REGIONAL SCHOOL DISTRICT #10
Regular Meeting of the Board of Education
24 Lyon Road, Burlington, CT 06013
Monday, April 6, 2026
7:00 p.m.

Draft Minutes

Board Members Present: Enclosure 1
Scott Savelle, Chairman
Thomas Fausel, Vice Chairman
Melanie Wilhelm, Treasurer
Cassandra DuBois, Secretary
Matt Cummings
Rachel McFadden
Scott Ragaglia
Matthew Szydlo

Absent:
Victoria Basile
Amy Boisvert-Baltrush
Natalie Sliwka, Senior at Lewis Mills
John Osowiecki, Junior at Lewis Mills

Also Present:
Fran Thompson, Superintendent
Susan Laone, Director of Finance and Operations
Vonetta Romeo-Rivers, Director of Teaching and Learning
Debra Foley, Director of Student Services

Call to Order	The meeting was called to order by Chairman, Scott Savelle, at 7:00 p.m.
Pledge of Allegiance	The Pledge of Allegiance was recited.
Region 10 Recognition	Lewis Mills students and their advisor were recognized for their achievements as semi-finalists, with one student named a winner in the 33rd annual Letters About Literature contest, sponsored by UConn's Neag School of Education, Department of English, and the Connecticut Writing Project.
Communication	**Student Representatives' Report:** Natalie Sliwka & John Osowiecki were not present at the meeting.
	Superintendent's Report: Superintendent Thompson thanked the Har-Bur PTO for their recent donations in support of students and school activities. On April 9, the Superintendent will host the Burlington Chamber of Commerce Coffee Connection. This event will provide an opportunity to

Communication Continue	highlight the many positive efforts taking place across the district, as well as explore partnerships between students and local businesses. Superintendent Thompson also visited HCS during artist Rob Surette's presentation, where he showcased his live speed painting and compelling historical storytelling for students and staff. In addition, the Superintendent visited the Har-Bur World Language Department, which hosted a performance by the Hispanic Flamenco Ballet. **Board Chair Report:** Chairman Savelle informed the Board that a sign-up sheet is available for end-of-year events and announced that RSD 10 will be joining a new RESC in partnership with EdAdvance. He then introduced Jonathan Costa, Executive Director of EdAdvance, who welcomed the district and provided an overview of the organization's offerings.
Approval of Minutes	A **motion** was made by Matt Cummings and seconded by Cassandra DuBois to accept/approve March 9, 2026, minutes. All in favor; no abstain; none opposed; motion passed. A **motion** was made by Tom Fausel and seconded by Matt Szydlo to accept/approve March 30, 2026, minutes. All in favor; no abstain; none opposed; motion passed.
Consent Agenda	**Approval of the Financial Report dated March 31, 2026, and Personnel Report:** A **motion** was made by Cassandra DuBois and seconded by Rachel McFadden to accept/approve the consent as presented. All in favor; none opposed; motion passed.
Public Participation	No one from the public chose to speak.
Business	**Memorial Discussion:** The policy committee will meet to draft a policy for the Board's review.
Action Items	**Proposed Tania McNaboe memorial bench**: A **motion** was made by Matt Szydlo and seconded by Matt Cummings to table Action item A to a future meeting date. All in favor; none opposed; motion passed. **Har-Bur overnight field trip proposal-Quebec & Washington DC:** A **motion** was made by Melanie Wilhelm and seconded by Matt Szydlo to accept/approve the Har-Bur overnight field trip proposal-Quebec & Washington DC. All in favor, none opposed; motion passed. **Health Food Certification:** A **motion** was made by Cassandra DuBois and seconded by Scott Savelle as follows: Pursuant to C.G.S. Section 10-215f, the Regional School District 10 Board of Education certifies that all food items offered for sale to students in the schools under its jurisdiction, and not exempted from the Connecticut Nutrition

Action Items Continued	Standards published by the Connecticut State Department of Education, will comply with the Connecticut Nutrition Standards during the period of July 1, 2026, through June 30, 2027. This certification shall include all food offered for sale to students separately from reimbursable meals at all times and from all sources, including but not limited to school stores, vending machines, school cafeterias, culinary programs, and any fundraising activities on school premises sponsored by the school or non-school organizations and groups All in favor; none opposed; motion passed. A **motion** was made by Cassandra DuBois and seconded by Matt Cummings as follows: The Regional School District 10 Board of Education will allow the sale to students of food items that do not meet the Connecticut Nutrition Standards and beverages not listed in Section 10-2219q of the Connecticut General Statutes provided that the following conditions are met: 1) the sale is in connection with an event occurring after the end of the regular school day or on the weekend; 2) the sale is at the location of the event; and 3) the food and beverage items are not sold from a vending machine or school store. An "event" is an occurrence that involves more than just a regularly scheduled practice, meeting, or extracurricular activity. For example, soccer games, school plays, and interscholastic debates are events but soccer practices, play rehearsals, and debate team meetings are not. The "regular school day" is the period from midnight before to 30 minutes after the end of the official school day. "Location" means where the event is being held and must be the same place as the food and beverage sales. All in favor; none opposed; motion passed. **Approval of Auditors:** A **motion** was made by Melanie Wilhelm and seconded by Cassandra DuBois to appoint Mahoney Sabol & Company, LLP to conduct the 2025-2026 annual audit. All in favor; none opposed; motion passed. **2024-2025 Surplus Allocation:** A **motion** was made by Melanie Wilhelm and seconded by Rachel McFadden to direct the Superintendent of Schools to provide a refund of the fiscal year 2024-2025 operating surplus of $ 418,328.00 and $ 194,965.00 to the towns of Burlington and Harwinton, respectively to offset the fiscal year 2026-2027 budget. Such refunds will be reflected as credits against the town payment in fiscal year 2026-2027. All in favor; none opposed; motion passed. **Approval of State non-priority grant for the HCS oil tank removal:** A **motion** was made by Tom Fausel and seconded by Melanie Wilhelm to accept the State of Construction non-priority grant in the amount of approximately $313,445.00 for the removal of the existing underground storage tank and the installation of the new above-ground storage tank at Harwinton Consolidated School (Project No. 210-0037 CV/OT). All in favor; none opposed; motion passed.

Board Committee Reports	**Athletic Strategic Planning** –Have not met. **Building Committee** – Have not met. **Communication** – Have not met in person. The committee recently approved a School Bell article on the Commissioner of the Department of Emergency Services and Public Protection visit to RSD 10. **Curriculum** –Met March 17th with an overview on Professional Development schedule from the Director of Teaching & Learning and discussed the Math program. April Curriculum meeting is cancelled. The committee will meet in May. **Facilities** – Have not met. **Finance** – Have not met. **Policy** – Have not met. Based on tonight's meeting the committee will meet to discuss and review donation policy. **Security** – Have not met. **Superintendent's Evaluation** – The Board will discuss in executive session. **Technology –** Have not met.
Upcoming Meetings	Annual Meeting on District Budget; Monday, May 4, 2026; at 7:00 pm. Board of Education Regular Meeting; Monday, May 11, 2026; 7:00 p.m.
Executive Session	A **motion** was made by Cassandra DuBois and seconded by Rachel McFadden to move into executive session for the purpose of discussing Superintendent's goals at 7:45 pm. All in favor; none opposed; motion passed.
	Out of Executive Session at 8:08pm
Adjourn	A **motion** was made by Scott Ragaglia and seconded by Cassandra DuBois to adjourn the meeting at 8:09pm. All in favor; none opposed; motion carried.

_____ _____

Cassandra DuBois, Secretary Date

Board of Education Meeting Minutes are placed on our web page (www.region10ct.org) within seven (7) workdays following the Board of Education Meeting.

The minutes are marked as DRAFT, pending Board of Education approval at the next regularly scheduled meeting.

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Robert's Rules state, "Minutes are a record of what was done at a meeting, not a record of what was said." [RONR (11th ed.), p. 468, ll. 16-18] which is the standard for which board minutes strive. For this reason, the minutes will typically not reflect the discussion surrounding a motion, only its outcome.

Additionally, Robert's Rules in brief advises "The name and subject of a guest speaker or other program may be given, but no summary of the talk." [RONRIB page 149]

Both books can be found at our local libraries for anyone interested in more information.

REGIONAL SCHOOL DISTRICT #10
District Budget Meeting of the Board of Education
26 Lyon Road, Burlington, CT 06013
Monday, May 4, 2026
7:00 p.m.

Draft Minutes

Enclosure 1A

Board Members Present:
Scott Savelle, Chairman
Thomas Fausel, Vice Chair
Melanie Wilhelm, Treasurer
Cassandra DuBois, Secretary
Victoria Basile
Rachel McFadden
Scott Ragaglia,
Matthew Szydlo
Amy Boisvert-Baltrush

Absent: Matt Cummings

Also Present:
Fran Thompson, Superintendent
Susan Laone, Director of Finance and Operations

Call to Order	The meeting was called to order by Chairman, Scott Savelle at 7:00pm
Pledge of Allegiance	The Pledge of Allegiance was recited
Election of Moderator for Meeting	A **motion** was made by Deb Foley & seconded by Rich Miller to elect Paul Omichinski as the moderator for the meeting; motion passed.
Reading of Legal Notice of the Call of Meeting	The Legal Call was read by Board Secretary, Cassandra DuBois. A **motion** was made by Paul Omichinski & seconded by Deb Foley to accept the Legal Call as read; all in favor; none opposed; motion passed.
Vote regarding Regional Education Budget	A **motion** was made by Paul Omichinski and seconded by Deb Foley to adopt the Regional Education Budget in the amount of $49,516,302.00 for the fiscal year 2026-2027 beginning July 1, 2026; all in favor; none opposed; motion passed.
Public Participation	No one from the public chose to speak. Superintendent Thompson read a letter received from Robert Olejasz Jr.
Set Voting Hours	A **motion** was made by Paul Omichinski and seconded by Deb Foley to set the voting hours of the referendum vote on the budget from 6:00AM to 8:00PM pursuant to Section 10-51 of Connecticut General Statutes amended by Public Act 94-245 and 7-7 of the Connecticut General Statutes; all in favor; none opposed; motion passed.

Adjourn	A **motion** was made by Paul Omichinski and seconded by Deb Foley to adjourn to a referendum vote on Tuesday, May 5, 2026; all in favor; none opposed; motion passed. A **motion** was made by Cassandra DuBois and seconded by Rachel McFadden to adjourn the meeting at 7:07 p.m.; all in favor; none opposed; motion passed.

_____ _____

Cassandra DuBois, Secretary Date

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Regional School District #10
Expenditure Report by Object
April 30, 2026

Enclosure 2

Account	Budget 2025-26	Expended To Date	Encumbered To Date	Total Expend & Enc	% Expended and/or Encumb. To Date	Remaining Balance
111 Certified Personnel	$ 21,821,031	$ 15,548,915	$ 5,771,926	21,320,841	97.71%	$ 500,190
112 Non-Cert. Personnel	6,887,512	4,967,341	1,393,609	6,360,950	92.35%	526,562
120 Temporary Wages	368,500	212,484	-	212,484	57.66%	156,016
Total Personnel:	**$ 29,077,043**	**$ 20,728,740**	**$ 7,165,535**	**$ 27,894,275**	95.93%	**$ 1,182,768**
210 Group Disability Insurance	$ 34,500	$ 27,898	$ -	$ 27,898	80.86%	$ 6,602
220 Social Security	925,000	641,123	1,640	642,763	69.49%	282,237
230 Retirement Contributions	325,500	145,820	30,230	176,050	54.09%	149,450
240 Tuition Reimbursement	37,500	3,124	-	3,124	8.33%	34,376
250 Unemployment Comp.	17,000	13,755	-	13,755	80.91%	3,245
260 Workers Compensation	265,109	251,217	-	251,217	94.76%	13,892
270 Health/Life Benefits	5,119,980	4,555,268	114	4,555,382	88.97%	564,598
Total Benefits:	**$ 6,724,589**	**$ 5,638,205**	**$ 31,984**	**$ 5,670,189**	84.32%	**$ 1,054,400**
310 Admin. Services	$ 15,000	$ 4,635	$ 210	$ 4,845	32.30%	$ 10,155
320 Prof. Education Services	40,000	33,381	1,777	35,158	87.90%	4,842
330 Other Professional Services	386,141	1,388,537	425,998	1,814,535	469.92%	(1,428,394)
340 Technical Services	25,750	18,451	-	18,451	71.65%	7,299
Total Purchased Services	**$ 466,891**	**$ 1,445,004**	**$ 427,985**	**$ 1,872,989**	401.16%	**$ (1,406,098)**
410 Utility Services	$ 645,000	$ 452,250	$ 56,914	$ 509,164	78.94%	$ 135,836
411 Septic/Water Systems	59,500	14,279	6,880	21,159	35.56%	38,341
412 LGS Sewer Annual Fee	38,500	5,890	35,402	41,292	107.25%	(2,792)
420 Cleaning Services	8,600	5,440	2,258	7,698	89.51%	902
421 Disposal Services	75,000	64,270	8,252	72,522	96.70%	2,478
422 Snowplowing Services	115,504	111,854	4,275	116,129	100.54%	(625)
424 Grounds Upkeep	46,496	30,406	1,078	31,484	67.71%	15,012
425 Security	34,300	13,965	1,993	15,958	46.52%	18,342
430 Repairs/Maintenance Ser.	480,515	346,010	92,019	438,029	91.16%	42,486
440 Facility Rentals	15,834	15,827	-	15,827	99.96%	7
490 Pest Control	4,200	2,757	1,361	4,118	98.05%	82
Total Facilities:	**$ 1,523,449**	**$ 1,062,948**	**$ 210,432**	**$ 1,273,380**	83.59%	**$ 250,069**
519 Transport/Reimbursable	$ 2,869,982	$ 2,062,310	$ 437,916	$ 2,500,226	87.12%	$ 369,756
520 Insurance	332,148	323,638	2	$ 323,640	97.44%	8,508
530 Communication/Telephone	57,700	47,923	-	47,923	83.06%	9,777
531 Postage	21,000	11,542	9,134	20,676	98.46%	324
540 Advertising	3,810	1,287	367	1,654	43.41%	2,156
550 Printing & Binding	16,949	15,098	430	15,528	91.62%	1,421
561 Tuition to LEAs	261,842	206,625	-	206,625	78.91%	55,217

Regional School District #10
Expenditure Report by Object
April 30, 2026

Account	Budget 2025-26	Expended To Date	Encumbered To Date	Total Expend & Enc	% Expended and/or Encumb. To Date	Remaining Balance
563 Tuition to Private Sources	2,125,170	1,652,951	461,414	2,114,365	99.49%	10,805
580 Prof Develop/Reimb Travel	40,295	18,672	1,219	19,891	49.36%	20,404
590 Misc. Purchased Services	257,262	176,829	61,991	238,820	92.83%	18,442
591 Student Activities	11,877	9,803	1,746	11,549	97.24%	328
Total Transport. & Other	**$ 5,998,036**	**$ 4,526,678**	**$ 974,219**	**$ 5,500,897**	91.71%	**$ 497,139**
610 Supplies	$ 465,437	$ 328,627	$ 53,336	$ 381,963	82.07%	$ 83,474
611 Software	391,193	374,926	387	375,313	95.94%	15,880
621 Natural Gas	45,000	27,443	-	27,443	60.98%	17,557
623 Propane	11,000	11,209	-	11,209	101.90%	(209)
624 Fuel Oil	405,750	386,664	-	386,664	95.30%	19,086
626 Gasoline	6,500	4,811	-	4,811	74.02%	1,689
640 Textbooks	85,954	71,646	4,357	76,003	88.42%	9,951
641 Library Books	20,805	16,155	2,208	18,363	88.26%	2,442
642 Periodicals	33,338	31,420	-	31,420	94.25%	1,918
Total Supplies:	**$ 1,464,977**	**$ 1,252,901**	**$ 60,288**	**$ 1,313,189**	89.64%	**$ 151,788**
741 Replace Inst. Equipment	$ 21,514	$ 21,059	$ 204	21,263	98.83%	$ 251
742 Replace Non-Inst. Equip.	248,000	42,049	134,125	176,174	71.04%	71,826
743 New Inst. Equipment	5,135	1,803	-	1,803	35.11%	3,332
744 New Non-Inst. Equipment	-	-	-	-	#DIV/0!	-
Total Equipment:	**$ 274,649**	**$ 64,911**	**$ 134,329**	$ 199,240	72.54%	**$ 75,409**
810 Dues & Fees	$ 59,080	$ 41,943	$ 305	$ 42,248	71.51%	$ 16,832
830 Interest Bond Expense	109,031	109,031	-	109,031	100.00%	(0)
831 Principal Bond Expense	1,590,000	1,590,000	-	1,590,000	100.00%	-
835 Capital Improvements	334,066	242,119	91,947	334,066	100.00%	-
840 Emergency/Contingency	1	-	-	-		1
Total Bond & Misc.	**$ 2,092,178**	**$ 1,983,093**	**$ 92,252**	**$ 2,075,345**	99.20%	**$ 16,833**
GRAND TOTALS:	**$ 47,621,812**	**$ 36,702,480**	**$ 9,097,024**	**$ 45,799,504**	96.17%	**$ 1,822,307**

Regional School District #10

Budget Journal Entries Report

Fiscal Year: **2025-2026**

Type: Budget Journal **From Date:** 4/1/2026 **To Date:** 4/30/2026

Entry / Line	Number / Entry Date	Memo / Account	Line Memo	Batch / Reference	Voucher / Check #	Journal	Debits	Credits	User ID
54		Transfer funds to cover national French contest		Budget Transfers		0 Adjustment			995.slaone
1	04/06/2026	100.09.2900.00.591	STUDENT ACTIVITIES: LSM		Check Number		$0.00	($55.00)	
2	04/06/2026	100.09.1130.04.591	STUDENT ACTIVITIES: LSM W LANG		Check Number		$55.00	$0.00	
							$55.00	($55.00)	
55		Transfer funds to cover BBB/Memorial Day and texts and music		Budget Transfers		0 Adjustment			995.slaone
1	04/06/2026	100.09.1130.09.611	SOFTWARE: LSM MUSIC		Check Number		$0.00	($1,000.00)	
2	04/06/2026	100.09.1130.09.610	SUPPLIES: LSM INSTRUCT MUSIC		Check Number		$1,000.00	$0.00	
							$1,000.00	($1,000.00)	
56		Transfer for extra wheelchair bus for Aril NSO concert		Budget Transfers		0 Adjustment			995.slaone
1	04/06/2026	100.02.2905.09.590	PURCH SVS: HSC FIELD TRIP/MUSIC		Check Number		$0.00	($170.00)	
2	04/06/2026	100.04.2905.09.590	PURCH SVS: LGS FIELD TRIP/MUSIC		Check Number		$170.00	$0.00	
							$170.00	($170.00)	
57		To cover repairs of HBMS instruments		Budget Transfers		0 Adjustment			995.slaone
1	04/06/2026	100.07.1120.09.611	SOFTWARE: HB MUSIC		Check Number		$0.00	($2,000.00)	
2	04/06/2026	100.07.1120.09.430	REPAIRS & MAINT: HBMS MUSIC		Check Number		$2,000.00	$0.00	
							$2,000.00	($2,000.00)	
58		Scholastic discontinued the databases that I used to subscribe to, so there is leftover money in software. I would like to use it to purchase another Lego robotics kit and two small portable bookshelves to use for displays and additional non-fiction				0 Adjustment			995.slaone
1	04/06/2026	100.07.2220.00.611	SOFTWARE: HB MEDIA CENTER		Check Number		$0.00	($960.00)	
2	04/06/2026	100.07.2220.00.610	SUPPLIES: HB MEDIA CENTER		Check Number		$960.00	$0.00	
							$960.00	($960.00)	

Budget Journal Entries Report

Fiscal Year: 2025-2026

Type: Budget Journal **From Date:** 4/1/2026 **To Date:** 4/30/2026

Entry Number / Line	Memo / Entry Date	Account	Line Memo	Batch / Reference	Voucher / Check #	Journal	Debits	Credits	User ID
59	Reason: Scholastic discontinued the databases that I used to subscribe to, so there is leftover money in software. I would like to use it purchase replacement copies of a worn book series so we will have a complete set.			Budget Transfers		0 Adjustment			995.slaone
1	04/06/2026	100.07.2220.00.611	SOFTWARE: HB MEDIA CENTER		Check Number		$0.00	($15.45)	
2	04/06/2026	100.07.2220.00.641	LIBRARY BOOKS: HB MEDIA CENTER		Check Number		$15.45	$0.00	
							$15.45	($15.45)	
60	Reason: Our state library association did not host an in-person conference this year, so there is money left in dues and fees that I would like to use to purchase books to complete a popular series.			Budget Transfers		0 Adjustment			995.slaone
1	04/06/2026	100.07.2220.00.810	DUES & FEES: MEDIA CENTER		Check Number		$0.00	($15.00)	
2	04/06/2026	100.07.2220.00.641	LIBRARY BOOKS: HB MEDIA CENTER		Check Number		$15.00	$0.00	
							$15.00	($15.00)	
61	Reason: After purchasing new iPad cases, there was some money left over due to price changes from Amazon. I would like to use to purchase books to complete a popular series.			Budget Transfers		0 Adjustment			995.slaone
1	04/06/2026	100.07.2220.00.741	EQUIP REPLACE: HB MEDIA CENTER		Check Number		$0.00	($4.70)	
2	04/06/2026	100.07.2220.00.641	LIBRARY BOOKS: HB MEDIA CENTER		Check Number		$4.70	$0.00	
							$4.70	($4.70)	
62	to purchase a few more books for the middle school			Budget Transfers		0 Adjustment			995.slaone
1	04/06/2026	100.07.1120.12.611	SOFTWARE: HB SCIENCE		Check Number		$0.00	($167.50)	
2	04/06/2026	100.07.1120.12.640	TEXTBOOKS: HBMS SCIENCE		Check Number		$167.50	$0.00	
							$167.50	($167.50)	

Budget Journal Entries Report

Fiscal Year: 2025-2026

Type: Budget Journal **From Date:** 4/1/2026 **To Date:** 4/30/2026

Entry Number / Line	Memo / Entry Date	Account	Line Memo	Batch / Reference / Check #	Voucher / Journal	Debits	Credits	User ID
63	transfer to cover golf course rental			Budget Transfers	0 Adjustment			995.slaone
1	04/08/2026	100.09.1130.10.611	SOFTWARE: LSM ATHLETICS	Check Number		$0.00	($234.00)	
2	04/08/2026	100.09.2900.10.440	FACILITY RENTALS: LSM ATHLETICS	Check Number		$234.00	$0.00	
						$234.00	($234.00)	
64	Needed playground equipment repairs			Budget Transfers	0 Adjustment			995.slaone
1	04/08/2026	100.02.2600.85.430	REPAIRS & MAINT: HCS MAINT	Check Number		$15,000.00	$0.00	
2	04/08/2026	100.01.2210.00.840	CONTINGENCY: SUP EMERG/CONTIN	Check Number		$0.00	($15,000.00)	
						$15,000.00	($15,000.00)	
65	transfer funds to purchase grade 4 computers due to chip shortage and large price increases after July 1 - reduced from 26-27 budget, will need to add back for 27-28 budget			Budget Transfers	0 Adjustment			995.slaone
1	04/08/2026	100.01.2210.00.840	CONTINGENCY: SUP EMERG/CONTIN	Check Number		$0.00	($76,633.00)	
2	04/08/2026	100.01.2800.00.270	BENEFITS: MED INS-DIST WIDE	Check Number		$0.00	($15,020.23)	
3	04/08/2026	100.01.5001.16.835	CAPITAL EXP: TECHNOLOY PROG	Check Number		$91,653.23	$0.00	
						$91,653.23	($91,653.23)	
66	transfer to cover accompanist bill for the spring concert			Budget Transfers	0 Adjustment			995.slaone
1	04/10/2026	100.09.2905.80.590	PURCH SVS: LSM FIELD TRIPS/BND	Check Number		$0.00	($325.00)	
2	04/10/2026	100.09.2210.09.810	DUES & FEES: LSM MUSIC	Check Number		$325.00	$0.00	
						$325.00	($325.00)	
67	add money for UST			Budget Adjustment	0 Adjustment			995.slaone
1	04/20/2026	300.02.7990.00.744	HCS CAPITAL IMPROVEMENTS	Check Number		$575,000.00	$0.00	
						$575,000.00	$0.00	

Budget Journal Entries Report

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68			to pay for the piano accompaniest for spring choral concert	Budget Transfers	0 Adjustment			995.slaone
1	04/22/2026	100.09.2905.80.590	PURCH SVS: LSM FIELD TRIPS/BND	Check Number		$0.00	($325.00)	
2	04/22/2026	100.09.2210.09.810	DUES & FEES: LSM MUSIC	Check Number		$325.00	$0.00	
						$325.00	($325.00)	
69			Transfer funds to cover school bell	Budget Transfers	0 Adjustment			995.slaone
1	04/24/2026	100.01.2310.00.550	PRINTING & BIND: CO	Check Number		$1,000.00	$0.00	
2	04/24/2026	100.04.2510.00.530	COMMUNICAT/TELE: LGS	Check Number		$0.00	($1,000.00)	
						$1,000.00	($1,000.00)	
70			joint trip for the Trout release at the Farmington River with both the middle and high school, and the HB account needs a bit more to cover it.	Budget Transfers	0 Adjustment			995.slaone
1	04/28/2026	100.09.2900.12.590	PURCH SVS: LSM SCIENCE FIELD TRIP	Check Number		$0.00	($25.00)	
2	04/28/2026	100.07.2900.07.590	PURCH SVCS: HB TECH ED FIELD TRIPS	Check Number		$25.00	$0.00	
						$25.00	($25.00)	
71			polaroid film used in our Kindergarten reading field trips to HCS and LGS	Budget Transfers	0 Adjustment			995.slaone
1	04/28/2026	100.09.2220.00.611	SOFTWARE/AV: LSM MEDIA CENTER	Check Number		$0.00	($13.00)	
2	04/28/2026	100.09.2220.00.610	SUPPLIES: LSM MEDIA CENTER	Check Number		$13.00	$0.00	
						$13.00	($13.00)	
				Grand Total:		$687,962.88	($112,962.88)	

End of Report

REGIONAL SCHOOL DISTRICT #10
2025-2026
April 2026

ITEM	2025-2026 BUDGET	RECEIVED Y.T.D	%	REMAINING BALANCE
* * *OPERATING BUDGET* * *				
BURLINGTON	$ 31,722,708.00	$ 27,634,017.00	87.11%	$ 4,088,691.00
HARWINTON	$ 14,894,062.00	$ 12,974,389.00	87.11%	$ 1,919,673.00
INTEREST	$ 170,000.00	$ 82,125.38	48.31%	$ 87,874.62
TUITION	$ 105,000.00	$ 52,653.00	50.15%	$ 52,347.00
MISCELLANEOUS	$ -	$ -		$ -
TRANSPORTATION	$ -	$ -		$ -
TOTAL OPERATING REVENUE	$ 46,891,770.00	$ 40,743,184.38		$ 6,148,585.62

Enclosure 3

Leaves of Absence:

Name	Position	School

Resignations:

Name	Position	School
Delaney Roy	One Year Building Sub.	Lewis S. Mills High School
Dennis Barham	One Year Building Sub.	Har-Bur Middle School
Kathleen Favoccia	ASL Teacher	Lewis S. Mills High School
Doug Richardson	General Food Service Worker	Har-Bur Middle/Lewis S. Mills High Schools
Cayleb Leclerc	Math Teacher	Lewis S. Mills High School
Julia Darcy	STEM Coordinator	Harwinton Consolidated School
Karen Richmond-Godard	World Language Coordinator	District Wide

Retirements:

Name	Position	School	Effective
Julina Meyers	Special Education Paraeducator	Har-Bur Middle School	6/19/2026

Appointments:

Name	Position	School
Stephanie Carlson	Behavior Tech.	Harwinton Consolidated School
Eugene Kishinevsky	Building Computer Tech.	Lake Garda Elementary School

Regional School District #10

Exit Survey Summary

Time Period: February 2026 – April 2026

1. What is the reason for your separation from Region 10? *(check one)*

1	Another Profession	0	Enter Private Teaching
2	Moving Out of State	1	Personal Reasons
0	Resigned (no reason given)	0	Retired
1	Teach/Admin other school dist.	0	Teach/Admin out of state
0	Took job related to education		

2. Please share with us what contributed to your decision to leave. *(please check all that apply)*

2	Opportunity for advancement		2	Family circumstances
0	Salary		0	Job performance
0	Benefits		1	Personal issues
0	Spouse/partner accommodation		2	Relocation to another area
0	Dissatisfaction with		0	Health
	0	Position	0	Sense of not belonging
	0	Department	0	Compatibility with school community
	0	Direct Supervisor(s)	0	Lack of recognition
	0	Environment	0	Returned to school
0	Other			

3. 3. Do you feel you were given adequate training and assistance?

4	Yes	0	No
	Comments:		Comments:

Additional notes: 1 Para wished to stay on as a substitute.

Enclosure 4

Regional School District #10
Field Trip Request Form

Revised 9/2025

School: Lewis Mills **Grade(s) or Department**: Athletics

Teacher (s): Coach Jay Pace

Destination: Camp Nett, Niantic CT (National Guard Youth Football Camp)

Educational Purpose of Trip/Curricular Area:(Attach info. if needed) Football camp/team building

Date of Trip: 8/28 – 8/30 **Total Students**: 50 **Total Buses**: 2

Any special transportation accommodations needed for students? (i.e., wheelchair lift, harness, nurse)

Advisor who will arrange for bus and payment to bus company: Jay Pelchar

Bus Company Using for Field Trip: All-Star **Estimated Transportation Cost**: $2,144

Time Leaving: 2:30 (8/28) **Pick-Up Time at Field Trip**: 11am (8/30) **Approximate Time Returning**: 1pm

Will students be eating lunch at school on the day of the Field Trip? Yes X No

Initial here that school cafeteria has been notified JP
Initial here that school nurse has been notified: JP

Total Cost to Each Students (Admission, etc.): No cost

Bus costs will be paid by: (Check all that apply)
Budget Acct #: 100.09.2700.10.590 School PTA/PTO (Teacher to arrange for payment) _____
Student Acct #: _____ Grant: _____
Other: Please specify: _____

Substitute teacher/s needed: Yes ____ No X (If yes, please make arrangements) # **Needed** _____

Number of Pre-Approved Chaperones: 5

Chaperone Names:	**Cell Phone #:**
Jay Pace	203-704-1426
James Crandall	203-206-7970
Ray Zetye	860-795-4440
Joe Arborio	860-719-2402
Jeff Gilbert	203-518-0949

JP — 4/30/26
Signature of Teacher — Date

— 4/30/26
Signature of Principal — Date

Donetta Romeo-Rivers — 5.4.26
Signature of Director of Teaching & Learning — Date

Enclosure 5

Regional School District #10
Field Trip Request Form

Revised 9/2025

School: Lewis S. Mills High School **Grade(s) or Department**: 10, 11, 12

Teacher (s): Bobbi L. Brown

Destination: Philadelphia, PA

Educational Purpose of Trip/Curricular Area:(Attach info. if needed) see attached document

Date of Trip: 10/27 **Total Students**: TBD **Total Buses**: TBD

Any special transportation accommodations needed for students? (i.e., wheelchair lift, harness, nurse)
TBD- dependent on student enrollment

Advisor who will arrange for bus and payment to bus company: Bobbi Brown

Bus Company Using for Field Trip: Travel agency **Estimated Transportation Cost**: Travel Agency
Time Leaving: TBD _ **Pick-Up Time at Field Trip**: AM_ **Approximate Time Returning**: PM

Will students be eating lunch at school on the day of the Field Trip? Yes _____ No ____x___

Initial here that school cafeteria has been notified _Upon approval_____
Initial here that school nurse has been notified: __Upon approval_____

Total Cost to Each Students (Admission, etc.): $800 Hotel, two meals, buses, admission

Bus costs will be paid by: (Check all that apply)
Budget Acct #: _____ School PTA/PTO (Teacher to arrange for payment) _____
Student Acct #: _____ Grant: _____
Other: Please specify: _____

Substitute teacher/s needed: Yes __x__ No ____ (If yes, please make arrangements) # **Needed** _____5-9__
*** To be determined upon student participation and teacher participation

Number of Pre-Approved Chaperones: _____
Chaperone Names: _____ **Cell Phone #:** _____

Signature of Teacher — Date: 04/29/26

Signature of Principal — Date: 5/4/26

Signature of Director of Teaching & Learning — Date

Purpose of Student Visit to Philadelphia

Aligned to the RSD #10 Vision of the Graduate

The Philadelphia trip is intentionally designed to support the **Regional School District #10 Vision of the Graduate**, which emphasizes students becoming **innovative leaders who can communicate effectively, collaborate with others, and apply evidence-based thinking to authentic contexts**. This immersive learning experience allows students to engage directly with history, science, civics, and real-world problem solving beyond the classroom.

Vision of the Graduate Justifications

1. Communicate Evidence-Based Ideas Clearly and Effectively

Philadelphia provides students with first-hand exposure to foundational American documents, historical sites, and scientific institutions. Experiences such as:

- **Independence Hall**
- **Liberty Bell Pavilion**
- **National Constitution Center**

allow students to analyze primary sources and historical evidence, then articulate their understanding through discussion, reflection, and post-trip assignments. Engaging with authentic historical locations strengthens students' ability to **support claims using evidence**, a key expectation of the Vision of the Graduate rubric.

2. Develop Creative Solutions to Authentic Problems

Visits to institutions such as:

- **The Franklin Institute**
- **Eastern State Penitentiary**

challenge students to think critically about scientific innovation, ethics, justice, and societal change. These experiences encourage students to examine how past and present problems were addressed and to consider how creative solutions evolve over time. This aligns directly with the Vision of the Graduate focus on **problem-solving in real-world contexts**, rather than simulated classroom examples.

3. Collaborate with Diverse Partners and Perspectives

Throughout the trip, students:

- Travel and navigate as part of a group
- Participate in guided tours led by professionals
- Engage with peers in discussions across historical, civic, and scientific topics

Experiences such as **Reading Terminal Market** and group-based museum visits expose students to diverse cultures, viewpoints, and career paths, supporting collaboration and respectful communication—skills essential to becoming innovative and engaged citizens.

4. Strengthen Line of Reasoning and Meaning-Making

The multi-day structure of the trip allows students to build a **coherent line of reasoning** across disciplines:

- Day 1 focuses on early American history and justice
- Day 2 emphasizes civics, science, and national identity
- Day 3 highlights economics, industry, and innovation (Hershey's Chocolate World)

This intentional progression supports students in making connections between experiences, reinforcing the Vision of the Graduate expectation that students understand the **meaning of learning as a whole**, not as isolated facts.

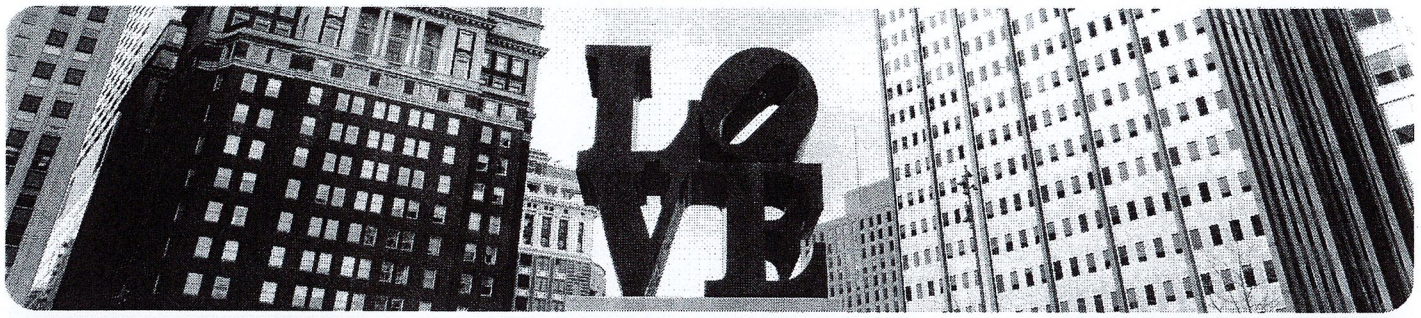
5. Apply Learning Beyond the Classroom

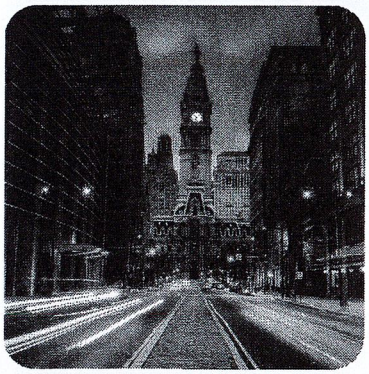
By engaging directly with historically and scientifically significant sites, students move from passive learning to **active, experiential understanding**. This trip provides rich material for:

- Reflective writing
- Evidence-based arguments
- Presentations and discussions
- Cross-curricular assessments aligned to the Vision of the Graduate rubric

educational travel adventures

JOIN LEWIS MILLS FOR A TOUR OF PHILADELPHIA





10/08/27 - 10/10/27



INCLUSIONS

- Private Bus transportation
- Professional tour manager
- 2 nights in the Philadelphia area
- 2 breakfasts, 2 dinners

Admission to

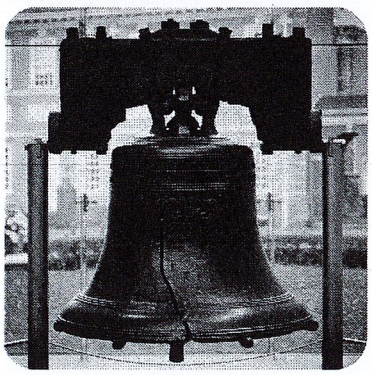
- Eastern State Penitentiary
- Franklin Institute
- Founding Fathers presentation
- National Constitution Center

Visit to

- Independence Hall
- Liberty Bell
- "Rocky" steps
- Hershey's Chocolate World

- Hershey's Chocolate World Adventure 1 Pass: Do-It-All including
  - Great Candy Expedition
  - Create Your Own Candy Bar
  - Unwrapped & Trolley Works
- Security at the hotel
- Gratuities
- Website for registration & payment

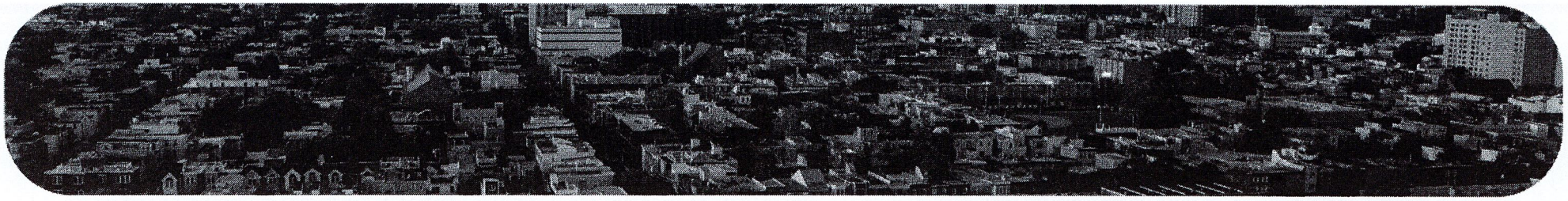




Quad Room
$799

Trip Code:
lewis27

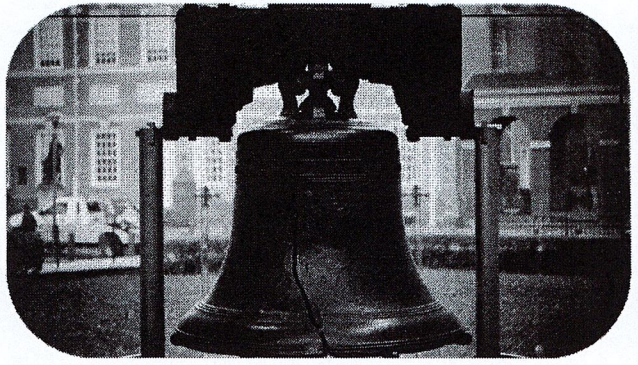
QUESTIONS?
info@etadventures.com
866-273-2500
www.etadventures.com



LEWIS MILLS

philadelphia





educational
travel
adventures



EXPLORE THE WORLD!

At Educational Travel Adventures our mission is to provide students, teachers and administrators with safe, affordable & fun travel experiences outside the classroom.

ETA has been curating both domestic and international educational tours for students for 30+ years. We are passionate about experiential learning as we are about opening up the world and creating unforgettable learning experiences and lifelong memories. **Our team handles all the details, so you won't have to!**

WE ARE ETA

A Company You Can Trust

Why Educational Travel Adventures?

For over 30 years, Educational Travel Adventures has partnered with thousands of schools and taken hundreds of thousands of students on tours throughout the world. We've made it our *mission* to provide the very best, unique learning opportunities *outside the classroom* that meet your specific educational goals! Though we are based here in the United States, we successfully operate tours across the United States and around the globe!

- US Owned & Operated
- 30+ Years leading tours globally
- Respected and well-known industry leader
- Member of the National Tour Association
- Member of the SYTA Student & Youth Travel Association

ETA is committed to the safety & well-being of our travelers and offers 24 7 live support for our groups on the road. ETA is a proud member of Student Youth Travel Association (SYTA), the leading, most respected student tour association in the world. a designation awarded to a small group of companies meeting a rigorous set of safety standards.

SYTA The Voice of Student & Youth Travel® NTA IATA ABA AMERICAN BUS ASSOCIATION

ON TOUR SUPPORT!

Dedicated Tour Manager
Tour Manager who is with your group from the moment you arrive to the moment you say goodbye—so you always have support with your group. Our Tour Managers are experts on the destinations they serve, and will ensure your group has an incredible trip! And the best part is they will handle just about all of the logistics and details—even if things shift—so that you can enjoy your time with the group.

24/7 live support on-tour
Travel can be unpredictable and sometimes there are delays or unforeseen circumstances that can be stressful. We offer a live team of real humans who are available 24/7 for our groups on tour should unexpected circumstances arise.

Optional Dedicated security for the group
As an additional layer of peace-of mind, many of our middle school groups have an added security at the hotel overnight so chaperones can rest easy while uniformed guards ensure students remain in their room.



INTERACT WITH ETA

CUSTOMER SERVICE CENTER
866-273-2500
monday-friday 9:30am - 5:30pm EST

EMAIL
info@etadventures.com

CONNECT VIA ONLINE CHAT
etadventures.com

PAYMENTS
online
by phone
by mail



ITINERARY

DAY 1

- Travel
- Meet tour manager
- Eastern State Penitentiary
- Reading Terminal Market
- Independence Hall
- Dinner

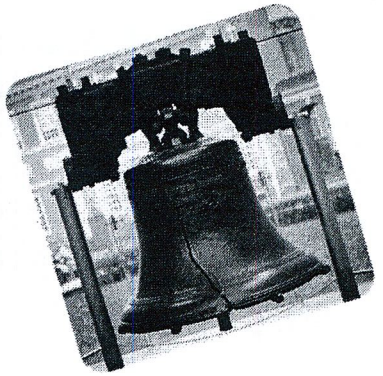
DAY 2

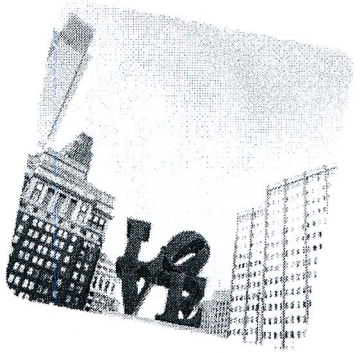
- Breakfast
- Liberty Bell Pavilion
- Founding Fathers
- National Constitution Center
- Franklin Institute
- "Rocky Steps" stop
- Dave & Buster's - dinner

DAY 3

- Breakfast
- Hershey's Chocolate World
- Travel home







TRIP CANCELLATION INSURANCE

At ETA, we know travel is an investment.
While insurance is not required, it is highly recommended.

CANCEL FOR ANY REASON...
up to 48 hours before departure and receive 70% of all monies paid into your trip, (minus the cost of the **insurance**).

CANCEL FOR ANY COVERED MEDICAL REASON...
and you will receive 100% of the monies paid into your trip, (minus the cost of insurance). Applies to any condition covered in the policy.

RATES

TRIP COST	PREMIUM
$1-$500	$79
$501-$1000	$119
$1001-$1500	$160
$1501-$2000	$195
$2001-$3000	$250
$3001-$4000	$328
$4001-$5000	$382
$5001-$6000	$459
$6001-$7000	$498
$7001-$8000	$575
$8001-$9000	$637
$9001-$10000	$691

Insurance must be purchased within 15 days of the first payment.





Quad Room

4 people / 2 beds

$799



educational
travel
adventures

FUNDRAISING made easy WITH ETA

LINK TO HOW-TO VIDEO



Registration

Visit our website at: https://www.etadventures.com/ or scan QR code

- *Click the green text in the top section of the screen that says: "Login"*

Next you will be prompted to enter your trip code which is: **lewis27**

On the next screen you should choose the option to "Access Account" and then you will be prompted to create an account using your email address or your personal Google account.

If you have previously created an account with ETA, you may sign into your existing account to make a reservation and you will not to create a new account.



Destinations

Educational Tours

Performance Tours

ETA Exclusives

About Us

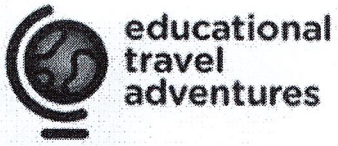
Contact

Login

Request Quote

select Login from the menu

enter your trip code



Please Enter a Trip Code

ETA is transitioning to a new and improved reservation system! Once you enter your trip code, you will be directed to the proper login screen for your group.

Trip Code

lewis27

Submit

If you don't have your trip code and handy and you have already set up an account on our new system, sign in faster here.



Educational Travel Adventures

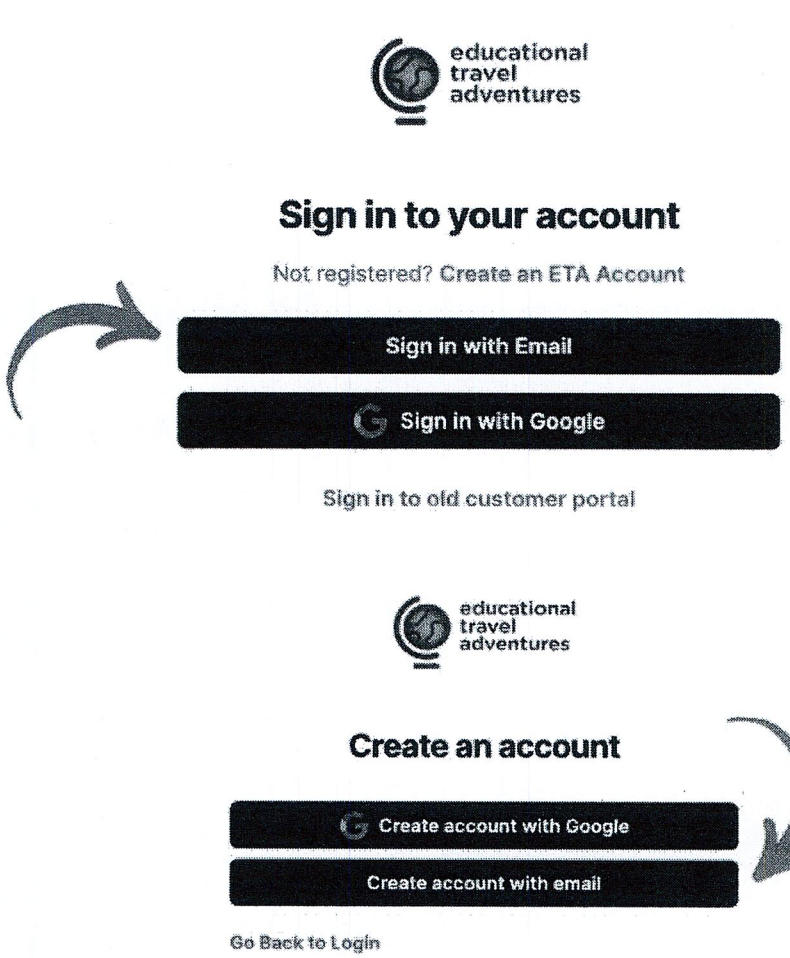
A Company You Can Trust

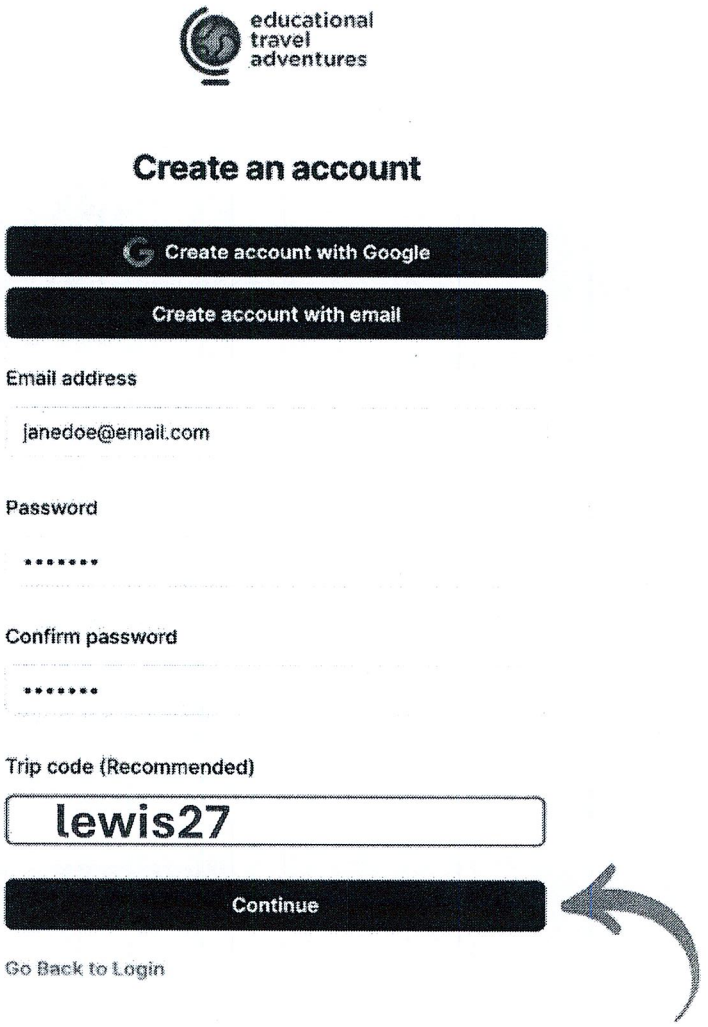
Access Account
Log in to your account or create a new one.

Learn More About the Trip Without Registration
Use a trip code to view trip details.

Enter a trip code...

select login or create new


educational travel adventures
Sign in to your account
Not registered? Create an ETA Account
Sign in with Email
Sign in with Google
Sign in to old customer portal
educational travel adventures
Create an account
Create account with Google
Create account with email
Go Back to Login


educational travel adventures
Create an account
Create account with Google
Create account with email
Email address
janedoe@email.com
Password
Confirm password
Trip code (Recommended)
lewis27
Continue
Go Back to Login

educational travel adventures

Welcome to Educational Travel Adventures!
Here are the steps you need to get started

- Step 1

Create an Account

Provide billing and traveler information to manage your reservations and personal details.

- Step 2

Reserve Your Spot

You'll be taken to the "Add a New Trip" page. Click "Make a New Reservation".

- Step 3

Make Your First Payment

Once your reservation is complete, make your initial payment to secure your reservation.

- Step 4

Get Ready for Your Trip!

Prepare for your adventure by viewing your trip details.

Continue

Enclosure 6

P 3280
Business

GIFTS, GRANTS, **MEMORIALS** AND BEQUESTS TO THE DISTRICT

Gifts of personal property to the district, including monetary donations, that meet criteria set forth in the administrative regulations established in accordance with this policy are welcomed and encouraged.

The Superintendent of Schools shall develop administrative regulations governing the acceptance of gifts and the procedure for examining and evaluating offers of gifts to the district.

The school principal may approve gifts to a school that are valued at $100 or under and meet criteria established by the administrative regulations established in accordance with this policy. The Superintendent of Schools must accept gifts that are valued over $100.01- $999.99 and meet criteria established by the administrative regulations established in accordance with this policy. A gift greater than $1000.00 must be accepted by the Board of Education.

If the Superintendent determines that a gift fails to meet the criteria established in the administrative regulations, the Superintendent shall inform the Board of Education.

Any gift rejected by the Board of Education shall be returned to the donor or the donor's estate, with a statement indicating the reason for rejection of such gift.

Legal Reference:
Conn. Gen. Statutes
§ 10-237
ADOPTED: August 22, 2022
REVISED:

Enclosure 7

RESOLUTION

Be it resolved that the governing board for Regional School District 10

1. Authorizes the filing of FCC Form 471, Schools and Libraries Universal Service Program Services Ordered for the fiscal year 07/01/2026-06/30/2027.

2. Authorizes payment of the applicant's share subject to the following conditions:
   (1) Approval of funding of the discounted portion by the Schools and Libraries Division (SLD) of the Universal Service Administrative Company (USAC) and
   (2) Receipt of services during the fiscal year 07/01/2026-06/30/2027.

Signature: _____ Date: _____

Printed Name: _____ Title: _____

FRN Report

04/05/26

Report Filters:
Entity Number: 122244
Funding Year: 2026

BEN	Applicant Name						Applicant City	ST	Sites	471 No.	Filing Date	SPIN	Service Provider		471 Nickname
Year	FRN	Status	Wave	Type	486 SSD	Cont. Date	Contract Number	Award Amt.	Disc%	Request		Commitment	Disbursed	Contract Exp	FRN Nickname
122244	Regional School District 10						Burlington	CT	4	261006741	2026-03-11	143049066	Dept of Admin Services, CT		RS10 2026-C1
2026	2699007043	Pending	N/A	IA		02/06/2024	RS10 CEN INT 2429	12,360.00	50%	6,180.00		0.00	0.00	2029-06-30	1 - Internet Access 1 Gbps
122244	Regional School District 10						Burlington	CT	4	261006741	2026-03-11	143003990	Comcast Business Communications		RS10 2026-C1
2026	2699007044	Pending	N/A	IA		03/07/2022	RS10 Comcast WAN 202	11,548.80	50%	5,774.40		0.00	0.00	2027-06-30	2 - Wan 1 Gbps
122244	Regional School District 10						Burlington	CT	4	261013243	2026-03-11	143033931	Y & S Technologies		RS10 2026-C2
2026	2699015905	Pending	N/A	IC		01/12/2026	523332 RS10 Y&S IC 2	21,554.00	50%	10,777.00		0.00	0.00	2029-09-30	1. Internal Connections
Grand Total								**45,462.80**		**22,731.40**		**0.00**	**0.00**		

Enclosure 8

Agreement Between

Regional School District #10 and

CSEA, LOCAL 2001, SEIU

July 1, 20~~23~~26 through June 30, 20~~26~~29

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ARTICLE I
RECOGNITION

Regional School District No. 10, hereinafter referred to as the "Board," hereby recognizes CSEA, Local 2001, SEIU, hereinafter referred to as the "Union", and that said Union has been selected as the representative for the purposes of collective bargaining by the majority of all Special Education ~~Assistant~~Paraeducators, ~~Library Assistant~~ Media Center Assistants, ~~Teaching Assistant~~Paraeducators, and Behavior Tech Assistants (BT) employed by the Region School District No. 10, and that said CSEA, Local. 2001 SEIU is the exclusive representative of all said employees for the purposes of collective bargaining with respect t9 wages, hours and other conditions of
employment, as set forth in Connecticut State Board of Labor Relations Decision and Certification of Representative, Case Number ME-20,673 dated May 24, 1999 and Decision Number 3696.

ARTICLE II
MANAGEMENT RIGHTS

It is recognized that the Board has and will continue to retain, whether exercised or not, the sole and unquestioned right, responsibility and prerogative to direct the operation of the Region 10 Schools in all its aspects, including but not limited to the following:

To maintain educational activities and programs as in its judgment will best serve the interests of the students;

To determine the type of work to be performed by the personnel;

To assign all work to employees or other persons;

To decide the methods, procedures and means of conducting the work;

To select, hire, and demote employees, including the right to prescribe and enforce reasonable rules and regulations for the maintenance of discipline and for the performance of work;

To discharge or other discipline any employee;

To promote, transfer, and lay off employees;

To decide the need for facilities;

To determine the number, age, and qualifications of pupils to be admitted into each school or program;

To designate the schools or programs that shall be attended by the various students;

To prescribe rules for the management, studies, classification, and discipline of school programs;

To decide the textbooks to be used;

In general, to control, supervise and manage the operations of the school system, and its professional staff under governing laws; and

To establish or continue policies, practices, and procedures for the conduct of Board business and the management of its operations, and from time to time, to change or abolish such policies, practices, or procedures.

These rights, responsibilities and prerogatives are not subject to delegation in whole or in part, except that the same shall not be exercised in a manner inconsistent with or in violation of the specific terms and provisions of this Agreement.

ARTICLE III
DEFINITIONS

1. The work schedule for bargaining unit members covered by this contract shall be in accordance with the school calendar year plus three (3) additional professional development days (i.e.183 days) established by the Board.

2. References to the Superintendent will be considered the Superintendent or his or her designee.

ARTICLE IV
UNION SECURITY

A. During the life of this Agreement, an employee retains the freedom of choice whether or not to become or remain a member of the Union.

B. Union dues shall be deducted by the employer from the paycheck of each employee who signs and remits to the employer an authorization form. Such deduction shall be discontinued upon written request of an employee thirty (30) days in advance.

C. *The amount of dues deducted under this Article, together with a list of all employees for* whom such deductions were made, and a list of all employees in the bargaining unit, shall be remitted to the Union's designee within one (1) week after the payroll period in which such deduction is made. Such lists shall be in an editable digital file format and include the following information: full name, job title, department, work location, work telephone number, home telephone number, mobile telephone number, home email address, work email address, date of hire, rate of pay, dues paid during reporting period, employment status (active, leave of absence, etc.), and the home address.

D. The Union agrees to defend, indemnify, and hold harmless the Regional School District No. 10 against all claims, demands, suits, or any other form of liability, including reasonable attorneys' fees, which may

arise by reason of any action taken in reference to any portion of Article IV, Union Security.

E. *The Employer shall honor employee authorizations created or adopted by the* Union for deductions in electronic form, and, by voice authorization. Additionally, the Employer shall honor authorizations in any form that satisfies the requirement of sections 1-266 to 1-286, inclusive, of the Connecticut General Statutes. The revocability of an authorization shall be determined by the terms of the authorization.

F. *The Employer shall deduct contributions to the CSEA PAC, or for any other service,* program, or committee provided or sponsored by the Union, from the wages of those employees who have authorized such a deduction. All such contributions shall be remitted to the Union along with a list, in editable electronic format, of each contributor showing the amount deducted. Deductions and remittances shall be on the same schedule as dues deduction.

G. *The Employer shall provide, in an editable digital file format, the following information if* on file with the employer: Name, job title, department, work location, home email address, work email address, home telephone number, work telephone number, personal mobile number, employee ID, and the home address of any newly hired employee. The Employer shall provide such information with real-time electronic transmission of new hire data whenever possible but in no event later than ten (10) days after such employee is hired or the first pay period of the month following the hiring of such employee, whichever is earlier. The Employer agrees that if the Union provides a template and/or a site to which such data may be submitted the Employer shall use the format and submission method provided by the Union.

ARTICLEV
BULLETIN BOARDS

Bulletin boards shall be made available in each school and the central office buildings for the purpose of displaying Union material.

ARTICLE VI
UNION ACTIVITIES

A. Two (2) Members of the Union Negotiating Committee: Leave with pay for all meetings between the Board and the Union for purposes of negotiations when meetings take place when members are scheduled to be on duty.

B. One (1) Member of the Union Grievance Committee Plus Grievant: Leave with pay for all meetings to process grievance. On-duty meetings may be allowed with the approval of the principal or Superintendent, so long as there is no disruption to the district's operations or educational environment.

C. Two (2) Union represents shall be allowed time off with pay to attend the below mentioned Union functions:

Conventions,
Educational conferences and seminars.

Total days for the above (C) shall not exceed a total of two (2) days per year.

D. 1. New Member Orientations

a. The Employer agrees that each newly hired employee shall participate in a mandatory and in-person orientation meeting(s), as small as one (1) individual, within the first fourteen (14) calendar days from date of hire during regular working hours and onsite without loss in compensation.

b. A newly hired employee who does not attend the session(s), conducted by the Union, shall be required to attend a mandatory and in-person one (1) hour make-up session during regular working hours and onsite without loss in compensation. The make-up session shall be arranged and conducted by the Union. The Employer shall notify newly hired employees at least forty-eight (48) hours in advance of the make-up session in writing that the employee's attendance is required.

c. If no orientation is conducted, then the Union will be allowed one **(1)** hour during the new employee's workday to make such a presentation without loss in compensation.

d. Union designee(s), including, but not limited to, Union representative, officers, stewards, and members, shall conduct the sessions covered under this agreement.

2. Meeting with Union Designee(s)

a. Release Time

Newly hired employees shall be granted release time without loss in compensation to meet with theUnion designee(s) during regular working hours and onsite.

The Employer shall grant Union designee(s) release time, including reasonable time for travel and set up, without loss in compensation to conduct any sessions, meetings, and trainings covered by this agreement.

b. Neutrality - Employer representatives shall be absent from the room during any sessions, meetings, or trainings, conducted by the Union.

c. Facility and Resource Access - The Union shall have a right to access and use The Employer facilities and audio-visual equipment to conduct orientation sessions and separate meetings with newly hired employees.

Notice of Orientations - The Employer shall provide the Union with at least ten (10) days' electronic notice of any orientation meeting and send an electronic list of expected participant(s) at least forty-eight (48) hours in advance of the orientation meeting.

ARTICLE VII
PROBATIONARY PERIOD

All new employees covered by this Agreement shall serve a probationary period of ninety (90) school days. All employees covered by this Agreement who are promoted, transferred, or otherwise move into a new position or classification shall serve a working test period of ninety (90) school days. Determination of the employee's level of performance, whether satisfactory or not, is at the sole discretion of the Superintendent of Schools or his designated representative during these periods. If an employee's probationary period or working test period is extended, the Union will be consulted.

During the probationary period, a new employee may be discharged or disciplined for any reason whatsoever and neither the employee nor the Union shall have recourse to the grievance and arbitration provisions of this Agreement. Upon successful completion of the employee's probationary period, his or her seniority will date back to the date of his or her original employment as an employee of the Board of Education.

During a working test period an employee who is working in the new position or classification may be returned to his or her original position for any reason whatsoever. If the employee's former position is no longer available, the employee will have all rights described in this Agreement's seniority and lay off provisions.

ARTICLE VIII
VACANCIES

Principals, and/or Director of Special Services will determine internal assignments for the following school year before vacancies are declared for posting purposes. By May 15, the Superintendent or his or her designee will internally post all of the positions, both known new and those that were filled after the start of the school year. Once internal transfers have been made, the Superintendent or his or her designee will re-advertise externally to fill the
remaining vacancies. During the summer months, all vacancies will be posted to the Region 10 website.

The Superintendent of Schools shall place new hires on the salary schedule, taking into account training, experience, and other relevant qualifications. However, no unexperienced new hire will be placed above tier 3 on the salary schedule.

Bargaining unit members shall be notified in writing of any changes in their program and schedules for the ensuing year; including the schools to which they will be assigned and any special or unusual assignments that they will have. The administration shall make a good faith effort to provide this information by May 15. In the event of a change in an individual's circumstances or conditions arising during the months of July and August, prompt notice in writing shall be given to that employee.

ARTICLE IX
SENIORITY AND LAYOFF

Seniority shall be determined by reference to the length of continuous employment with the Board in positions incorporated within the bargaining unit. Seniority shall be broken if the employee:

Quits;

Retires;

Is discharged for just cause;

Obtains a leave of absence by false or misleading statements;

Is absent from work for three (3) consecutive days without giving notice to his supervisor:

Exceeds a leave of absence without satisfactory explanation:

Fails to report to work within fourteen (14) calendar days after written notice of recall;

Accepts employment elsewhere while on leave of absence; or

Is laid off for a consecutive period equal to his seniority at the time of such layoff, but in no event to exceed one year.

When in the judgment of the Board of Education, it becomes necessary to eliminate positions in the bargaining unit, the administration will recommend the specific position to be eliminated and the personnel to be terminated and, subject to concurrence by the Board, the administration shall notify each individual so involved in writing. Layoff will take place based on seniority, qualifications, and ability, in order of least to most senior system wide.

An employee scheduled for layoff may displace the least senior bargaining unit member, so long as he or she is qualified to perform the work of the employee he or she would displace.

The laid off individual's name shall be placed on a recall list for a period one year. Employees will be rehired based on seniority, qualifications, and ability.

No person shall be newly hired until all persons on the recall list have been notified by certified mail sent to the individual's last known address and such individuals either are offered employment or decline such re-employment offer. It shall be the laid off individual's responsibility to notify the Superintendent of Schools of his/her current address. An individual who declines an offer of re-employment shall forfeit recall rights. Failure to respond in writing to a notice of an opening within seven (7) working days after the certified mailing thereof shall be deemed to be a refusal to accept re-employment. Returning individuals must return to work within fourteen (14) calendar days from the date of the certified mailing of the notification or the date the position becomes open, whichever occurs later.

ARTICLE X
WORK SCHEDULE

1. The work schedule for bargaining unit members covered by this contract shall be in accordance with the school calendar year plus three (3) additional professional development days (i.e. 183 school days) established by the Board.

   The number of hours worked per school day shall be determined as deemed necessary by the Superintendent or his/her designee. This right shall not be exercised in an arbitrary and capricious manner.

2. In the event summer school is offered by the Board requiring the need for bargaining unit members under this contract, such employees may apply annually for such positions as follows:
   a. In filling such positions, consideration shall be given to the ~~assistant~~paraeducator's area of competence, quality of job performance, attendance records, length of service in the system, and prior experience in these programs, if any.
   b. Positions in these programs shall be filled first from qualified ~~assistant~~paraeducators regularly employed in the school system.
   c. All openings for these positions shall be listed as early as reasonable so interested ~~assistant~~paraeducators may apply.

ARTICLE XI
HOLIDAYS

Bargaining Unit members shall observe the following holidays as days off with pay:

Labor Day*
Columbus Day/Indigenous People's Day
Thanksgiving Day
Christmas Day
New Year's Day
Martin L. King's Birthday
Presidents' Day
Good Friday
Memorial Day

Holidays shall be celebrated on the day designated under state or federal law. In the absence of such state or federal law, holidays falling on a Saturday shall be celebrated on the preceding day and holidays falling on a Sunday shall be celebrated on Monday.

These days may be altered in order to coincide with the school calendar.

Should school be in session on any designated holiday, the Superintendent will substitute an alternative holiday, with notification by July 1, for the upcoming year, and employees will report to work on what was

previously designated a holiday, as a regular workday.

*Labor Day will be a paid holiday if school opens prior to the labor day holiday.

ARTICLE XII

SICK LEAVE

Beginning July 1 of each year, all bargaining unit members shall accrue the following sick time:

One (1) day on July 1st and an additional ~~T~~ten (10) days per year, which accrue at one (1) day per month during the school year, cumulative to one hundred fifteen (115). Five (5) days may be used for family sickness.

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Sick Leave Buy Out:

Any employee hired before 7/1/17 who has completed ten (10) years of continuous service, and terminates employment with the Board in good standing for any reason, shall be paid for all unused sick leave at Fifteen Dollars and Fifty Cents ($15.50) per day. In the event of an employee's death, payment shall be made to his or her estate.

Sick Bank

The following guidelines for a Sick Day Bank apply for paraeducators and behavior techs in Region 10:

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A paraeducator or behavior tech may make a written request to the superintendent requesting additional sick days after exhausting all individual accumulated sick days, personal days and workers' compensation, if applicable. Superintendent will have discretion to grant 1-2 weeks of additional sick time. Such requests beyond the two extra weeks may include a request for sick days including donations from fellow bargaining group members.

Such requests can only be made for prolonged catastrophic or chronic illness or injury of the individual up to a maximum of thirty (30) workdays.

Medical documentation will be required and must include written statement by the doctor as to person's ability to handle job responsibilities and expected date ofreturn.

Each request will be addressed on a case-by-case basis and the paraeducator's prior attendance record will be taken into account before decision is made.

The superintendent's decision is final and the paraeducator has no right of appeal.

If such request for sick bank day is granted by the Superintendent, all bargaining group members will be invited to donate one day of accumulated sick time. Under all circumstances, the name of the requester will remain confidential. Members' donations will be submitted to the Superintendent's office where a list will be maintained. Days needed will be randomly selected from the donor list to meet the request. Unused days will remain on the list for future requests. In the event there are not enough days in the bank to meet request(s), a second solicitation will be made.

Each bargaining group member may donate one (1) day per request. Such donation, if it is applied to a recipient, will be permanently deducted from their sick day accumulation and will not be replaced.

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All bargaining group members can apply to be recipients of the sick bank.

Each bargaining group member may apply for use of sick bank in Region 10 one time during their career. In exceptional cases members who have worked for Region 10 a minimum of IO years may apply for use of the sick bank a second time. In these cases the request must be approved by the Union Executive Board and the Region 10 Board of Education.

Any member receiving donated days from the bank will not have to replace them.

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ARTICLE XIII

PERSONAL LEAVE

Each bargaining unit member shall be permitted up to three (3) days per year with pay, and without deduction from sick leave accumulation, for any of the following circumstances in which absence from service is necessary and unavoidable:

a. Leave (maximum of one day) for death of a friend or non-listed relative. Documentation or verification may be required.

b. Legal requirements. Attendance in court under subpoena or summons or participation in a legal proceeding which cannot be scheduled outside of regular work hours. Documentation or verification may be required.

c. Religious holidays when the tenets of religion requires one to abstain from work or to attend religious services.

d. One day leave may be used for personal business which requires the attendance of the employee and which cannot be scheduled outside of regular work hours. Such leave may not be taken on the day before or day after a school holiday or vacation.

These days may not be used to extend holidays or vacations. Request for leave must be made in writing to and approved by the Superintendent or his/her designee forty-eight (48) hours in advance except in extenuating circumstances. These days shall be non-cumulative from year to year. The superintendent or designee may at his/her discretion grant additional personal leave days under unusual and extenuating circumstances.

ARTICLE XIV

LEAVE PROVISIONS

Bereavement Leave:

Bargaining unit members shall have up to five (5) days of paid leave for the death of a family member. Under extenuating circumstances (such as but not limited to more than one death during the school year or travel)

the Superintendent or his/her designee may grant additional paid time.

ARTICLE XV
WORKER'S COMPENSATION

If an employee loses time because of sickness or injury for which he/she is entitled to compensation under the workers' compensation act, he/she will be paid in accordance with applicable state law. An employee shall be advanced 80% of his or her gross pay each week during the period between the date the workers' compensation leave commences and the commencement of payment under the Workers' Compensation Act. Once such payment commences, the employee shall be required to reimburse the Board for the advanced pay.

ARTICLE XVI
JURY DUTY

When an employee is required to serve jury duty, such leave shall not be deducted from any other paid leave provisions covered by this Agreement. The employee shall receive a rate of pay equal to the difference between her salary and the jury fee for a period not to exceed twenty-five (25) working days per call.

ARTICLE XVII
LEAVES WITHOUT PAY

The Superintendent or designee may grant a leave of absence without pay for a period not to exceed six (6) months. Paid leave must be used before unpaid leave is granted. Unpaid days cannot be used to extend a holiday.

Application for leave must be made in writing stating the reason for such leave and the length of time desired. A leave of absence expires automatically at the date of expiration approved for the leave. Failure by an employee to return by such date shall be considered as voluntary termination.

Insurance benefits for the employee shall be paid by the employee at group rates.

ARTICLE XVIII
GRIEVANCE PROCEDURE

Purpose:

The purpose of the procedure is to secure, at the lowest possible administrative level, equitable solutions to the problems that may arise affecting the welfare or working conditions of the members of the bargaining unit.

Definition:

A grievance shall mean a claim in writing there has been an alleged violation of a specific provision(s) of this Agreement. A valid grievance must be in writing and filed at the first step of the grievance procedure within ten (10) working days of the occurrence that gives rise to the grievance. If said grievance is not filed within ten (10) working days after the grievant knew, or should have known, of the act or conditions upon which the grievance is based, then the grievance shall be considered to be invalid.

Process:

A grievance shall be settled in accordance with the following grievance procedure:

Step One - Responsible Administrator

If the member of the bargaining unit feels that he/she may have grievance, he/she may first discuss the matter with his/her responsible administrator in an effort to resolve the problem informally. If resolution is not found, then within ten (10) working days of the occurrence giving rise to the grievance, the written grievance shall be submitted to the responsible administrator by the bargaining unit president. The administrator shall give his/her answer within five (5) working days of receipt of the written grievance.

Step Two -Superintendent or Designee

If the grievance is not resolved by the answer received at Step One, then the grievance may be forwarded by the bargaining unit president to the Superintendent or his/her designee within five (5) working days of receipt of the answer at Step One.

Within five (5) working days of receipt of the grievance by the Superintendent or his/her designee, he/she will conduct a meeting with the grievant, the unit president or designee, and the responsible administrator to consider the grievance. The Superintendent or designee will render a decision within five (5) working days of said meeting.

Step Three - Board of Education

If grievance is not resolved by the answer received that Step Two, then the grievance may be forwarded by the bargaining unit president to the chairman of the Board of Education within five (5) working days of the receipt of the answer at Step Two. The Board of Education or designated subcommittee shall conduct a meeting on the matter within twenty (20) working days of receipt of the grievance, at which time the moving party may present his/her grievance and the other party may respond. The Board of Education or designated subcommittee shall render its decision within ten (10) working days of said meeting.

Step Four - Binding Arbitration

If the grievance is not resolved by the answer received at Step Three, the Union may submit the grievance arbitration providing it adheres strictly to the following procedures:

By the end of the tenth (10^{th}) work day immediately following receipt of the Board of Education's or designated subcommittee's response to the grievance, the Union shall (by certified mail) mail a copy of the demand for arbitration to the Board of Education and submit the grievance to the American Arbitration Association and thereafter the parties shall proceed under the voluntary rules of procedure for the American Arbitration Association. The cost of arbitration is to be shared equally by the Board and the Union.

Grievances will be heard at times mutually agreeable to the parties.

Time limits in the grievance procedure or arbitration may be extended by mutual agreement. Failure by the bargaining unit president to appeal the grievance to the next level within the specified time shall be deemed to be acceptance of the decision rendered at that level.

Both parties agree that the proceedings shall be kept confidential. All documents, communications and records dealing with the processing of the grievance shall be filed separately from the personnel files of the participants.

ARTICLE XIX
INSURANCE

Section 19.1- Medical Insurance

1. The District will provide insurance benefits to eligible employees (i.e. work more than 30 hours per week) and their eligible dependents, on a Board-Member premium share basis.

   a. In order to participate in coverage, the eligible employee shall execute a payroll deduction form.

   b. The Business Office shall provide an open enrollment period for adjustment annually prior to June 30. This open enrollment period will meet IRS requirements.

   c. Information on the specific terms and conditions for either of the plans listed below can be found in the certificates offered by each respective carrier.

2. Employees will be offered the following group health plan Health Savings Account Qualified High Deductible Health Insurance Plan ("HDHP")

   a. Employees selecting this plan shall pay ~~thirty~~ twenty five percent (~~30~~25%) for the 20~~23~~26-20~~24~~27 school year, twenty five percent (25%) for the 20~~24~~27-20~~25~~28 school year and twenty five percent (25%) for the 20~~25~~28-20~~26~~29 school year of the Board's actual premium cost of the $3,000 /$6,000 Deductible plan.

   b. The plan shall have an annual deductible of $3,000/individual and $6,000/2-person or family. Employees selecting this plan shall pay, in addition to the premium cost share set forth above, the full cost of covered procedures, visits, prescriptions and/or items until the applicable deductibles have been met. Certain preventative care visits are excluded from deductible requirements.

   c. The Board shall establish a Health Savings Account for employees who elect the HDHP. The Board shall contribute $625 for individuals and $1,250 for two- person or family toward the applicable deductible.

   d. The Board's contribution to the HSA will be deposited as follows: 25% at the beginning of September, 25% at the beginning of November and 50% at the beginning of January.

   e. The Board of Education will establish a Health Reimbursement account ("HRA") for any employee ineligible for the HSA and contribute the same amount.

f. The plan includes a Copay on Rx after the annual deductible is met ($5/$25/$40).

3. The High Deductible plan contains cost containment requirements. Employees who fail to follow the cost containment procedures will be subject to out-of-pocket expenses.

4. Employees may elect to have their medical insurance deduction made in accordance with guidelines of section 125 of the IRS code.

5. The annual maximum on the dental benefit is $2,000. Premium cost shares for the medical plan also apply to the dental plan. The Board and the employee will co-pay dental insurance for dependents as is currently provided at fifty percent (50%) by each.

6. Where there is a change in employee status such as, but not limited to, change in spouse's employment or changes in the spouse's benefit program, the waiver may, by written notice to the Board of Education, be revoked. Upon receipt of revocation of waiver, coverage by the carrier shall be subject to regulations or policy restrictions, including waiting periods, which may then be in effect. Depending on the effective date of coverage, appropriate financial adjustments shall be made between employee and the Board so as to insure the pro-rated basis in the above paragraph was accurate.

Section 19.2 - Term Life Insurance

Each employee is provided at Board expense a ten thousand dollar ($10,000) term life insurance plan, and the ability to purchase up to two times salary in additional coverage, at group rate.

Section 19.3 - Change of Carriers

1. The Board of Education reserves the right to change any insurance carrier at any time so long as it gives prior notice to the Union and so long as the insurance coverage under the substituted insurance carrier's policy is substantially equivalent to or better than the coverage under the policy then in effect. The substantially equivalent to or better than standard shall be applied on program-wide analysis, including network, and shall not be benefit specific. Once the Union is notified that the Board intends to change insurance carriers, the Union has fifteen (15) days to examine the new insurance carrier's policy.

a. If the Union feels that the coverage under the new policy is not substantially equivalent to the policy in effect, it must object to the change, in writing, during that fifteen (15) days.

b. If the parties are unable to informally resolve the matter within the following thirty (30) days, an arbitrator with expertise in the field of insurance shall be mutually selected forthwith or, if the parties cannot agree, shall be selected forthwith by the American Arbitration Association.

1. The arbitrator will be asked to decide the following question: Is the insurance coverage under the substitute insurance carrier's policy substantially equivalent to the insurance coverage under the policy currently in effect?

2. The arbitrator must render his decision within thirty {30) days. All references herein to days shall mean calendar days. The Board shall pay the full cost charged by the arbitrator and American Arbitration Association.

3. The arbitrator will accept revisions to the initial draft of the substitute insurance carrier's policy up to and including the final day of any hearing held to compare the incumbent insurance carrier's policy with the substituted insurance carrier's policy.

c. In the situation where a complaint has been lodged by the Union, the Board will not change to the new insurance carrier until an agreement has been reached or until an arbitrator has decided that the insurance coverage under the substitute insurance carrier's policy is substantially equivalent to the insurance coverage under the policy currently in effect.

ARTICLE XX
RETIREMENT PLAN

Bargaining unit members participating in the Employee's Pension Plan as of July 1, 2000 may continue to do so. All plan terms and benefits may be found in the pension plan document.

ARTICLEXXI
LONGEVITY

All employees hired on or before June 30, 2006 shall receive the following longevity payments annually on his/her anniversary date of hire:
Upon completion of

5 years	$300
10 years	$350
15 years	$400
20 years	$450

ARTICLE XXII
DISCIPLINARY PROCEDURE

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

ARTICLE XXIII
MILEAGE

Employees who are required to use their private vehicles to conduct Board business shall be reimbursed for all miles driven at the published IRS rates or have the use of a school vehicle to conduct such business. For the purposes of this Article, employees so required are only those employees who must move from one location to another in order to be with an assigned student(s). That is, such employees are those that "follow" their student(s). No bargaining unit member will be asked to transport a student(s) using his or her personal vehicle.

ARTICLE XXIV
NO LOCKOUT/NO STRIKE

During the term of this Agreement, the Board agrees there will be no lockout of any employee or employees.

During the term of this Agreement, the Union agrees there shall be no authorized or sanctioned cessation, retarding, or stoppage of work, picketing, sympathy strikes, work to rule action, or other interference, because of any dispute that may result from interpretations of this Agreement or for any cause whatsoever. The failure or refusal on the part of any employee to comply with these provisions shall serve as grounds for immediate discipline, up to and including discharge.

ARTICLE XXV
SAVINGS CLAUSE

This Agreement contains the full and complete agreement between the Board and the Union on all negotiable issues, and neither party shall be required during the term thereof to negotiate upon any issue, whether it is covered or not covered in this Agreement. If any section, sentence, clause or phrase of this Agreement shall be held for any reason to be inoperative, void, or invalid, the validity of the remaining portion of this Agreement shall not be affected.

ARTICLE XXVI
MISCELLANEOUS

A. The Board shall provide each present employee and each new employee, when hired, with a copy of this contract.

B. Early Dismissal: Employees will be allowed to leave early without loss of pay because of bad weather and paid for lost time only when so authorized by the Superintendent.

C. Late Openings: Employees shall be paid from the scheduled start of their shift, regardless of the late opening of school.

D. Professional Development Days: Employees shall be paid for three (3) professional development days, the direct supervisor will give timely notice to the ~~teaching assistant~~paraeducators of the date and time of the training. It is a requirement of the job that ~~teaching assistant~~paraeducators are present on these scheduled days.

E. The parties hereby understand that the use of pronouns shall include reference to both genders and that the use of "paraeducator" references all positions within the Union's bargaining unit.

F. When any worker covered under this agreement is asked to cover (substitute) for a teacher, they will be paid a rate of $25.00 per hour.

~~G. ABA Para conversion to Behavior Tech: The ABA Para position will converted to Behavior Techs (BT's). All BT's must complete the 40 hour training programing that will be supported by the District.~~

~~The eight (8) BT positions that are currently (2022-2023 school year) will become union positions and be paid $22.50 in year one.~~

~~All other current ABA positions will be converted to BT positions and will be paid $20.71 in year one.~~

~~Implementation:~~

- ~~The BT training is 40 hours online and will be available for all current ABA Paraprofessionals beginning on 7/1/2023.~~
- ~~The cost of the training will be paid for by the District.~~
- ~~Current ABA paraprofessionals who are transitioning to BT positions will be paid for the 40 hours of training time with proof of completed training.~~
- ~~When training is completed for current ABA paraprofessionals they will be redesignated as Behavior Techs (BT) and will be paid at the agreed BT pay rate. Proof of completed training will be required for redesignation as a BT.~~
- ~~While still in training current ABA paraprofessionals will be paid at the agreed ABA paraprofessional rate. The agreed upon rate will be calculated at the same increment as all~~

~~other category of paraprofessionals in the 2023-2024 wage schedule.~~

~~All current paraprofessionals who are transitioning to the Behavior Tech (BT) position must complete their training by January 31, 2024.~~

~~Any current paraprofessional who chooses not to transition to the Behavior Tech (BT) position or who does not complete the BT training by January 31, 2024, will be eligible for available paraprofessional positions.~~

~~The number of Behavior Tech positions will be based on the number of students with Applied Behavior Analysis (ABA) needs identified in their IEP.~~

G. The board will establish a voluntary coverage pool to support Behavior Technicians. The minimum criteria for such a pool is PMT certification and an understanding of classroom plans and students' IEPs. When Paraeducators cover BT positions they will be paid the difference of the next highest BT wage step. In the event no one is available or in the pool, the Superintendent of designee will assign coverage

BT training will be offered on an ongoing ~~basis~~basis, and any paraprofessional is eligible to take it so that they are eligible for BT positions when available. The cost of the District approved training module only will be covered by the District.

H. When any worker covered under this agreement is asked to cover (substitute) for a teacher for longer than 15 minutes, they will receive a pay differential of ten ($10.00) dollars per hour prorated for the time worked in addition to their regular hourly rate.

I. Employees covered under this agreement shall receive an annual stipend if their assignment regularly includeds providing hygiene related services to students. Hygiene services include toileting, personal feeding and diapering. These individuals will be designated at the beginning of the school year, and a copy of names will be provided to the Union and its president. The payment will be made at the end of the fall and spring semesters and prorated X/183 days if less than a school year. For employees who leave employment prior to the end of the school year said employee shall receive the prorated annual stipend in their final paycheck. Any employee hired to work summer school and is assigned to provide hygiene related services to students shall receive the annual stipend amount on a prorated basis.

The Stipend Pay is:	
Year 1	$500/$500
Year 2	$518/$518
Year 3	$536/$536

J. Employees under this agreement shall receive an annual stipend if their assignment regularly includes providing personal care to a student who requires a full specialized physical assist with transfers and full

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specialized physical assist with toileting in addition to hygiene related services to students. Hygiene services include toileting, personal feeding and diapering. These individuals will be designated at the beginning of the school year, and a copy of names will be provided to the Union and its president. The payment will be made at the end of the fall and spring semesters and prorated X/183 days if less than a school year. For employees who leave employment prior to the end of the school year said employee shall receive the prorated annual stipend in their final paycheck. Any employee hired to work summer school and is assigned to provide full specialized physical assist with transfers and full specialized physical assist with toileting in addition to hygiene related services to students shall receive the annual stipend amount on a prorated basis.

The Stipend Pay is:

Year 1	$700/$700
Year 2	$718/$718
Year 3	$736/$736

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ARTICLE XXVII
WAGES

Wages will be paid pursuant to Appendix A.

ARTICLE XXVIII
DURATION AND SIGNATURE

The provisions of this Agreement shall be effective as of July 1, 20~~23~~6 and shall remain in full force and effect through June 30, 20~~26~~29. No further conditions of employment or other matters shall be negotiated without the express consent of both parties.

IN WITNESS WHEREOF, the parties hereunto have caused these presents to be executed by their proper officers, hereunto duly authorized, and their signatures affixed hereto.

Regional School District #10

By: _____

Scott Savelle, Its Chairperson

Date: _____

CSEA, Local 760, SEIU, AFL-CIO

By: _____

Michael Davis, Its Staff Representative

Date: _____

By: _____

Marlene Prepare, Its Local Member Representation

Date_____

Appendix A - Wage Schedules

(Hourly Rate)

Paraprofessionals

	2023-2024	2024-2025	2025-2026
Tier 1	$ 17.53	$ 18.40	$ 19.32
Tier2	$ 17.97	$ 18.87	$ 19.82
Tier 3	$ 18.49	$ 19.42	$ 20.39
Tier4	$ 19.00	$ 19.95	$ 20.95
Tier 5	$ 20.59	$ 21.61	$ 22.69
Tier6	$ 23.33	$ 24.50	$ 25.73
Behavioral Technicians			
Tier 1	$ 20.71	$ 21.75	$ 22.83
Tier 2	$ 22.50	$ 23.63	$ 24.81

Year 1 consists of a 10% market adjustment and a 5% GWI

Year 2 consists of a 5% GWI

Year 3 consists of a 5% GWI

Annual movement on the salary table for the contract period is lateral movement only.

BEHAVIORAL TECHNICIANS

STEP	26-27	27-28	28-29
1			
2	$ 23.78		
3	$ 24.25	$ 24.67	$ 25.11
4	$ 24.73	$ 25.16	$ 25.60
5	$ 25.22	$ 25.66	$ 26.11
6	$ 25.72	$ 26.17	$ 26.63

PARAEDUCATORS

STEP	26-27	27-28	28-29
1			
2	$ 20.15		
3	$ 20.50	$ 20.86	
4	$ 20.86	$ 21.23	$ 21.60
5	$ 21.22	$ 21.59	$ 21.97
6	$ 21.69	$ 22.07	$ 22.46
7	$ 22.18	$ 22.57	$ 22.96
8	$ 22.67	$ 23.07	$ 23.47
9	$ 23.57	$ 23.98	$ 24.40
10	$ 24.42	$ 24.85	$ 25.28
11	$ 25.42	$ 25.86	$ 26.32
12	$ 26.32	$ 26.78	$ 27.25

Year 1 restructure plus two step movements for current step 1 and one step movement for all other steps
Year 2 GWI 1.75% plus one step movement
Year 3 GWI 1.75% plus one step movement

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