shall be given the first opportunity to fill such a vacancy.
- B. Qualified employees shall be given an adequate opportunity to make application for advertised positions outside their departments. If, in the sole determination of the Superintendent of Schools or designee, the qualifications of the applicants are substantially equivalent, preference shall be given to qualified employees by the Board.

In making the determination the Board agrees that it shall not act in an arbitrary, unreasonable or capricious manner.

- C. Whenever an employee fills a vacancy in accordance with the above procedures a trial period of ninety (90) calendar days shall be served. Any employee found to be unsuitable during such trial period, shall be returned to a position within his/her prior classification and department. Employees may not apply for a change in position during their trial period.

Section 4.1.4 - N

Any new employee shall serve a probationary period of ninety (90) days at work. Employees may not apply for a change in assignment during their probationary period. If such probationary period is completed successfully, his or her seniority shall be computed from the date of employment.

Section 4.5 - N

Any employee who is assigned to work in a higher classification for one or more hours shall be paid at the rate of the job for all time spent in such classification.

If the position involves a step the employee shall be paid at the step which provides the employee a rate increase.

Section 4.5.1 - N

Part time nurses assigned to full time nursing duties for one full day or more shall be paid at the rate equal to the lowest full time rate (starting the first assigned full day) or to the next higher full time rate that will provide for an increase in pay.

Section 4.6.1 – N

Ten (10) month employees shall be given an opportunity to fill out preference sheets indicating two preferences in order of priority by March 1 of each year, with the understanding that such preference requests shall be taken into consideration in making assignments for the following school year.

All known or anticipated vacancies for the subsequent school year shall be posted no later than July 15th of each year. Positions that become vacant after the anticipated vacancy posting, and before the first day of school for students, shall be announced via District email and posted for five (5) days before being filled.

Positions that become vacant after the first day of school for students shall not be posted for internal applicants.

ARTICLE V HOURS OF WORK

Section 5.1 - N

- A. Nurses shall work seven and one-half (7.5) hours per day. Routine work hours shall be established in accordance with the building schedule
- B. Each employee shall be entitled to lunch and breaks.
- C. All nurses shall receive their regular full day's pay for any day in which openings are delayed and for early dismissal days after all buses have left school.
- D. The work year shall be 185 school days and up to seven (7) additional days during the summer recess. For summer recess days, nurses shall be paid at a rate of \$45.00 per hour. The scheduling of the additional days shall be by mutual agreement between the Board or its designee and each individual nurse who shall be paid at his/her hourly rate.

ARTICLE VI LEAVES OF ABSENCE

Section 6.1 - N

Sick leave shall be considered to be absence from duty with pay for the following reasons:

- 1. Illness or injury, except where such illness or injury arises out of or in the course of employment by an employer other than the Employer.
- 2. When an employee is required to undergo medical, optical, or dental treatment and only when this cannot be accomplished on off-duty hours.
- 3. Sick leave can be taken in 30 minute increments.

4. When serious illness of a member of the employee's immediate family required his personal attendance; and if supported by a medical certificate.

Section 6.1.2 - N

- A. Nurses shall be entitled to fifteen (15) sick leave days each school year.
- B. Current members of the bargaining unit may accumulate up to a maximum of two hundred and ten (210) sick days. New Nurses hired after 7/1/2014 may accumulate up to a maximum of one hundred and eighty (180) days.

Section 6.2 - N

Sick leave shall be granted only to full-time (i.e. thirty (30) hours or more per week) employees except that an employee working less than full time shall be granted sick leave in proportion to the amount of time worked. Employees will be notified of their accumulated sick leave on or about October 15th and April 15th of each year.

Section 6.2.1 - N

Employer acknowledges that these employees are covered by the provisions of the Workers' Compensation Act of the State of Connecticut.

Section 6.3 - N

Sick leave shall continue to accumulate during leaves of absence with pay.

Section 6.4 - N

A medical certificate signed by a licensed physician or other licensed practitioner whose method of healing is recognized by Connecticut State authorities shall be required for a period of absence of five (5) or more consecutive working days, or when an employee's attendance record shows frequent or habitual absences because of claimed illness or injury.

Section 6.5 - N

The Employer may provide a physician or nurse to make any necessary examination or investigation of any alleged abuses of sick leave privileges. The cost of such examination or investigation shall be paid by the Employer.

Section 6.6 - N

Sick leave shall not accrue during a leave of absence without pay or while an employee is under suspension.

Section 6.7 - Military Service - N

Any employee who leaves employment with the Employer to enlist in the Military Forces of the United States shall be granted Military leave without pay.

1. Such leave shall extend for the period of such military service for ninety (90) days after discharge from such service. Such leave shall not exceed four (4) years, except in the case of involuntary military service.

2. Any employee on military leave who has been discharged from the military forces of the United States and who applies for re-employment with the Employer within ninety (90) days of such discharge shall be reinstated in his former position together with all rights and privileges provided he meets the minimum qualifications of the position.
3. Employees re-employed in accordance with (2.) above shall be granted all re-employment rights as are determined by Federal and State statutes. Such period of service shall be included in its entirety for the purposes of seniority as provided herein.

Section 6.8 - Annual Military Training Leave - N

Military leave shall be considered as continuous service and shall be so entered upon the Employer's records. An employee on annual military training shall be granted a leave of absence with pay, less such sums received for such service, not to exceed fifteen (15) calendar days during any one calendar year, provided he/she filed with the Superintendent of Schools or designee a copy of his military orders placing him on active military duty.

Section 6.9 - Bereavement Leave - N

In the event of death in the immediate family, an employee shall be granted three (3) days of leave with pay. The Superintendent of Schools or designee may, at his/her discretion, grant additional days of leave; such additional days, however, shall be charged as sick leave. For purposes of this Section "immediate family" is defined as follows: mother, father, wife, husband, brother, brother-in-law, sister, sister-in-law, child, grandmother, grandfather, grandchild, mother-in-law, father-in-law, daughter-in-law, son-in-law, or any relative who is domiciled in the employee's household.

In the event of the death of an employee's stepmother, stepfather, stepbrother, stepsister, aunt or uncle, bereavement leave not to exceed two (2) days shall be granted.

Section 6.10 - Personal Leave - N

Each employee shall be entitled to two (2) personal days per year for personal business that cannot be accomplished on a school day. The employee shall submit their written request for personal leave at least forty-eight (48) hours in advance to the Superintendent of Schools or designee except in cases of emergency in which event the employee shall provide notice as soon as possible. Personal leave shall not be used either immediately before or after a scheduled holiday or vacation without prior approval of the Superintendent of Schools or designee. Employees seeking personal leave in the last twenty (20) school days of the student year shall request such leave at least thirty (30) days prior to the desired leave. Nurses may carry over one (1) unused personal day to the following year. Personal leave days may not exceed three (3) days in any one school year including the day carried over. There shall be no compensation for such unused days upon termination of employment.

Section 6.11 - Union Activities - N

Approved Union Delegate shall be allowed time off with pay to attend the below mentioned Union functions:

- State Labor Council Convention
- Council #4 Convention
- AFSCME, AFL-CIO International Convention

Total days under this Section shall not exceed ten (10) days per year.

Section 6.12 - Unpaid Leave –N

Employees may be granted leaves of absence without pay for up to one (1) year upon request in cases of extreme personal hardship, provided that such leave is not to work for another employer. The decision of whether to grant such leave rests solely with the Superintendent of Schools or designee.

The employee shall be reinstated to a position, the same, or comparable, to the position he/she held prior to the commencement of the leave, if it exists.

An employee on such leave shall continue in seniority status for layoff purposes but shall not accrue additional seniority.

Request for such leave shall be made in writing to the Superintendent of Schools or designee, at least thirty (30) days prior to the commencement of the leave, and shall include a detailed reason for the request for the leave, except in cases of emergency.

Employees with documented attendance concerns, as determined by the Administration, shall not be eligible for an unpaid leave of absence. This shall not apply to approved FMLA or ADA absences. For purposes of this provision, “documented attendance concerns” shall mean the employee has been issued a formal written reprimand or letter of suspension related to attendance issues.

Section 6.13 - Maternity Leave - N

An employee who becomes sick or disabled due to pregnancy or childbirth shall, upon her request, be placed on sick leave for childbearing purposes. Leave shall begin when, in the opinion of her doctor, she is no longer physically able to work and said leave shall expire when, in the opinion of her doctor, she is physically able to return to work. Employees who anticipated using this form of sick leave should notify the Superintendent of Schools or designee as far in advance of the anticipated commencement date of leave as possible. Except in the case of medical difficulties, sick leave is not normally expected to continue for more than six (6) weeks after delivery.

Section 6.14 - Workman’s Compensation - N

An employee who is receiving Workers’ Compensation benefits shall be paid at the rate provided for in the Workers’ Compensation Act.

During the waiting period after an employee applies for Workers’ Compensation, and while eligibility is being determined, the Board shall pay the employee’s regular weekly wages and charge this period of time to sick leave, so long as such sick leave exists in the employee’s sick leave account. In the event an employee does not have any accrued sick leave, he/she may borrow against future accrued leave and his/her future accrued leave will be reduced accordingly. If subsequently a determination is made that the employee is eligible for Workers’ Compensation, the Board will be reimbursed by the employee from the proceeds of the Workers’ Compensation and an adjustment will be made to the employee’s sick leave account.

Employees injured in the course of their official duties and in the performance of their work when such injury is compensable under Workers' Compensation laws shall not be charged for sick leave while receiving Workers' Compensation.

Section 6.15-Substitute coverage -N

The Nurse Supervisor is responsible for finding and providing substitute nurses, and other appropriate coverage, when nurses are absent.

ARTICLE VII
SAFETY AND HEALTH

Section 7.1 - N

Both parties to this Agreement hold themselves responsible for mutual cooperative enforcement of safety rules and regulations.

ARTICLE VIII
MEDICAL/DISABILITY COVERAGE

Section 8.1 - N

- A. The remainder of any or all of the medical coverage provided by this Article, and coverage for the employee's spouse and/or dependents shall be made available at the group rate at no cost to the Board. Employees who seek coverage shall notify the Director of Human Resources in writing and the employee shall be covered on the first day of the month following such notice.

Section 8.2 – Health Insurance - N

All eligible Nurses shall be entitled to elect coverage for themselves and their dependents under one of the health insurance programs described below. Each shall be subject to the cost sharing provisions and other limitations or restrictions applicable to the medical program selected as set forth in the following sections. Eligible employees, hired on or before June 30, 2022, may choose between the PPO, the HMO, or the HDHP/HSA Plans as set forth below. Effective July 1, 2022, eligible employees, hired on or after July 1, 2022, shall have access to the HDHP/HSA Plan only.

1. The copay plan with coverage as follows:
 - (a) Each nurse shall receive medical insurance coverage for themselves and their dependents under the plan below:

Co-Pay Chart

Office Visit	\$25
Specialty Office Visit	\$35
Inpatient Admission	\$200
Outpatient Surgery	\$150
Emergency Room	\$100
Urgent Care	\$25
High Cost Diagnostic*	N/A
OON Deductible	400/800/1200
OON Coinsurance	80%/20%
OON Coins Max	1500/3000/4500
OON Out-of-Pocket Max	1900/3800/5700
RX Copay	\$10/25/40
RX Benefit Maximum	Unlimited
Mail Order Copays	2x
RX Day Supply	30/90
RX Edits	Qual/Safety Only

- (b) Anthem (Blue Cross/Blue Shield) full payment Dental Rider; including Riders A, B, C and D. Board of Education reserves the right to change the dental insurance carrier provided substantially equivalent coverage and network are provided.
 - (c) Such coverage shall include vision benefits

2. High Deductible Health Plan/Health Savings Account (“HSA Plan”)

The HSA plan shall include the following components:

	In-Network	Out-of-Network
Annual Deductible (individual/aggregate family)	\$2,000/4,000	
Co-insurance	N/A	20% after deductible up to co-insurance maximum
Co-insurance Maximum (individual/aggregate family)	N/A	\$3,000/6,000
Cost Share Maximum (individual/aggregate family)	\$5,000/10,000	
Lifetime Maximum	Unlimited	Unlimited
Preventive Care	Deductible not applicable	20% co-insurance after deductible, subject to co- insurance limits
Prescription Drug Coverage	Treated as any other medical expense, subject to the post-deductible co-payments set forth below.	

Following exhaustion of the deductible, prescription drugs shall be subject to post-deductible co-payments of \$0/15/30 (retail), and a two times co-payment for mail order.

In each contract year, the Board will fund fifty percent (50%) of the applicable HSA deductible amount. One-half of the Board's contribution toward the HSA plan deductible will be deposited into the HSA accounts in September, and the remaining one-half of the Board's contribution will be deposited into the HSA accounts in January.

Each of the above scheduled deposits shall be made on the first business day of each stated month. The HSA accounts shall be held at the Torrington Municipal and Teachers Federal Credit Union.

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 employees. The Board shall have no obligation to fund any portion of the HSA deductible for retirees or other individuals upon their separation from employment.

Health Reimbursement Account: A Health Reimbursement Account ("HRA") shall be made available for any employee enrolling in the HDHP who is precluded from participating in a Health Savings Account ("HSA") because the employee receives Medicare and/or veterans' medical benefits. The annual maximum reimbursement by the Board for employees participating in the HRA shall not exceed the dollar amount of the Board's annual HSA contribution for employees enrolled in the HSA.

3. Premium Contributions:

The cost of coverage described in Section 8.2 shall be shared by the Board and the nurses as follows for the duration of the agreement:

HMO	2024-25	2025-26	2026-27
Employee-	8.5%	8.5%	9.0%
Board	91.5%	91.5%	91.0%

PPO/HSA	2024-25	2025-26	2026-27
Employee-	13.5%	13.5%	14.0%
Board	86.5%	86.5%	86.0%

DENTAL	2024-25	2025-26	2026-27
Employee-	13.5%	13.5%	14.0%
Board	86.5%	86.5%	86.0%

Section 8.2.2 Health Insurance Riders - N

Coverage pursuant to Section 8.2 shall include:

- a. Reimbursement of Medicaid premiums of eligible employees;

- b. Anthem (Blue Cross/Blue Shield) High Option Plan or its substantial equivalent and Anthem (Blue Cross/Blue Shield) 65 Plan 81 or its substantial equivalent for retirees and dependents (at no cost to the retiree).

The provision set forth in Sections 8.2.2 (a) and (b) shall not apply to employees hired on or after July 1, 2017.

Section 8.2.3 Premium Cost Sharing - N

Said amounts shall be paid biweekly through payroll deduction. The Board shall adopt an IRS Section 125 pretax premium conversion account.

Section 8.3.1

All full time Nurse Department employees who are at least sixty (60) years of age and have been then employed by the Board for at least the prior fifteen (15) years shall be entitled, upon their retirement from their employment with the Board, to the medical insurance coverage as follows:

1. Benefits Prior to Age Sixty-Five (65):

The Board will provide all the medical coverage to future retirees until the retiree reaches age sixty-five (65) which is provided to active bargaining unit employees of the employee's department, except that the premium cost sharing by the retiree shall then be twenty-five percent (25%) of the premium, with the Board paying the remaining seventy-five percent (75%) of the premium.

Any Nurse retiree who began his/her employment with the Board on or after the date the 2007-2010 Agreement was signed who receives coverage under this Section 8.3.1., Benefits Prior to Age Sixty Five, (or whose spouse or other family member receives coverage under this section) shall pay thirty-five percent (35%) of the cost associated with said coverage for him/herself and sixty-five percent (65%) of the cost associated with said coverage for a spouse or other family member.

2. Benefits After Age Sixty-Five (65)

The employees identified above and who retire at age sixty-five (65) or older, or who are retired when they reach age sixty-five (65) or older, shall then be entitled, after their sixty fifth (65th) birthday while retired from employment with the Board, to the Medicare supplement insurance (Blue Cross/Blue Shield high Option Plan and Blue Cross/Blue Shield Plan 81 or their equivalents) for the retired individual at a premium cost sharing by the retiree which shall be twenty-five (25%) of the premium, with the Board paying the remaining seventy-five percent (75%) of the premium.

The provisions set forth in sections 8.3.1 and subsections 8.3.1 (1) and (2) shall not apply to employees hired on or after July 1, 2017.

Section 8.3.2

Any Nurse retiree who began his/her employment with the Board on or after the date the 2007-2010 Agreement was signed who receives the coverage under this Section 8.3.2, Benefits After Age Sixty-Five (65), shall pay thirty-five percent (35%) of the cost associated with said coverage for him/herself with the Board paying the remaining sixty- five percent (65%) of the cost associated with said coverage.

The medical insurance coverage provided to the retiree for his/her eligible family members shall, upon the retiree's sixty-fifth (65th) birthday no longer be provided by the Board unless the premium is paid by the retiree for such coverage, at the group rates but at a premium cost sharing by the retiree of one-hundred percent (100%).

ARTICLE IX **LIFE INSURANCE**

Section 9.1 - N

The Board shall provide and pay for life insurance in an amount equal to the annual base pay of the employee and shall provide an Accidental Death and Dismemberment Benefits for Nurses equal to the annual base pay.

ARTICLE X **RETIREMENT AND DISABILITY BENEFIT**

Section 10.1 - N

- A. The Employer shall contribute five percent (5%) of annual pay for each employee who has notified the Employer of his or her election to participate in the Board of Education 403(b) retirement plan. Said amount shall be matched by the employee.
- B. Employees who elect to participate in the above mentioned plan must do so in writing, addressed to the Director of Human Resources, within sixty (60) days of ratification of this Agreement by the parties, or, within sixty (60) days of hire if a new employee. Such notification shall be confirmed by the Director of Human Resources, in writing, within ten (10) days of receipt of such notice.
- C. Employees who participate in the above mentioned plan may contribute up to any limitation imposed by the IRS of their annual pay, including any amount used to match the Employer's contribution, upon notice as indicated above.
 1. Employee contributions may be increased to the above maximum for payroll deduction purposes upon written notice to the Director of Human Resources.
- D. The parties agree that the annual combined contributions shall not exceed any limitation imposed by the IRS.

ARTICLE XI
PRIOR PRACTICE

Section 11.1 - N

Nothing in this Agreement shall be construed as abridging any right or benefit that employees have enjoyed heretofore, unless the right or benefit is specifically cancelled or superseded by a provision of this Agreement.

ARTICLE XII
BULLETIN BOARDS

Section 12.1 - N

The Employer shall permit the use of a bulletin board in every school building by the Union for posting of notices concerning local union business.

ARTICLE XIII
RATES OF PAY

Section 13.1 - N

Compensation Plan (Hourly Rates) of Nurse Employees of the Board of Education of the City of Torrington, Connecticut who are represented for Collective Bargaining purposes by Local 1579 of Council 4, AFSCME, AFL-CIO, in these classifications:

Effective and Retroactive to July 1, 2024

<u>Wage Group</u>	<u>2024-25</u>	<u>2025-26</u>	<u>2026-27</u>
Year 1-3	\$52,111	\$54,065	\$56,228
Year 4-6	\$54,268	\$56,303	\$58,555
Year 7-10	\$56,827	\$58,958	\$61,317
10+ Years	\$65,966	\$68,440	\$71,178

Year 1 (no step)	GW I – 3.00%	7/1/2024
Year 2	GW I – 3.75%	7/1/2025
Year 3	GW I – 4.00%	7/1/2026

Base Salary

The lowest full-time nurse salary will become the base pay for all newly hired nurses until all full time nurse salaries are equivalent. Base pay for part-time nurses will be calculated on a percentage of the full-time base pay.

Nurse Department Coordinator

The Nurse Department Coordinator shall receive a stipend of Four Thousand Five Hundred Dollars (\$4,500.00) per year. The Nurse Department Coordinator position shall be posted every two (2) years.

Section 13.1.2 – N

Upon completion of five (5) years of service, each Nurse shall receive a longevity payment of nine hundred dollars (\$900.00); after ten (10) years of service one thousand two hundred dollars (\$1,200); after fifteen years of service, one thousand five hundred dollars (\$1,500); and two thousand dollars (\$2,000) after twenty years of service to be paid in a separate check on the pay day prior to December 25th annually.

Anyone hired on or after July 1, 2014 will not receive the longevity benefit.

Section 13.1.3 – N

The following stipends shall be paid annually on the first pay day in June: This stipend will no longer be offered to Nurses hired after July 1, 2014.

Holders of a Master's Degree of Nursing or Education -	\$1200/year (BSN Required)
Holders of a Bachelors Degree of Nursing -	\$800/year

Section 13.1.4-N Attendance Incentive

Any employee who has perfect attendance during any of the work periods listed below shall receive a payment of \$250.00. Such payments shall be paid the month following the relevant time period and shall be treated as taxable income.

July 1 through September 30
October 1 through December 31
January 1 through March 31
April 1 through June 30

Perfect attendance shall mean reporting for work on time every workday and working a complete day. In calculating perfect attendance, personal leave, holidays, bereavement leave, jury duty, and approved professional development days shall not be charged against an employee. Any employee on an approved long-term leave of absence (e.g., FMLA, workers' compensation, military leave, sabbatical, child rearing leave) shall not be eligible for such payments.

ARTICLE XIV **DISCIPLINARY PROCEDURE**

Section 14.1 - N

Warnings and disciplinary actions shall not be imposed except for just cause. The employee and the Union will be given written notification of any proposed disciplinary action.

Section 14.2 - N

Written warnings will be in effect for a two (2) year period from the date of issuance. After said two (2) year period, the warning will be removed from the employee's personnel file upon request from the employee, provided there has been no repetition of the same offense.

1. Except in serious matters of employee misconduct, progressive disciplinary action will normally be followed. The normal order of such progression is verbal warning, written warning, suspension and dismissal.
2. There will be no disciplinary action without just cause.
3. The Union shall be notified in writing, whenever an employee is suspended or discharged. Such notification shall be made to the Union office as concurrently as possible with the discipline.

ARTICLE XV

GRIEVANCE PROCEDURE

Section 15.1 - N

The purpose of the grievance procedure shall be to settle employee grievances on as low an administrative level as possible.

Section 15.2 - N

A grievance for the purpose of this procedure shall be considered to be a complaint concerned with matters relating to interpretation and application of the Articles and Sections of this Agreement.

Section 15.3 - N

Any employee may use this grievance procedure with or without Union assistance. No grievance may be filed after twenty (20) working days of the event giving rise to it or after twenty (20) working days after the employee and the Union knew or should have known of such event.

Should an employee process a grievance through one or more of the steps provided herein prior to seeking Union aid, the Union may, at its discretion, process the grievance from the next succeeding steps following that which the employee has utilized.

For purposes of the grievance procedure "appropriate supervisor" shall mean for Nurses their School Principal.

Employees meeting at Step One with the Director of Human Resources shall move directly to Step Three if their grievance shall not have been disposed of to the satisfaction of the aggrieved.

STEP ONE - N

Any employee who has a grievance shall reduce the grievance to writing and submit it to his/her appropriate supervisor for his/her department, within the time limit specified in the first paragraph above, who shall use his best efforts to settle the dispute. The appropriate supervisor shall meet with all parties concerned within three (3) working days of his receipt of the grievance and his decision shall be submitted in writing to the aggrieved employee and his representative, if he is represented, within five (5) working days of receipt of the grievance.

STEP TWO - N

If the employee and his representative are not satisfied with the decision rendered by the appropriate supervisor, the Union may submit the grievance in writing to the Director of Human Resources within ten (10) working days after the decision in Step One. The Director of Human Resources shall meet with all parties concerned and the Council #4 Staff Representative within ten (10) working days of its receipt of the grievance and the Director of Human Resources shall render his/her decision in writing to the employee and the Union within ten (10) working days of the hearing.

STEP THREE - N

If the grievance shall not have been disposed of to the satisfaction of the aggrieved, either party, within ten (10) working days after the decision in Step Two (Step One if having met firstly with the Director of Human Resources), may submit the grievance in writing to the Board of Education. The Board of Education or its designated committee shall meet with all parties concerned and the Council #4 Staff Representative within ten (10) working days of its receipt of the grievance and the Board of Education or its designated committee shall render its decision in writing to the employee and the Union within ten (10) working days of the hearing.

STEP FOUR - N

If the grievance shall not have been disposed of to the satisfaction of the aggrieved, either party, within twenty (20) working days after the decision in Step Three, may submit the grievance to the Connecticut State Board of Mediation and Arbitration hereafter noted, and the decision rendered by such State Board shall be final and binding upon the parties.

The employer may also utilize the arbitration procedure outlined for the Union as indicated above.

Section 15.4 - N

The Union shall be entitled to submit grievances in the name of the Local 1579 and in the same manner as is provided herein for employees.

Section 15.5 - N

Time extensions beyond those stipulated in this grievance procedure may be arrived at by mutual agreement of the parties concerned.

Section 15.6 - N

Stewards shall be allowed time off to investigate grievances and to discuss grievances with the appropriate authority without loss of pay.

1. When presenting grievances before any appropriate forum, the Local's President or Vice President, the Steward, the chairperson, aggrieved party and necessary witnesses shall attend without loss of pay.

Section 15.7 - N

Any agreement reached to dispose of a grievance prior to arbitration shall be implemented immediately unless otherwise agreed by the parties.

ARTICLE XVI
NO STRIKE CLAUSE

The Board agrees that there will be no lockout of any employee or employees during the life of this Agreement. The Union and the individual employees covered hereunder expressly agree that there will be no strike during the life of this contract.

ARTICLE XVII
BOARD PREROGATIVES

The Board of Education has and will continue to retain, whether exercised or not, all of the powers specified in Conn. Gen. Stat. §10-220, which is incorporated herein by reference, and has and will continue to retain exclusively whether exercised or not, all of the rights, powers and authority not specifically relinquished, abridged, or limited by the provisions of this agreement; it shall have the sole right, responsibility and prerogative of management of all of the affairs of the schools and the direction of the working forces including but not limited to the following:

- a. To determine the care, maintenance and operation of its facilities and equipment used for and on behalf of the purposes of the Board of Education;
- b. To establish or continue policies, practices and procedures for the conduct of school business, and from time to time, to change or abolish such policies, practices, or procedures, provided the employees are notified in writing of such changes;
- c. To employ, transfer, or promote employees, to demote employees for just cause, or to lay off, terminate, or otherwise relieve employees from duty for lack of work, budgetary cuts or other legitimate reasons when it should be in the best interest of the Board or of the schools (which rights shall include the right to contract or subcontract Board operations);
- d. To prescribe and enforce reasonable rules and regulations for the maintenance of discipline and for the performance of work in accordance with the requirements of the schools; provided the employees are notified in writing of such rules;
- e. To establish job descriptions and job classifications, and, from time to time, change such job descriptions and job classifications, and to ensure that incidental duties connected with departmental operations whether enumerated in job description or not, shall be performed by the employees;
- f. The above rights responsibilities and prerogatives are inherent in the Torrington Board of Education and the Superintendent of Schools are not subject to delegation in whole or in part.

ARTICLE XVIII

TUITION REIMBURSEMENT

Subject to annual appropriations and budgetary constraints, the Board shall annually set aside a total sum of Two Thousand Five Hundred Dollars (\$2500.00) to be distributed among members of Local 1579 for educational course work.

Bargaining unit members who meet the following conditions shall receive reimbursement for the cost of taking up to a maximum of three (3) associate's degree, bachelor level courses or other masters/advanced degree courses, that meet the below criteria per year at a maximum reimbursement rate of \$250 per course.

1. Courses must be educationally and/or job related and approved in advance by the Superintendent of Schools or designee. Courses must be taken at an accredited educational institution.
2. The Bargaining unit member must obtain a C+ (or equivalent) or better.
3. Application for reimbursement must be made by May 15 for courses which commenced on or after June 1st the previous year. Reimbursements shall be paid by June 30th of the school year in which the course was completed.
4. The Board is under no obligation to expend the entire budgeted amount in any contract year.
5. In the event applications for course reimbursement exceed the designated funds, the course reimbursement rate will be equal to the total fund, not to exceed an annual total fund of Two Thousand Five Hundred Dollars (\$2,500.00), divided by the total number of courses eligible for reimbursement.

Bargaining unit members shall be eligible for tuition reimbursement as set forth in this Article provided that they agree to remain employed by the Board for at least two (2) full school years following the payment of any such reimbursement, and provided further that they actually remain employed by the Board for at least two (2) school years following the payment of any such reimbursement. Such agreements shall be executed in writing on forms provided by the Board. In the event that such bargaining unit member separates from employment by the Board prior to the expiration of such two (2) year period (other than involuntary separation initiated by the Board) the bargaining unit member shall be required to repay to the Board the full amount of any such reimbursement paid by the Board at the time of separation.

ARTICLE XIX

MISCELLANEOUS

Section 19.1 - Pronouns - N

The parties hereby understand that the use of pronouns shall include reference to both genders.

Section 19.2 - Mileage/Reimbursement - N

Employees using their own vehicles, with authorization, for school purposes, shall be compensated by the IRS mileage allowance rate per mile, including assignments outside the City of Torrington.

Section 19.3 - Meeting Place - N

The Board shall make available to the Union, upon request, and without charge, a suitable meeting place in a school building for Union meetings provided that the use is not in conflict with other school programs and does not result in additional cost to the Board.

Section 19.4 - Subcontracting/Assigning-out in accordance with Law - N

The Board has the right to sub-contract as it needs for any activity that occurs beyond the scope of the School Nurse responsibilities.

Section 19.5 - Copies of Agreement - N

The Board shall provide the Council 4 Representative with six (6) original signature documents of the Agreement within thirty (30) days of ratification by the Board. The Union shall prepare the documents for signing for the above provision.

Section 19.6 - Savings Clause - N

If any Section, sentence, clause or phrase of the Agreement shall be held for any reason to be inoperative, void or invalid, the validity of the remaining portion 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 herein, shall become inoperative or fail by reason of the invalidity of any other portion or provision.

Section 19.7 - Performance Evaluations - N

Annual performance evaluations will be conducted by the employee's direct district assigned supervisor. Evaluations will be signed off by the supervisor and employee. Completed evaluations will be filed in the employee's personnel file.

Employees who receive an unsatisfactory evaluation shall have the right to file a rebuttal, which will be attached to the evaluation and placed in the employee's personnel file.

Section 19.8 - Direct Deposit-N

All employees shall participate in direct deposit.

Section 19.9 - Biweekly pay-N

All employees shall be paid biweekly.

Section 19.10 - Information Requests-N

The Union may request the following bargaining unit information once annually. Such information shall include the following for each bargaining unit member: a) name; b) position; c) home address; d) home telephone number and e) work email addresses.

Section 19.11 New Employee Orientation-N

The Union shall have the right and opportunity to hold an orientation session with all newly hired employees. This orientation session shall be for the purpose of explaining the new employee's contractual rights and introducing him/her to the Union. The orientation will be held within fifteen (15) days of the employee's hire date and shall be during working hours at a time agreed to by the employee's immediate supervisor, not to exceed thirty (30) minutes in duration.

Section 19.12 - Access to Work Locations-N

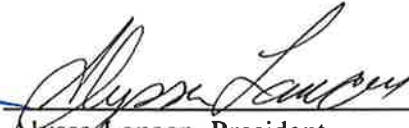
The Board agrees that Union representatives shall be permitted to enter the premises of the employer at reasonable times for the purpose of transacting Union business, provided such business does not interfere with the operations of the Board and/or employees' job duties.

ARTICLE XX
DURATION**Section 20.1**

This Agreement shall be effective upon ratification and effective retroactive only as specifically indicated herein, and shall remain in full force and effect through June 30, 2027. It shall be automatically renewed from year to year thereafter unless either party shall notify the other in writing not later than January 31, 2027, of its desire to modify this Agreement. In the event that such notice is given, negotiations shall begin no later than thirty (30) days following such notice. This Agreement shall remain in full force and effect during the period of negotiations.

IN WITNESS WHEREOF, the parties have caused their names to be signed on this
21st day of August, 2024.

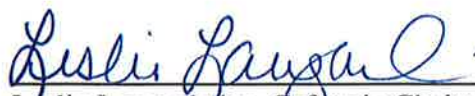

Edward Corey Co-Chairperson


Alyssa Lancor, President

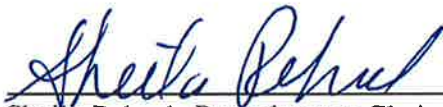

Susan DePretis, Co-Chairperson


Michael Wilson, Superintendent


Mary Ann Messenger, Vice President

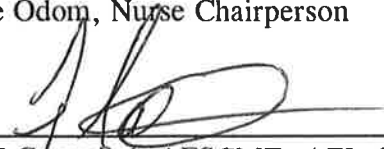

Leslie Langenheim, Cafeteria Chairperson


Chris Autunno, Custodian Chairperson


Sheila Pekrul, Paraeducator Chairperson


Tara Curry, Secretary Chairperson


Simone Odom, Nurse Chairperson


For CT Council 4, AFSCME, AFL-CIO
Tricia Santos, Staff Representative