Collective Bargaining Agreement

Between

The New London Board of Education

and

The New London Custodial Local 1523

AFSCME, COUNCIL 4

July 1, 2025 – June 30, 2028

TABLE OF CONTENTS

PAGE

DISCIPLINE AND DISMISSAL..... 14

DURATION OF CONTRACT..... 19

EMPLOYER POLICIES..... 5

GRIEVANCE PROCEDURE..... 15

HOLIDAYS AND LEAVE..... 8
- Holidays..... 8
- Vacation..... 9
- Sick Leave..... 10
- Bereavement Leave..... 11

HOURS OF WORK..... 5

MANAGEMENT RIGHTS..... 2

NO STRIKE PROVISION..... 17

RECOGNITION..... 1

RETIREMENT..... 19
- Description of Policy Appendix B..... 23
- Pension Options..... 29

SAVINGS CLAUSE..... 20

SCOPE OF AGREEMENT..... 18

SENIORITY..... 3

SEPARABILITY..... 20

SICK LEAVE INCENTIVE Appendix C..... 28

UNION SECURITY..... 1

WAGES, INSURANCE AND LONGEVITY..... 11
- Insurance..... 12
- Waiver of Insurance..... 12
- Life Insurance..... 13
- Longevity..... 13

Head Custodian Stipend..... 14
Wages Appendix A..... 21

WORKING RULES AND ON THE JOB INJURIES.....17

INTRODUCTORY CLAUSE

This Agreement is made by and between the New London Board of Education and The New London Custodial Local 1523 AFSCME, Council 4, AFL-CIO a duly constituted independent Union hereinafter referred to as "the Union", in order to increase harmonious relationships between the Board and its employees and to promote the morale, equal rights, well-being and security of its employees, the Board of Education and the Union hereby bind themselves into this mutual Agreement as follows:

ARTICLE I
RECOGNITION

The New London Board of Education hereby recognizes The New London Custodial Union as the exclusive representative of and bargaining unit for custodial and maintenance employees of the New London Board of Education, New London, Connecticut, including all school custodians and custodian-maintenance employees; and excluding all food service, transportation, clerical, secretarial, seasonal and supervisory employees. The Board may hire up to seven (7) part-time custodians, defined as those working less than thirty (30) hours per week. A minimum work force of full-time custodians shall be maintained by the Board in order to employ part-time custodians.

ARTICLE II
UNION SECURITY

SECTION 2.1

Upon receipt of an employee's voluntarily signed authorization to deduct membership dues in the Business Office, the Employer agrees to deduct from the pay of the employee an amount as established and periodically adjusted by the union. Such deductions shall continue unless the Employer is notified in writing, by the union, that the employee is no longer a member.

Payroll deductions will be made in bi-weekly pay periods for properly executed deduction authorization forms received at the Employer's payroll office on or before the fifth day of the preceding month. The total deductions so made shall be mailed or electronically delivered to AFSCME Council 4 monthly. Deductions shall be remitted to the AFSCME Council 4 not later than twenty (20) days after the end of the preceding month during which deductions were made. Such deduction shall continue for the duration of this Agreement and/or any extension hereof unless otherwise notified by Council 4. The Union reserves the right to modify and/or replace the deduction authorization form.

The Union shall provide notice to the Employer of any changes in the dues amount at least thirty (30) days in advance of the change.

SECTION 2.2

The parties recognize that the authorization of the Union to payroll deductions is an agreement solely between the Union and its members which the member may revoke consistent with the Union's membership rules. Should a bargaining unit member approach the Employer or its agent to terminate or modify the contractual relationship with the Union, that bargaining unit member will be directed to communicate such intent directly with the Union.

SECTION 2.3

The Union agrees that it will indemnify and hold the Employer harmless from any claims, actions or proceedings by any employee arising from deductions made by the Employer hereunder. Once the funds collected by the Employer hereunder are remitted to the Union, the disposition of such funds thereafter shall be the sole and exclusive obligation of the Union, and the Employer shall have no further obligation, financial or otherwise, under section 2.1 of this Article.

SECTION 2.4

Each month the Employer will submit information on employees represented by the bargaining unit in the format of an excel spreadsheet to the Union via a secure upload site to be provided by the Union. The spreadsheet will contain the following information for all employees represented by bargaining unit: Last name, First Name, Middle Initial, and Employee ID.

SECTION 2.5

All new hires which are represented by the bargaining unit, within fifteen (15) days of their start date, shall be released from work, for one (1) hour without loss of pay, to attend a Union orientation. Management shall not be present during the Union's orientation

SECTION 2.6

The Union may use the Board's intra-office mail and email systems to send notices to Union members.

ARTICLE III
MANAGEMENT RIGHTS

It is recognized that the Employer has and will continue to retain its rights, privileges, duties, obligations and responsibilities to direct, promote and maintain the affairs of the Board of Education in all its various aspects except as specifically modified or abridged by the provisions of this Agreement.

ARTICLE IV
SENIORITY

SECTION 4.1

a. Seniority, according to this Agreement, shall consist of the accumulated continuously paid service of the employee with the Board of Education as a full-time employee. There shall be seniority within the part-time workforce. The least senior full-time member shall have seniority over the most senior part-time member. The employee's earned seniority shall not be lost because of absence due to illness, authorized leave of absence or temporary layoff.

b. Notwithstanding the provisions of the foregoing paragraph, employees hired on a temporary basis to fill in for employees who may be absent due to extended illness shall not be considered as full-time employees under the provisions of this Agreement.

c. If it is determined that the employee on sick leave will be unable to return to active employment, and either retires or the employment relationship is terminated, the vacant position will then be filled in accordance with the usual Board policies.

SECTION 4.2

The Board shall establish a seniority list of all custodial and maintenance employees, and this shall be brought up to date at the beginning of each school year and a copy, with the salary, sent to the Secretary of the Union.

SECTION 4.3

All employees shall serve a probationary period of ninety (90) working days and shall have no seniority rights during this period and may be disciplined or dismissed without recourse to the grievance procedure.

SECTION 4.4

In respect to vacancies and promotional opportunities, all such openings, vacancies and promotional opportunities shall be emailed to all employees. When there are full-time vacancies, part-time custodians shall have preference over outside hires.

Regarding promotional opportunities, consideration shall first be given to the most senior qualified employee, as determined by the Board, within the system who applies for the promotion. The most senior qualified employee who applies for a vacancy shall be appointed to such vacancy unless there is just cause to do otherwise. In considering whether just cause exists, the administration shall review prior discipline, attendance and other factors impacting the educational interests of the Board of Education. When there are full-time vacancies, part-time custodians shall have preference over outside hires.

All employees may apply for transfers to fill vacancies; however, no transfer shall take place, or be recommended, unless the Superintendent or designee deems such transfer in the best interests of the New London Public Schools.

The Union president will be notified of all such appointments before they become effective.

SECTION 4.5

If no employee in the division is promoted after application of the procedure outlined above, the Board of Education is then free to fill the position from outside of the Union.

SECTION 4.6

If an employee fills in a vacancy and is qualified within the provisions as set forth in this Agreement, the employee may receive an adjusted salary for that position in accordance with the agreed salary for that position, if the employee satisfactorily completes a probationary period, in the new position, of sixty (60) working days. The employee who satisfactorily completes the said probationary period shall receive the adjusted salary, in accordance with the agreed salary for that position, retroactively.

SECTION 4.7

Vacancies and new positions shall be posted in all schools and electronically for a period of at least ten (10) working days. Names of those assigned to a vacancy or to a new position **shall be sent to the Union President. Vacancies and new positions shall be emailed to all** employees. When there are full-time vacancies, part-time custodians shall have preference over outside hires.

SECTION 4.8

a. When it becomes necessary to reduce the custodial and maintenance force, layoffs shall be according to seniority. In the event a layoff is proposed, or pending, representatives of the Union shall be informed. "Seniority," for the purposes of this Section, shall be defined as an employee's total length of full-time service within the bargaining unit.

b. The Board will give written notice to the employees involved and the Union's representative of a proposed layoff. This notice shall be sent to the employees by email, registered mail, certified mail, or regular mail to their last known address as it appears in the records of the Human Resources Department, or in a person, a minimum of four (4) weeks before the effective date of the layoff. It is the employee's responsibility to notify the Human Resources Department in writing of any change in address.

c. In the event of a layoff, layoffs shall take effect within the department as follows:

1. Temporary/Substitute employees
2. Part Time probationary employees
3. Full Time probationary employees
4. Part-time employees with the least seniority
5. Full Time employees with the least seniority

d. Laid off permanent employees shall have recall rights for a period of fifteen (15) months from the date of layoff. Said employees shall be recalled by inverse order of layoff, with the most senior full-time employee on layoff being the first to be recalled.

ARTICLE V
EMPLOYER POLICIES

SECTION 5.1

The Employer retains the right to promulgate and to enforce reasonable written rules and regulations not in conflict with a specific provision of this Agreement as it may from time to time deem best for the purposes of maintaining order, safety and/or effective operation of the Employer's operations and, after advance notice thereof to the Union and the employees, to require compliance herewith by employees.

SECTION 5.2

It is recognized that the Union reserves the right to question the appropriateness of these rules or regulations pursuant to this particular paragraph through the grievance and arbitration procedures, after receipt of a copy of such rules and regulations, if the rules or regulations are in conflict with a specific provision of this Agreement.

SECTION 5.3

The District Employee Handbook shall specify those matters not contained in this Agreement. There shall be no unilateral modification of any matter affecting wages, hours or other conditions of employment for employees covered by the Agreement. To the extent the provisions of the handbook conflict with the language of this Agreement, this Agreement will be the controlling document.

ARTICLE VI
HOURS OF WORK

SECTION 6.1

Overtime shall first be distributed within each building by the Head Custodian then the Custodial Supervisor will offer overtime opportunities to custodians at other locations to off shift custodians in order of seniority.

The rate of overtime shall be one and one-half (1 1/2) times their regular rate of pay per hour for all activities. Time and one-half shall be paid for all hours worked in excess of forty (40) hours per week. Sick time shall not be considered hours worked.

All extra duty hours and/or shifts shall first be offered to full-time employees and then part-time.

SECTION 6.2

Schedule changes shall be made by the Superintendent of Schools or designee and will be discussed with the representatives of the Union by the Superintendent of Schools or designee.

SECTION 6.3

The normal workday shall be eight (8) hours of paid work time and a thirty (30) minute unpaid lunch break resulting in a total scheduled shift of eight and one half (8.5) hours. In no event shall the regularly scheduled night shift be later than 2:00 p.m. to 10:30 p.m. The normal work week shall be five (5) days Monday to Friday, forty (40) hours per week. In the event it becomes necessary to change the normal daily work schedule in any school or Board operated building affecting the employees within the bargaining unit, the Union shall be notified of the change and the reasons for the change at least thirty (30) calendar days prior to the implementation.

SECTION 6.4

Effective July 1, 2025, for all shifts beginning at 2:00 p.m. or later, all employees **working hours after 3:00 p.m., will be paid one dollar ($1.00) per hour more than the normal** hourly rate. Effective July 1, 2027, this amount shall increase to one dollar and a quarter ($1.25) per hour more than the normal hourly rate. The additional yearly increase in applicable shift differential will be included in the employees' total earnings for the purpose of determining pension benefits. Employees who are regularly scheduled for shifts beginning at 2:00 p.m. or later that are temporarily transferred to the day shift will continue to receive the shift differential.

The administration may appoint one custodian as the night lead custodian at each school building working shifts beginning at 2:00 p.m. or later. Such custodian will act as the primary contact for emergencies and cellular phone communications with the New London Public Schools administration. The night lead custodian shall be paid a pensionable stipend of $2500 payable throughout the year with the regular paycheck. Employees will be entitled to receive the night lead custodian stipend if they are transferred to a location requiring that level of employee if transferred for a week or longer.

SECTION 6.5

All employees will be entitled to two (2) fifteen (15) minute breaks during the eight (8) hour work shifts. One (1) break will occur approximately midway through the first half of the shift, and the other break will occur approximately midway through the second half of the shift.

SECTION 6.6

When a custodian-maintenance employee substitutes for a custodian, the substituting employee's workday shall be the same hours as the employee who is out.

SECTION 6.7

The basic workweek during July and August shall be forty (40) hours, from 6:00 a.m. to 2:30 p.m., with a thirty (30) minute lunch period.

SECTION 6.8

In the event of illness, the supervisor must be notified one- and one-half hours prior to the beginning of the employee's shift.

SECTION 6.9

Employees called back to work after completion of a basic day shall be paid a minimum of three (3) hours of pay at the overtime rate from the time of reporting to work. Should the callback or callbacks extend beyond three (3) hours, the employee will be paid time and one-half for each additional hour or part of the hour actually worked.

SECTION 6.10

The rate for all hours worked on a holiday shall be one and one-half (1 1/2) times an employee's regular hourly rate of pay. Except that two (2) times an employee's regular rate of pay plus holiday pay shall be paid for employees required to work on New Year's Day, Easter, Thanksgiving and Christmas.

SECTION 6.11

Union officers and/or Union members shall not perform Union business during assigned school scheduled hours, including operation of the grievance procedure, nor will Union meetings be conducted on school premises without authorization of the building principal.

SECTION 6.12

Custodian or maintenance employees may leave the building or grounds to which the employee is assigned during the scheduled work hours for their lunch break so long as the employee notifies the building principal or properly delegated authority and punches out. Employees can leave the building during scheduled work hours for other reasons with the permission from the building principal or properly delegated authority. Those employees working the night shift may leave the building under the same protocols as above for their meal break so long as the building is secure and the employee punches out.

SECTION 6.13

a. The Superintendent, or designee, shall appoint a bargaining unit member to each school building to conduct weekend and holiday and other building checks required by the Board. Each employee shall be responsible for checking the school building every Saturday, Sunday and holidays. The employee's building check responsibilities shall include: inspect all doors, windows and other means of entrance into the buildings, check all bathrooms and toilets, inspect the furnaces and pipes, inspect the kitchen refrigerators and freezers, check for vandalism and report all such incidents to the Director of Facilities or designee, and other required functions.

b. Effective July 1, 2025, for this assignment each employee who performs building checks shall receive three thousand five hundred dollars ($3500.00), above the employee's basic annual salary. The building check stipend will be included in the employees' total earnings for the purpose of determining pension benefits and will be paid as part of the employee's bi-weekly earnings.

c. Openings for these positions shall be subject to posting one time at the beginning of the contract term.

d. No employee shall be permitted to substitute their assignment without prior approval by the Superintendent of Schools or designee. Except in cases of emergency, any substitutions must be requested by the employee at least five (5) days prior to the assigned building check. Failure to perform assigned building checks or improper performance during building checks shall be considered the basis for the imposition of discipline in accordance with the disciplinary action provisions of this Agreement.

SECTION 6.14

Employees may also be required to work reasonable amounts of overtime in addition to their normal schedules and may also from time to time be required to work on weekends and holidays.

ARTICLE VII
HOLIDAYS AND LEAVE

SECTION 7.1

The following shall be paid holidays regardless of what day they fall upon. If the holiday falls when the school is in session, it shall be stipulated as a mutually agreed date between the Union and the Board. Part-time employees shall be paid on the basis of the part-time employee's normal five (5) hour workday. The paid holidays are as follows:

New Year's Day
Three Kings' Day
Martin Luther King's Birthday
Presidents' Day

The Day after President's Day
Good Friday
Memorial Day
Juneteenth
Fourth of July
Labor Day
Indigenous People Day
Veterans' Day
Thanksgiving Day
The Day after Thanksgiving
Christmas Day

SECTION 7.2

In the event any of the above-mentioned holidays, with the exception of Three Kings Day, fall on a Saturday, said holiday shall be observed on the preceding Friday; provided, however, that any employee who is entitled to such a holiday, but is unable to be excused from work the preceding Friday, shall be entitled to some other compensatory day off. In the event any of the above-mentioned holidays, with the exception of Three Kings Day, fall on a Sunday, said holiday shall be observed on the following Monday.

SECTION 7.3 - VACATION

a. Employees shall be eligible for one (1) week of vacation after completion of one (1) year of service; two (2) weeks of vacation after two (2) years of service; three (3) weeks of **vacation after three (3) years of service; and four weeks after five (5) years of service. All** employees who wish to take vacation time will do so by written request.

b. Part-time employees shall receive five (5) days or twenty-five (25) hours of vacation time in their first year of service. After two (2) years of service, they shall receive seven (7) days or thirty-five (35) hours. After three (3) years of service they shall receive ten (10) days or fifty (50) hours. After ten (10) years of service they shall receive fifteen (15) days or seventy-five (75) hours. Such time shall be pro-rated and pay shall be based on their five (5) hour normal workday.

c. Employees may carry over vacation into the next school year or may receive payment for unused vacation time at the end of the school year, provided that the total amount carried over or paid out does not exceed five (5) days. Upon separation from employment with the Board of Education with no less than two (2) weeks of notice of separation in writing, the employee will be paid for unused but accrued vacation on the basis of what vacation the employee was eligible to take as of the last date of employment before the date of separation. This payout shall not apply to vacation days that have been carried over from the previous year.

d. The Superintendent of Schools or designee reserves the right to reject any vacation time that is requested without a two (2) week notice in advance of the vacation time for vacation that is one (1) week or more in duration or if there is not minimal coverage available for the employee's assignment.

e. Vacation time may not be used during the two weeks prior to the first day of school for students and the one (1) week prior to the last school day for students, except in cases of emergency and with the approval of the immediate supervisor.

SECTION 7.4 - SICK LEAVE

a. In the event that bargaining unit employees are covered by Connecticut's Paid Sick Leave Law, Conn. Gen. Stat. §§ 31-57r et seq., employees shall be permitted to use the forty (40) hours of sick leave accrued in accordance with Conn. Gen. Stat. §§ 31-57r et seq. (the "Statutory Sick Leave") in accordance with the provisions of such statutory requirements, notwithstanding any provision in this section to the contrary. For any sick leave accrued beyond the Statutory Sick Leave, the provisions this contract shall apply.

b. The sick leave plan shall be one and one-quarter (1 1/4) days per month cumulative to one hundred twenty (120) days for full-time employees. Part-time employees shall receive forty (40) hours of sick leave per year and may accumulate fifty (50) hours or ten (10) days.

Part-time use of sick leave shall be based on a normal five (5) hour workday.

Each employee will receive a list of accumulated sick leave annually.

An employee may petition the Board of Education for an extension if the employee has exhausted the one hundred twenty (120) days' sick leave.

On attaining sixty (60) days of accrued sick leave, an employee will be granted one (1) **personal day for every ten (10) weeks of work without absence. These days would be** noncumulative. The use of vacation, bereavement and personal leave shall not be used against an employee.

However, for purposes of calculating a retiree's eligibility for retirement sick leave pension benefits under Appendix C only, unused sick leave shall be deemed to be cumulative to a maximum of two hundred seventy (270) days, with additional potential accumulation over one hundred twenty (120) days under the appendix being effective July 1, 1989.

c. Employees shall be allowed to use up to five (5) sick days per year to care for an ill member of such employee's immediate family. Immediate family here means father, mother, sisters, brothers, sons, daughters and spouse of the employee.

SECTION 7.5

After three (3) consecutive workdays of absence because of illness, the staff member may be required to submit to the office of the Superintendent of Schools a physician's certification of the staff member's ability to return to work.

SECTION 7.6 - BEREAVEMENT LEAVE

Bereavement leave of five (5) working days for immediate family, or immediate family of the spouse or members of the household, will be granted without affecting the sick leave provisions of the employee. "Immediate family" for the purposes of this article means spouse, parent, parent-in-law, grandparent, child, sibling, stepchild, grandchild or anyone domiciled in the household of the employee. Under unusual circumstances, other absence without loss of pay may be authorized in emergencies by the Superintendent of Schools or designee and shall be charged to sick leave if any remains.

SECTION 7.7

Employees shall be eligible for family and medical leave as provided by law. Accrued paid leave time shall run concurrently with the family and medical leave period. Employees will be permitted to retain up to five (5) days of vacation while out on FMLA leave which may be used upon such employee's return. However, if such employee returns to work after September 30th of the following school year, the employee will be limited to vacation he or she would normally be allotted during that school year.

ARTICLE VIII
WAGES, INSURANCE AND LONGEVITY

SECTION 8.1

a. Salary/wage schedules in effect during the term of this Agreement are attached as Appendix A.

   No employee shall advance more than one step in any year of the new contract, except if authorized in section d. below.

b. A seventy-five cent ($.75) differential will be paid to the supervising custodian/maintenance person at the middle school and the senior high school when and only when they are working under a valid trade license.

c. All wages will be paid via direct deposit.

d. The Superintendent or designee shall have the authority to place existing employees or new hires on the wage scale based on previous work history and qualifications. If an employee is placed above the bottom step, the Union President shall be notified of the reason.

e. Part-time custodians shall be paid on an hourly basis equivalent to the lowest step on the salary schedule to start and shall receive step increases when full-time custodians receive step increases.

SECTION 8.2 – MEDICAL INSURANCE COVERAGE

a. Full-time employees in this bargaining unit shall be eligible to enroll in the State Partnership Plan.

b. The Board shall pay eighty-one percent (81%) and the employee shall pay nineteen percent (19%) of the total cost of the insurance coverage for themselves and any eligible dependent.

c. A second opinion, to be paid for by the Board at no expense to the enrolled employee or dependent shall be required before any nonemergency surgery is performed

d. The Board shall have the right to change insurance carriers and/or to self-insure, in whole or in part, in order to provide the insurance coverages set forth above, provided that there shall be no reduction or diminution of the above coverages and no increase in expense to any bargaining unit members, and provided further that coverage which results from a change in carriers and /or self-insurance is at least equal to the benefits described above, in terms of coverage and benefits.

The president of the Union shall be notified in writing within thirty (30) days of any intention to change carriers and/or to self-insure and shall have a reasonable opportunity to review the proposed changes. Should the Union and the Board disagree that the changes proposed will provide coverage at least equal to the coverage and benefits described above at no additional cost to the staff members, the disagreement(s) shall be subject to arbitration as provided in the contract. The status quo will be maintained during the arbitration process.

SECTION 8.3 – VOLUNTARY WAIVER OF INSURANCE COVERAGE

Members of the bargaining unit who are eligible for insurance coverage under this section may voluntarily elect to waive such coverage, in whole or in part, provided that such waiver does not conflict with the rules regulations or requirements of the appropriate insurance carrier(s). No employee hired on or after June 30, 2010, may sign up for and receive the waiver of insurance payments set forth in this contract after June 30, 2010, unless the member has first been covered under Board provided medical insurance for at least one full year prior to the application to waive coverage and receive payments in lieu thereof. This one-year coverage requirement will not apply to bargaining unit members employed prior to June 30, 2010.

Members electing such a waiver shall receive cash payments from the New London Board of Education in an amount equal to 25 percent (25%) of the insurance cost which would have been charged to the Board on their behalf had the insurance coverage not been waived.
In order to exercise this waiver option, members must apply in writing to the Superintendent of Schools, or designee, not later than June 20 in any year covered by this Agreement with such waiver to be effective the following September 1. All waiver applications must be completely voluntary on the part of the staff member and must be accompanied by a signed waiver of coverage document acceptable to the Board of Education. If the waiver application is acceptable to the applicable insurance carrier(s), it shall be effective as of September 1 and shall remain in effect until revoked as provided below. Members whose waiver applications are acceptable to the

applicable insurance carrier(s) shall receive quarterly cash payments from the New London Board of Education in September, November, February and June.

There shall be an annual open enrollment window of May 20—June 20 of each year. At this time an employee may choose to reinstate or waive insurance coverage for the fiscal year commencing September 1.

There shall be no reinstatements other than the May 20 — June 20 period, however, there shall be no lapse of coverage if an employee rescinds the waiver of coverage due to:

1. Coverage was waived by the employee because another group health insurance plan provided coverage for the employee; and
2. Coverage is lost under that plan due to employment termination, death of a spouse, or divorce; and
3. The employee applies for coverage under this contract within thirty (30) days after the loss of coverage under the other plan.

All such reinstatements shall be subject to all requirements of the applicable carrier(s), including, but not limited to, any mandatory waiting periods.

This and all future language contained within this section shall conform with all applicable State and Federal COBRA laws.

SECTION 8.4 - LIFE INSURANCE COVERAGE

Each employee will be covered by a fifty thousand-dollar ($50,000) life insurance policy. The cost shall be paid by the Board. Employees may also elect to participate in Long Term Disability coverage at their own expense.

SECTION 8.5 - LONGEVITY

a. For employees hired on or before June 30, 2022, longevity shall be based solely on years of experience and not on classification of employees.

b. The payment schedule used for longevity is as follows:

5 years of service	$350 per year*
10 years of service	$450 per year
15 years of service	$550 per year
20 years of service	$650 per year

*Only employees hired on or before 6/30/22 shall be eligible for this payment after 5 years of service.

Part-time employees shall be paid one half of the dollar amounts listed above.

c. The total annual longevity payment shall be due and payable in two (2) equal installments, the first being due and payable no later than November 30, and the second being due and payable no later than May 31 of each fiscal year.

d. Longevity payments shall be included in an employee's total earnings for the purpose of determining pension benefits.

SECTION 8.6 - HEAD CUSTODIAN STIPEND

The Board may appoint Head Custodians at each school. Effective July 1, 2025, a pensionable stipend shall be paid to Head Custodians paid as part of the regular paycheck pursuant to the following schedule:

Head Custodian at the High School	$8,000
Head Custodian at the Middle School and Central Office	$7,250
Head Custodian at the remaining schools, BP Learn, Shaws Cove and Adult Education	$4,000

The Board may appoint a second in command at each school to cover for Head Custodians. The Second in Command shall receive a pensionable stipend equal to twenty percent (20%) of the stipend for the Head Custodian payable in the regular paychecks. The Second in Command shall not be out on vacation or personal time if the Head Custodian is out in any capacity. Employees will be entitled to receive the Head Custodian stipend or Second in Command stipend if they are covering for a Head Custodian or Second in Command or are transferred to a location requiring that level of employee for a period of a week or more.

ARTICLE IX
DISCIPLINE AND DISMISSAL

SECTION 9.1

The Board agrees that it will act in good faith and for just cause in the discipline and/or dismissal of any employee.

SECTION 9.2

a. Disciplinary actions may normally follow this order:

1. Recorded verbal warning.
2. Written warning.
3. Final written warning with/without suspension; and
4. Discharge

b. The Superintendent of Schools reserves the right to suspend an employee with no warning if it deems it is in the best interest of the public schools as interpreted by the Board of Education.

1. If requested by the employee within five (5) working days of the suspension, a

hearing will be scheduled within ten (10) working days to be held within forty-five (45) days thereafter.

2. These time limits may be waived by mutual consent.

3. In this period, the employee's wages will be held in escrow pending final termination by the Board of Education.

4. Such situations would include, but not be limited to, assault, illegal activities on school property, illegal activities with ramifications to the school system or school property, and other similar situations.

5. Probationary employees may be terminated with no warning if it is in the best interest of the public schools as interpreted by the Superintendent.

SECTION 9.3

All disciplinary actions, excluding verbal warnings, against non-probationary employees are subject to the grievance procedure identified in this agreement. For purposes of this Section, verbal warnings shall not be placed in an employee's personnel file but may be documented via email.

SECTION 9.4

If an employee is charged with a crime after the initial background check, that person is **expected to notify the Executive Director of Talent and Human Resources immediately. This** information shall be kept confidential.

ARTICLE X
GRIEVANCE PROCEDURE

A grievance is defined as a claim by a bargaining unit member which concerns any alleged violation of a specific provision of this Agreement and/or which concerns the interpretation, meaning or application of any provision of this Agreement. It is expressly understood that a claim not based upon a violation of a specific provision of this Agreement or not based upon the interpretation, meaning or application of any specific provision of this Agreement shall not constitute a grievance.

An "aggrieved person" is the person making the claim, "a party in interest" is the person making the claim, and any person who might be required to take action or against whom action might be taken in order to resolve the claim.

When an administrative directive allegedly presents a cause for grievance, it will meanwhile be in effect until the grievance is settled.

The purpose of this grievance procedure is to secure, at the lowest possible administrative level, equitable solutions to grievances which may from time to time arise. Both parties agree

that at any level, these proceedings shall be kept as informal and confidential as may be appropriate.

Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level hereinafter specified shall be considered as a maximum, and every effort should be made to expedite the process. The time limits specified may, however, be extended by written mutual agreement. Decisions rendered at all levels of the grievance procedure shall be in writing, setting forth the decision and the reason therefore, and shall be transmitted promptly to all parties in interest and to the president or representative of the Union and the Superintendent of Schools or designee.

Forms for filing grievances, serving notices, taking appeals and making reports and recommendations, and other necessary documents, shall be prepared by the Superintendent of Schools or designee and given appropriate distribution by the Superintendent or designee so as to facilitate operation of the grievance procedure.

Level One: Employee to Principal or Immediate Supervisor.

Within seven (7) working days of the occurrence which gives rise to the grievance, a written statement of the grievance must be presented to the principal through the immediate supervisor. The matter shall be discussed, and a decision rendered within ten (10) working days of receipt of the grievance.

Level Two: Employee to Superintendent or Designee.

If the grieving party is not satisfied with the disposition of the grievance at Level One, the written grievance may be presented to the Superintendent or Designee within ten (10) working days of the receipt of the decision at Level One. The Superintendent or designee shall arrange a meeting with the grievant and/or the Union representative to attempt to resolve the grievance. Other administrative representatives may attend. In the event the grievance is not resolved as a result of the meeting, the Superintendent or designee shall render a decision in writing within ten (10) working days thereafter.

Level Three: Employee to Board of Education.

If the grieving party is not satisfied with the disposition of the grievance at Level Two, the grieving party may appeal the decision to Level Three by submitting the grievance to the Board of Education within ten (10) working days following receipt of the decision from the Superintendent of Schools or designee. The Board of Education or its designated committee shall arrange a meeting with the grievant and/or the Union representative within fifteen (15) working days following receipt of the grievance in an attempt to resolve the grievance. The Superintendent or other administrative representative may be in attendance. In the event the grievance is not resolved as a result of the meeting, the Board of Education shall render a decision within ten (10) working days thereafter.

Level Four: Mediation.

Absent settlement at the level of the Board of Education, the Union may appeal the grievance to the Connecticut State Board of Mediation and Arbitration for mediation within fifteen (15) working days.

Level Five: Impartial Arbitration.

Absent settlement at the level of mediation, the Union may appeal the grievance to the Connecticut State Board of Mediation and Arbitration. The parties may mutually agree that the grievance arbitration take place before the American Arbitration Association under its labor arbitration rules. The arbitrator's decision shall be final and binding on both parties as provided by law, but the arbitrator (s) shall have no power to add to or detract from the provisions of this Agreement. Any and all costs shall be borne equally by both parties.

NOTE: At any level, the employee may be represented by officials and representatives of the Union.

ARTICLE XI
NO-STRIKE PROVISION

During the life of this Agreement there shall be no strike, slowdown, suspension or stoppage of work in any part of the Board's operation by the employee or employer, nor shall there be any lockout by the Board in any part of the Board's operation.

ARTICLE XII
WORKING RULES AND ON THE JOB INJURIES

SECTION 12.1

All employees, full-time and part-time, will be required to purchase and wear the authorized custodial uniform, consisting of pants, jacket and shirt (or blouse) and safety shoes in accordance with existing procedure. The Board of Education will defray the cost, not to exceed two hundred and twenty-five dollars ($225.00) for the clothing to be purchased at an outside vendor during work time. The Board of Education will defray the cost of safety shoes not to exceed one and fifty hundred dollars ($150.00). Shoes shall be purchased on work time. All clothing and shoes shall be purchased on or about September 1 of each year beginning September 1, 2022.

The uniform must be worn at all times during working hours and must be cleaned and kept presentable. However, during July and August, while school is not in session, employees may wear clothing more appropriate for the season, as long as the clothing is clean and presentable (i.e., cutoff shorts are impermissible, but tee shirts are acceptable).

SECTION 12.2

The Union and the Board of Education shall encourage all employees to observe high standards of appearance, conduct and efficiency at all times.

SECTION 12.3

Employee shall report immediately in writing to either their immediate supervisor or building administrator all cases of injury or assault suffered by them in connection with their employment.

SECTION 12.4

a. Employees injured at work who receive workers' compensation benefits and who are absent from work on workers' compensation leave, shall be paid full wages, less workers' compensation payments, for a maximum period of one (1) year. The Board will pay the difference between the employee's regular salary and the Workers' Compensation benefit for the first six (6) months of such leave. In the following six (6) months, the employee shall have the difference between the regular salary and the Workers' Compensation benefit charged against accrued sick leave. The earnings of these individuals shall not exceed the earnings they received had they continued to work their regular schedules. Once sick leave has been exhausted, employees shall be paid the Workers' Compensation benefit only.

b. Consistent with established practice, employees injured at work due to an assault and who are absent from work on workers compensation leave, will receive their full wages, less workers compensation payments for a maximum period of one (1) year or for so long as the employee is receiving workers compensations payments, if workers compensation payments continue to be received by the individual after one year.

c. If after reaching maximum medical improvement, as determined by a qualified physician recommended by the Board's Workers' Compensation carrier and/or the Workers' Compensation Commission, the Board determines an employee is unable to perform the essential functions of the position, with reasonable accommodation, the Board may terminate the employment relationship with such employee. Nothing herein shall preclude application for a service related disability pension in accordance with the City of New London's pension plan as outlined in Appendix B, during such employee's employment with the district.

ARTICLE XIII
SCOPE OF AGREEMENT

It is understood by the parties to this Agreement that this Agreement is intended as an expression of policies and procedures which the parties consider will improve relations between the Board of Education and employees who are within the scope of this Agreement, this understanding being expressed, however, without intending in any way to limit or restrict the

Board of Education or to bind the Superintendent of School or any duly authorized representative of the Board in the discharge of duties and responsibilities as prescribed by the Board.

ARTICLE XIV
DURATION OF CONTRACT

SECTION 14.1

During the term of this Agreement, neither party shall be required to negotiate with respect to any matters, whether or not covered by such Agreement, except by mutual consent and both parties waive, on an unqualified basis, any right to negotiate over said matters and freely acknowledge said waiver.

SECTION 14.2

Future negotiations shall be in accordance with the relevant provisions of Connecticut statutes and shall be subject to any revisions or addenda to such statutes as a result of legislative action.

SECTION 14.3

Any policies, regulations or procedures of the Board of Education presently in force and not hereby revised and amended by mutual agreement or not herein referred to shall remain in effect.

SECTION 14.4

Not less than one hundred twenty (120) days preceding the expiration of this Agreement, the Board of Education and the Union will begin negotiations, in good faith, to secure a successor agreement relative to salaries and other conditions of employment.

SECTION 14.5

The provisions of this Agreement shall be effective as of July 1, 2025, and shall continue and remain in full force and effect until June 30, 2028.

As provided by the Municipal Employee Relations Act, negotiations for a successor contract shall begin on or before March 2028. During those negotiations, the parties may present any lawful and mandatory contract proposals, including but not limited to proposals for wage and insurance changes, whether and/or when step increases will be granted, and other issues.

ARTICLE XV
RETIREMENT

The pension plan applicable to full-time members of the bargaining unit hired on or before June 30, 2022, is attached as Appendix B to the Agreement. The plan shall not be reduced or diminished, unless agreed to by the parties. All employees hired July 1, 2022 or after,

shall be members of a 401(a) plan as of July 1, 2022. The City shall contribute to each employee's account an amount equal to 9.5% of the employee's base pay. The employee shall contribute 7% of their base pay but is permitted to contribute additional amounts up to the maximum allowed by law. Employees will become 100% vested after five (5) years of service.

ARTICLE XVI
SAVINGS CLAUSE

If any portion of this Agreement is held invalid, void or inoperative by a court of last resort, the validity of the remaining portions or this Agreement shall not be affected thereby.

ARTICLE XVII
SEPARABILITY

Should any part hereof or any provision herein contained be rendered or declared illegal by authority of competent legal jurisdiction, such invalidation of such a part or portion of this Agreement shall not invalidate the remaining portions hereof. Nothing herein shall be construed to replace or abridge the right of either party to appeal to court or administrative decrees or decisions. In the event that any part or portion of this Agreement is declared illegal, the parties shall enter into collective bargaining negotiations, upon the request of either party, for the purpose of arriving at a mutually satisfactory replacement for such part or portion declared illegal. It is understood and agreed that all other provisions of the collective bargaining agreement remain in full force and effect.

IN WITNESS WHEREOF, the parties hereunto set their hands and seals this 9 day of SEPTEMBER 2025.

NEW LONDON BOARD OF EDUCATION
Elaine Maynard-Adams BOE President

Christine Pemberton, BOE Negot. Cmt.
Executive Director of Talent & HR

NEW LONDON CUSTODIAL
LOCAL 1523, AFSCME, COUNCIL 4
John Brennan, Negot. Cmt.

Ruben Vazquez Ortiz, Negot. Cmt.

Juan Carlos Ortiz Cruz, Negot. Cmt.

Patricia Johnson, Staff Rep. Attorney, C4

APPENDIX A
WAGE SCHEDULE - CUSTODIAL PERSONS

2025-2026

Effective July 1, 2025, Step 2 shall be eliminated and Step 6a shall be added. All employees within steps shall receive a general wage increase of 1.0% and shall advance a step. All employees at max step shall receive a general wage increase of 3.0%

Step	Hourly
3	$22.29
4	$22.94
5	$23.74
6	$24.57
6a (new)	$25.56
7	$26.79

2026-2027

Effective July 1, 2026, all employees within steps shall receive a general wage increase of 2.50% with NO step movement. All employees at max step shall receive a general wage increase of 3.0%

Step	Hourly
3	$22.85
4	$23.51
5	$24.33
6	$25.19
6a	$26.20
7	$27.59

2027-2028

Effective July 1, 2027, Step 3 is eliminated. All employees within steps shall receive a general wage increase of 2.0% and shall advance a step. All employees at max step shall receive a general wage increase of 3.0%

Step	Hourly
4	$23.98
5	$24.81
6	$25.69
6a	$26.73
7	$28.42

Effective July 1, 2025, the Groundskeeper shall receive a pensionable stipend of $4,000, payable with every check. This stipend shall not be in addition to any other stipend except the building check stipend in Section 6.13.

APPENDIX B
PENSIONS

SECTION 1: DESCRIPTION OF PLAN AND ELIGIBILITY

A. Description of Plan

There shall be established a contributory pension plan in which all eligible members of the New London Custodial Local 1523 AFSCME, Council 4 bargaining unit hired on or before June 30, 2022, as defined in Article I of the Agreement (Recognition), will participate, such plan to become effective on July 1, 1981, and to remain in effect thereafter.

B. Eligibility

The pension program shall cover all present and future regular full-time employees who are members of the bargaining unit. Pensioners on the pension roll of the City of New London who formerly served in positions covered by the bargaining unit, and who are currently receiving pension benefits for this service, shall remain on the said pension roll in accordance with the requirements and specifications governing that pension roll at the time of their entry thereon. Any words or terms contained herein that denote or reference a particular sex or gender shall be interpreted to include all members of the bargaining unit regardless of sex or gender.

SECTION 2: SERVICE

For the purposes of this article, service shall be defined as the number of years of continuous active service as a regular full-time bargaining unit member eligible for inclusion in this pension program, provided that those eligible members hired after May 1, 1971, shall be considered for the purposes of this program to have been hired on the effective date of this pension program as provided in Section 1 above. Such employees may, as hereinafter provided, obtain credit for their service prior to the effective date of this plan.

Periods of absence from active employment without pay which precede a break in service shall be deducted when computing years of service, except that authorized leaves of absence for voluntary service in the Armed Forces of the United States at any time shall count toward continuous active service, provided that the member returns to a position covered by the bargaining unit within thirty (30) days of termination of such service, unless a different period is required by law. Service shall be considered broken when a member voluntarily terminates his/her employment, is terminated for cause, is laid off and not recalled, or fails to respond to recall after layoff as provided in this Agreement.

APPENDIX B

PENSIONS (Continued)

SECTION 3: NORMAL AND MANDATORY RETIREMENT AGE

Members of the bargaining unit shall be eligible for normal retirement under this plan upon the attainment of fifty-seven (57) years of age, or the completion of fifteen (15) years of continuous service, whichever comes later. All employees shall be subject to the Certificate of Continuance provision contained in Section 15-119 of the Code of Ordinances of the City of New London.

SECTION 4: NORMAL RETIREMENT

The normal annual retirement benefit for eligible employees shall be computed at the rate of two per centum (2%) of the employee's average annual base salary plus longevity payments received in the highest five (5) paid years of employment as a City employee in the bargaining unit. Such two per centum (2%) figures shall be applied for each year of continuous service to a maximum of sixty percent (60%) of said three (3) year average.

Effective for retirements effective on or after July 1, 1989, the normal annual retirement benefit for eligible employees shall be computed at the rate of two per centum (2%) of the employee's average annual base salary plus longevity payments received in the highest three (3) paid years of employment as a City employee in the bargaining unit. Such two per centum (2%) figure shall be applied for each year of continuous service to a maximum of sixty percent (60%) of said three (3) year average.

SECTION 5: FORM OF BENEFIT

The normal retirement benefit shall be payable in the form of a monthly annuity for the life of the member unless an election of optional benefit is made as hereinafter provided.

SECTION 6: DISABILITY BENEFIT

When, as a result of a service-connected permanent disability, a member is precluded from performing service as an active employee, such employee shall be entitled to disability benefits. The disability benefits shall be a minimum of fifty per centum (50%) of the average annual salary base plus longevity received by the employee in the highest five (5) paid years of service or by computation in accordance with the normal retirement benefit, whichever is greater. Disability benefits shall be reduced by any workers' compensation laws. Upon commencement of disability benefits, routine evaluations of the disability will be made, at the expense of the City, every three (3) years to determine the member's fitness for return to duty until such time as the member attains the age of seventy (70).

APPENDIX B
PENSIONS (Continued)

SECTION 7: OPTIONAL BENEFIT

A member may elect to receive a reduced retirement allowance with provision that such reduced retirement allowance or such part thereof as may be specified by the member in his notice of election (either 3/4, 2/3, 1/2 or 1/3) shall be continued after his death to his spouse named in such election, for so long as his spouse lives. The reduced retirement allowance shall be in such an amount as the City deems to be the actuarial equivalent of the retirement allowance that would have been payable had not the election of this option with the City been made prior to the time at which he becomes eligible for retirement, provided that such written notice of election is filed three (3) years before the member becomes eligible for retirement. He may be required to pass a physical examination at the time of making such election. It is the intention of this option that the City's outlay for retirement benefits shall not be increased and that the amount payable to the member and his spouse under the option shall be the equivalent as actuarially determined of what the member alone would have received if he had not elected the option. This option is also intended to be patterned after such option available in the Connecticut State Municipal Employees Retirement Fund as it existed on the effective date of this pension plan.

SECTION 8: VESTING

In the event that a member's employment terminates prior to the completion of ten (10) years' service, the member's contribution to the plan during such service shall be paid in a lump sum to the member or, in the event of the member's death, to his surviving spouse or his estate. Such application for lump-sum payment must be made within a period of three (3) years following termination of employment.

In the event that a member terminates from the employ of the City after completion of ten (10) years' credited service in the pension program, such member will be credited with the following percentages of accrued retirement annuity, based upon extent of service at time of termination, which annuity becomes payable commencing at the normal retirement age set forth in this article:

YEARS OF SERVICE	APPLICABLE %
10	50%
11	60%
12	70%
13	80%
14	90%
15	100%

APPENDIX B
PENSIONS (Continued)

SECTION 9: EMPLOYEE CONTRIBUTIONS

All eligible employees of the bargaining unit shall participate in such plan and shall contribute to the pension plan as hereinafter provided.

Commencing July 1, 1981, or upon date of initial employment, if later, all eligible employees shall contribute to the pension plan three percent (3%) of their base annual salary plus longevity.

Commencing July 1, 1982, or upon date of initial employment, if later, all eligible employees shall contribute to the pension plan an additional two per centum (2%) of their base annual salary plus longevity, for a total contribution rate of five percent (5%).

Commencing June 30, 1983, or upon date of initial employment, if later, all eligible employees shall contribute to the pension plan an additional one percent (1%) of their base annual salary plus longevity, for a total contribution rate of six percent (6%), such six percent (6%) contributions to continue annually thereafter.

The above contributions shall be in addition to any Social Security contributions made by members of the bargaining unit.

Eligible employees hired subsequent to May 1, 1971, but prior to the effective date of this plan, may elect to obtain credit for years of continuous service prior to the effective date of this plan by making a contribution of three percent (3%) of base annual salary plus longevity earned in the period of each year from the date of eligible employment in full-time active service to the effective date of this plan. For each year that such contributions are made, an additional year of continuous service shall be applied to such employees for the purpose of pension pay eligibility. Such contributions may be implemented through agreed-upon salary deduction in addition to those provided above for the annual contribution rate for years of service after the effective date of this Agreement. Any employee who wish to avail themselves of this opportunity must make a mutually agreeable retroactive contribution plan, through the personnel officer, with the City, not later than October 1, 1981, and shall not extend beyond eight (8) years the time in which to fully pay any retroactive contributions.

APPENDIX B
PENSIONS (Continued)

Eligible current employees who were hired prior to May 1, 1971, and who have remained continuously employed in bargaining unit positions shall hereinafter join this pension plan with full credit given for all years of continuous service as defined in Section 2 above and shall commence contributions on July 1, 1981, and thereafter in accord with the above contributions formula; provided, however, that any employee in this pre-1971 group who is or will become eligible to retire before July 1, 1985, in order to retire under the terms of this pension plan must make contributions in accord with the provisions of this plan for at least four (4) years in consideration of the increased pension benefits under this pension plan; and provided, further, that said employee's four (4) years of contributions may be divided into any manner or combination of work years and/or retroactive contributions, so long as the years upon which contributions under this plan are based shall be the highest paid four (4) years of employment as a City employee in the bargaining unit. The rate of such contributions made for years prior to July 1, 1981, shall be equal to those rates of contribution for post-1971 employees as specified above in the contribution formula of this plan.

Those employees who are or shall be eligible to retire on or before July 1, 1984, under the terms of the former pension plan contained in the City of New London Code Sections 15-177 to 15-123 who do not wish to make such retroactive contributions may execute their rights and receive retirement benefits as provided under that plan. This right, however, does not relinquish those employees from the obligation to make contributions under this contributory plan as previously set forth covering service performed after July 1, 1981. Further, all bargaining unit employees who retire after July 1, 1985, shall retire only under the terms of this plan.

SECTION 10: EMPLOYEE DEATH

Effective July 1, 2022, in the event of a non-service-connected death of an active and participating employee, after twenty (20) years of service, the spouse of said employee will, at his/her option, receive either a return of employee contributions to the plan or fifty percent (50%) of the normal retirement benefit until the death or remarriage of said spouse.

APPENDIX C

SICK LEAVE INCENTIVE

Effective for retirements effective on or after July 1, 2022, upon retirement an employee will be given a one (1) time bonus and an additional percentage above and beyond the retirement benefit, as determined under the applicable City pension plan, for unused sick leave as defined below:

NUMBER OF DAYS	PERCENTAGE	BONUS
90 (720 hours)	1%	$0
135 (1080 hours)	2%	$0
180 (1440 hours)	5%	$250.00
225 (1800 hours)	7%	$300.00
270 (2160hours)	8%	$400.00

EXAMPLE:

30 years of service = 60%
$14,000.00

Avg. Salary $14,500.00
$15,000.00

Pension Benefit = $8,700.00

180 unused sick days = 4%
64% x $14,500.00 = $9,280.00
Cash bonus = $250.00

PENSION OPTIONS

Each eligible employee shall have a one-time right to elect one of the following options.

OPTION A

The employee may elect to maintain the current plan, as set forth in the collective bargaining agreement between the Local 1523 of Council 4 AFSCME and the New London Board of Education, which includes the Sick Leave Incentive, as amended to include any employee retiring with at least thirty (30) years of service shall have the computed pension benefit increased by two (2%) percent, with such increase to each employee's normal annual retirement benefit; or

OPTION B - for those that do not select or are ineligible for the Sick Leave Incentive

The employee may elect the current plan design, as amended to include any employee retiring with at least thirty (30) years of service shall have the computed pension benefit increased by two (2%) percent, with such increase to each employee's normal annual retirement benefit. Additional benefits as follows:

Cost of Living Adjustment - COLA

at 5 years following retirement, a one- time 3% COLA;

at 10 years following retirement, an additional one-time 3% COLA

Vesting shall be changed as follows:

at 5-9 years: 50%

at 10 years: 100%

SIDE LETTER

The New London Custodial Union, Local 1523 (hereinafter referred to as the Union) and the New London Board of Education (hereinafter referred to as the Board) are parties to a Collective Bargaining Agreement dated July 1, 2025 through June 30, 2018 (hereinafter referred to as the CBA).

The parties agreed to modify the hours of work and the shift differential outline in Article VI, at sections 6.3 and 6.4. Specifically the parties agreed that the shift differential effective July 1, 2025 shall be paid for shifts beginning at 2:00 p.m. or later.

The parties agree that the following employees shall still receive a shift differential for all hour they work after 2:00 p.m. regardless of when their shift begins:

Maria Santini

Edward Lugo

Jacqueline Montalvo

Alba Cifuentes

Roberto Diaz Cruz

All other employees within the bargaining unit shall only be paid a shift differential if their shift begins at 2:00 p.m. or later.

Christine Pemberton
9/9/2025
New London Board of Education
EXEC. DIR of Talent + HR

(Pres)
Local 1523
Rubén E. Vasquez