AGREEMENT

BETWEEN

NONNEWAUG REGIONAL SCHOOL DISTRICT #14

-AND-

LOCAL 1303-247 OF COUNCIL #4
AFSCME, AFL-CIO

NONNEWAUG SCHOOL NURSES

JULY 1, 2025 -JUNE 30, 2029

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ARTICLE 1
RECOGNITION

1.1 The Nonnewaug Regional School District #14 (hereinafter called the "District") recognizes Local 1303-247 of Council #4, American Federation of State, County and Municipal Employees (hereinafter called the "Union") as the exclusive representative for the purposes of collective bargaining with respect to wages, hours and other conditions of employment to the Municipal Employer Relations Act, for all School Nurses.

ARTICLE 2
UNION DUES/AGENCY FEES

2.1 The Board agrees that Union dues is between the Union and its members. Union dues shall be deducted by the Board from such paycheck of each employee who signs and remits to the Board an authorized form. If a member approaches the Board to stop paying dues, the Board will direct such member to the Union President. The Executive Director of Council #4 or his/her designee shall notify the Board if or when such deductions will stop..

2.2 The amount of dues deducted under this Article shall be remitted to AFSCME Council 4, 444 East Main Street, New Britain, CT 06051 no later than fifteen (15) calendar days after the payroll period in which such deduction is made, together with a list of employees for whom any such deduction is made.

2.3 The Union shall indemnify and hold harmless the Board for any liability or damages incurred by the Board in compliance with this Article.

ARTICLE 3
SENIORITY

3.1 Seniority shall mean the total length of continuous employment with the Nonnewaug School District. This shall include any time accrued through non-paid leave.

3.2 If it becomes necessary to reduce the work force, the Nurse with the most seniority will be separated last, layoffs will be in accordance with seniority, the least senior employee first. The District shall notify the affected Nurse(s) no later than twenty-eight (28) days prior to the last day of employment.

3.3 Nurses terminated because of reduction in the work force shall be placed on a recall list for two (2) years from the date of layoff. Nurses on the recall list shall

be notified by registered letter of recall to the nursing vacancies in the system. Notification will be in accordance with seniority, the most senior employee will be notified first. The recalled Nurse(s) shall have fourteen (14) calendar days to reply to recall. Any failure to reply shall be deemed a rejection and the nurse(s) shall be removed from the call back list.

ARTICLE 4
WORK YEAR AND HOUR OF WORK

4.1 The work year shall commence one (1) day before the student school year starts and end on the last day of the student year.

4.2 Normal work day for nurses shall be seven hours per day Monday through Friday. Working hours will be determined by the administration based upon the hours of student school day at each school.

4.3 The nursing staff shall have all school holidays and school recesses, as provided in the official school calendar, as days off, provided school is not in session and the students are not required to attend. Nothing in this provision shall be construed as providing Nurses fewer than 182 work days per year.. The following Holidays will be paid:

- Labor Day (starting 2025)
- Thanksgiving day
- Christmas Day
- New Years Day
- Presidents Day (starting 2025)
- Good Friday (starting 2026)

4.4 If Principals require Nurses to work beyond their scheduled work day, the Nurse will be compensated at one and one-half (1 ½) times their regular hourly salary* of pay for all time worked beyond forty (40) hours per week.

(*Salary divided by work day/year, divide by work day hours)

4.5 Nurses may request of their building principal to leave early on days that students have an early dismissal and after all buses have left, without a loss of pay.

4.6 The Nurses shall receive an uninterrupted thirty (30) minute paid lunch period. During this thirty (30) minutes paid lunch period, they shall be available within the building and on call.

4.7 Work days beyond the normally accepted school year calendar of 181 days plus the one additional day per Section 4.1 above, shall be compensated at an hourly rate. The Board of Education will specify the number of work days for Nurses in the work year through the school calendar. Prior approval from the building administrator must be obtained before days, or parts thereof, can be worked

beyond the normally accepted student school year. If the building administrator is not available, the Superintendent must provide prior approval. During summer months, Nurses will have the option to work a minimum of three days at their hourly rate of pay.

4.8 Any nurses attending field trips that extend beyond the regular work/school hours shall be paid at the per diem hourly rate for those additional hours. Any nurse attending an overnight field trip will be compensated as follows:

- Weekdays (Monday-Friday) - $200 per night (in addition to the daily normal rate of pay)
- Weekends (Saturday-Sunday) - $350 per day (in addition to the daily normal rate of pay)

ARTICLE 5
SICK LEAVE

5.1 Sick leave shall be considered to be an absence from duty with pay for illness, injury and mental health medical reasons of the employee or his/her family.

5.2 Each current employee, as of June 30, 1999, shall be granted fifteen (15) paid sick leave days the start of each school year. Said days may be accumulative year to year up to 180 days.

Employees hired July 1, 1999 and thereafter shall be granted twelve (12) paid sick leave days the start of each school year. Said days may be accumulated year to year up to 90 days.

5.3 As employees of the District, worker's compensation insurance will be provided and paid for by the Board for work related injuries or illness.

5.4(a) For employees who commenced employment prior to July 1, 1999, upon retirement with more than ten (10) years of service, an employee shall receive sixty per cent (60%) of all of her unused sick leave in monies at a rate of her salary in effect at the time of retirement divided by the work day year, with a cap of ninety-five (95) days.

5.4(b) For employees who commenced employment between July 1, 1999 and June 30, 2008, upon retirement with more than ten (1`0) years of service, an employee shall receive fifty per cent (50%) of all of her unused sick leave in monies, at a rate of her salary in effect at the time of retirement, divided by the work day year, with a cap of sixty-five (65) days.

5.4 (c) For employees who commence employment after July 1, 2008 and thereafter, upon retirement with more than ten (10) years of service shall receive twenty-five per cent (25%) of all of their unused sick leave in monies at a rate of their salary in effect at the time of retirement, divided by the work day year, with a cap of

fifty-five (55) days.

5.5 (a) In the event of the death of an employee who commenced employment prior to July 1, 1999, with more than ten (10) years of service, the employees estate shall receive sixty percent (60%) of all of her unused sick leave monies at a rate of her salary in effect at the time of death divided by the work day year, with a cap of ninety-five (95) days.

5.5 (b) In the event of an employee who commenced employment between July I, 1999 and June 30, 2008 with more than ten (10) years of service, the employee's estate shall receive fifty per cent (50%) of all of her unused sick leave in monies, at a rate of her salary in effect at the time of death divided by the work day year, with a cap of sixty-five (65) days.

5.5 (c) In the event of the death of an employee, hired July 1, 2008 or thereafter with more than ten (10) years of service, the employee's estate shall receive twenty-five per cent (25%) of all of her unused sick leave in monies, at a rate of her salary in effect at the time of death divided by the work day year, with a cap of fifty-five (55) days.

ARTICLE 6
PAID LEAVE OF ABSENCE

6.1 Personal leave days may not exceed four (4) paid personal leave days per fiscal year for employees hired on or after 7/1/99. Personal leave days may not exceed five (5) paid days per fiscal year for employees hired before 7/1/99. Personal leave must be requested and approved one (I) week in advance (except in cases of emergency) with the building principal.

When requesting same, the employees shall provide a topical reason (e.g., legal, family business) for said leave, which cannot be accomplished during the working day.

6.2 For death in the immediate family, not to exceed three (3) paid days, in each incident. The immediate family shall be spouse, children, mother, father, brother, sister, mother-in-law, and father-in-law. An additional two (2) days may be granted with the Superintendent's approval.

6.3 Each employee shall be entitled to three (3) paid family illness days per fiscal year. Such days (when used) will be deducted from the employee's accumulated sick leave time.

6.4(a) Leaves of absence without pay shall be granted after the completion of three (3) years of service, up to one year to further or complete education. There shall be no loss of seniority and upon return, the employee shall be placed at the same salary level she was at when she left. Within six (6) months of return, her salary shall be adjusted to the rate in effect for the reminder of the school year.

6.4(b) Leaves of absence without pay shall be granted for child rearing without loss of seniority and upon return the employee shall be placed at the salary in effect at her return. No leave of absence pursuant to this section may exceed twelve months.

6.5 During a leave of absence, a Nurse will be given the option of maintaining all her insurance benefits provided she pays the premiums.

6.6 If an employee is summoned to jury duty the District shall pay the difference between the employee's salary and the amount received for jury duty per statute.

6.7 During the terms of this Agreement, Nurses will be given time for the purposes of attending workshops, etc. to fulfill the minimum often (10) hours/two (2) years mandated for school nurses by the State of Connecticut and also to enhance the knowledge of the practicing school nurse. This training can be done during regularly assigned working hours. Not more than two (2) Nurses will be released for training at any given time except for the State Nurses' Conference where all Nurses will be permitted to attend if a sufficient number of substitute nurses can be identified.

ARTICLE 7
HEALTH INSURANCE AND PENSION

7.1 Employees eligible to receive group health insurance benefits will receive them beginning on the first of the month following their second month of employment. Employees shall contribute on a monthly basis to the cost of the group health insurance benefits that they receive for themselves and any eligible dependents as follows:

7.2 A copy of the Board's health and dental insurance plans are on file in the Superintendent's office and is available for inspection.

7.3 Employees can elect to receive insurance via a High Deductible Health Plan (HDHP) with a Health Savings Account (HSA) feature. The HDHP shall include (with a HSA feature) a $2,000 individual and $4,000 family deductible. There will be no funding of the deductible by the Board.

All nurses will be enrolled in the HDHP (H.S.A.) $2,000/$4,000 plan with prescription drug post-deductible co-pay of $5/25/40.. The premium co-pay for both Health and Dental insurance shall be 16.0% for 2025-2026, 16.0 % for 2026-2027, 16.5% for 2027-2028 and 17% for 2028-2029.

7.4 Life Insurance in the amount of one and one-half (1 ½) times base salary.

7.5 Upon retirement with more than ten (10) years of service under the Regional School District Pension Plan and/or the social security system, a retired employee may elect to continue coverage without interruption in any of all the health

insurance plans in effect. The employee must elect to continue at the time of retirement and shall not be granted this election at any subsequent time. The employee shall pay the cost of the premiums.

7.6 The Regional School District No. 14 Pension Plan will be provided for all school Nurses who meet eligibility requirements at no cost to them. The pension plan shall be attached and made part of this Agreement. Each member, hired prior to June 30, 2025, of the unit shall receive a copy of the "Retirement Plan for Employees" as provided by the Board. Members hired after July 1, 2025 shall not be covered by or allowed to become participants in the "Retirement Plan for Employees", but rather be enrolled in a Section 403(b) defined contribution plan.

The Defined Contribution Plan will follow these guidelines for participating employees, to the extent permitted by law and the Plan:

a. The Board shall contribute to the Defined Contribution Plan two percent (2%) of the entire annual salary of each participating employee.

b. The participating employee may contribute any voluntary contribution amount (via withholding from his/her own salary), as may be permitted by law and the said Plan, provided that in no case shall the Board's contribution increase over the amount specified in subpart a., above.

c. Any employee contributions shall vest immediately. Board contributions shall vest after five (5) years of continuous service to the Board.

7.7.1 The Board shall offer an IRS§ 125 Plan to permit group health insurance premium share payment, eligible medical expenses and dependent care expenses to be paid pre-tax.

7.8 Notwithstanding any other provision in this Agreement to the contrary, the Board may change or substitute insurance carriers, administrators or managed care organizations for the above-referenced health benefit programs as long as the level of benefits, as stated in the plan of benefits, is equivalent to or better than the existing program. The new carrier network must have an 85% or better match.

The Group shall be consulted regarding any proposed insurance carrier change. Any dispute regarding "equivalent to or better" shall be resolved in arbitration, by submission of the dispute to the American Arbitration Association for a binding arbitration award pursuant to the voluntary rules of that Association. The costs of arbitration shall be shared by the parties 75% Board and 25% Union.

ARTICLE 8
TUITION REIMBURSEMENT

8.1 Courses eligible for tuition reimbursement must be approved prior to taking the course by the Superintendent. Courses to be considered would be those involving public health, child development, sociology, mental health, nutrition, school nursing or those leading to a degree with emphasis on health, mental health, education and/or school nursing.

8.2 To receive reimbursement a Nurse must attain a minimum of a grade B.

8.3 There will be no limit to the number of courses approved with tuition being reimbursed on a first request first serve basis. First preference shall be given to those who have not already received approval for a least one (1) course during each fiscal year. Reimbursement shall be no more than six hundred dollars ($600) per fiscal year per nurse.

ARTICLE 9
CONDITIONS OF EMPLOYMENT

9.1 A copy of this Agreement shall be given to each Nurse within thirty (30) days of signing. A new employee shall receive a copy on their date of hire.

9.2 No employee shall suffer a loss of pay if called to labor-management meetings, grievance meetings, grievance arbitration hearings, labor relation board hearings, and negotiating meetings if held during working hours.

9.3 It shall not be required of the Nurses to obtain substitutes in the event of their absences. No more than two (2) employees shall receive pay for attending any such meetings.

ARTICLE 10
DISCIPLINARY ACTION

I0.1 No employees shall be discharged without just cause.

10.2 A written statement setting forth reasons for such discipline shall be given to the employee and Union President.

ARTICLE 11
GRIEVANCE PROCEDURE

11.1 For purposes of this Agreement, a grievance shall be defined as any conflict in application, meaning or interpretation of a specific provision of this Agreement. A grievance must be filed within fifteen (15) days of the incident giving rise to the grievance.

11.2 The first step in the grievance procedure consists of the Union's presentation of

the grievance to the Principal in writing, who will schedule a meeting within ten (10) working days of receipt to discuss the grievance. The Principal shall render a decision in writing to the Union within ten (10) working days from the date of the grievance meeting.

11.3 If a grievance is not satisfactorily resolved at Step I, the grievance shall be submitted in writing to the Superintendent of Schools, within (10) working days of the Principal's answer. The Superintendent of Schools shall have a ten (10) work day limit to schedule a meeting with the grievant and the Union and render a decision in writing to the Union within ten working (10) days of the meeting.

11.4 If a grievance is not satisfactorily resolved at Step II, the grievance shall be submitted in writing to the Board of Education Chairman, within ten (10) working days of the Superintendent's answer. The Chairman shall have a ten (10) work day time limit to schedule a meeting with the grievant and the Union and render a decision in writing to the Union within ten (10) working days of the meeting.

11.5 If a grievance is not satisfactorily resolved at Step III within a fifteen (15) day period from the date of receipt of the decision, the Union shall submit the grievance to the Connecticut State Board of Mediation and Arbitration, in accordance with its rules and regulations, unless the subject of the grievance concerns termination of employment in which case the Union shall submit the grievance to the American Arbitration Association in accordance with its voluntary arbitration rules and regulations. The Arbitration decision shall be final and binding. The Arbitration costs shall be borne equally by both parties.

ARTICLE 12
WAGES AND LONGEVITY

12.1 Nurses annual salary shall be effective as follows (assuming a 182 day work year per Section 4.7, infra): 3% per year

July 1, 2025	$75,275
July 1, 2026	$77,533
July 1, 2027	$79,859
July 1, 2028	$82,255

New employees shall start at the above rate in effect at the time of their hire.

12.2 An Additional $900 per year will be paid to a Nurse holding a B.S. or B.A. degree.

12.3 For purposes of salary computation (i.e., daily rates or hourly rates of pay) throughout this agreement the following will be applicable:

Annual Salary+ Work Days= Daily Rate
Daily Rate+ Daily Work Hours = Hourly Rate

12.4 Longevity shall be paid to the employee in the following amounts within thirty (30) days of their anniversary date, annually. Nurses hired after July 1, 2025 will no longer receive this benefit

Completion of 10 -14 years of service	$500
Completion of 15-19 years of service	$700
Completion of 20 years or more of service	$900

12.5 All employees will receive their pay through mandatory direct deposit.

ARTICLE 13
MANAGEMENT

13.1 Except as specifically set forth in this Agreement, the management of the schools, the manning of the same and the direction of the working forces will vest solely in the Employer, including the right to hire, transfer, promote, retain, for proper cause to discipline or discharge, establish and maintain standards of quality, efficient operation and employee competency, to relieve employees from duties because of lack of work and to determine schedules of operations. If not specifically set forth in this Agreement, there shall be no abridgment or diminutives of any function, authority, right or responsibility of the Employer.

13.2 The Employer reserves the right to promulgate from time to time reasonable rules and regulations governing the attendance of employees, their performance of work and their conduct on the job as well as all other reasonable rules and regulations which may be established.

ARTICLE 14
FULL AND COMPLETE AGREEMENT

14.1 This Agreement contains the full and complete agreement between the Board and the Nonnewaug School Nurses on all negotiable issues, and neither party shall be required during the term thereof to negotiate upon any issue, whether if is covered or not covered in this Agreement. Any item not covered in the Agreement may be governed by existing policies, rules or regulations of the Board, or by the modification, amendment, or adoption of Board policies, rules or regulations. All past practices, procedures and customs not specifically incorporated in or protected by this Agreement are hereby rendered null and void.

ARTICLE 15
DURATION

15.1 This Agreement shall be effective when signed and shall remain in effect through June 30, 2029 .

IN WITNESS WHEREOF, the parties have caused their names to be signed on the

REGIONAL SCHOOL DISTRICT
NO. 14 BOARD OF EDUCATION

BOARD CHAIR

LOCAL 1303-247 OF COUNCIL
AFSCME, AFL-CIO

Sandra Sinatra RN, BSN - 5/7/25
UNION STAFF PRESIDENT