

THE NEW BRITAIN BOARD OF EDUCATION

and

**THE NEW BRITAIN FEDERATION OF
EDUCATIONAL PROFESSIONALS**

**(Family School Liaisons, Behavior Support Assistants,
Vocational Job Coaches & Career Coaches)**

LOCAL #6621EP, AFT-CT, AFL-CIO

February 12, 2025 through June 30, 2027

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PREAMBLE

This Agreement is made and entered into by and between the New Britain Board of Education of the City of New Britain (hereinafter referred to as the "Board") and the New Britain Federation of Educational Professionals, Local #6621EP, AFT-CT, AFL-CIO (hereinafter referred to as the "Federation").

ARTICLE I **RECOGNITION**

- 1:1 The Board recognizes the Federation as the exclusive bargaining representative of all those employees in the position designated "Behavioral Support Assistant," "Family School Liaison", Job Coach or Career Coach for the purpose of negotiating with respect to salary schedules, fringe benefits and other conditions of employment.
- 1:2 In the event the Board creates additional Behavioral Support Assistant, Family School Liaison, Job Coach or Career Coach positions during the life of this Agreement, persons filling such positions shall be represented by the Federation pursuant to Section 1:1 above.

ARTICLE II **BOARD'S RIGHTS**

- 2:1 Except where such rights, powers and authority are specifically relinquished, abridged or limited by the provisions of this Agreement, the Board has and will continue to retain, whether exercised or not, all of the rights, powers and authority heretofore had by it, and it shall have the sole and unquestioned right, responsibility and prerogative of management of the affairs of the Board and direction of the working force, including but not limited to the following:
1. To maintain public schools and such other educational activities as it, in its judgment, deems will best serve the interests of the New Britain Public Schools to give the children of New Britain Public Schools as nearly equal advantage as may be practicable; to decide the needs for school facilities; to determine the care, maintenance and operation of buildings, land, apparatus and other property used for school purposes; to determine the number, age and qualifications of the pupils to be admitted into each school; to designate the schools which shall be attended by the various children within its jurisdiction; to make such provisions as will enable each child of school age residing in the town to attend school for the period required by law and provide for reasonable transportation of children wherever it is reasonable and desirable; to decide the textbooks to be used; to prepare and submit budgets to the Board of Finance and in its sole discretion, expend monies appropriated by the town for the maintenance of the schools, and to make such transfers of funds within the appropriate budget as it shall deem desirable.

2. To determine the care, maintenance and operation of equipment and property used for and on behalf of the purposes of the Board.
3. To establish or continue policies, practices and procedures for the conduct of Board business and, from time to time, to change or abolish such policies, practices and procedures.
4. To discontinue processes or operations or to discontinue their performance by employees.
5. To select and to determine the number and types of employees required to perform the Board's operations.
6. To employ, transfer, promote or demote employees, or to lay off, terminate or otherwise relieve employees from duty for lack of work or other legitimate reasons.
7. To prescribe and enforce reasonable rules and regulations for the maintenance of discipline and for the performance of work in accordance with the requirements of the Board, provided such rules and regulations are made known in a reasonable manner to the employees affected by them.
8. To insure that incidental duties connected with departmental operations, whether enumerated in job descriptions or not, shall be performed by employees.
9. To create job descriptions and revise existing job specifications as deemed necessary.

ARTICLE III **FAIR PRACTICE**

- 3:1 The Board agrees that it will not discriminate against any Behavioral Support Assistant, Family School Liaison, Job Coach or Career Coach on the basis of race, color, national origin, ancestry, citizenship status, age, gender, gender identity, marital status, disability, religion, sexual orientation, parental status, genetic information, or membership or participation in or association with the activities of any bargaining unit member organization.
- 3:2 The Federation agrees, in accordance with its Constitution, that it will not discriminate on the basis of race, color, national origin, ancestry, citizenship status, age, gender, gender identity and expression, marital status, physical or mental disability, religion, sexual orientation, parental status, genetic information, or membership or participation in or association with the activities of any employee organization.
- 3:3 Any alleged violations of the provisions of this article are not subject to the grievance procedure outlined in Article but are instead subject to the proper remedy through the Commission on Human Rights and Opportunities and appropriate courts.

ARTICLE IV
WORKING CONDITIONS

4:1 Work Year

- (A) The parties agree that the Behavioral Support Assistant work year shall be a minimum of 180 workdays and the workday shall not fall below seven (7) hours per day, including a 30-minute duty free lunch break. The administration, at its discretion, may increase the work year.
- (B) The parties agree that the Family School Liaison work year shall be 225 workdays with a 7.5 hour work day and no paid lunch.
- (C) The parties agree that the Job Coach work year shall be a minimum of 180 workdays and the workday shall not fall below seven (7) hours per day, including a 30-minute duty free lunch break. The administration, at its discretion, may increase the work year.
- (D) The parties agree that the Career Coach work year shall be a minimum of 185 workdays and the workday shall be seven hours and thirty minutes (7.5) per day, excluding a 30-minute duty free lunch break.
- (E) The parties agree to meet and discuss the impact of any elimination by the State Board of Education of the 180 school day requirement. If the Board decides to make a change in the work year, a pro rata adjustment shall be made.
- (F) On those days when certified professional employees are dismissed early, bargaining unit employees will be allowed to leave when the certified professional employees are dismissed.

4:2 Flexible Work Schedule

If it fits the needs of the school and there is a mutual agreement between the Family School Liaison and their immediate supervisor, flexible work schedules may be established within the confines of the workday and the work year. This agreement must have the prior written approval of the Superintendent or their designee.

4:3 Breaks

Bargaining unit employees are to be given one 20-minute, duty-free paid "break" each day. If the regular school day exceeds seven (7) hours, two 20-minute "breaks" will be granted each day.

4:4 Notification of Employment

The Board shall give notice by the last day of the students' school years to any bargaining unit member whose position is being discontinued for the following school years. In any year in which the budget is not adopted by the last day of the students' school year, the Board will provide such notice within two (2) weeks of the Board's approval of the final budget.

4:5 **Probationary Period**

Each person hired, as a full-time employee, shall have an initial probationary period of one hundred twenty (120) full working days. Within thirty (30) days of the initial one hundred twenty (120) working days, the employee shall receive a written interim evaluation, including, but not limited to, attendance and input from the classroom teacher and/or the immediate supervisor. Upon receipt of a written interim evaluation which indicates that the employee has not satisfactorily completed the initial probationary period, the probationary period may be extended by one more period of thirty (30) working days for a total of not more than one hundred fifty (150) working days. The employee shall receive a written interim evaluation within the first fifteen (15) workdays of the 30-day extension of their probationary period. During an employee's probationary period, they shall receive the benefits for which they are entitled under this Agreement, but during the probationary period, the Board may terminate their employment, with or without just cause, and without recourse to the grievance procedure.

4:6 **Legal Protection**

The Board shall comply with its legal obligations under Connecticut General Statutes § 10-235, as it may be amended from time to time. Any alleged violations of this section are not subject to the grievance procedures outlined in Article VIII.

4:7 **Inclement Weather**

When the school day opening is delayed due to hazardous weather conditions, Bargaining unit members are expected to arrive at school at their regularly scheduled time, but shall be given a reasonable opportunity to travel to work, based upon road conditions. If a bargaining unit member is reasonably delayed in arriving at work, there shall be no loss of pay.

4:8 **Dress Code**

The New Britain Board of Education believes all staff members are models for students. All school personnel should present a professional impression in their dress and appearance. Dress down days must be approved by the Superintendent.

4:9 **In Service Training**

For Behavioral Support Assistants, the Board will provide up to two (2) paid days of in-service training for bargaining unit employees, which the Board shall schedule on districtwide full days of staff development. By August 1 of each new school year, the Board shall inform the Federation of each scheduled in-service day.

ARTICLE V
LEAVES OF ABSENCE

5:1 Sick Leave

(A) Paid Sick Leave

Employees shall be entitled to fifteen (15) days of sick leave pro-rated, with full pay each year to be used for the employee's personal illness, medical appointments, or under the provisions of 5:7 below. Such leave not used in the year of service for which it is granted shall be cumulative to one hundred eighty (180) days for use in subsequent years.

(B) Sick Leave Bank

A sick leave bank is hereby established to be used primarily for extreme hardship cases. Any bargaining unit member may contribute up to two days of sick leave to the bank each year, and any day contributed by a bargaining unit member shall be deducted from their accumulation of sick leave. Each year, sufficient donations will be made to ensure that the sick leave bank contains no less and no more than two hundred (200) days. Days donated cannot come from days in excess of the 180 day school year. The sick leave committee shall consist of three (3) bargaining unit members selected annually by the Union and three (3) administrators selected annually by the District. A quorum of four (4) committee members shall be required to vote. A positive vote for the four-member committee shall be required to grant the leave. The committee shall develop procedures for applying and grant of sick leave from the bank. Said committee may consider among other things the serious nature and projected duration of the illness or disability involved and/or the applicant's prior record of sick leave use. The granting of any sick, leave days shall be by majority vote of the committee members voting and said vote shall be final. In order to apply for and receive sick leave from the bank, bargaining unit members must have contributed sick leave into the bank.

5:2 Jury Duty

If a bargaining unit member is called to jury duty, time shall be granted. Wages received for this period shall be equal to the employee's regular hourly wages for all regularly scheduled work time. The amount received for such jury duty from the State shall be turned over to the School District.

5:3 Bereavement Leave

Bargaining unit members shall be entitled to bereavement leave with full pay and at no loss of sick leave as follows:

- (A)** In case of death in the bargaining unit member's immediate family, the bargaining unit member shall be entitled to a maximum of five (5) days leave. Immediate family shall be defined as spouse, child, grandchild, parent, domestic partner, parent of spouse, and sibling (including such step relations).

- (B) In case of death of the bargaining unit member's grandparent, aunt, uncle, niece, nephew, sister-in-law, or brother-in-law, the bargaining unit member shall be entitled to a maximum of two (2) days leave (including such step relations) for the purpose of planning, preparing, and attending funeral services.
- (C) A bargaining unit member may be entitled to one (1) day for each funeral outside of those listed above, subject to the approval of the immediate Administrative supervisor.
- (D) If the Superintendent or designee believes that there is abuse of bereavement leave, the Superintendent or designee may require documentation to verify the need for such leave.

5:4 **Maternity, Paternity, Adoption And Foster Care Leave**

Employees shall be entitled, if eligible, to maternity, paternity, adoption and foster care leave pursuant to the Family and Medical Leave Act of 1993, as set forth in the Board's Family and Medical Leave Policy, and the following additional procedures. All such leave will be counted against the employee's annual 12-week entitlement, if any, under the Family and Medical Leave Act.

(A) **Paid Child-Bearing Leave/Maternity Leave**

- (1) An employee shall be entitled to use accrued paid sick leave during such time before the birth of the child for pre-natal care as necessitated by her physician.
- (2) The period of paid child-bearing leave after the birth of the child, using the employee's accrued paid sick leave, shall be up to the length of time during which the employees' physician certifies that the employee is incapacitated from working. The employee shall provide a letter from her physician stating when the period of incapacity commences and when the period of incapacity is anticipated to cease.

(B) **Adoption, Foster Care, and Non-Childbearing Parent Leave**

An employee shall be entitled to use accrued paid leave as necessary for the purpose of effectuating the adoption or foster care of a child or, for a non-childbearing parent, for caring for a child after birth, and will be granted up to an additional twenty (20) days under the Superintendent's discretion when necessary to effectuate such adoption or foster care or to provide such care. An employee shall be entitled to an unpaid leave of absence immediately following the adoption of a child or the placement of the child in the foster care of the employee in accordance with the Family and Medical Leave Act, provided that the employee is otherwise eligible for FMLA leave, and will be entitled to additional unpaid leave for child-rearing as specified in (C)(2) below.

(C) **Unpaid Child-Rearing Leave**

- (1) An employee shall be entitled to an unpaid leave of absence for child-rearing purposes immediately following expiration of child bearing leave or adoption, foster care, and non-childbearing parent leave, as set forth in Subsections (A) and (B) above.

- (2) The child-rearing leave may continue for any of up to a continuous 18-week period within the first 12 months following the birth or adoption of the child or placement of the child in the foster care of the employee or for the balance of the school year during which the child was born, placed, or adopted, whichever is longer. The employee may choose to continue the child-rearing leave for any or all of the first twelve weeks of the next school year in accordance with the FMLA (i.e., up until the time the baby's first birthday) or may remain on such leave for the entire next school year.
- (3) Such employee must notify the Superintendent in writing on or before June 1 if they will return to work at the beginning of the next school year or continue the child-rearing leave into the next year, along with the date upon which the employee plans to return to work.

5:5 Paid Personal Leave

All bargaining unit members shall be granted four (4) paid personal days off in any school year.

Unless there is a legitimate reason, personal days shall not be granted on the last work day before a holiday or the first work day after a holiday or to extend vacations. Any requests for the months of May or June must only be to attend weddings, educational events (defined as formal school related recognition ceremonies) for members of the immediate family (defined as spouse, child, sibling or an individual domiciled in the teacher's household) or for extraordinary circumstances.

Personal days shall be requested on the appropriate form provided by administration.

5:6 Religious Holiday Leave

All bargaining unit members shall be entitled to up to three (3) days off without loss of pay or deduction from sick leave per year for religious holidays of the employee's faith where required by their religion. Employees will demonstrate evidence of the holiday and affirm that the celebration of the holiday is a sincerely held belief at the request of the administration. Such requests shall not be arbitrary or capricious, but will not be grievable under Article VIII.

5:7 Family Sick Leave

All bargaining unit members shall be granted time off, up to ten (10) working days, chargeable to sick leave, provided a medical certificate is furnished to the Superintendent or designee to provide care for an immediate family member as defined by the Family and Medical Leave Act, currently, parent, spouse, daughter or son.

5:8 Superintendent's Discretion

Nothing agreed to herein precludes the Superintendent from granting additional days off with or without pay, for circumstances not specifically covered or for circumstances specifically covered herein. The granting or denial of additional days off with or without pay is at the sole discretion of the Superintendent and is not grievable under this Agreement.

ARTICLE VI
VACANCIES, LAYOFFS AND RECALL

6:1 Reduction in Force

In the event of a reduction in force, the Board shall have the right to identify the position(s) to be eliminated. The Superintendent or designee may lay off without regard to seniority if it determines that it is essential to retain the services of a less senior employee because they possess special or unique skills and/or the decision to keep the less senior employee is in the best educational interests of the District and its students. The individual identified for layoff shall not have the right to bump into any other bargaining unit classification.

For the purposes of this article, the following shall be separate classifications:

- 1) Behavioral Support Assistants
- 2) Family School Liaisons
- 3) Job Coaches

6:2 Recall

The recall procedure shall be as follows:

- (A) The names of all bargaining unit members who have been laid off shall be placed on a recall list for a period of one (1) calendar year. Bargaining unit members must notify the personnel office in writing by April 1 of their desire to remain on the recall list for the following school year.
- (B) If a vacant position or positions in the category last held by the laid off employee or employees, such positions shall be offered to employees on the recall list in order of seniority.
- (C) If the vacant position is in a category other than that last held by the laid off employee, the laid off employee shall be offered reemployment to the vacant position if the administration determines them to be qualified and there is no position available in the category last held by the laid off employee.
- (D) Employees shall be placed in the position upon recall with all wages and benefit levels maintained at the step that reflects the step movement and contractual changes, if any, since the employee had been laid off.
- (E) Seniority shall not diminish during any period of layoff during which a person has recall rights, but no additional seniority shall accrue.
- (F) The name of members on the recall list shall be sent to the Federation President by May 1st in order of recall.
- (G) Bargaining unit members eligible for recall will be notified by email. Any bargaining unit member on the recall list who either declines an offer of reemployment or who fails to respond to the email, which shall be sent to their last known personal email address, within five (5) calendar days shall be deemed to have refused to accept reemployment and shall be removed from the recall list.

ARTICLE VII **DISCIPLINE**

7:1 Just Cause

No employee (except probationary employees) shall be disciplined or discharged except for just cause. Discipline shall be defined as documented verbal or written reprimand, suspension or termination.

7:2 Notice of Arrest

If any employee is arrested for a crime against a person, sexual assault, child abuse or family violence, they shall notify the Director of Personnel and Talent Development not later than one business day following the arrest. This information shall be kept confidential to the extent permitted by law.

ARTICLE VIII **GRIEVANCES**

8:1 Informal Disposition of Problems

The parties recognize that the informal disposition of problems is often preferable to formalized proceedings. Therefore, Employees are encouraged to seek the assistance of the Federation representative in order to achieve informal dispositions of problems.

8:2 Definition

- (A) A grievance shall mean a complaint by an employee that (1) they have been treated unfairly or inequitably; (2) there has been a violation, misinterpretation, misapplication or infringement upon the provisions of this Agreement, established policy, or written practice.
- (B) As used in the Article, the term "employee" shall mean (1) an individual employee, (2) a group of employees having the same grievance, or (3) the Federation.

8:3 Procedure

- (A) Any employee who decides either alone or with the assistance of the Federation that they have a grievance shall discuss it with their immediate supervisor in an attempt to resolve the matter informally at that level.
- (B) If as a result of the discussion, the matter is not resolved to the satisfaction of the employee within ten (10) school days of such discussion, they shall set forth their grievance in writing to the principal or if the grievance results from an action of a school official higher than the rank of principal, the grievant may set forth their grievance in writing to that official specifying:
 - (1) The nature of the grievance;
 - (2) The results of previous discussion;
 - (3) That they are dissatisfied with decisions previously rendered.

- (C) The employee may within ten (10) school days of receipt of the decision of the principal or other official appeal the decision to the Superintendent or designee. The appeal to the Superintendent must be made in writing. The Superintendent or designee shall give their decision in writing to the employee and the principal within fifteen (15) school days of receipt of the written grievance.
- (D) If the grievance is not resolved to the employee's satisfaction, they may appeal within ten (10) school days of receipt of the Superintendent or designee's decision to the Board. The request shall be submitted in writing to the Superintendent who shall attach all related papers and forward the request to the Board. The Board, or committee thereof, composed of not less than five (5) members, shall hold a hearing with the employee within two (2) weeks of the next regularly scheduled Board meeting and render a decision in writing within ten (10) school days of the hearing.
- (E) In the event a grievance shall not have been settled under the procedure above, and if such grievance involves a claim of violation, misinterpretation, misapplication or infringement upon the provisions of this Agreement, the Federation may proceed directly to arbitration, which shall be binding subject to the limitation of statute.
- (F) Arbitration shall be initiated by certified letter from the Federation, addressed to the Superintendent. Such letter shall be mailed within twenty (20) school days of receipt of the written decision of the Board. The Federation may institute arbitration through the American Arbitration Association. The arbitration process shall be conducted under the rules of the American Arbitration Association.
- (G) The arbitrator shall hear and decide only one grievance in each case. They shall be bound by and must comply with all the terms of this Agreement. They shall have no power to add to, delete from, or modify in any way any of the provisions of this Agreement. The decision of the arbitrator shall be binding upon both parties and all employees during the life of this Agreement.

8:4 **General Provisions**

- (A) Any grievance not processed in accordance with the time limits specified herein shall be deemed relinquished by the grievant.
- (B) Administration failure at any step of this procedure to communicate a decision within the specified time limits shall permit the grievant to proceed promptly to the next step. The time limits specified at any step may be extended in any particular instance by Agreement between the Superintendent or designee and the grievant.
- (C) Grievant(s) will provide the Federation with copies of all written grievances, responses, and notices. Meetings held under this procedure shall be conducted at a place, which will afford a fair and reasonable opportunity for all proper persons to be present. Such persons are defined as the grievant and appropriate Federation and Board representatives and witnesses. The Federation shall be entitled to present the grievance at any stage, upon request of the grievant.
- (D) The Federation shall have the right to appeal on its own behalf from the disposition of a grievance of any employee or group of employees in this unit at any step of this

procedure. If, at the option of the Board, hearings are held during school hours, persons proper to be present shall be excused without loss of pay.

- (E) Nothing in this Agreement shall be construed as compelling the Federation to submit a grievance to arbitration.
- (F) Any grievance as defined above, not presented for disposition through the grievance procedure set forth above within twenty (20) school days of the employee's or the Federation's notice or knowledge thereof shall not thereafter be considered a grievance under this Agreement.

8:5 No reprisals of any kind shall be taken by either party or by any member of the administration against any participants in the grievance procedure by reason of such participation.

ARTICLE IX

EMPLOYEE ASSISTANCE PROGRAM

9.1 The Board of Education and the Union recognize the value and importance of counseling and assistance programs for those employees experiencing personal problems which may be interfering with the employee's efficiency and job performance of his/her duties and responsibilities. Therefore, the Board and the Union agree to inform the employees about the benefits available to employees (and their dependents) for such problems through the Employee Assistance Program (EAP). Further, the parties shall otherwise promote the EAP as mutually desired and agreed to in the future.

ARTICLE X

FEDERATION RIGHTS

10:1 Dues/Fees

- (A) The Board shall honor members' individually authorized deduction forms, and shall make such deductions in the amounts certified by the union for union dues or fees. Authorized deductions shall be irrevocable, except in accordance with the terms under which a member voluntarily authorized said deductions.
- (B) The Union agrees to save the Board harmless against any and all claims, demands, suits, or other forms of liability that shall arise out of, or by reason of action taken by the Board, for the purposes of complying with the dues deduction provision of this Article.

10:2 Information

- (A) The Board shall make available to the Federation, upon its request, any and all informational statistics and records which are relevant or necessary for the proper enforcement and implementation of the terms of this Agreement or for negotiating a successor agreement, to the extent that such material is not legally privileged and is available or is reasonably obtainable.

- (B) The Superintendent or designee shall distribute to the Federation President, simultaneously with distribution to the Board, agendas for Board meetings, and minutes of Board meetings. Other materials pertinent to the administration of the contract, except for those materials, which are not public information under the Connecticut Freedom of Information Act, will be made available upon request.

10:3 **Copies of Agreement**

A copy of the collective bargaining agreement between the parties shall be posted on the District's website.

10:4 **Bulletin Boards**

Space on bulletin boards shall be reserved at an accessible place in each school for the exclusive use of the Federation for the posting of official Federation notices or announcements. Such notices shall be identified by a signature of an officer or stamp of the Federation. The Superintendent shall be provided with a copy of all official Federation notices and announcements which are posted on the Federation bulletin boards, prior to posting. No derogatory postings shall be posted on bulletin boards.

10:5 **Labor Management Meetings**

There shall be four (4) Central Labor Management meetings per year, two (2) in the Fall and two (2) in the Spring. The respective committees shall consist of no more than three (3) members as determined by each party.

ARTICLE XI
RATES OF PAY

11:1 **Wages**

The wage schedule to be in effect during the term of this Agreement is set forth as Appendix A attached herewith. Bargaining unit members will be paid on a twenty-six (26) pay plan, full annual salaries shall be paid in twenty-six (26) equal installments. Effective July 1, 2027, full annual salaries shall be paid in twenty-two (22) equal installments plus one (1) balloon check in June.

11:2 **Step Advancement**

Step movement is described in Appendix A.

ARTICLE XII FRINGE BENEFITS

12:1 Tuition Reimbursement

When a bargaining unit member successfully completes courses related to their work assignment for which they have received prior approval of the Director of Personnel and Talent Development, the Board will reimburse such bargaining unit member one-half (1/2) of the tuition for as many as twelve (12) credits per school year from an appropriately accredited university or program. The District's approval shall not be unreasonably denied. An annual contribution limit of \$3,000 per individual applies. Successful completion of a course requires a grade of B or higher or a passing grade in a pass/fail course.

12:2 Use of a Personal Vehicle

If it is deemed necessary for employees to use their personal vehicle for Board business, they will receive reimbursement for mileage at the IRS rate, to be paid on a monthly basis.

12:3 Health Insurance

The following health coverage will be in effect for the duration of the Agreement.

(A) Health Insurance

The Board shall provide a High Deductible/Health Savings Plan ("HSA"), which shall be the sole insurance plan for all eligible employees. The deductible for the HSA plan shall be \$2,500 for single coverage and \$5,000 for family coverage.

The Board will fund fifty percent (50%) of the applicable HSA deductible amount for each full-time employee who elects coverage under the High Deductible/HSA. The Board's contribution will be deposited into the employee HSA accounts as follows: one fourth (¼) of the applicable amount on or about July 1st of each year and the remaining three fourths (¾) on or about October 1st of each year.

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 co-pay for prescriptions after the deductible will be as follows:

- \$10 for generic retail
- \$30 for brand formulary retail
- \$45 for brand non-formulary retail

Covered members must obtain a prescription through mail order after the third prescription and receive a 100-day supply at two times the rates listed above (i.e. \$20, \$60, \$90 respectively)

The employees shall pay the following percentages of the costs for coverage in the High Deductible/HSA plan:

	2024-25 (Upon Ratification of Contract)	2025-2026	2026-27
Employee	15.0%	16.0%	17.0%

(B) **Change In Carrier**

The Board of Education reserves the right to change insurance carriers to those that will provide coverage that is substantially equivalent to that set forth above and such change shall not be made without the prior review by and approval of the Federation, which approval will not be unreasonably withheld.

ARTICLE XIII
HOLIDAYS

- 13:1 Employees in positions scheduled to work between one hundred seventy-five (175) days and one hundred eighty-five (185) days per school year shall have the following holidays off with pay at their regular per diem wage:

Thanksgiving, Christmas, New Year's Day, and Memorial Day

- 13.2 Employees in positions scheduled to work more than two hundred twenty-five (225) days per school year shall have the following holidays off with pay:

New Year's Day	Indigenous People's Day
Martin Luther King, Jr. Day	Veteran's Day
President's Day	Thanksgiving Day
Good Friday	The day after Thanksgiving
Memorial Day	The last working day before Christmas
Juneteenth	Christmas
Independence Day	The next regular workday after Christmas
Labor Day	

There may be an occasion where the Congress of the United States and/or the Legislature of the State of Connecticut proclaim a one-time holiday. On this occasion that day will be treated as a paid holiday for that one-time event.

- (a) Holidays falling on a Saturday shall be observed on the preceding workday.
- (b) Holidays falling on a Sunday shall be observed on the following workday.
- (c) No holiday pay shall be paid to an employee who is under suspension.
- (d) If a holiday occurs while an employee is out on sick leave, such holiday shall not be charged against the employees' sick leave account.

ARTICLE XIV
SAVINGS CLAUSE

- 14:1 If any provision of this Agreement is, or shall at any time be contrary to law, then such provision shall not be applicable or performed or enforced, except to the extent permitted by law, and any substitute action shall be subject to appropriate consultation and negotiations with the Federation.
- 14:2 In the event that any provision of this Agreement is, or shall at any time be contrary to law, all other provisions of this Agreement shall continue in effect.
- 14:3 This Agreement incorporates the entire understanding of the parties on all subjects included. During the term of the Agreement neither party shall be required to renegotiate any such subject. As to matters not included, the Board agrees to make no change in an existing written policy, which would infringe on an included item.
- 14:4 This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executive by both parties.

ARTICLE XV
DURATION

- 15:1 This Agreement shall be effective upon ratification and shall continue in full force and effect through June 30, 2027, when it shall expire provided that if neither party gives the written notice provided below, this Agreement shall automatically renew itself for additional periods of one (1) year each, and all provisions shall remain in effect with the same force and effect as during the original term thereof.
- 15:2 If either the Federation or the Board desires to negotiate a successor Agreement, it shall give written notice of such desire to the other party not more than one hundred fifty (150) nor less than one hundred twenty (120) calendar days prior to the expiration date of this Agreement.

CONSOLIDATED SCHOOL DISTRICT OF NEW BRITAIN

By:

Barbara J Marino

Date:

2/3/25

THE NEW BRITAIN FEDERATION OF EDUCATIONAL PROFESSIONALS,
LOCAL #6621EP, AFT-CT, AFL-CIO

By:

Ed. Long, AFT CT Field Rep

President

Date:

2/12/25

APPENDIX A
SALARY SCHEDULE

	2024-25 (2.00%)			
	Step 1	Step 2	Step 3	Step 4
Family School Liaison	\$25.98	\$26.96	\$28.24	\$29.51
Behavior Support Asst.	\$26.35			
Job Coach	\$26.22			
Career Coach	\$27.44			

	2025-26 (2.75%)			
	Step 1	Step 2	Step 3	Step 4
Family School Liaison	\$26.69	\$27.70	\$29.02	\$30.32
Behavior Support Asst.	\$27.07			
Job Coach	\$26.95			
Career Coach	\$28.19			

	2026-27 (2.75%)			
	Step 1	Step 2	Step 3	Step 4
Family School Liaison	\$27.43	\$28.46	\$29.81	\$31.16
Behavior Support Asst.	\$27.82			
Job Coach	\$27.69			
Career Coach	\$28.97			

Family School Liaisons eligible for step movement shall advance a step on July 1, 2024, July 1, 2025, and July 1, 2026.